



The Agricultural and Labor Program, Inc.

2013 Annual Report

Charting Our Course ... Answering the Call to Service

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.

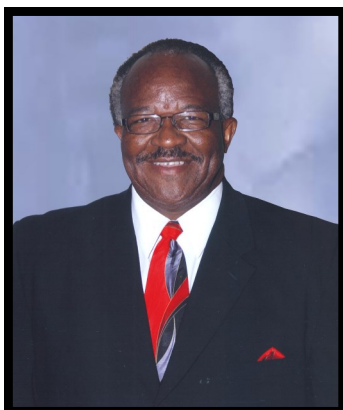


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Message from the Chairperson



This has been 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.

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 and 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. I look forward to everything we will be able to accomplish together in the coming year.

William Holt

William Holt
ALPI Board Chairperson



Message from the CEO



Our 2013 Annual Report is a “snap shot” of what The Agricultural and Labor Program, Inc., as a community organization and service provider, has accomplished in partnership with other community service providers, local, state and federal officials, for its clients and communities during the period beginning July 1, 2011 through June 30, 2012. Moreover, the report positively demonstrates that we are *“Charting our Course... Answering the Call to Service”* in an effective and positive manner.

Last January, the Department of Health and Human Services released the Head Start Roadmap to Excellence - an initiative to raise the level of quality in all Head Start programs to ensure that children and families receive the quality services they deserve. The Agricultural and Labor Program and its Head Start/Early Head Start Program are moving full steam ahead on the Roadmap to Excellence and pledge to do whatever it takes to promote enhanced program quality and integrity. As you will note in this report, we are well on our way. I extend a well-deserved *Thank You* to all the ALPI Head Start/Early Head Start Program staff for your hard work and dedication and I am looking forward to another successful program year.

The Agricultural and Labor Program, Inc. (ALPI) believes that because our world has become more technical, as well as more competitive, a high school education is not sufficient to get a good job. The ALPI's service delivery communities, like all communities throughout the nation, need an educated and skilled workforce to compete in today's global marketplace.

I am proud to report that several years ago, the ALPI Eastern Region Advisory Council established the Arie Lou Perkins Scholarship, presented each year to an eligible ALPI Eastern Region High School graduate. In 2010, the ALPI Central Region Advisory Council established the Arabell Wiggins Scholarship, presented each year to an eligible ALPI Central Region High School graduate. I am also proud to announce that the Northern Region Advisory Council has begun the creation of another scholarship to be presented to an eligible Northern Region High School graduate. The Scholarships are funded through donations and ad sponsorships. The ALPI Regional Advisory Councils have partnered with the local High Schools and other organizations in their regional network to identify eligible High School graduates to be considered for a scholarship. “Hats Off” to ALPI's Regional Advisory Councils for stepping up to the plate once again in order to demonstrate with action, the true meaning of “People Helping People to Help Themselves.”

Additionally, through the Department of Education WIA-167 program, the ALPI Technical Education Center (ATEC) also provides vocational training courses to farm workers in Volusia County. This graduation class of 15 had 13 students find immediate employment (in their specific field of study) upon graduation – an incredible accomplishment in today's challenging economic environment. Congratulations to all the ATEC graduates!

My sincere thanks to Mr. William Holt (ALPI Board Chairperson), the ALPI Board of Directors, ALPI Partners and Supporters, and to all ALPI Employees for your generous efforts and support to ensure that we are *“Charting Our Course...Answering the Call to Service”* in a positive and effective manner for many more years to come.

A handwritten signature in black ink, appearing to read 'Deloris Johnson'.

