



The Agricultural and Labor Program, Inc.

2013 Annual Corporate Meeting and Luncheon

Theme: Charting Our Course ... Answering the Call to Service

Saturday, January 26, 2013

Rosen Centre Hotel
9840 International Dr. • Orlando, FL 32819

Celebrating 45 Years of Service



The Mission of The Agricultural and Labor Program, Inc. is to propose, implement, and advocate developmental and human service delivery programs for socially and economically disadvantaged children and families, as well as farm workers.



The Promise of Community Action

Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community, and we are dedicated to helping people help themselves and each other.



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Message from the Chairperson

Welcome Corporate Members, Staff, Friends, and Community Leaders



On behalf of the Corporate Board of Directors, welcome to the 2013 Annual Corporate Meeting and Luncheon. This is a very special year as it marks our 45th Anniversary in the business of helping people and changing lives. The Agricultural and Labor Program, Inc. leads the State of Florida in its duties of providing services to thousands of individuals, children and families.

Each year we set out to make a difference in people's lives by helping them become more self-sufficient and by expanding on already existing services. As always, financial stability continues to be a very high priority for ALPI, as evidenced by consistently stellar audit reviews. These audits demonstrate ALPI's capacity to govern this powerful corporation - they are the true test of what we represent. Being designated a "low risk auditee" should remove any doubt regarding our competence and fiduciary responsibilities.

With the re-election of President Barack Obama, and his mission of reducing the deficit using a balanced approach, both our nation and this great organization have an opportunity to plan and execute a strategy to operate in a more conservative fiscal environment. Now that the fiscal cliff has been avoided, our hope should be that sequestration will not go into effect during the debt ceiling debate, because it will trigger \$100 billion in Federal budget cuts. These budget cuts could remove over 96,000 children from Head Start programs nationwide, including 3,900 children right here in Florida. This translates into the loss of over 800 jobs. Additionally, 80,000 children nationally and 4,634 children in Florida will also lose access to much needed and critical health care.

Through our State, Regional, and National Associations we are advocating for the most vulnerable. We are taking our message to the United States Congress and Senate in Washington, DC ... holding them accountable to the people we all serve. While we again face some uncertainty, we will not rest or get weary of demonstrating our commitment to ensuring that those we serve continue to receive vital and essential services. I urge everyone to lend their voice to this cause for those less fortunate, because we know their struggle and we must fight the battle to protect them.

The standards set within this great organization have allowed ALPI to endure challenges and changes over the years. In spite of many obstacles, both big and small, ALPI has continued to persevere and flourish, no doubt in great part to our devoted Chief Executive Officer, Deloris Johnson. Ms. Johnson's ability to adapt to ever changing conditions demonstrates her innate comprehension of the inner-workings of big business. Planning and displaying results are powerful statements that she consistently makes through her outstanding leadership and management skills.

Finally, I would like to thank all of the community leaders, friends, corporate members, partners and the amazing ALPI staff for their support and dedication. I am grateful for the influential assembly of the illustrious individuals that represent knowledge of governing – the ALPI Board of Directors. Thank you for a job well done.

William Holt

William Holt
ALPI Board Chairperson



Greetings



RICK SCOTT
GOVERNOR

January 26, 2013

Dear Friends:

It is a pleasure to welcome you to The Agricultural and Labor Program, Inc.'s 45th Annual Corporate Meeting and Luncheon at the Rosen Centre Hotel in Orlando, Florida.

The mission of The Agricultural and Labor Program, Inc. is to propose, implement, and advocate developmental and human service delivery programs for the socially and economically disadvantaged, children and families, and farm workers. The theme for this event, *Charting our Course...Answering the Call to Service* reflects your dedication to continue the Program's mission into 2012. Thank you for your dedication to assisting families in crisis.

Best wishes for your continued success.

Sincerely,

Rick Scott
Governor

The Agricultural and Labor Program, Incorporated



Greetings



United States Senate
WASHINGTON, DC 20510-0905

BILL NELSON
FLORIDA

January 26, 2013

Ms. Deloris Johnson
Chief Executive Officer
Agriculture And Labor Program, Inc.
300 Lynchburg Road
Lake Alfred, Florida 33850

Dear Ms. Johnson:

It is with great pleasure that I congratulate you today at the celebration of your 45th year of providing invaluable services to the citizens of Florida. I salute your commitment and dedication to assisting those most in need by providing resources related to jobs, social services, health care, education, and so much more.

As the U.S. Senator from Florida I am grateful for the many ways in which you help those in your care to find long term solutions. Thank you for all that you do for our community and the great state of Florida.

Sincerely,

Bill Nelson



Greetings



120 E. Pomelo Street
Lake Alfred, FL 33850-2135

CITY OF LAKE ALFRED
Office of the City Clerk

Ph.: (863) 291-5747
Fax: (863) 298-4440

Proclamation

Whereas, the Agricultural and Labor Program, Inc. (ALPI) is a private non-profit community based organization that has been helping people and changing lives since 1968; and

Whereas, ALPI's purpose is to help people maintain family strength and economic stability, and

Whereas, ALPI strives to meet the needs of families facing social and economic challenges due to job lay-offs, mortgage foreclosures and increased utility costs; and

Whereas, ALPI provided 374,175 meals to pre-school and school age children via the Child Care Food and Nutrition; and

Whereas, ALPI serves as a source of hope and information in the community, and

Whereas, the month of January, 2013 will commemorate 45 years of providing a constant flow of community support services to help socially and economically disadvantaged children and families.

Now, Therefore, I Jack Dearmin, Mayor of the City of Lake Alfred, do hereby proclaim January 26, 2013 as

"Agricultural and Labor Program, Inc. Day"

in the city of Lake Alfred, Florida we urge all citizens to recognize services needed by those less fortunate in our community and encourage everyone to support the Agricultural and Labor Program, Inc.

IN WITNESS WHEREOF, I have hereunder set my hand this 3rd day of December, 2012.



Jack C. Dearmin, Mayor
City of Lake Alfred, Florida



Greetings



November 27, 2012

Deloris Johnson, Chief Executive Officer
The Agricultural and Labor Program, Inc.
P.O. Box 3126
Winter Haven, Florida 33885

Dear Ms. Johnson:

As Mayor of the City of Lakeland, and on behalf of my colleagues on the City Commission, I would like to confirm our support of the mission and guiding principles of the Agricultural and Labor Program, Inc.

The City of Lakeland believes ALPI is an integral component to improving the quality of life for the children and families of our community. ALPI's advocacy and program delivery role is to be commended as we encourage you to look for ways to continuously improve, while engaging the broader community to assist you in your efforts.

Congratulations to you on the many achievements of ALPI and best wishes for a successful 2013 Annual Meeting!

Sincerely,

Gow B. Fields
Mayor

GBF/tdt



Proclamation

WHEREAS, The Agricultural and Labor Program, Inc. (ALPI) is a private, non-profit, community based organization that has been helping people and changing lives since 1968; and

WHEREAS, ALPI is based on five underlying principles that guide all its activities: (1) Involvement of People; (2) Emphasis on long-term accomplishments rather than promises; (3) Assurance of economic viability; (4) Emphasis on self-help; and (5) A sound integrated total systems approach; and

WHEREAS, ALPI's focus is to provide a mechanism toward achieving and maintaining family stability and economic self-sufficiency. Through our vast resources we will address the areas of: jobs and income, housing, education, social services, health, training, and community relations. We will continue to serve as a source of information and hope in the community, as a clearinghouse for community needs, and in the provision of a coordinated (mechanism) approach to the delivery of human services; and

WHEREAS, ALPI's 2011-2012 agency wide budget of \$19,244,357, in partnership with federal, state and local funding sources, was earmarked to maintain the needs of children and families facing social and economic challenges due to job lay-offs, unemployment, mortgage foreclosure, increased utility costs, etc.; and

WHEREAS, the month of January 2013 will commemorate forty-five years of ALPI and the theme to this year's 45th Annual Corporate Meeting and Luncheon on Saturday, January 26, 2013, in Orlando, Florida is "*Charting our Course...Answering the Call to Service*".

NOW THEREFORE, I, Joanna Wilkinson, as Mayor of the City of Haines City, do hereby proclaim January 26th, 2013, as

" The Agricultural and Labor Program, Inc., 45th Anniversary Day "

in Haines City, Florida in recognition and appreciation of the services provided by this agency.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the City of Haines City to be affixed this 3rd day of January 2013.



CITY OF HAINES CITY, FLORIDA

Joanna Wilkinson
Joanna Wilkinson, Mayor



Greetings

PROCLAMATION

IN HONOR OF
THE 45TH ANNIVERSARY
OF

THE AGRICULTURAL AND LABOR PROGRAM, INC.

WHEREAS, The Agricultural and Labor Program, Inc. (ALPI) is a private, non-profit, community based organization chartered by the State of Florida to provide assistance and services to the migrant and seasonal farm worker population, the rural poor and disenfranchised throughout the State; and

WHEREAS, The ALPI is based on five underlying principles that guide all its activities: (1) Involvement of People; (2) Emphasis on long-term accomplish rather than promises; (3) Assurance of economic viability; (4) Emphasis on self-help; and (5) A sound integrated total systems approach; and

WHEREAS, services have included but not limited to: CSBG, Head Start/Early Head Start; Voluntary Pre-Kindergarten; Child Care Food and Nutrition; LIHEAP; Housing Mitigation; HUD Housing Counseling; and Training & Technical Assistance

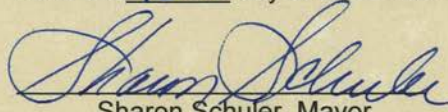
WHEREAS, January 26, 2013 marks the 45th Anniversary of ALPI providing AA Constant Flow of Community Services@ to help socially and economically disadvantage children and families;

NOW, THEREFORE, I, Sharon Schuler, by virtue of the authority vested in me as Mayor of the City of Avon Park , do hereby proclaim January 26, 2013 as:

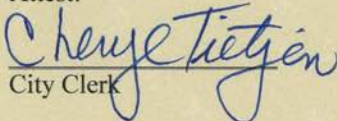
THE AGRICULTURAL AND LABOR PROGRAM, INC., DAY

In the City of Avon Park, Florida we urge all citizens to recognize services needed by those less fortunate in our community and encourage everyone to support The Agricultural and Labor Program, Inc.

IN WITNESS WHEREOF, I have hereunto set my hand this 10th day of December 2012.


Sharon Schuler, Mayor
City of Avon Park

Attest:


Cheryl Tietjen
City Clerk



Greetings



HENDRY COUNTY
Board of County Commissioners
P.O. Box 2340
LaBelle, Florida 33975-2340

Mark F. Lapp
County Attorney
Interim County Administrator

Barbara Butler
Clerk
of the Courts

December 12, 2012
2012-372

Ms. Deloris Johnson
Chief Executive Officer
Agricultural and Labor Program, Inc.
300 Lynchburg Road
Lake Alfred, Florida 33850-3491

Dear Ms. Johnson:

On behalf of the Hendry County Board of County Commissioners, please accept this letter of support for the invaluable services provided by the Agricultural and Labor Program. ALPI's administration of community service programs to the citizens within our community provides a mechanism toward helping socially and economically disadvantaged children and families achieve and maintain family stability and economic self-sufficiency.

Thank you for the resources you bring to Hendry County for the benefit of our families and we appreciate the opportunity you provide to those in need.

Sincerely,

Karson Turner, Chairman
Board of County Commissioners

KT/jmc

L:\Agencies\Bocc\Judith\CALetter2012.doc

Janet B. Taylor
District 1

Darrell Harris
District 2

Don Davis
District 3

Al Perry
District 4

Karson Turner
District 5



Greetings

Proclamation

Polk County Board of County Commissioners

WHEREAS, the mission of The Agricultural and Labor Program, Inc., is to propose, implement and advocate developmental and human service delivery programs for the socially and economically disadvantaged, children and families and farm workers; and

WHEREAS, ALPI's 2011-12 agencywide budget of \$19,244,357, in partnership with federal, state and local funding sources, was earmarked to maintain the needs of children and families facing social and economic challenges due to job lay-offs, unemployment, mortgage foreclosure, increased utility costs, etc.; and

WHEREAS, CSBG enrolled 185 families into the family self-sufficiency program, 14 youth were provided with summer job opportunities and 12 adults were provided with work experience; and

WHEREAS, 374,175 meals were provided to pre-school and school age children via the Child Care Food and Nutrition Program; and

WHEREAS, Head Start/Early Head Start services were provided to 1018 children and their families and Voluntary Pre-Kindergarten services were provided to 467 children and their families, in St. Lucie and Polk Counties; and

WHEREAS, LIHEAP services were expanded in partnership with 20 non-profit organizations to provide assistance to a total of 16,451 clients in Collier, Glades, Hendry, Highlands, Martin, Polk & St. Lucie Counties; and

WHEREAS, Mitigation services were provided to 9 (nine) clients in various stages of foreclosure often resulting in modifications to their mortgages. An additional 87 clients were provided HUD Housing Counseling services; and

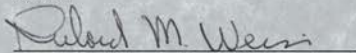
WHEREAS, Full-time employment opportunities were maintained to 234 employees in Highlands, Polk, St. Lucie and Volusia Counties.

NOW, THEREFORE, BE IT PROCLAIMED, that the Board of County Commissioners in regular session, duly assembled, does hereby proclaim January 2013 as

"the 45th Anniversary of the Agricultural and Labor Program, Inc. (ALPI)"

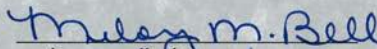
Dated this 18th day of December 2012.

Attest:



Richard M. Weiss
Clerk of Courts





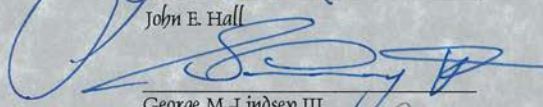
Melony M. Bell, Chairman



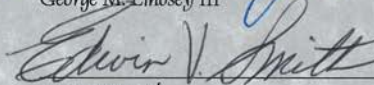
R. Todd Dantzler



John E. Hall



George M. Lindsey III



Edwin V. Smith



Greetings

RESOLUTION NO. 13-009

A RESOLUTION PROCLAIMING JANUARY 26, 2013, AS "THE AGRICULTURAL AND LABOR PROGRAM, INC. 45th ANNIVERSARY DAY" IN ST. LUCIE COUNTY, FLORIDA

WHEREAS, the Board of County Commissioners of St. Lucie County, Florida, has made the following determinations:

1. The Agricultural and Labor Program, Inc. (ALPI) is a private, non-profit, community based organization that has been helping people and changing lives since 1968.
2. The ALPI is based on five underlying principles that guide all its activities:
 - a. Involvement of People
 - b. Emphasis on long-term accomplishment rather than promises
 - c. Assurance of economic viability
 - d. Emphasis on self-help
 - e. A sound integrated total systems approach
3. CSBG enrolled 185 families into the family self-sufficiency program, 14 youth were provided with summer job opportunities, and 12 adults were provided with work experience.
4. Head Start/Early Head Start services were provided to 1018 children and their families in St. Lucie and Polk Counties.
5. Voluntary Pre-Kindegarten services were provided to 467 children and their families in St. Lucie and Polk Counties.
6. A total of 374,175 meals were provided to pre-school and school age children via the Child Care Food and Nutrition Program.
7. LIHEAP services were expanded in partnership with 20 non-profit organizations to provide assistance to a total of 16,451 clients (i.e. Collier, Glades, Hendry, Highlands, Martin, Polk and St. Lucie Counties).
8. Mitigation services were provided to 9 clients in various stages of foreclosure often resulting in modifications to their mortgages. An additional 87 clients were provided HUD Housing Counseling services.
9. Full-time employment opportunities were maintained to 234 employees in Highlands, Polk, St. Lucie, and Volusia Counties.
10. The month of January 2013 will commemorate the beginning of 45 years of providing a constant flow of community support services to provide a mechanism toward helping socially and economically disadvantaged children and families achieve and maintain family stability and economic self-sufficiency.

NOW, THEREFORE, BE IT RESOLVED by the Board of County Commissioners of St. Lucie County, Florida:

1. This Board does hereby proclaim January 26, 2013, as "**THE AGRICULTURAL AND LABOR PROGRAM, INC. 45th ANNIVERSARY DAY**" in St. Lucie County, Florida.
2. This Board does hereby recognize and appreciate the many services provided by this agency and congratulates ALPI on 45 years of service to the citizens of St. Lucie County.

PASSED AND DULY ADOPTED this 15th day of January 2013.

ATTEST:


DEPUTY CLERK



BOARD OF COUNTY COMMISSIONERS
ST. LUCIE COUNTY, FLORIDA

BY: 
CHAIRMAN

APPROVED AS TO LEGAL FORM AND
CORRECTNESS:


COUNTY ATTORNEY



Greetings

St. Lucie

PUBLIC SCHOOLS



Each Child, Every Day

4204 Okeechobee Road • Fort Pierce, FL 34947
772.429.3600 • www.stlucieschools.org

Board Members

Debbie Hawley, Chairman
Dr. Donna Mills, Vice Chairman
Kathryn Hensley
Carol A. Hilson
Troy Ingersoll

Superintendent

Michael J. Lannon

December 3, 2012

The Agricultural and Labor Program, Inc.
Attn: Deloris Johnson, Chief Executive Officer
P. O. Box 3126
Winter Haven, FL 33885

Dear Ms. Johnson:

The School Board of St. Lucie County recognizes and commends the Agricultural and Labor Program, Inc., for its endeavor to support and sustain the needs of children and families facing social and economic challenges over the last 45 years. We support your mission to provide resources, information and hope in the area of education, health, jobs, housing and community relations, and wish you continued success.

Sincerely,

Debbie Hawley
Chairman

Accredited System-wide by the Southern Association of Colleges and Schools
The School Board of St. Lucie County is an Equal Opportunity Agency.





Thank You

2012 Board of Directors

William Holt, Chairperson

David Walker, Vice Chairperson

Josephine Howard, Secretary

Christine Samuel, Treasurer

Katie Clarke

Dorothy Curry

Wanda Maulsby-Daley

Alexis Echeverria

Patricia Gamble

Marjorie Gaskin

Marva Hawkins

Glenda Jones

Chester McNorton

Vernon McQueen

Lester Roberts

Janet B. Taylor

Terry Wellington

Tiffany Wilder

Grace Miller (Board Emeritus)

Arabell Wiggins (Board Emeritus - Deceased)

Thank you!



Corporate Membership Meeting

Annual Corporate Membership Business Meeting

Agenda

Saturday, January 26, 2013

11:15 a.m. – 12:00 p.m.

- | | | |
|-------|--|-----------------------------------|
| I. | Call to Order | William Holt, Board Chairperson |
| II. | Words of Inspiration | Glenda Jones, Board Member |
| III. | Acknowledgements
Regional Advisory/Policy Council | Terry Wellington, Board Member |
| IV. | Adoption of Minutes | Josephine Howard, Board Secretary |
| V. | Annual Financial Report | Christine Samuel, Board Treasurer |
| VI. | 2012 Annual Report | William Holt, Board Chairperson |
| VII. | New Business:
Introduction of 2013 Board of Directors | Deloris Johnson, CEO |
| VIII. | Adjournment | William Holt, Board Chairperson |



2012 Accomplishments - Opportunities - Challenges

In 1968, the newly appointed Coca-Cola Foods Division President, J Lucian Smith, made a personal inspection of the Florida citrus operations, specifically in regard to the living and working conditions of the groves and harvesting workers. He reported finding conditions that “could not, in good conscience be tolerated by The Coca-Cola Company.” As a result, immediate steps were taken to establish and implement a program (The Agricultural and Labor Project) to help agricultural workers break the tragic cycle of poverty, hopelessness, and despair in which they had long been immersed.

Some 45 years later, the Agricultural and Labor Program, Inc. is well into an extended program reaching beyond the company’s employees and vision. The Agricultural and Labor Program, Inc. operates under the direction and supervision of an eighteen (18) member Board of Directors. The Board delegates the organization’s day to day operation and management responsibilities to the Chief Executive Officer, under the supervision of the Board Chairperson.

I am pleased to report that during the 2012 program year, the Agricultural and Labor Program, Inc. Board of Directors, under the Leadership of William Holt (Board Chairperson), continued to discharge all their duties as directors, including those performed as a committee member, in good faith and in the best interest of the organization. The following is a summary of some of the Board’s significant accomplishments, opportunities and challenges.

ANNUAL MEETING - INSTALLATION OF BOARD MEMBERS and OFFICERS

ALPI proudly presents the
2012 Board of Directors



On January 28, 2012, the Board of Directors conducted its 44th Annual Meeting. The meeting agenda included the installation of the 2012 Board of Directors and the election of officers. 100% of the Board and officers’ positions were filled in accordance with the organization’s bylaws.

Board Training and Professional Development

Board training and Professional Development is one of the key elements to ensure board members opportunities to enhance their governance and board management skills. Opportunities were provided via quarterly board meetings, the Annual Board Management Retreat, Board Shared Governance Orientation and via the following external training conferences and community forums:

FACA Poverty Symposium; FACA Annual Training Conference; SEACAA Annual Training Conference; NCAP Annual Training Conference; NCAP Winter Leadership Management Training Conference; RIV Head Start Association Annual Training Conference; NCAF Energy Conference; FL Head Start Association Training Conference; and CAPLAW Training Conference.

2012 SHARED GOVERNANCE ORIENTATION

The 2012 Shared Governance Orientation was held at the Chain O’Lakes Complex in Winter Haven, Florida on February 25, 2012.



Participating in this annual orientation were the following:
ALPI Board of Directors,
Head Start/EHS Policy Council,
Head Start Policy Committee,
and the Advisory Councils.





2012 Accomplishments - Opportunities - Challenges

Board Members Awards and Recognitions

Each year during the Board's Annual Planning Retreat, a member of the Board is selected by his/her fellow board members to receive the Robert Bryant Jr., Award. The award is presented in memory of a fellow member who during his lifetime exemplified a model role of a committed board member through volunteer time and service. Also, each Board member is presented with a Volunteer Service Award



Board and Employee Relations

In order to foster and maintain a comprehensive relationship between the Board of Directors, employees and their families, the Regional Advisory Councils, and the Head Start Policy Council and Committee, the Board plan and host an Annual Family picnic. Over the years, the event has been well attended.

Board Governance/Committee Action Items

Other Board activities included ongoing reviews and recommendations through the Board Committee Structure. A summary of significant Action items presented/approved by the Board of Directors included the following:

- **Approved 2012–2013 \$20 million Operating Budget; Approved 2012 Audit Report, which noted no findings and a “low risk” auditee designation;** Cost of Living salary increase and one-time incentive pay for all eligible employees; **Maintained no increase in employee Employment Health Benefits share for 2012-2013;** E-Rate Application renewal for 2012-2013...
- **Approved** Renewal of 100% existing grant funding applications for 2012-2013; participated/Reviewed **Head Start/Early Head Start Triennial Report and approved response to one program finding;** **Approved** Timely and positive response to OIG and Housing Mitigation Program monitoring findings; **Certified Head Start/Early Head Start 2012-2013 criteria for recruitment, selection and enrollment priorities;** Certified community target areas to be served by ALPI Head Start/Early Head Start in 2012 -2013; **Established 2012 Board Tasks and Timelines;** Certified Head Start/Early Head Start Policy Council Election Procedures/ Results; Conducted ongoing Compliance review of all program Performance Reports; **Developed 2013 Annual Meeting Agenda and Participation procedures;** **Developed the organization's 2013 Special Events calendar;** Coordinated the organization's 2013 awards selection criteria; **Planned and Coordinated the organization's 2012 Family Fun Day Picnic...**





2012 Accomplishments - Opportunities - Challenges

REGIONAL ADVISORY COUNCILS

The Corporation is divided into four (4) regions: Southern, Central, Eastern and Northern, with each region having a Regional Advisory Council. The Councils serve important functions within the organization, and although their purposes may vary according to the mission of the organization, they are vital to the success of the organization. Councils: (1) are good will ambassadors, (2) are knowledgeable about the missions of the organization, (3) support the organization, (4) are vital communication links to the communities that the organization serve, and (5) seek at all times to follow the rules designed by the organization. Unlike the Policy Council and Policy Committee who are decision makers, the Advisory Councils do not make decisions for the organization. They advise decision-makers who may use the advice given them in making decisions for the organization. The Advisory Councils share their views and offer suggestions and advice to the Board members of ALPI. A summary of council activities and accomplishments for 2012 included the following:

Southern Region Advisory Council

The 2011-2012 year started with the Advisory Council's Annual Corporate Membership Meeting held in Frostproof on October 29, 2011. The Advisory Council also participated in the following Agency sponsored activities:

- 2nd Annual Florida Symposium on Poverty, held in Miami on October 6, 2011.
- Annual Board of Directors Planning Retreat held in Orlando on November 18 -20, 2011;
- Annual Board of Directors Corporate Meeting and Luncheon held in Orlando on January 28, 2012.
- Shared Governance Orientation held in Winter Haven on February 25, 2012.
- Annual Family Day Picnic held in Lake Alfred on June 23, 2012 was 'hosted' by the Southern Region Advisory Council.
- The Bi-monthly Board of Directors Meetings held in April, June and September, 2012.

Services provided in the Council's service areas of: **Frostproof, Avon Park, Sebring, Lake Placid, Fort Meade, Wauchula, Clewiston, LaBelle, Moore Haven, Naples and Immokalee** were as follows:

- Low Income Home Energy Assistance Program (LIHEAP) served (8,031) low-income families, direct assistance payments were **\$2,263,812**. Two (2) ENERGY FAIRS were held at the Lakeview Park Community Center in February and September, 2012 with support from the Southern Region Advisory Council.
- Community Service Block Grant (CSBG) served (450) low-income families, direct assistance payments were **\$40,307**.
- Emergency Assistance program provided services to (58) farmworker families in the areas of home energy and/or rental assistance. Direct assistance payments were **\$6,008**.
- Head Start Services were provided to (54) clients.
- Early Head Start Services were provided to (40) clients.
- Service provided to (1) teen mom.
- Jumpstart Development Center (Lake Wales) provided Early Head Start Services to (20) clients. Four (4) are part of the Pregnancy Program.
- Summer jobs were provided to two (2) youth to assist with the Summer Discovery and Summer Feeding Programs.
- The Summer Feeding Program housed at Lakeview Park Community Center served (725) meals (breakfast/lunch) from June – August 2012.
- Twenty-four (24) Youth participated in the Summer Enrichment Program housed at Lakeview Park Community Center for July and August, 2012.



2012 Accomplishments - Opportunities - Challenges

The Southern Region Advisory Council held its Annual Corporate Membership Meeting on Monday, October 15, 2012 at Lakeview Park Community Center in Frostproof, FL. The program was attended by corporate, staff and community members. The election process was introduced by staff liaison, Cheryl Burnham. Corporate Members were validated via the Corporate Membership Roster.



Al Miller, Deputy Director, Community Services/Economic Development facilitated the 2012-2013 election process for the SRAC. Through the Nominating Committee's slate, (4) seats were filled for 2012-2015. The officers are as follows: Terry Wellington, Chairperson; Katie Clark, Vice-Chairperson; Annie Robinson, Secretary; and, Noemi Cruz, Treasurer.





2012 Accomplishments - Opportunities - Challenges

Central Region Advisory Council

2011/2012 Attendance At Agency-Sponsored Activities

- Annual Corporate Membership Meeting held in Winter Haven on October 1, 2011.
- Annual Planning Retreat held in Orlando, FL on November 18-20, 2011.
- Annual Corporate Meeting and Luncheon held in Orlando, FL on January 28, 2012.
- Shared Governance Orientation held in Winter Haven, FL on February 25, 2012.
- Annual Family Picnic held in Lake Alfred, FL on June 23, 2012.
- Bi-monthly Board of Directors Meeting (April, June & September 2012).
- 3rd Annual Florida Symposium on Poverty held in Orlando, FL on October 26, 2012.

2011/2012 Committee Assignments

The following committees were established: the Arabell Wiggins Scholarship (Scholarship Committee); the Annual Corporate Membership Meeting (Special Events/Community Relations Committee); and the upcoming 2012 Presidential Election (Government Affairs Committee). To-date, the Council has donated \$260 towards the 2013 Arabell Wiggins Scholarship Award.

2012 Award and Recognition

Christine Samuel (Vice Chairperson) was presented with the Girls, Inc. of Winter Haven "She Knows Where She Is Going" 2012 Award.

2012 Annual Corporate Membership Meeting

The Annual Corporate Membership Meeting was held on Saturday, October 6, 2012 which included a program and business meeting. The Keynote Speaker was Council member, Clarence Grier (Retired Deputy Chief/Lakeland Police Department). This year's theme was *"Sharing Our Knowledge and Resources"*. Mr. Grier spoke of the importance of educating our young adults of what is acceptable and not acceptable in the workforce. He encouraged everyone to talk with their young family members regarding the impact their attire and visual appearance (tattoos, piercing, etc.) will have on securing a job or career. The meeting was attended by corporate, staff and community members. Each 2011/2012 Council Member was presented with a "Volunteer Service" plaque for their untiring support and service during the program year:

John Doles
Johnnie McNair
Christine Samuel
Hollis Jackson
Clora Dubose
Josephine Howard
Lillie Jackson
Sophia Harris

Clarence Grier
Margaree Simon
Glenda Jones
Louvenia Crumity
Dorothy Spencer
Helen Rowe
Earnestine Davis
Ruby Willix





2012 Accomplishments - Opportunities - Challenges

2012 Election of Council Membership

Twila Smith, Staff Liaison opened the election process by validating the corporate membership eligibility to vote using the Corporate Membership Roster. Attorney Al Miller, ALPI's C&E Deputy Director, reviewed the 2012 Regional Advisory Council Election Procedures. The following seats were declared vacant: six (6) three-year terms (2012-2015); and one (1) two-year continuing term (2011-2014).

Through the Nominating Committee, six (6) said names were presented for the three-year terms (2012-2015). Elizabeth Scaife moved to accept the Nomination Committee's recommendations. Christine Samuel seconded. Motion carried.



Through the Nominating Committee, one (1) said name was presented (Robert Guy). From the floor, one said name was presented (Annie Larkins). As a result of the ballots cast, Annie Larkins received (18) votes - Robert Guy received (0).

The installation of the 2012-2013 CRAC membership and election validation results were as follows:

2012-2015	2011-2014	2010-2013
John Doles	Johnnie McNair	Christine Samuel
Hollis Jackson	Clora Dubose	Josephine Howard
Lillie Jackson	Sophia Harris	Clarence Grier
Margaree Simon	Glenda Jones	Louvenia Crumity
Dorothy Spencer	Helen Rowe	Earnestine Davis
Ruby Willix	Annie Larkins	Lydia Thomas

Election of Officers

Clarence Grier made to motion to accept the 2012-2013 Officers as follows. Elizabeth Scaife seconded. Motion carried.

Johnnie McNair, Chairperson
Christine Samuel Vice Chairperson
Josephine Howard, Secretary
John Doles, Treasurer
Clarence Grier, Parliamentarian



2012 Accomplishments - Opportunities - Challenges

Eastern Region Advisory Council

The Advisory Council's major goal this year was to increase advisory council membership. The recruitment focused on the following:

- Community-at-large (includes additional recruitment efforts in Martin County).
- Policy Council representative on the Council.
- Parent Committee representative on the Council (South County/North County).
- ALPI Corporate Membership List.

The Advisory Council re-evaluated its efforts to fund the Arie Lou Perkins Scholarship. The following was recommended during the February 2012 Advisory Council meeting:

- Continue with the Annual Meeting Luncheon program booklet with the purchase of ads.
- Each council member will be encouraged to participate in a monthly assessment process to generate funding for the scholarship.
- Each member will commit to recruit ads for the program from individual community contacts and businesses that they support during the year.
- An additional scholarship for Martin County was awarded this year.
- Council members raised over \$1,000 for scholarship this year.
- It is planned that this effort will continue during the 2013 operation year to increase the level of success for the above efforts.