Deloris Johnson
ALPI Chief Executive Officer



Greetings



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,



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,

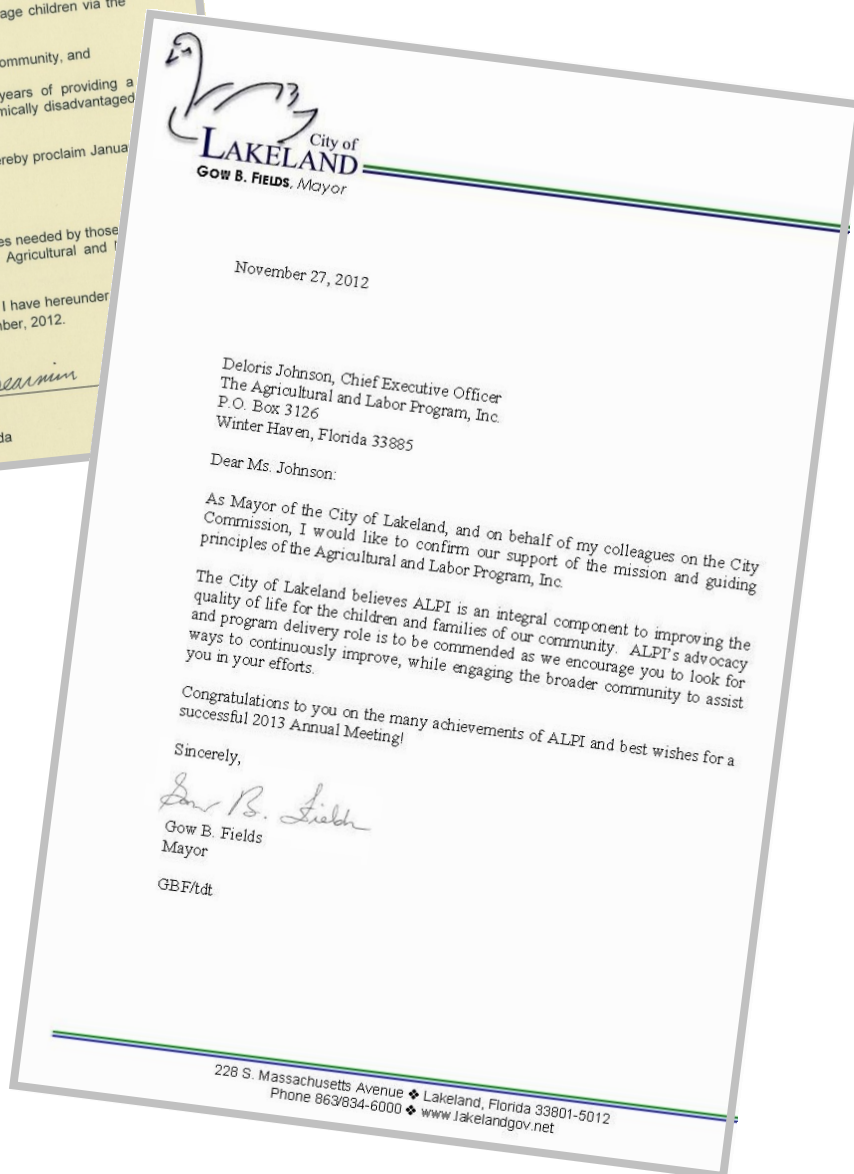
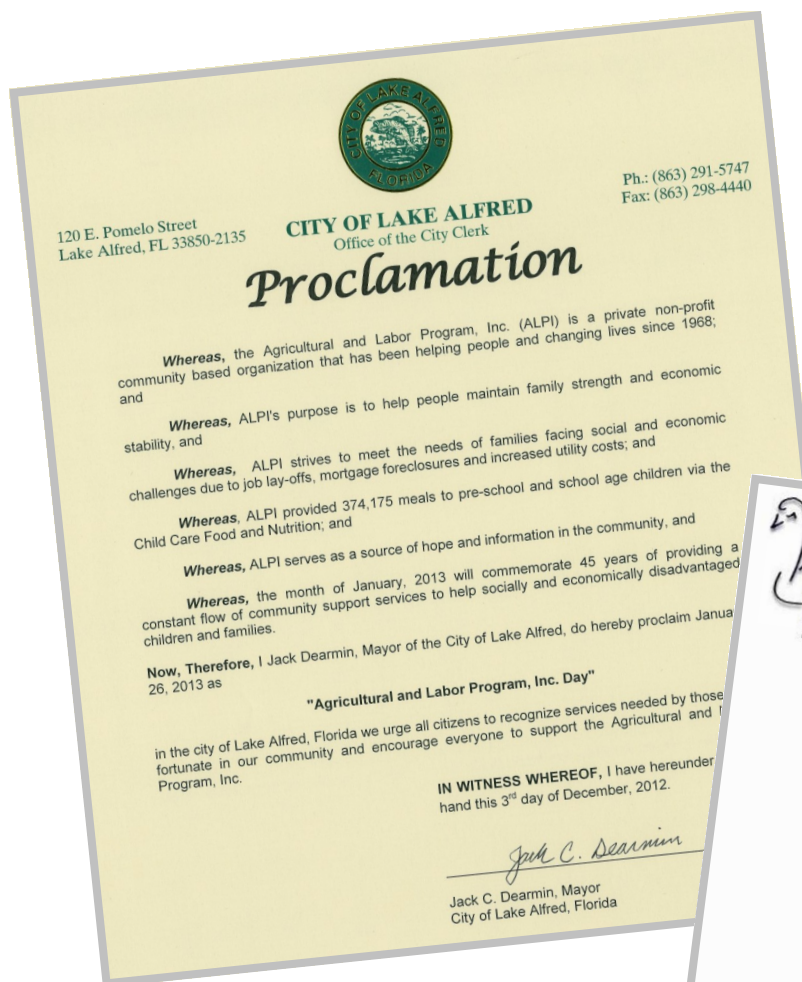
Rick Scott
Governor