The Advisory Council has made a commitment to expand its efforts into Indian River County in 2013:

- Follow-up with Indian River County School District to recruit students for the Arie Lou Perkins Scholarship.
- Continue to recruit corporate members to become involved in Council future efforts. The goal here is to replace the non-responsive individuals on the corporate list.
- Continue with the Arie Lou Perkins Scholarship fund and made a commitment to raise over \$1,500 for 2013.

The Eastern Region Advisory Council conducted its Annual Meeting on Saturday, October 20, 2012 at the Chester A. Moore Elementary School. The keynote speaker was Christine Samuel, ALPI Board Member and Treasurer. The theme was: "Arising to Your Full Potential". The meeting was well attended by community supporters and parents of our Head Start Children. The following corporate members were elected to fill 3 seats for a three-year term (2012-2015) on the Council: Marjorie Gaskin, Gena Spivey, and Margaret Porter.





2012 Accomplishments - Opportunities - Challenges

Northern Region Advisory Council

During the past year, the Northern Region Advisory Council continued to be dedicated and committed to the ALPI'S mission: to propose, implement, and advocate developmental and human service delivery programs for socially and economically disadvantaged children and families as well as farm workers.

The Northern Region Advisory Council joined ALPI'S three other Advisory Councils at the annual Board of Directors Program Governance Orientation. The orientation emphasized compliance with organization's mission and outlined the function of the Advisory Councils as well as the overall governance related functions of the organization. Emphasis was placed on standard meeting dates and times and functions of the Advisory Councils.

As a result of the orientation, the Northern Region Advisory Council began to focus on the following accomplishments: located a new facility for meetings, reclaimed past Council members, and focused on "Making the Difference in Our Communities".

The Council volunteer hours in the community included: working with youth inmates, volunteering in public schools, Federal Initiatives, Office of Elections as poll workers and greeters, hospital workers, Diabetes Foundation, Center for the Blind, Adult Senior Citizen Center, and assisting with many other events and activities in the community such as the Martin L. King, Jr. Celebration.

Annual Meeting Snapshots





2012 Accomplishments - Opportunities - Challenges

HEAD START/EARLY HEAD START POLICY COUNCIL

1. Nine (9) directly operated Head Start/Early Head Start centers and four (4) contracted centers established the Parent Committees in September 2012. The established Parent Committees received training on parliamentary procedures and conducted the election of officers to include the following: President, Vice-President, Secretary, Treasurer, Policy Council Representative and Alternate
2. Policy Council Governance Training/Orientation was held on October 1-3, 2012. The Management Staff facilitated the training/orientation. Approximately 23 parents participated. The training/orientation **Objectives** included:
 - To introduce participants to the concept of governance and the requirements for shared governance of Head Start/Early Head Start.
 - To share with participants information that creates a foundation for understanding shared governance and the relationship between the Board of Directors and the Policy Council.
 - To review with participants the roles and responsibilities of the Board of Directors, Policy Council and ALPI's approach to Shared Governance.

Orientation topics included:

- Agency Status as a Community Action Non-Profit organization, and the requirements as to the composition of the Board of Directors to comply with the Head Start Act.
- Board of Director's roles and responsibilities i.e., Appointment of Executive Director; Determination of major personnel, fiscal and program policies; Determination of overall program plans, goals, and priorities; Mobilization of resources; Final approval of all program proposals and budgets; Enforcement of compliance with all grant conditions; Continuous evaluation of how well the organization is serving its purpose and meeting its stated goals, etc.
- Policy Council roles and responsibilities i.e., composition, structure, approvals/disapprovals, advocacy, link to the parents and community, conflict of interest, Bylaws, etc.
- Parent Committee Roles and Responsibilities
- Revised Head Start Act & Head Start Performance Standards – Program Governance
- Board Code of Business
- Major Timelines
- Parliamentary Procedures
- Election of Officer
- Sunshine Law

Elected Officers:

Chelsia Griggs – Chairperson
Dwight Wright – Vice Chairperson
Tamarind Hill – Secretary
Heather Dannie – Treasurer
Tiffany Wilder – Policy Council Representative to the Board

Approval of Community Representatives:

Sandy Akre, Director of FDLRS; Helga Snure, St. Lucie County Health Department Program Education Director; Michelle Akins, State Child Abuse – Quality Assurance Coordinator; Tiffany Wilder, former parent.

3. The first organizational Policy Council Meeting of the year was held on Wednesday, October 17, 2012 at the George W. Truitt Family Services Center in Ft. Pierce, FL. The first order of business included: program financial reports, USDA reports, and Human Resources related matters, etc.



2012 Accomplishments - Opportunities - Challenges

HEAD START POLICY COMMITTEE

The Agricultural and Labor Program, Inc. - Polk County Head Start program functions as a delegate agency to the Polk County School Board. The Agricultural and Labor Program, Inc. - Polk County Head Start Policy Committee's major purpose has been to implement the Polk County Head Start program performance standards (Program Governance). The Polk County Head Start Policy Committee this year was successful in performing its functions. The Policy Committee created an effective link to our Parent Committee, Board of Directors, public and private organizations, and the community.

We had nine (9) parents from the Head Start program participate in the Annual Program Governance Orientation/Training. Orientation/Training included, but was not limited, to the following:

- Introduction to what is Program Governance and shared governance in Head Start
- Overview of the Agricultural and Labor Program, Inc. – Divisions and Services.
- Our connection as a delegate agency partnering with the Polk County School Board
- The Board of Directors composition, roles, and responsibilities to the agency
- The Policy Committee Structure and its membership, committees, roles and responsibilities
- Code of Conduct
- Head Start Act and Performance Standards

The first Polk County Head Start Policy Committee meeting for the year was held on October 25, 2011 at the Frostproof Child Development Center conference room. The elected officers were as follows: Latisha Sparks (Chairperson), Dorothy Plain (Vice-Chairperson), Lucinda Garcia (Secretary), and Teresita Martinez (Treasurer). The first order of business was the approval of the Community Representatives: Bernice Lopez, former parent; Terry-Sue Wellington, Former Early Education Teacher and Board member; Kerry Richardson, Licensed Practical Nurse from Central Florida Health Care; and Noemi Cruz, former parent, banker teller, and Financial Advisor. Four (4) members from the Policy Committee attended and participated in the Agricultural and Labor Program, Inc. Board of Directors and Policy Council Retreat on November 18-20, 2011.



In December 2011, the Policy Committee members participated in the 2011-2012 Program Annual Self Assessment. We had participation from at least five (5) of the members. One (1) member attended the Agency's Annual Corporate Luncheon/Meeting on January 27-28, 2012. On February 25, 2012, two (2) Policy Committee members attended and participated in the Board of Directors Shared Governance Orientation and Training for new Board members.

The Policy Committee has conducted business reviewing and approving documents for the 2011-2012 year as follows:

- Management Work Plans
- Operational Policies and Procedures
- Internal Dispute Resolution/Community Complaint Procedures
- Fiscal Management/Personnel Policies and Procedures
- Refunding application for the Head Start program
- Self-Assessment Report and Corrective Action Plans
- Parent Activity Funds

It is anticipated that the efforts of the Polk County Head Start Policy Committee will continue during the 2012-2013 operation year with its new members to maintain a high level of success and services for children, families, and the community.



2012 Accomplishments - Opportunities - Challenges



The Agricultural and Labor Housing Development Corporation (ALHDC) was incorporated in 1993 as a Florida Non-Profit Corporation. Initially established by the Agricultural and Labor Program, Incorporated (ALPI), the ALHDC currently has nine (9) active Board members and meets around three times per year to review fiscal and/or occupancy reports. The ALHDC is independent of ALPI and maintains complete autonomy with regards to its mission.



The primary mission of the ALHDC is the provision of affordable rental housing to farmworkers in the Auburndale area of Polk County. In carrying out this mission, the ALHDC owns a 57-unit rental complex in Auburndale. The complex, known as New Horizons, is managed by the Southwind Management Services, Inc. and offers an on-site complex manager as well as on-site maintenance. Since its opening in 1996-1997, New Horizons has consistently maintained an occupancy rate above 85% with most months showing a rate of 95% or better. Out of the 57 units, forty-six (46) are authorized for some level of rental assistance.

In addition to the provision of affordable rental housing to farmworkers, the ALHDC has partnered with ALPI to provide social services to the tenants and the local community. At the New Horizons Community Center, ALHDC (together with its partner ALPI) is able to provide services, including computer access to the internet for filing Medicare applications, searching for jobs, applying for food stamps, and filing for unemployment compensation. Also, ALPI maintains a case manager at the complex for the operation of a Family Self-Sufficiency Program (FSSP). The FSSP is a program funded by the Community Services Block Grant (CSBG) that works with low income families in meeting their immediate needs and provides training and educational opportunities that allow for upward mobility and movement out of reliance on government assistance. Energy Assistance is also available through its partner's Low Income Home Energy Assistance Program (LIHEAP).



During this reporting period, the Corporation realized another annual audit with no findings and retention of an independent audit "low risk" auditee designation.



2012 Accomplishments - Opportunities - Challenges

5-YEAR STRATEGIC PLAN WRAP-UP and SUMMATION

This is the Agricultural and Labor Program, Incorporated's (ALPI) "Fifth-Year Performance Summary". In 2007, the ALPI Board of Directors developed its Strategic Plan for the period of July 1, 2007 through June 30, 2012. The Strategic Plan is a compilation of the direction and focus of ALPI as a community-based organization. It was developed through a series of workshops participated in by the Board of Directors, Council Members and the ALPI Senior Staff members during the Winter of 2006 and the Spring/Summer of 2007.

The following report identifies each of the Goals and Objectives and summarizes some of the major accomplishments in the attainment of Benchmarks related to the Goals and Objectives. This report is a cumulative Performance Summary for the period of July 1, 2007 through June 30, 2012

GOAL 1 – Create Additional Educational Experiences and Opportunities for Staff

OBJECTIVE 1.1: *Develop a better educated and more highly skilled workforce*

BENCHMARK: Every employee will have a professional development plan as provided for in ALPI's Policies and Procedures.

PERFORMANCE

-100% of ALPI employees have prepared a Professional Development Plan (PDP) and continue to update the plan(s) on an annual basis.

OBJECTIVE 1.2: *Provide more professional development opportunities*

BENCHMARK: Professional development opportunities will be provided annually for a minimum of 5% of the total staff.

PERFORMANCE

-Training opportunities are provided during the year through in-house training as well as attendance at state, regional, and national conferences. Between 2008 and 2012, over 250 employees received more than 10,000 hours of professional development.

OBJECTIVE 1.3: *Institute a formalized in-service training program*

BENCHMARK: A formal in-service training program will be devised for Agency personnel. Beginning FY 2007, (and thereafter annually), all staff will participate in an Agency-wide training activity; additionally, selected staff will participate in training activities as required by the unit to meet regularly requirements.

PERFORMANCE

-All ALPI employees are provided a minimum of 10 hours of training annually through attendance at the Annual Meeting of the Board of Directors in January of each year.

OBJECTIVE 1.4: *Provide professional development activities for staff*

BENCHMARK: At least one professional development activity will be provided for all staff annually.

PERFORMANCE

- Annually, in March or April of each year, all staff attends an employee recognition luncheon/awards banquet.
- All ALPI staff are provided a minimum of 10 hours training during the annual meeting of the Board of Directors.

OBJECTIVE 1.5: *Make available additional educational opportunities*

BENCHMARK: All staff will have the opportunity to apply for education support from the Agency.

PERFORMANCE

- ALPI provides the costs associated with completion of the Child Development Manager Program.
- As funds become available, staff is encouraged to apply for financial assistance in improving his/her knowledge and capabilities.

2012- 2012

98% of the Child Development and Family Services Division staff met their annual goals and educational pursuits.



2012 Accomplishments - Opportunities - Challenges

GOAL 2 – Devise a Plan of Upward Mobility within the Agency

OBJECTIVE 2.1: *Provide individual opportunities for creativity*

BENCHMARK: Intra-Departmental project participation will be available in conjunction with at least one Agency-wide activity per year.

PERFORMANCE

- Staff are encouraged to volunteer in the planning and coordination of the annual awards banquet.
- Agency staff are actively involved in planning and coordinating the staff training provided at the Annual Meeting of the Board of Directors.

OBJECTIVE 2.2: *Allow opportunities for advancement*

BENCHMARK: Advancement opportunities will occur as provided for in ALPI's Policies and Procedures.

PERFORMANCE

- All eligible employees have received an annual Cost-of-Living Adjustment on an annual basis.
- Whenever positions within the organization become available, initial recruitment is conducted in-house and qualified staff are encouraged to apply.
- ALPI underwent a Departmental reorganization during this period to increase agency efficiency and provide greater opportunities for advancements.

OBJECTIVE 2.3: *Create an incentive package connected with high credentials*

BENCHMARK: Policies and Procedures will be implemented to reward employees who complete a planned program of professional development related to job assignment.

PERFORMANCE

- All eligible employees received...
 1. Annual Cost-of-Living Adjustments; and,
 2. Annual one-time incentive payments based on educational and professional development attainments.

OBJECTIVE 2.4: *Reward employees based on demonstrated competency to move up in the Agency*

BENCHMARK: Employees who demonstrate competency to advance in the Agency will be promoted according to ALPI's Policies and Procedures.

PERFORMANCE

- Qualified employees have been promoted to higher positions and/or had their positions reclassified to better utilize his/her knowledge and capabilities.
- Two Divisions within ALPI were reorganized to provide better service delivery and greater capacity for upward mobility of employees.

2011-2012

One Teacher Assistant promoted to a Caregiver
Two Caregivers promoted to Teachers
One Teacher promoted to a Child Development Services Manager
One Specialist promoted to a Child Development Services Manager

2011-2012

Availability of additional educational opportunities for employees continues. . .
42 Staff received CPR and First Aid Certification
20 Teacher Assistants attained their National Child Development Associate (CDA)
32 Caregivers attained their National Child Development Associate (CDA)



2012 Accomplishments - Opportunities - Challenges

GOAL 3 – Partner With Other Entities For More Efficient Service Delivery

OBJECTIVE 3.1: *Explore membership in community service organizations and aggressively seek fundraising opportunities with banks, vendors, etc.*

BENCHMARK: Each member of the Senior Management team will maintain active membership in at least one community service organization, attend meetings regularly, and use available opportunities to market the Agency's programs and seek support of the same.

PERFORMANCE

-Members of ALPI's Senior Management team have assumed responsibilities with PolkWorks and ALPI Regional Advisory Councils, as well as established partnerships with over 300 different agencies including: United Way, local school boards, local community/state colleges; Healthy Start; housing authorities, Early Learning Coalitions, and others.

OBJECTIVE 3.2: *Partner on collaborative projects and consider a rural housing initiative.*

BENCHMARK: The Agency will identify at least one organization annually with which to partner. A formal proposal will be presented in an effort to advance a project that results in the creation or enhancement of a rural housing community or initiative

PERFORMANCE

-ALPI maintained its relationship with the ALP Housing Development Board. ALPI also partnered with the Panhandle Area Educational Consortium (PAEC); Computer Assisted Tutorial Program (CAT); and, Frontline for Kids. Additionally, ALPI's LIHEAP and CSBG Program subcontracted with over 20 different community and faith based organizations.

OBJECTIVE 3.3: *Increase the funding base.*

BENCHMARK: The Agency's budget will increase by 10% in five years.

PERFORMANCE

- Between 2007 and 2012, ALPI's overall budget increased from approximately \$11,000,000 to more than \$20 million for a 50% increase.

- During this same period, ALPI became designated as the Community Action Agency for Polk and Highlands Counties, expanded its Head Start Program in St. Lucie County, and expanded its LIHEAP program from 5 to 7 counties.

OBJECTIVE 3.4: *Take advantage of a favorable political climate – work with those more inclined to support human service organizations.*

BENCHMARK: The Agency will be marketed through a minimum of two events each year designed to publicize its programs and seek the support of public officials.

PERFORMANCE

- ALPI staff have become active in statewide associations through attendance at annual conferences, symposiums, and "Legislative Days" on the state, regional, and national levels. Head Start/Early Head Start staff have participated in United Way's Children's week as well as local trade shows. Additionally, ALPI advertises its annual meeting and invites local community and political leaders to participate.

OBJECTIVE 3.5: *Secure funding from non-traditional sources.*

BENCHMARK: The Agency will secure funding from non-public entities for a total of 10 new sources by 2011.

PERFORMANCE

- ALPI has applied for, and received funding from: the Florida Association for Community Action; NeighborWorks America; US Department of Housing and Urban Development; United Way of St. Lucie County County; United Way of Central Florida; the Whyne Foundation; agency Board members; the E-Rate Program; Children's Services Council of St. Lucie County; local government; and, the ALPI Regional Advisory Council fundraisings.



2012 Accomplishments - Opportunities - Challenges

OBJECTIVE 3.6: *Diversify funding sources*

BENCHMARK: Program funding will be diversified based on aggressive solicitation from non-public sources.

PERFORMANCE

- ALPI has applied for funding from such non-public sources as the Walt Disney Foundation, Bank of America, the Whyhne Foundation, and, the E-Rate Program. Additionally, ALPI has diversified its funding through the Voluntary Pre-K program, local donations, Board fundraisings, and, E-Rate Technological Funds.

GOAL 4 – Target New Areas for Expansion

OBJECTIVE 4.1: *Expand programmatic thrusts*

BENCHMARK: New programs will be offered based on interest/need as identified in the *Community Assessment Survey* as funds become available.

PERFORMANCE

-ALPI offered the following programs during this period: A Summer Youth Program at Lakeview Park; A Summer Feeding Program at Lakeview Park; Initiated a Budget and Money Management workshop; A Work Experience Program in Polk and Highlands Counties; and, A Head Start/Early Head Start Summer Enrichment Program.

OBJECTIVE 4.2: *Expand the service base, increase funding, and seek funding from foundations*

BENCHMARK: The Agency will offer new programs throughout the state in areas where none exist and as funds become available. Using networking resources, the Agency will expand its services in area where duplication will not occur. The Agency will partner with the appropriate organizations to address health issues that dominate the lives of its clients – e.g. the March of Dimes, Women's Resource Center, Muscular Dystrophy Organization, National Coalition of 100 Black Women, and the American Heart Association.

PERFORMANCE

-ALPI subcontracted for services with more than 20 community and faith based organizations in addition to local training programs and private businesses to expand its service levels.

OBJECTIVE 4.3: *Consult with human service agencies in crisis in Florida when the opportunity presents itself*

BENCHMARK: An acquisition team will be formed to investigate the possibility of serving populations that need assistance either as the result of abandonment by an Agency or discontinuation of services by a funding organization. The team will seek the Board's approval to offer ALPI's services when the opportunity presents itself. This service will be operable by 2007 and continue throughout the Agency's tenure and/or until the Board directs otherwise.

PERFORMANCE

-ALPI operated as Fiscal Agent for Frontline for Kids; Computer Assisted Tutorial (CAT); and, the Panhandle Area Educational Consortium. ALPI also worked in partnership with the Florence Villa Community Development Corporation through a Job Opportunities for Low Income Individuals (JOLI) Program.

OBJECTIVE 4.4: *Develop a LIHEAP Program*

BENCHMARK: The LIHEAP program will be expanded based on need and the availability of funds.

PERFORMANCE

-ALPI expanded its LIHEAP program from 5 to 7 counties during the reporting period.



2012 Accomplishments - Opportunities - Challenges

OBJECTIVE 4.5: Increase the client base

BENCHMARK: Services to families will increase commensurate with the availability of funds. Appropriate units within the Agency will keep an active “waiting list” of clients seeking service but refused because of the lack of funding.

PERFORMANCE

- Children and Family Services Division increased services to infants/toddlers through the ARRA Expansion, provided more than 35,000 meals per month to over 800 children and adults, increased the number of kindergarten eligible children receiving VPK Services, and continued operation of 9 Head Start Centers.
- Community Services and Economic Development Division offered a Summer Youth Work Experience Program, a Family Self-Sufficiency Program, and assisted a local trailer park in relocating its tenants.

OBJECTIVE 4.6: Secure more Port St. Lucie sites

BENCHMARK: Additional sites will be located in the Port St. Lucie area as funds become available for a documented need.

PERFORMANCE

- Children and Family Services Division relocated its Village Green site to a larger facility.
- Community Services and Economic Development Division expanded its LIHEAP services through the addition of three Port St. Lucie sites with local community and faith based organizations.

OBJECTIVE 4.7: Increase the Head Start census

BENCHMARK: The Head Start census will be increased commensurate with funding and documented need.

PERFORMANCE

- Children and Family Services Division served a total of 885 children ages birth – five. This includes an expansion of the Early Head Start program through ARRA Funding.

OBJECTIVE 4.8: Continue to upgrade new technology.

BENCHMARK: The Agency’s technology plan will be evaluated and revised on an annual basis.

PERFORMANCE

- ALPI increased its local area network capabilities through the installation of a “state of the art” server. Additionally, all employees have access of desk and/or laptop computer systems.
- Children and Family Services Division implemented a new case management system (PROMIS).
- Community Services and Economic Development added a Client Reporting Database (CRD) system for its Adult Migrant and Seasonal Farm worker Program.

2011-2012

Entered into and maintained CSBG subcontracts with 12 various other organizations, as outlined below, to provide CSBG services to target populations:

- Center for Independent Living, Lakeland: Handicapped individuals and their families.
- Women’s Resource Center, Winter Haven and Lakeland: Female, Head of Households and their families.
- Chain of Lakes Achievers: “After School” mentoring program.
- Big Brothers/Big Sisters, Avon Park: “After School” mentoring program.
- Boys and Girls Clubs, Lakeland: “After School” mentoring program.
- Highlands County Coalition for the Homeless.

2011-2012

Entered into and maintained LIHEAP subcontracts with various other organizations, as outlined below, to provide LIHEAP services to target populations:

- Cancer Alliance of Naples
- Manna Ministries, Polk City
- Zions’ Daughters of Distinction Ministries, Inc. (ZDOD), Ft. Pierce
- Frostproof Care Center, Frostproof
- Women’s Resource Center, Lakeland/Winter Haven
- Catholic Charities, Lakeland
- Coalition of Florida Farmworker Organizations, Immokalee
- Glades County Social Services, Moore Haven
- Hendry County Board of County Commissioners, Labelle
- Lake Wales Care Center, Lake Wales
- Hendry-Glades Mental Clinic, Clewiston
- Living Hope, Polk City
- Macedonia Baptist Church, Naples
- Indiantown Non-profit Housing, Indiantown
- In the Image of Christ, Ft. Pierce
- St. Vincent DePaul, Hobe Sound
- El Bethel CDC
- Jesus House of Hope
- The Salvation Army
- Goodwill Industries of SW Florida



2012 Accomplishments - Opportunities - Challenges

GOAL 5 – Enhance Program Development and Service Delivery To Children And Their Families

OBJECTIVE 5.1: *Make expansion contingent upon population changes*

BENCHMARK: Program expansion will occur based on needs documented through the Community Assessment instrument and funds availability.

PERFORMANCE

-ALPI received additional grants from the US Department of Housing and Urban Development for Housing Counseling; the ARRA Program for Head Start/Early Head Start and the CSBG Programs; Foreclosure Mitigation funds from the Florida Housing Finance Corporation; FEMA Funding from United Way of Central Florida; Farmworker housing assistance funding from Florida Nonprofit Housing; and, budgeting funding from the Florida Association for Community Action (FACA).

OBJECTIVE 5.2: *Continue to create opportunities for academic success for children*

BENCHMARK: Student performance will be evaluated a minimum of twice annually. Based on the evaluation, individual training plans will be developed for each child as deemed appropriate.

PERFORMANCE

-Child Development and Family Services Division developed a School Readiness Plan to promote school readiness, including the use of established partnerships in delivering the services. Additionally, a “Get Ready to Read” program was implemented along with a Fatherhood initiative.

OBJECTIVE 5.3: *Offer a voluntary Pre-K Program for the summer months*

BENCHMARK: Voluntary Pre-K Program will be extended through the summer months, as funds become available. Funds will be sought each year – 2007 through 2011.

PERFORMANCE

-Kindergarten eligible children and their families were referred to summer enrichment activities. An enrichment learning package was offered to children entering the public school and a summer enrichment program for kindergarten eligible children was offered in conjunction with the CSBG Summer Youth Work Experience Program.

OBJECTIVE 5.4: *Create more assistance for parents.*

BENCHMARK: A Family Literacy Program will be available to all parents by the end of fiscal year 2007.

The CSBG Family Self-Sufficiency Program (FSSP) continued to work with families as a unit for additional education and training. In 2008, Head Start/Early Head Start implemented a Family Literacy Program for parents in need of a high school diploma.

OBJECTIVE 5.5: *Include leadership development as early as the preschool classroom.*

BENCHMARK: Expand the fatherhood program by securing at least one new literacy participant a year; this will result in five new organizational partners by 2011.

PERFORMANCE

Children Development and Family Services Division provides the following activities in conjunction with other partners:

- Reading Day with Dad
- Community Reading Day
- Promoting Literacy through technology
- Promoting Lesson Plan activities for parent/children at home
- Learn to Read of St. Lucie County
- Book fairs
- Book it program





2012 Accomplishments - Opportunities - Challenges

OBJECTIVE 5.6: *Move from a focus on service to an added focus on training (new skill development for clients)*

BENCHMARK: Each client who seeks assistance via Agency services will receive an informal evaluation to determine suitability to enroll in a job-training program. A minimum of 10% increase in the number of clients who participate in Agency-related job training programs or an external agency training program will occur by 2011.

PERFORMANCE

-Community Services and Economic Development Division offered Home Health Aide, Nursing Assistant, and Phlebotomy training through the ALPI Technical Education Center (ATEC).

Child Development and Family Services Division offered parents training through Cluster Training and monthly Parent Meetings.

OBJECTIVE 5.7: *Institute a Family Literacy Program*

BENCHMARK: A local literacy organization will be identified to train staff (by 2009) to offer an Agency-sponsored Family Literacy Program. A Family Literacy Program will be fully operational by 2011.

PERFORMANCE

-Child Development and Family Services Division offered literacy training through the following programs:

- Reading Day with Dad
- Community Reading Days
- Promoting Literacy through technology
- Promoting Lesson Plan activities with parent/children at home
- Cluster Training
- Monthly Parent Meetings

OBJECTIVE 5.8: *Devise strategies to help clients become upwardly mobile*

BENCHMARK: Continue to offer training programs that allow clients to enter the job market immediately upon completion of the program. Funds will be identified to offer CNA training online by fiscal year 2009.

PERFORMANCE

-Child Development and Family Services Division used its Family Partnership Agreement to assist families with entering the job market.

-Community Services and Economic Development continued offering technical training through ATEC. Additionally, the CSBG and CSBG/ARRA Programs were used to expand case management through the Family Self-Sufficiency Program.

OBJECTIVE 5.9: *Help clients with upward mobility in the job market*

BENCHMARK: The Agency will partner with other organizations to provide employability skills training to clients. A minimum of a 10% increase in the number of clients who move from entry level jobs to higher paying jobs will occur by 2011.

PERFORMANCE

-Community Services and Economic Development continued offering technical training through ATEC. Additionally, ALPI partnered with the Florence Villa Community Development Corporation to provide practical skills training through the JOLI program.

-Child Development and Family Services Division used its partnership with Workforce solutions to assist eligible clients with employment skills and job search assistance.

OBJECTIVE 5.10: *Create new programs based on market trends and the needs of the community (for example, a Certified Nursing Program).*

BENCHMARK: Based on the results of the annual Community Assessment, a total of two new programs will be developed by 2011 – one in 2009 and the second in 2011.



2012 Accomplishments - Opportunities - Challenges

PERFORMANCE

-ALPI expanded its services through:

- Increasing the CSBG and LIHEAP Programs.
- Adding a budgeting and money management workshop for all CSBG participants along with an orientation
- The provision of Home Health Aide, Nursing Assistant, and Phlebotomy training through ATEC in Deland.

OBJECTIVE 5.11: Use overall changes in social services/child care to increase service delivery in the Head Start Program

BENCHMARK: The number of Head Start classrooms will increase each year, as funds become available. A minimum of five Head Start classrooms will be added to the present census by 2011.

PERFORMANCE

-Early Head Start was expanded by 100 slots through the ARRA program.

2011-2012 Family Literacy Programs

The Child Development and Family Services Division continues to improve the opportunities for parent involvement in their children's education through the following activities:

- Reading Day with Dad
- Community Reading Days
- Sponsoring partnerships with Barnes and Noble
- Promoting Literacy thru technology
- Promoting Lesson Plan activities for parent/child at home
- Cluster Training – Redirecting Children's Behaviors at Morningside Head Start Center
- Cluster Training – English as a Second Language at the Morningside Head Start Center
- Monthly Parent Meetings – various training i.e., Child Abuse and Neglect, Health and Safety, etc.
- Participating in the Nurturing Fatherhood Program as a speaker or mentor





2012 Accomplishments - Opportunities - Challenges

In addition to the accomplishments directly related to the Five-Year Strategic Plan, ALPI provides numerous services to local communities. The following is a summary of many of those outcomes and performance measures. Such Outcomes are reported Agency wide through the Quarterly FOCUS Report and annually for Head Start/Early Head Start, through the Program Information Report (PIR). For more detailed information, the reports are available upon request.

COMMUNITY and ECONOMIC DEVELOPMENT SERVICES

SERVICES INCLUDE, LIHEAP, CSBG, HUD HOUSING COUNSELING, TRAINING & EMPLOYMENT, EMERGENCY FARMWORKER SERVICES, AFFORDABLE HOUSING

Following is a summary of outcomes achieved during the period of July 1, 2011 through June 30, 2012. An outcome may be the direct or indirect result of the receipt of a service or services by a client. Where appropriate, the Results Oriented Management and Accountability (ROMA) National Performance Indicator (NPI) is identified in “**bold**.” The below Outcomes are based on Quarterly Reports submitted to the Florida Department of Economic Opportunity and is a cumulative of all programs.

Individual Client Outcomes:

- Unemployed and obtained a job (**NPI 1.1.A**) = 199
- Employed and obtained an increase in income or benefits (**NPI 1.1.C**) = 31
- Obtained pre-employment skills (**NPI 1.2.A**) = 105
- Completed ABE/GED (**NPI 1.2.B**) = 163
- Completed Post-Secondary education (**NPI 1.2.C**) = 475
- Received “before” and/or “after” school care (**NPI 1.2.D**) = 565
- Care for child or other dependent (**NPI 1.2.E**) = 1,002
- Received access to reliable transportation (**NPI 1.2.F**) = 3
- Received healthcare assistance (**NPI 1.2.G**) = 2,230
- Obtained or maintained affordable housing (**NPI 1.2.H**) = 22
- Obtained food assistance as part of case management (**NPI 1.2.I**) = 1
- Independent living **NPI 6.1**) = 53
 - For Seniors (**NPI 6.1.A**) = 29
 - For disabled person (**NPI 6.1.B**) = 24
- Received Clothing Assistance (**NPI 6.2.K**) = 10



Client Family Outcomes: The following outcomes impact all family members and are reported by counting the number of families obtaining the outcome times the national average family size of 3.2:

- Emergency food (**NPI 6.2.A**) = 16
- Receipt of energy and/or utility assistance (**NPI 6.2.B**) = 35,855
- Rental or mortgage assistance (**NPI 6.2.C**) = 410



Other Outcomes: In addition to the above identified outcomes, following is a summary of the Community Services/Economic Development Division major outcomes.

185 families were enrolled into the Family Self Sufficiency Program (FSSP).

- Included 628 family members
- 16 of the families were reported as homeless
- 132 were receiving Food Stamps



2012 Accomplishments - Opportunities - Challenges

- 38 family members were receiving SSI
- 11 family members were receiving Social Security
- 25 family members were receiving Unemployment Compensation
- 56 family members were disabled
- 5 were veterans

219 families received some form of assistance through the Community Services Block Grant (CSBG).

- Included 677 family members
- 6 of the families were reported as homeless
- 181 were receiving Food Stamps
- 59 family members were receiving SSI
- 39 family members were receiving Social Security
- 20 family members were receiving Unemployment Compensation
- 95 family members were disabled
- 5 were veterans

Of the clients obtaining occupational/job training, they enrolled in and/or completed the following major training:

- Work Experience = 21
- Licensed Practical Nursing (LPN) = 12
- Engineering Technology and Advanced Manufacturing (ETAM) = 5
- Digital Design = 2
- Heating, Ventilation and Air Conditioning (HVAC) = 2
- Occupational or Physical Therapy = 3
- Registered Nursing (RN) = 5
- Medical Billing/Coding = 2
- Pharmacy Technician = 4
- Patient Care Technician = 10
- Phlebotomy = 4
- Certified Nursing Assistant (CNA) = 5
- Home Health Aide (HHA) = 5
- Cosmetology/Facials = 2
- Auto Body repair = 1
- Commercial Driving (CDL) = 1

108 clients received some form of Housing Counseling.





2012 Accomplishments - Opportunities - Challenges

CHILDREN and FAMILY SUPPORT SERVICES

SERVICES INCLUDE, HEAD START, EARLY HEAD START, SUSIDIZED CHILD CARE, CHILD CARE FOOD, VPK, BEFORE AND AFTER SCHOOL

This report represents a summary of the program's approach to service delivery and accomplished goals and objective as mandated by the federal, state regulations and requirements. The report includes data obtained from the Program Information Reports, Program Database Systems, and other formal and informal reports.

Early Childhood Development and Health Services

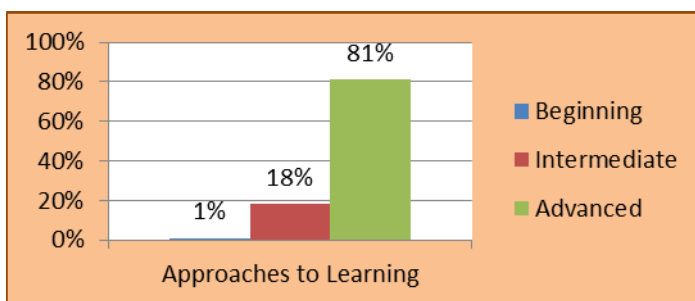
Education and Early Childhood Development - Child Outcomes

Based on the Agency's official recordkeeping system (Galileo), it was revealed that children have made progress on all domains based on the Head Start Child Development and Early Learning Framework. Classroom activities were enhanced to track progress based on the new revised domains. Teaching staff continued to monitor and evaluate the progress on all eligible kindergarten children.

The Head Start Program generated three reports: Baseline, Mid-year, and the Final Report in the areas of: Approaches to Learning, Creative Arts Expression, Mathematics Knowledge and Skills, English Language Development, Language Development, Literacy Knowledge and Skills, Logic and Reasoning, Nature and Science, Physical Development and Health, Social and Emotional Development, and Social Studies Knowledge and Skills.

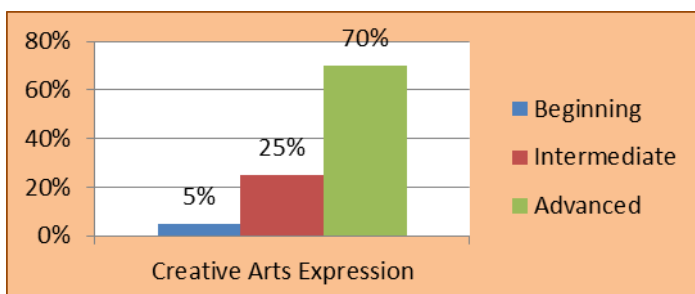
The Head Start Final Child Outcomes Report for the 2011/2012 school year for St. Lucie and Polk County showed the percentage of children that had progressed/advanced in each domain area as follows:

Head Start



Approaches to Learning

81% of the children served progressed to the advanced range.

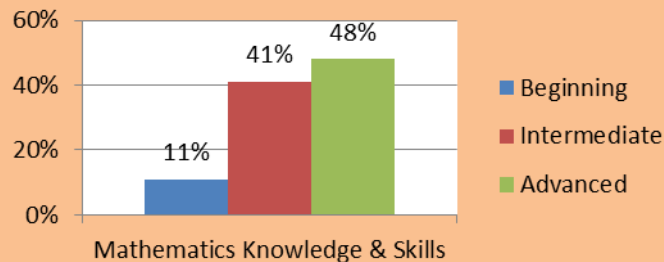


Creative Arts Expression

70% of the children served progressed to the advanced range.

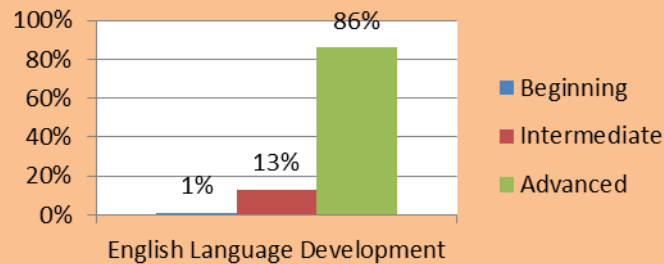


2012 Accomplishments - Opportunities - Challenges



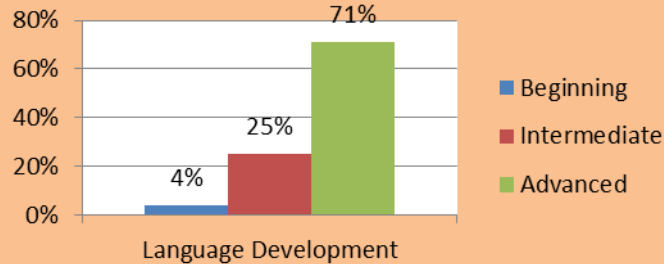
Mathematics Knowledge & Skills

48% of the children served progressed to the advanced range.



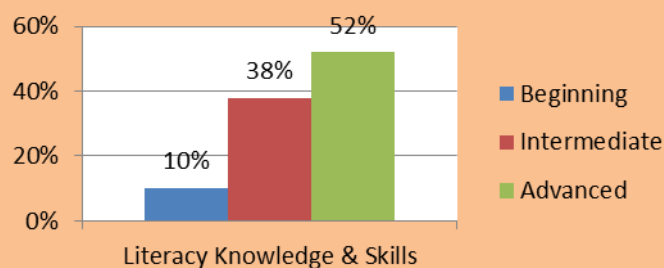
English Language Development

86% of the children served progressed to the advanced range.



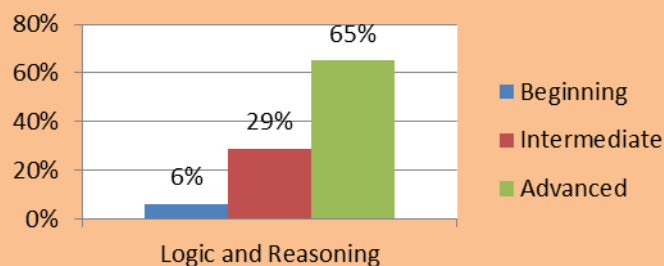
Language Development

71% of the children served progressed to the advanced range.



Literacy Knowledge & Skills

52% of the children served progressed to the advanced range.

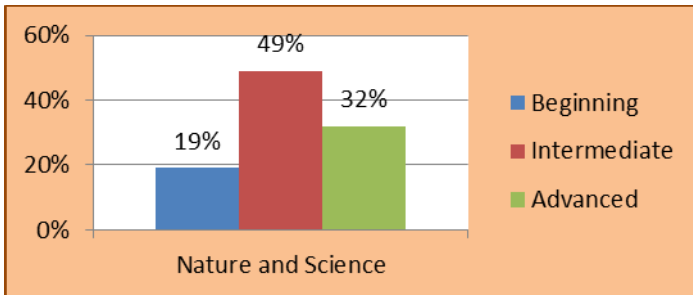


Logic and Reasoning

65% of the children served progressed to the advanced range.

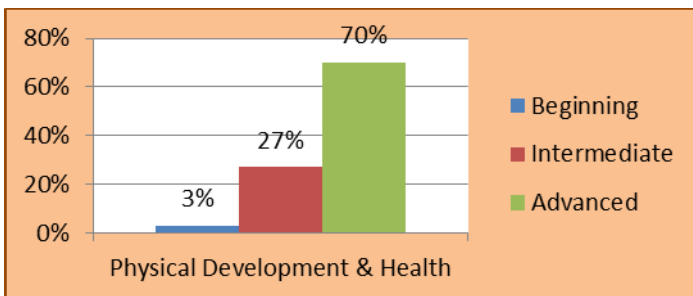


2012 Accomplishments - Opportunities - Challenges



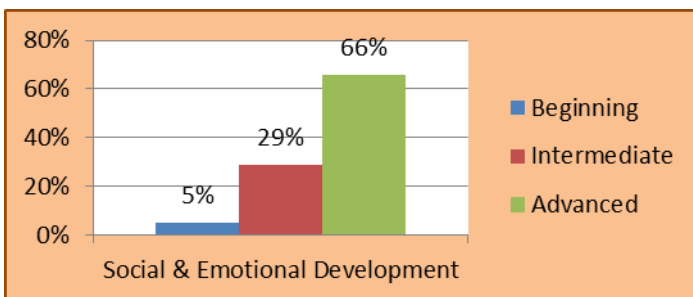
Nature and Science

32% of the children served progressed to the advanced range.



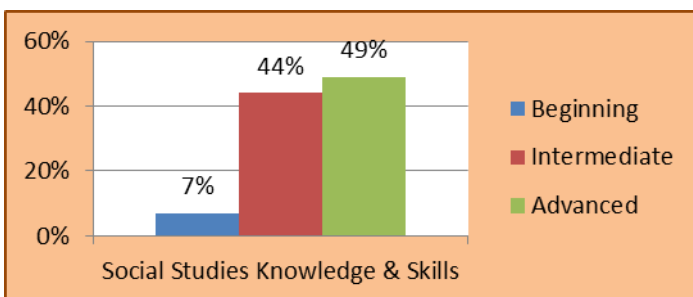
Physical Development & Health

70% of the children served progressed to the advanced range.



Social & Emotional Development

66% of the children served progressed to the advanced range.



Social Studies Knowledge & Skills

49% of the children served progressed to the advanced range.

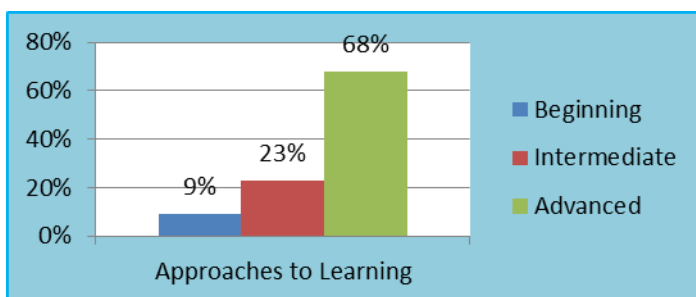




2012 Accomplishments - Opportunities - Challenges

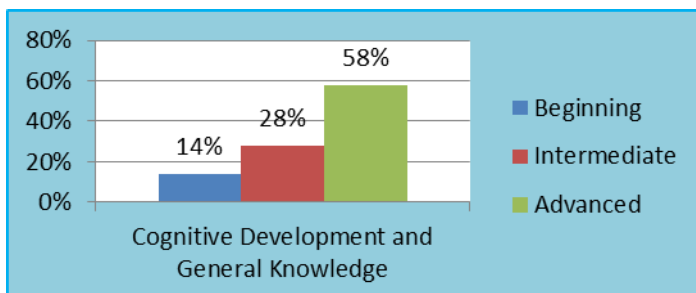
The Early Head Start Program generated two reports (mid-year and final report) in the areas of: Approaches to Learning, Cognitive Development and General Knowledge, Language, Communication, Reading and Writing, Physical Development and Health, and Social and Emotional Development.

The Early Head Start Final Child Outcomes Report for the 2011/2012 school year for St. Lucie and Polk County showed the percentage of children that had progressed/advanced in each domain area:



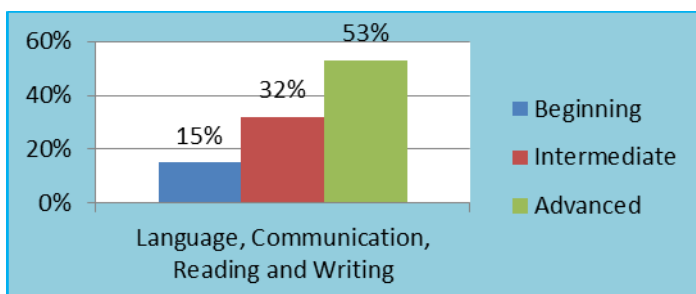
Approaches to Learning

68% of the children served progressed to the advanced range.



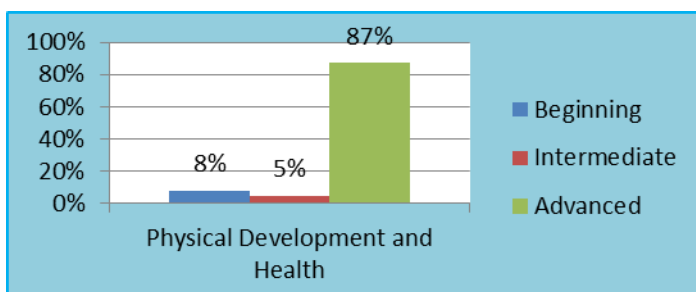
Cognitive Development and General Knowledge

58% of the children served progressed to the advanced range.



Language, Communication, Reading and Writing

53% of the children served progressed to the advanced range.

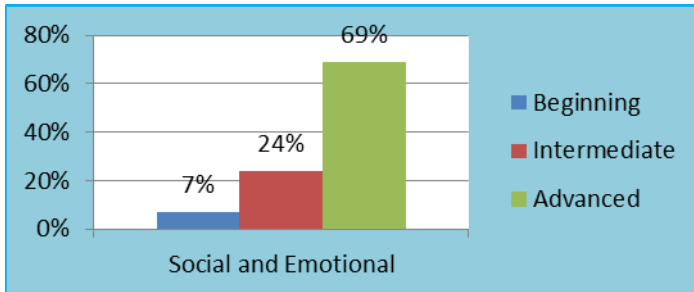


Physical Development and Health

87% of the children served progressed to the advanced range.



2012 Accomplishments - Opportunities - Challenges



Social and Emotional

69% of the children served progressed to the advanced range.

Voluntary Pre-kindergarten Services

ALPI provided Voluntary Pre-Kindergarten services to approximately 465 children at the nine (9) directly operated Head Start centers, which include both St. Lucie and Polk Counties. The Voluntary Pre-Kindergarten program is an extended day program that promotes emergent literacy for preschoolers that are four (4) years of age. The program offers an additional three hours of literacy directed activities, which are hands on and supports the language and literacy domains. During the 2011-2012 school year, approximately 438 preschool children received VPK Services.

In Polk County, 27 out of the 465 children participated in the Voluntary Pre-Kindergarten services. Children were assessed utilizing the VPK Assessment Tool. The following results represent the percentage of children that progressed/advanced in the different domains/indicators for the 2011-2012 school year:

	VPK Assessment Period 1	VPK Assessment Period 2	VPK Assessment Period 3
Print Knowledge	22.63%	43.79%	48.09%
Phonological Awareness	18.64%	22.56%	24.83%
Oral Language/Vocabulary	33.07%	39.31%	39.51%



In St. Lucie County, in an effort to improve school readiness, the Agricultural and Labor Program, Inc. entered into a partnership with the St. Lucie County School Board and Houghton Mifflin Harcourt to address the critical changes needed in teaching, learning, and community engagement in the public school system over the next five years. Four strategies were identified; one of the four strategies focuses in the area of Early Childhood – Pre-Kindergarten to Grade 3. This initiative supports seamless developmentally appropriate research-based curriculum, assessment, and reading materials in both print and digital form. The HMM Early Growth Indicators Benchmark Assessment was conducted twice during the 2011-2012 school year on all kindergarten eligible children to include children receiving VPK services. Results were collected as whole with over 79 Private Providers including ALPI Head Start in St. Lucie County.



2012 Accomplishments - Opportunities - Challenges

Therefore, in St. Lucie County, ALPI Head Start Program (through the partnership) assessed approximately 438 children utilizing the HMH Early Growth Indicators Benchmark Assessment. The following result represents the percentage of children that progressed/advanced in the different domains/indicators for the 2011-2012 school year countywide:

	HMH Assessment Beginning Sounds	HMH Assessment Letter Recognition	HMH Assessment Listening Comprehension	HMH Assessment Oral Counting	HMH Assessment Number Identification
0-25%	0-9	0-26	0-17	0-29	0-26
26-75%	10-18	27-49	18-22	30-58	27-39
75-100%	19+	50+	23+	59+	40+

CLASS Observation Results

ALPI underwent its triennial Federal Review, and received results of the pre-school classrooms that were assessed utilizing the CLASS Observation Tool. Based on the results from the CLASS Observations completed during the federal review, ALPI is on target with the results based on the national average. The following represents the results based on the federal review:

DOMAIN	SCORE	DOMAIN	SCORE	DOMAIN	SCORE
Emotional Support	5.7366	Classroom Organization	5.6012	Instructional Support	2.1310
DIMENSIONS					
Positive Climate	5.30	Behavior Management	5.55	Concept Development	2.32
Negative Climate	1.18	Productivity	5.98	Quality of Feedback	2.09
Teacher Sensitivity	5.61	Instructional Learning Formats	5.27	Language Modeling	1.98
Regard for Student Perspectives	5.21				

Early Childhood Health Services

“Building Healthy Head Start Communities” continues to be the focus for Health Services in the 2011/2012 school year. This theme emphasized the importance of community and building long lasting partnerships as we promoted family and program advocacy for good health.

During the 2011/2012 school year, out of the 1026 (100%) actual children enrolled in Head Start/Early Head Start and the Delegate Head Start Program children received the following services:

Medical

- **1026** of the enrolled children received a physical exam and had up-to-date immunizations.
- **160** children were diagnosed with asthma. Health alerts, and parents/teachers information packages were provided on prevention and intervention for children with asthma.
- Hemoglobin screenings resulted in **94** children either referred to WIC for services or received individual nutritional counseling/informational packages for children with anemia.



2012 Accomplishments - Opportunities - Challenges

- **98** children were overweight and received services/counseling through WIC or the program nutritionist.
- **3** children were identified with vision problems. These children received the appropriate care.
- **2** children were identified with hearing problems. These children received the appropriate care.

Dental

- **902** of the children received dental exams
- **227** of the 902 children were diagnosed with needing dental treatment.
- **213** of the 227 received dental treatment.

Nutrition Services: Families continued to take advantage of the WIC Program. The program continues to promote the Health Services Advisory Committee, in which the WIC Program personnel participate. The WIC Program provided families with hemoglobin screenings, nutritional supplements, and nutritional counseling. The Nutrition Consultant provided individual counseling to families for overweight and underweight children, children with low hemoglobin readings that do not qualify for WIC services, and children with special diets or food allergies.

Mental Health/Disability: The mental health services continued to promote positive mental health, well-being and social development for all children and families within our community. We continue to enhance mental health awareness among parents, staff, and children by providing training and informational workshops. In addition, mental health activities were implemented in the classrooms for all students.

Mental Health classroom observations were conducted to insure that the school environment is conducive to learning. In collaboration with community partners and a Mental Health Consultant, we provided referrals for assessments and or evaluations. The program served **93** children that were diagnosed receiving special education and/or early intervention services through the LEA or Early Steps-Part C Agency. The LEA provided special education to children diagnosed with developmental delays and speech/language, emotional/behavioral, etc.

Family and Community Partnerships

Family Partnerships: During the 2011/2012 school year **1026** families participated in Head Start/Early Head Start Program. The 1026 families received a variety of services to include, but are not limited to the following:

• Emergency/crisis intervention	69
• Housing assistance	156
• Mental Health	836
• English as a Second Language (ESL)	20
• Adult education (such as GED/College)	99
• Job Training	77
• Substance abuse prevention or treatment	1
• Child abuse & neglect services	834
• Domestic violence services	834
• Child support assistance	0
• Health education	892
• Assistance to families of incarcerated individuals	6
• Parent education	882





2012 Accomplishments - Opportunities - Challenges



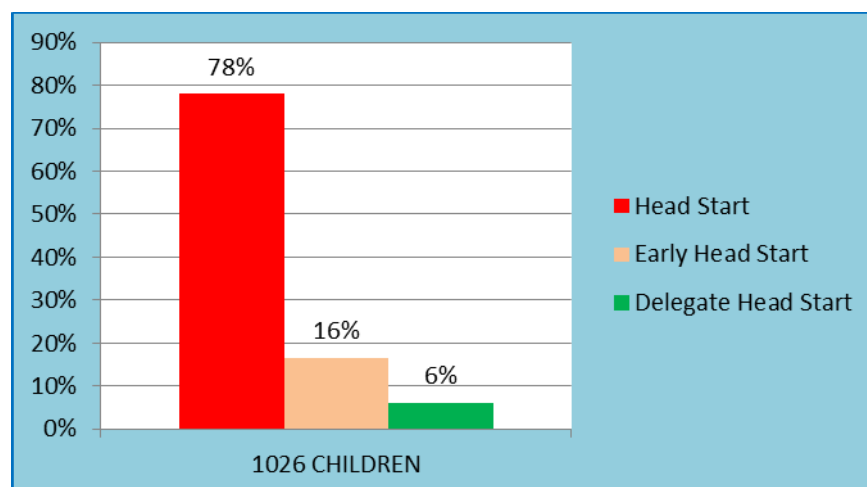
Parent Involvement: ALPI Head Start/Early Head Start has a community identity as a family-focused program with operating principles of parent involvement and empowerment. Parent Involvement continues to be the mainstay of the program. The involvement of parents continues to be vital for the center-based operation and the education of their children. Parents have made themselves available to serve on committees, attend meetings, volunteer in the classrooms, and assist with community events. The program supports families by ensuring that parents have the knowledge, skills, and the resources they need to become self-sufficiency and by sustaining partnerships with parents and supporting them as primary educators, nurturers, and advocates for their children.

The Nurturing Fatherhood Program continued to focus its energy towards empowering, educating, and uplifting fathers and other male figures in the lives of children. The targeted demographic groups of our program were fathers from the ages of 18 to 35. Approximately 326 fathers/father figures participated during the 2011/2012 school year.

Transportation: During the 2011/2012 program year, the transportation unit provided services to over 275 children. All buses were on a preventive maintenance schedule. The transportation staff participated in training activities throughout the program year. School buses were maintained with regular/required maintenance/services.

ERSEA: Total funded enrollment of 885 (100%) children were enrolled and maintained throughout the program year in both counties (St. Lucie and Polk). Monthly attendance reports were completed and submitted to the funders. A total of 1026 children and their families were served in the 2011/2012 program year. This statistical data was obtained from the Program Information Reports (PIR) submitted to the Office of Head Start for the following programs: Head Start/Early Head Start and Delegate Early Head Start. The following breakdown represents children served by the program:

1026 Children Breakdown by Program





2012 Accomplishments - Opportunities - Challenges

Children Ethnicity and Race by Program			
St. Lucie Head Start		Polk County - Delegate Head Start	
American Indian or Alaska Native	1	Black or African-American	13
Asian	3	White	9
Black or African-American	581	Other	43
Native Hawaiian or Other Pacific Islander	21		
White	44		
Biracial/Multi-Racial	13		
Other	129		
Early Head Start St. Lucie/Polk County			
American Indian or Alaska Native		1	
Asian		1	
Black or African-American		120	
White		8	
Biracial/Multi-Racial		5	
Other		33	
Unspecified		1	

Program Design and Management

Program Governance: Successfully organized and maintained the 2011/2012 Policy Council, Policy Committee and Parent Committees having heavily invested in both. The Policy Council and Policy Committee participated in several functions with the Board of Directors, including: Board Retreat, Board Orientation, Agency Corporation Annual Meeting, Agency Picnic, and Program Annual Self- Assessment.

During the 2011/2012 school year the Board of Director's and Policy Council approved: Refunding Applications, New Hires/ Terminations, Management Work Plans, Agency Personnel and Fiscal Policies and Procedures, Internal Dispute Resolution and Community Policies and Procedures, ALPI Strategic Plan for 2007-2012 Progress Reports, Self-Assessment Report, etc.

The 2011/2012 Annual Self-Assessment was conducted in two phases. Both Phases I and II of this year's assessment focused on results rather than process. The task of evaluating processes will fall with management based on the findings during the assessment. Phase I of the Self-Assessment began in December and Phase II was conducted February 22-25, 2012.

Management Systems: Program Design and Management continues to have an effective Management Systems Framework that enables the organization to improve the performance through a process of continuous improvement. The Management Systems Framework of processes and procedures are used to ensure that the organization fulfills all tasks required to achieve its goals and objectives.



2012 Accomplishments - Opportunities - Challenges

Annually, evaluations of cross-functional processes are conducted to assess the level of quality in the management of service delivery to avoid any type of ineffective planning, development, and operating activities. Based on the results of the evaluation, ALPI Head Start/Early Head Start Management Work Plans/Operational Policies and Procedures were revised and/or updated.

Fiscal: McGladrey & Pullen Certified Public Accountants conducted the annual audit. The report dated December 3, 2012 indicated that The Agricultural and Labor Program, Inc., is in compliance with laws and regulations under the U.S. Office of Management and Budget Circular A-133, Audit of States, Local Governments, and Non-Profit Organizations, and the Florida Single Audit Act. No Management Letter was issued.

Funding: ALPI Head Start/Early Head Start Program continues to work with federal, state and local level funder to provide services to children birth to five years. The funding levels and Services for the 2011/2012 program year are as follows:

Department of Health and Human Services



ALPI received funding from the Department of Health and Human Services to provide comprehensive child development services to 691 preschool children in St. Lucie County. The total funding for the 2011-2012 school year was \$5,132,173.00.

ALPI received funding from the Department of Health and Human Services to provide comprehensive child development services to 140 Infants, Toddlers and Pregnant Women in St. Lucie County and Polk County. The total funding for the 2011-2012 school year was \$1,628,518.00.

Polk County School Board: ALPI Head Start Delegate received funding from the Polk County School Board to serve 54 pre-school children. The total funding for the 2011 school year was \$402,267.00.

Early Learning Coalition: ALPI received funding from the St. Lucie County Early Learning Coalition to provide Voluntary Pre-Kindergarten Services to kindergarten eligible children. The total funding for the 2011-2012 school year was \$883,453.93

ALPI received funding from the Polk County Early Learning Coalition to provide Voluntary Pre-Kindergarten Services to kindergarten eligible children. The total funding for the 2011-2012 school year was \$66,269.33

Child Care Food Program: ALPI received funding from the Child Care Food Program to provide free meals i.e., breakfast, lunch and snacks to children enrolled in the program in

the St. Lucie and Polk Counties for the 2010-2011 fiscal year \$642,860.89 and for the 2011-2012 fiscal year \$556,004.31. The total number of meals served was 374,175.

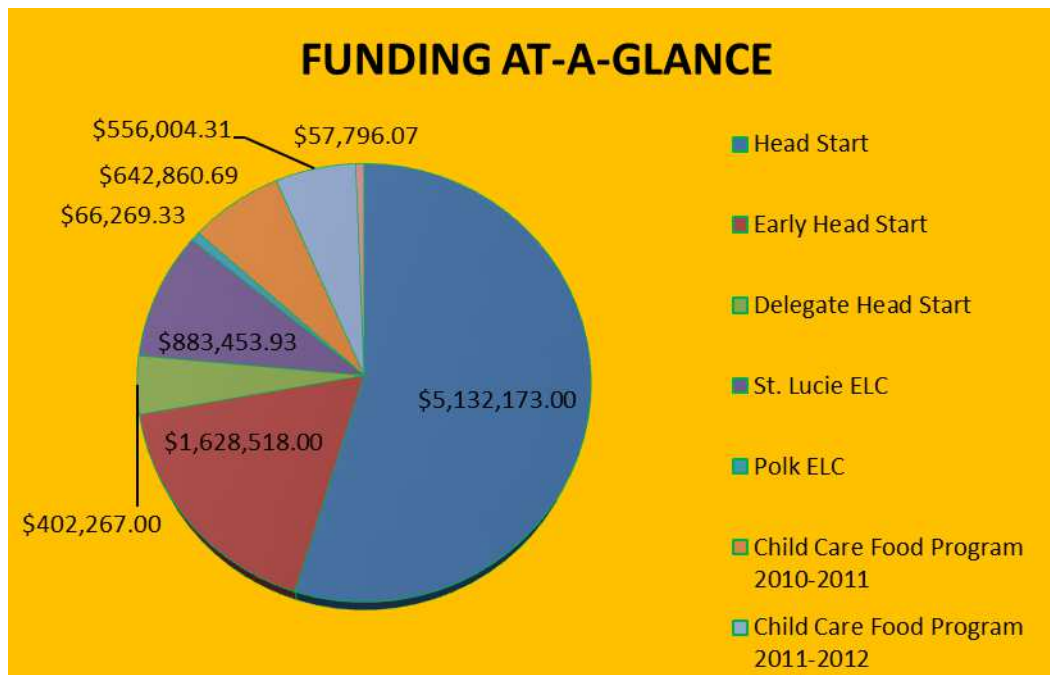
Child Care: ALPI received funding from the Early Learning Coalitions to serve children and their families in the Before/After program thru the subsidized funding in St. Lucie and Polk County. The total funding received from the Coalitions and clients private pay was \$57,796.07.





2012 Accomplishments - Opportunities - Challenges

ALPI continues to seek funding opportunities to improve services to the children and families in need in the St. Lucie and Polk County communities. The funding levels for the 2011/2012 fiscal year were:



Professional Development and Skills Enhancement

Human Resources: The program continues to promote individual professional development. At the end of each year, validation of trainings and/or formal education is conducted by obtaining In-Service Training hours, Certificates, and Certifications. We tracked trainings, certificates, and certifications in PROMIS. The system validated that staff members participated in the following training opportunities:

- Child Abuse and Neglect
- Building Strong Partnerships with Families
- Child Health and Safety
- Pre-K Partnership – Team Work
- Early Childhood Development
- Children’s Early Language
- Transforming Challenging Behavior
- Serving Safe Food
- PROMIS Recordkeeping
- VPK Standards
- Parent, Family and Community Engagement Framework
- Early Childhood Leadership Virtual Conference
- Fire Safety and Emergency Preparedness
- Fit & Fabulous by 5...Growing up Healthy
- OSHA Blood Borne Pathogens



2012 Accomplishments - Opportunities - Challenges

- CLASS Observation Certification
- CPR and First Aid Certification
- Guidance and Discipline ...Positive Strategies for Supporting Children with Challenging Behaviors
- Infants and Toddlers Lesson Planning
- Reducing the Risk of Sudden Infant Death Syndrome (SIDS)
- CNA (Certified Nurses Assistance)
- ERSEA Training
- Parent, Family and Community Engagement Framework
- Internal Control and Cost Principles
- Fiscal Management

Human Resources Director continued to work closely with the Division Deputy Director and the Program Operations Directors to comply with the Head Start Act Teaching/Classroom Staff Requirements and September 30, 2013 timeline.

Facilities, Materials, Equipment: Successfully complied with federal and state reviews and inspections for buildings and buses. Continued to work closely with the center staff to maintain a clean and quality environment, purchased materials, supplies, and equipment for all the nine (9) operated centers and contracted centers.

Effectively reconciled the program inventory and worked closely with the Finance Department to ensure reconciliation with the agency fixed asset inventory.

ALPI successfully maintained the nine (9) directly operated centers' license renewals in accordance with state and local requirements.

Child Care

In partnership with the Early Learning Coalition we were able to serve children and their families in the Before/After program through the subsidized funding in St. Lucie and Polk County.

Demographics Summary (Agency Wide)

- 18,352 families were served with 55,476 family members
- Family Type
 - 7,695 single parent families headed by a female
 - 427 single parent families headed by a male
 - 3,819 reported as single persons
- 11,893 families served reported receiving Food Stamps
- 738 families reported receipt of TANF
- 4,135 families reported receiving SSI benefits for at least one family member
- 30 families were reported as being homeless at the time of receipt of services
- Sources of Family Income
 - 1,504 reported unemployment compensation as the primary source of family income
 - 3,008 were reported as receiving social security benefits as the primary source of family income
- 4,609 family members were reported as disabled
- Race
 - 15,770 White
 - 28,528 African-American
 - 13,527 persons were reported to have an Hispanic or Latino Ethnicity



2012 Accomplishments - Opportunities - Challenges

ADMINISTRATION and QUALITY ASSURANCE

Human Resources

Major tasks/accomplishments included the following:

- Recruited, screened and interviewed over 150 applicants to fill 27 vacant full-time positions.
- Advertised positions through Employ Florida, Workforce Solutions, area colleges, universities and local partners to fill all positions for 2012. In doing this the department was able to save the Agency over \$20,000.00, the cost of 27 job postings on companies like CareerBuilder and Monster.com.
- Facilitated the transition from Sun Life Financial to Lincoln Financial in order to lower premium costs for all ALPI employees.
- Organized and facilitated the 2012 United Way campaign in Polk County, as well as assisted with the coordination of the campaigns in Saint Lucie County. United Way contributions totaled more than \$2,700.00.
- Overhauled entire personnel records system (including all staff medical files) to ensure accurate records retention.
- Added background screening company to increase convenience and reduce costs associated with Live Scan screenings in Polk County.
- Regularly audited all Agency bills to avoid overpayments and reduce overcharges

Operations & Quality Control

Governance

- Coordinated and completed training opportunities for Board Member Attendance at the FACA, FHSA, RIVHSA, SEACAA, CAPLAW, CAP, NCAF & Statewide Symposium of Poverty conferences.
Strategic Goal Addressed:
Goal 3: Partner with other entities for more efficient service delivery.
- Coordinated and completed activities/communication/information for the Shared Governance Orientation for Board, Policy Council, Policy Committee and Advisory Council Members.
- Scheduled and compiled information for the Board Orientation for new Board Members.
- Coordinated and completed the recruitment of Elected Official Board Membership Applications.
- Coordinated and completed activities for the Board's Annual Planning Retreat.
- Coordinated and completed the submission of the Governance Tasks and Timelines.
- Coordinated and completed the distributed 2012 Annual Meeting Notices.
- Coordinated and completed the revisions of Agency's Bylaws, Fiscal Manual, and Board Member Manual (incorporated sub-sub-recipient language).

Operations Technical Support

- Coordinated services of Independent Auditor to complete the Retirement Account via Agency Contract Agreement.
- Coordinated the completion of the Independent Auditor RFP and notified firm selected.
- Coordinated follow-up meeting with SunTrust Bank representatives to complete resolution to open Money Market investment account.
- Facilitated the submission of 403(b) Retirement Plan Audit to IRS.
- Coordinated the submission of the Indirect Cost proposal.
- Completed Agency's Consumer Services Application (Fundraising).



2012 Accomplishments - Opportunities - Challenges

Program Technical Support

- Coordinated the submission of the CSBG Designation (Hendry County); Head Start/EHS, United Way, DOE , LIHEAP (Highland County) & CSC funding applications.
- Coordinated the completion and distribution of 2011 audit report to funders.
- Coordinated the completion of the Agency Cost Allocation Plan.
- Coordinated the completion of Reimbursement Reports (LIHEAP, CSBG, CSC, Child Care Food, Non-Profit Housing, DOE, Polk County Delegate Head Start, Florida Housing quarterly report etc.).
- Facilitated the distribution of 2011 990 tax report to funders.
- Coordinated the submission of follow-up materials to OIG Audit.

Strategic Goals Addressed:

Goal 4 - Target new areas of expansion.

Goal 5 - Enhance program development for and Service delivery to children and their families.

Communication

- Coordinated ongoing management and support staff meetings, training and technical assistance opportunities.

Strategic Goals Addressed:

Goal 1 - Create Additional Educational Experiences and Opportunities for Staff.

Goal 2 - Devise A Plan Of Upward Mobility Within The Agency.

Staff Development and Training

- Coordinated the planning and implementation of the agency-wide Annual Staff Training Conference.
- Coordinated ongoing Professional Management Training and Development via monthly Management Staff meetings.

Strategic Goals Addressed:

Goal 1 - Create Additional Educational Experiences and Opportunities for Staff.

Goal 2 - Devise A Plan Of Upward Mobility Within The Agency.

Goal 5 - Enhance Program Development for and Service Delivery to Children and their Families.

Professional Development Opportunities

- Continued participation in available training opportunities via Florida Association for Community Action, ALPI training opportunities and applicable webinars.

Strategic Goal Addressed:

Goal 3 - Partner with other entities for more efficient service delivery.

Continued efforts to establish and maintain meaningful working relationships between the CEO's office and other organizations during the 2011-2012 program year included the following:

- ALPI Housing Board
- Central Region Advisory Council
- Florida Association for Community Action
- Florida Head Start Association
- Minority Issues Action Council
- RIVHSA Board
- SEACAA
- Community Action Partnership
- United Way of Central Florida

Strategic Goal Addressed:

Goal 3 - Partner with other entities for more efficient service delivery.



2012 Accomplishments - Opportunities - Challenges

Budget and Finance

- Processed and paid approximately 32,000 vouchers. This included verifying each line on every voucher was charged to the correct elements and transaction codes.
- Processed bi-weekly payroll checks for 267 employees. This included the maintenance of all personal data and deductions.
- Payroll related quarterly reports for the IRS and the State of Florida were completed timely.
- Prepared and submitted monthly billings for DOE, CSC, PCHS, and Food. In addition, billing reports completed by Program Departments were reviewed by Finance for accuracy.
- Prepared and submitted quarterly and semi-annual Head Start/Early Head Start Reports.
- The 2011/2012 audit was completed in the fall of 2012 with no findings. ALPI is rated as a low risk agency
- Monthly financial statements were completed and distributed to the Board, CEO and Program Directors.
- The Finance Department takes advantage of training opportunities to enhance knowledge and skills to better perform each member's assigned tasks and cross-train where applicable. This Department is making arrangements to attend the annual GMS training conference in May.

Information Technology Management Services

- Installed, configured and tested new Sophos Web Filter and new *Redundant* Sophos Web Filter.
- Provided support and technical assistance to staff (on an as needed basis) on all network based and web based software programs currently in use.
- Monitored and maintained ALPI WAN on a daily basis, insuring stability, reliability and functionality.
- Replaced 3 outdated PIX Security Devices across the WAN with new Sophos Remote Ethernet Devices.
- Installed, configured and tested Kaspersky Business Space Security Suite across WAN.
- Installed, configured and tested Adobe Acrobat 10 Pro across WAN, as well as on select Administration Office desktops.
- Relocated all technology equipment from Village Green Head Start Center to new Port St. Lucie location. Acquired and configured new technology gear for new Port St. Lucie location. Installed new phone lines, DSL lines, and new telephone equipment at new Port St. Lucie Location.
- Configured all new Xerox MFP units in Ft. Pierce Head Start centers for the WAN.
- Updated all servers with current Service Packs and pushed semi-monthly updates on all desktops and servers.
- Upgraded wireless equipment in Lake Alfred Administration office and doubled the wireless units for full building coverage at faster speeds.
- Increased RAM on Astaro Web Filter in order to increase internet speed across the WAN.
- Increased retention size of Barracuda Backup System in order to accommodate growing accumulation of data across the WAN.
- Maintained, repaired, and conducted monthly billing audits on 141 voice lines, 22 data cards, 5 cell phone lines, and 15 internet connections.
- Increased Comcast internet speeds at HS Centers (with the exception of Frostproof CDC, which is at current maximum speed) at a monthly increase of only \$3.00 per location.
- Audited Sprint account and negotiated new pricing, resulting in a \$315.00 monthly savings to the agency.
- Maintained, repaired, and conducted monthly billing audits on 12 network printers, 20 stand-alone printers, and 6 fax machines. Refunds were obtained from two vendors for incorrect billing discovered during monthly audits.
- Refurbished, repaired and/or replaced over 20 desktops and 13 laptops.



Thank You

Regional Advisory Councils

Southern	Terry Wellington Katie Clarke Annie Robinson Sharonda Dunlap	Moses Anderson, Jr Joslyn Burt Betty Cobb Clifton Gaines	Annette Jones Gregory Lewis Bernice Lopez Lester Roberts	Emma Malcolm William Richardson
Northern	Donald Tillman Evelyn Seabrook Constance Anderson	Yvonne Grey Charles Harris, Jr. Marva Hawkins	Sylvia Bodison Lenton Harris Grace Miller	Tawanna Smith Dorothy Curry
Eastern	William Holt Constance Griffin Marjorie Gaskin Gena Spivey	Frances Cooper Vivian Mitchell Vernon Whitaker Katherine Sims	Margaret Porter Bobby Byrd Beverly Richardson Sabrina Ferguson	Joyce Crankfield
Central	Johnnie McNair Christine Samuel Josephine Howard Lydia Thomas Clarence Grier	Glenda Jones Earnestine Davis Louvenia Crumity John Doles Clora Dubose	Sophia Harris Hollis Jackson Lillie Jackson Helen Rowe Margaree B. Simon	Dorothy Spencer Ann Sturkey Ruby Willix Arabell Wiggins (Honorary - Deceased)

Head Start/Early Head Start Policy Council

Melinda Young Shatell Hypolite Marie Helene Edouard Latisha Sparks Crystal Clark Eboni Smith Jessie Charoo Shannon Dickey-Moore Fairy Danzey	Lekemia Franklin Tiffany Lashay Wilder Takisha Brianvil John Hall Betty Bradwell April Jones Heather Lynette Dannie Sandy Akre Tiffany Brown	Dwight A. Wright Kilwana Frederick Michelle S. Akins ALTERNATES Martha De La Cruz Stephen Polycarpe Michelle Gagnon	Michelle Wilson Tammie Carter Guirlene Jean Francois Quenithia Lanadiel Wright Tamarind Hill Louis Palge Olinda Eglus Edward Hilarie Kesha Walker	Sonya Rue Ivory Robinson-McGill Maleesha York Gwendolyn Lawton-Wright Antonio Blue
--	--	--	---	--

Polk County Head Start Policy Committee

Latisha Sparks Dorothy Plain Lucinda Garcia Teresita Martinez	Claudia Martinez Amanda Ashby Herminia Garcia Elva Carpio	Amber Underwood Noemi Cruz Terrysue Wellington Kerry Richardson	Bernice Lopez ALTERNATE Jessica Chatlos
--	--	--	--

ATEC Advisory Committee

Martha Blanco Patty McCollister	Chester McNorton	Janel Persinger	Leona Nater
------------------------------------	------------------	-----------------	-------------

ALPI Housing Development Board

Phillip Howard Nathaniel Birdsong Josephine Howard	Patricia Gamble Leola Lewis Johnnie McNair	Jacqueline Rentz Elizabeth Scaife Arabell Wiggins	James S. Turner Pamela Borton
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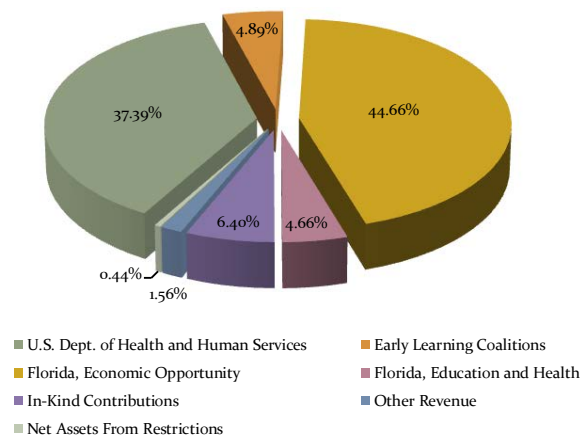


Statement of Activities

Support and Revenue

Source of Support	Amount
U.S. Dept. of Health and Human Services	\$ 7,526,293
Early Learning Coalitions	\$ 983,534
Florida, Economic Opportunity	\$8,990,794
Florida, Education and Health	\$ 938,126
In-Kind Contributions	\$ 1,288,711
Other Revenue	\$ 314,513
Net Assets From Restrictions	\$ 88,872

INCOMING SUPPORT



Expenses:

Program Services

Child Development	1,001,324	757,969
Food	684,665	701,390
Headstart	8,255,773	8,601,365
Social Services	1,014,549	1,576,931
Employment and Training	277,504	276,212
Energy	<u>8,070,693</u>	<u>7,511,871</u>
Total Program Services	19,304,508	19,425,738

Support Services:

General Administration	<u>1,293,824</u>	<u>1,068,226</u>
Total Expenses	<u>20,598,332</u>	<u>20,493,964</u>
Decrease in Unrestricted Net Assets	(467,489)	481,716

Unrestricted net assets, beginning of year	<u>3,108,711</u>	<u>2,626,995</u>
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Unrestricted net assets, end of year	<u>2,641,222</u>	<u>3,108,711</u>
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Statement of Financial Position

Current Assets	2012	2011
Cash and cash equivalents	1,416,649	2,518,437
Accounts Receivable, net	680,470	674,486
Prepaid Expenses	<u>40,211</u>	<u>35,612</u>
Total Current Assets	2,137,330	3,228,535
Property and equipment, net	1,905,284	2,284,740
Refundable Deposits	<u>10,448</u>	<u>12,546</u>
Total Assets	<u>4,053,062</u>	<u>5,525,821</u>
<u>Liabilities and Unrestricted Net Assets</u>		
Current Liabilities		
Accounts Payable	947,339	819,676
Refundable Advances	53,350	1,088,139
Accrued Expenses	<u>411,151</u>	<u>420,423</u>
Total Current Liabilities	1,411,840	2,328,238
Unrestricted Net Assets	<u>2,641,222</u>	<u>3,108,711</u>
Temporarily Restricted	0.00	88,872
Total Net Assets	<u>2,641,222</u>	<u>3,197,583</u>
Total Liabilities and Net Assets	<u>4,053,062</u>	<u>5,525,821</u>



Contact Information

CORPORATE OFFICE

P.O. Box 3126
Winter Haven, Florida 33885
(863) 956-3491 • (863) 956-3357 Fax • www.alpi.org

Executive Office

Deloris Johnson
Chief Executive Officer
Extension 206
DJohnson@ALPI.org

ADMINISTRATION & OPERATIONS QUALITY CONTROL DIVISION

Operations and Quality Control

Twila Smith, Dir.
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TSteward@ALPI.org

Budget and Finance

Dennis Gniewek, Int. Dir.
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DGniewek@ALPI.org

Human Resources

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COMMUNITY SERVICES & ECONOMIC DEVELOPMENT DIVISION

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AMiller@ALPI.org

LIHEAP/Community Services

Cheryl Burnham, Dir.
Extension 224
CBurnham@ALPI.org

CSBG/Economic Development

PaHoua Lee-Yang, Dir.
Extension 218
PYang@ALPI.org

CHILD DEVELOPMENT and FAMILY SERVICES DIVISION

Eastern Region Administration Office

720 Delaware Avenue
Ft. Pierce, Florida 34950
(772) 466-2631 • (772) 464-3035 Fax

Elizabeth Young, Deputy Director
(863) 956-3491 - Extension 215
EYoung@ALPI.org

Head Start/Early Head Start Program Operations (St. Lucie County)

Myrna Rodriguez, Director
(772) 466-2631 - Extension 11
MRodriguez@ALPI.org

Head Start/Early Head Start Program Operations (Polk County)

Bertram Smith, Director
(863) 635-3396 - Extension 40
BSmith@ALPI.org



Special Thanks

Special thanks to the ALPI Board of Directors for your tireless fundraising and personal financial contributions throughout this past year and to the following for your generous contributions and Circle of Support participation.



Cheryl Burnham and Family

**Robert E. Coker, Sr. VP
United States Sugar Corporation**

Chester and Johnson Family

Juliette Gilberry

**Brenda Gray, Owner
Gray Building, LLC**

Glenda W. Jones

Herman Marshall

**Parks Rental and Sales, Inc.
Ft. Pierce, FL**

Alicia Pinilla

Fred Stickney

Mattie M. Streeter

Jonathan Thiele, Esq.

Mrs. George W. Truitt

Freddie and Elizabeth Young



*The Agricultural and Labor Program, Inc.
wishes to thank everyone who participated in
making this year's 45th Anniversary
Corporate Meeting and Luncheon
a great success!*



As one of the oldest insurance agencies in the State of Florida, Bouchard takes great pride in partnering with members of the nonprofit community. We value the opportunity to give back to our community, while also serving the insurance and risk management needs of community-based, nonprofit organizations.

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LOOKING AT POWER IN A NEW LIGHT.



The Agricultural and Labor Housing Development Corporation, Inc.

"ALDHC providing affordable housing for low-income and moderate income farmworker families since 1993."



Congratulations

Agricultural and Labor Program, Inc. on 45 Years of Service

In 1993, the Agricultural and Labor Program, Inc. (ALPI) incorporated The Agricultural and Housing Development Corporation (ALDHC) with a primary mission to *provide affordable housing to low and moderate-income families.*

In 1995 the ALDHC received a \$2.7 million affordable rental housing development grant and loan from the USDA Rural Development Program to construct a fifty-eight (58) unit low-income and moderate income farmworker rental housing development. The project named **New Horizons Housing Development** is located in Auburndale, Polk County, Florida. Since its completion, the New Horizons Development continues to experience a 95 -100% occupancy rate under the oversight of The Agricultural and Labor Housing Development Corporation, Inc.'s active Corporate Board of Directors.

ALDHC Board Members

Philip Howard, Chairperson
Nathaniel Birdsong, Vice Chairperson
Patricia Gamble, Secretary
Josephine Howard, Treasurer
Leola Lewis, Member
Johnnie McNair, Member
Jacqueline Rentz, Member
Elizabeth Scaife, Member
James Turner, Member
Deloris Johnson, ALPI CEO
Al Miller, ALPI Staff Liaison
Pam Borton, Management Company Representative

Other Services offered at the New Horizons Housing Development, in partnership with the Agricultural and Labor Program, Inc., The City of Auburndale, and other Polk County community partners, include the following:

- Affordable rental housing for farmworkers
- On-site complex management
- On-site community center
- On-site computer lab
- ALPI/CSBG full-time case management services
- Access to ALPI/CSBG Family Self-Sufficiency Program
- Access to ALPI/CSBG Low Income Home Energy Assistance Program (LIHEAP)



To be eligible for services, an applicant must be a citizen or legal resident of the United States and a farmworker. Applicants must be employed in the agriculture industry with a minimum of \$3,998 of the total gross annual household income from farm labor. Rental Assistance is available for qualified households.



**For additional information, please call:
(863) 967-1196 or TDD 1-800-955-8771
Monday-Friday, 9:00 a.m. to 5:00 p.m.**

The New Horizons Development is managed via
Southwind Management Services, Inc.

Congratulations

Agricultural and Labor Program, Inc.



from

Deloris Johnson
ALPI Chief Executive Officer
1988 - Present



"Yesterday is but a dream, tomorrow but a vision. But today well lived makes every yesterday a dream of happiness, and every tomorrow a vision of hope. Look well, therefore, to this day."

Author unknown

Happy 45th Anniversary and Thanks to All for a Job Well Done!



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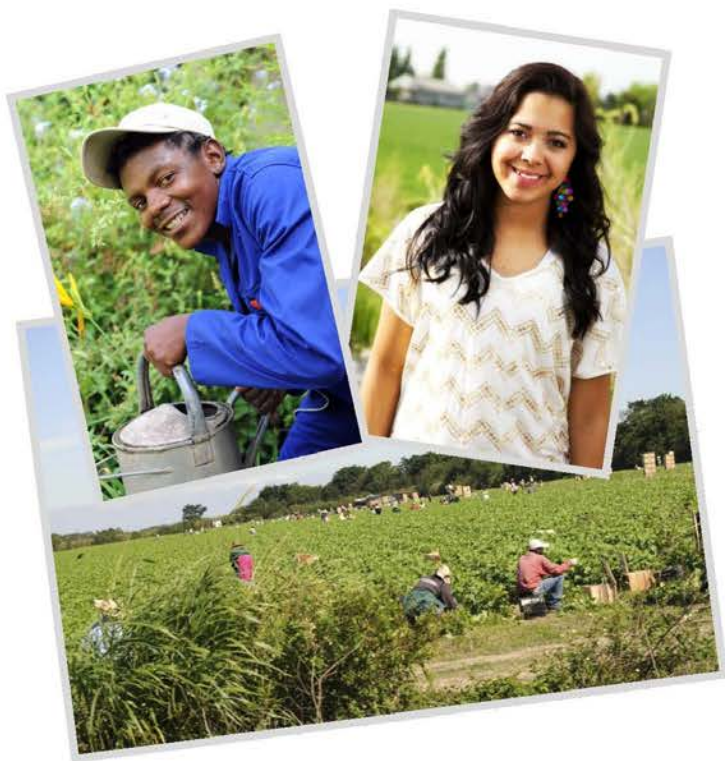
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*(1) Must meet farmworker and low income guidelines and (2) Must be a U.S. Citizen, Legal Resident, or have a valid work permit.

- ☒ Are you a farmworker or dependent of a farmworker?
- ☒ Are you looking for work or a career outside of the agricultural industry?

*If you answered YES to both of these questions ... **call us today!***

Robert Gaytan, Client Services Specialist

1326 East International Speedway, Suite D-9
Deland, FL 32724

Office: 386-624-6912 • Fax: 386-624-6917 • Email: rgaytan@alpi.org

PaHoua Lee-Yang, CSBG/Economic Development Director

863-956-3491 - ext. 218 • pyang@alpi.org

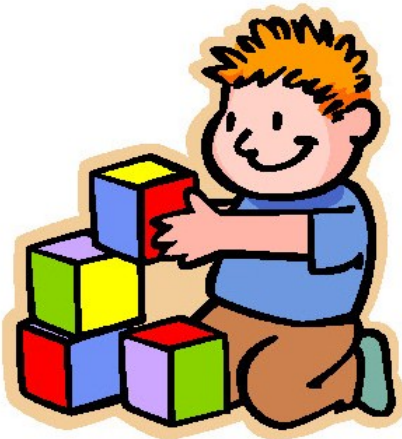
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Lawsassociates7@yahoo.com

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Seretha Tinsley, President

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On Your

45th Anniversary

Our Mission

To advocate on behalf of women of color through national and local actions and strategic alliances that promote NC100BW's national and international agenda on leadership development and gender equity in health, education, and economic development.

Vision and Purpose

Vision: We are an organization of progressive women of African descent, whose voice and force for gender equity and socio-economic advancement drives meaningful change to benefit women of color.

Purpose: To advocate the principles of equal rights and opportunities, promote awareness of Black Culture; develop the potential of the membership for effective leadership and participation in civic affairs; foster political and economic development; partner with other individuals and organizations to achieve mutual goals, and to take action on relevant issues of local, state, national and international significance.

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Learning Tree Academy, Inc. has been in business for thirty years serving the needs of the community. Learning Tree accepts Early Learning Coalition, Voluntary Pre-Kindergarten Program, Head Start (Agricultural and Labor Program, Inc.) Workforce Development and NACCRRRA (National Association of Child Care Resource & Referral Agencies) for military families.

- ◆ A.P.P.L.E. Accredited, State Licensed and Insured
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"Planning is the key to support DECISION-MAKING, establish a system of ACCOUNTABILITY, and buying in the CORE VALUES of the organization".

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**The Winter Haven Branch #5144 – National Association
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NAACP

*Congratulations
and Best Wishes*

**To the
Agricultural and Labor Program, Inc.**

Founded in 1909, the NAACP is the nation's oldest and largest civil rights organization. From the ballot box to the classroom, the thousands of dedicated workers, organizers, leaders and members who make up the NAACP continue to fight for social justice for all Americans.

Reverend Fred Leonard, President

**P.O. Box 3052
Winter Haven, FL 33885
(863) 797-3219**

email: whnaacppres@yahoo.com

Florida Non-Profit Housing, Inc.

Providing Technical Assistance and Training for the development of safe and affordable housing since 1978.



Our Farm Labor Housing program is funded by the U.S. Department of Labor as "Lead Agency" for the Southeast Housing Consortium. As Lead Agency, we monitor funds and provide assistance to agencies in Delaware, Florida and Mississippi.

We also provide technical assistance and training to non-profit housing corporations and units of local government to develop, own and manage housing for farm workers in Alabama, Florida, Kentucky, Mississippi and Tennessee. We assist agencies in leveraging other sources of funds (e.g., HOME, SHIP, CDBG) to lower the mortgage from the primary lender, Rural Housing Services.

With our assistance, agencies have leveraged more than \$130,000,000 for nearly 3,000 rental housing units for farm workers in the southeast. FNPH also serves as an agent for the Department of Labor's Temporary & Emergency Housing Assistance Program. This statewide program helps migrant and seasonal farmworkers with rent and utilities payments.

History

Florida Non-Profit Housing, Inc. (FNPH) is the successor organization of the American Friends Service Committee's Florida Migrant and Seasonal Farmworker Housing effort. Formed in 1978, FNPH's initial goal was to improve farmworker housing throughout the state of Florida by providing technical assistance and training to non-profit housing providers. Florida's first Section 523 Self-Help Housing Grantees were products of this effort. Today, our mission has broadened to include rental housing development and related services for low and very low income rural residents. Our service area has also expanded to include Alabama, Delaware, Florida, Georgia, Kentucky, Maryland, Mississippi, North and South Carolina, Tennessee, Virginia, the Virgin Islands and Puerto Rico.

Services Provided

Program efforts are primarily focused on Mutual Self-Help Housing and Farm Labor Housing. Here are a few services we provide:

Present objective evaluations of existing operating systems and training needs; Training and management assistance to potential, new and existing grantees; Administer training for boards of directors; Assist agencies in packaging applications to various funding sources; Review and analyze proposal feasibility; Assist grantees in creating housing development plans, construction schedules, financial management systems and sound ethical business practices; Coordinate the planning, development and delivery of workshops and conferences; Develop publications and statistical reports.

Mutual Self-Help Housing

Since 1981, FNPH has been the Southeast Regional Contractor for USDA Rural Housing Services (RHS) Mutual Self-Help Housing TA Grant Program. Our primary purpose is to help housing agencies build capacity, enabling them to be more productive in their communities.

Eligible organizations can receive administrative grants through the RHS Section 523 TA Grant Program. These funds can be used to hire staff and pay other administrative costs to recruit families, provide homeownership counseling, package mortgages, provide construction supervision and training. A typical grant is two years.

The Southeast Region has served over 11,000 people through the Self-Help Housing Program.

P.O. Box 1987
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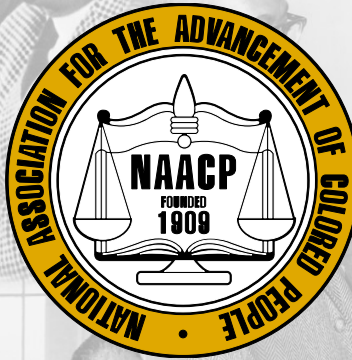
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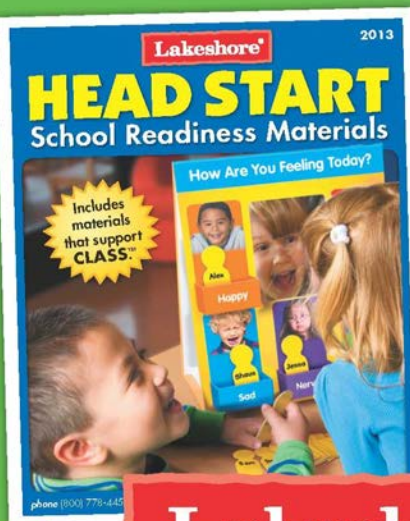
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Celebrating 45 Years of Service

The Agricultural and Labor Program, Inc. (ALPI), headquartered in Winter Haven, Florida, is an IRS certified 501(c)(3) private, nonprofit organization. The Agricultural and Labor Program is a direct descendent of the Agricultural and Labor Project, established in 1968 by the Coca-Cola Company to improve the quality of life for farm workers in their Florida citrus operations. Today, ALPI serves the total spectrum of socially and economically disadvantaged children and families throughout Florida.

In the early 70's, the organization made available child care services to the children of migrant and seasonal workers when no other service providers were available to meet the child care needs of these families. Since the late 70's, ALPI has continued to operate as the Central Agency for Subsidized Child Care Services that provides child care for as many as 6,000 children per year!

Over the years, a vast network has been established by ALPI. This network is comprised of agencies, churches, organizations and private groups and/or individuals whereby some provide direct financial assistance, others distribute applications for services. Partnerships and collaborative efforts between ALPI and the communities we serve are crucial to the success of service delivery.

In the years since its inception, The Agricultural and Labor Program, Inc. has continued to grow and to expand efforts to assist those persons that the organization was chartered to serve. This effort is continuous and will exist as long as there are persons needing services.



In addition to normal library services, the Library offers a wide range of activities including recreation, cultural sessions and cultural enrichment programs.

ides take books and materials into the regions where needed. am in the regions include sports, career counseling and field trips to the Center and other educational and

ing among people of various ethnic groups, classes are held in basic English for the South. Regions with the practices, workers' various hold Mexican fiestas and customs to town depicting the persons to society as a local production and cultural information.

In 1971, services of the ALPI are services available in professionals selected training. Going into these outreach as counseling, preventive medicine



Highly trained empty tanks of just one much drive "pump" which are pulled to the grove by a tractor. When full, the tanks are hauled by truck to the processing plant.



The fringe benefits program of the regular workers includes those originally provided when the Agricultural Labor Project began: major medical and life insurance, worker's compensation, vacation, holiday and sick pay, a tuition refund plan, retirement and thrift plans and travel/accident insurance. In addition, there have been others added such as funeral leave, jury duty leave, and bus breakdown time. The total benefits package adds a substantive financial advantage to worker income and is particularly significant compared to the rest of the Florida citrus industry where only a small percentage of the work force is covered by health insurance, life insurance, sick leave, retirement plan and paid vacation.

For employees in the Company's Florida citrus groves, the achievements of the Agricultural Labor Project have proved that the poverty cycle perpetuated through generation after generation can be broken and the migratory agricultural worker can reach an employment income level on a par with workers in other industries. At last, he realizes that his traditional position at the bottom of the labor market isn't exclusively his, and that he has the capability and the power of improving his own standard of living.



Above addressing the assembly is Corporate Personnel Manager William M. Bailey of The Coca-Cola Company who directed the Project from its beginning. Left, elected board members are seated on the stage. Below, people view the new building.





The Agricultural and Labor Program, Inc.



ALPI's Programs and Services Are Funded in Part By:



City of Ft. Pierce, County of St. Lucie, Department of Education (Adult Migrant Division), Florida Department of Health, Early Learning Coalition of Polk County, Florida Non-Profit Housing, Inc., Polk County School Board, St. Lucie County School Board, Children's Services Council of St. Lucie County and Early Learning Coalition of St. Lucie County, Inc.