The Agricultural and Labor Program, Incorporated

THE CAPITOL
TALLAHASSEE, FLORIDA 32399 • (850) 488-2272 • FAX (850) 922-4292

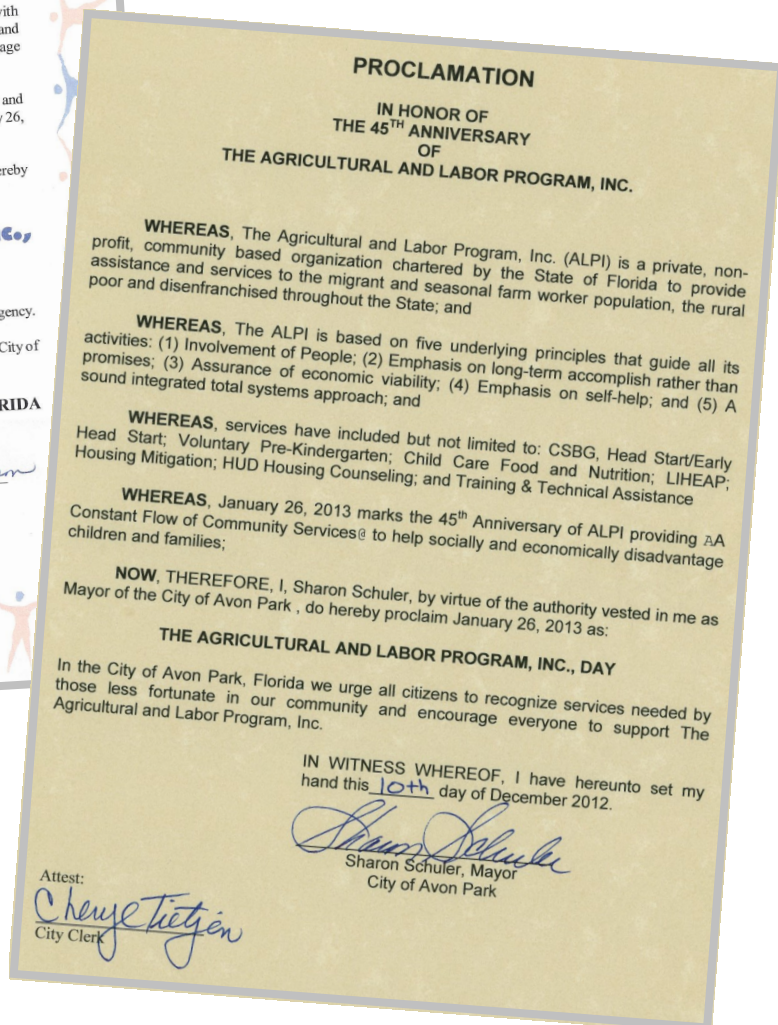
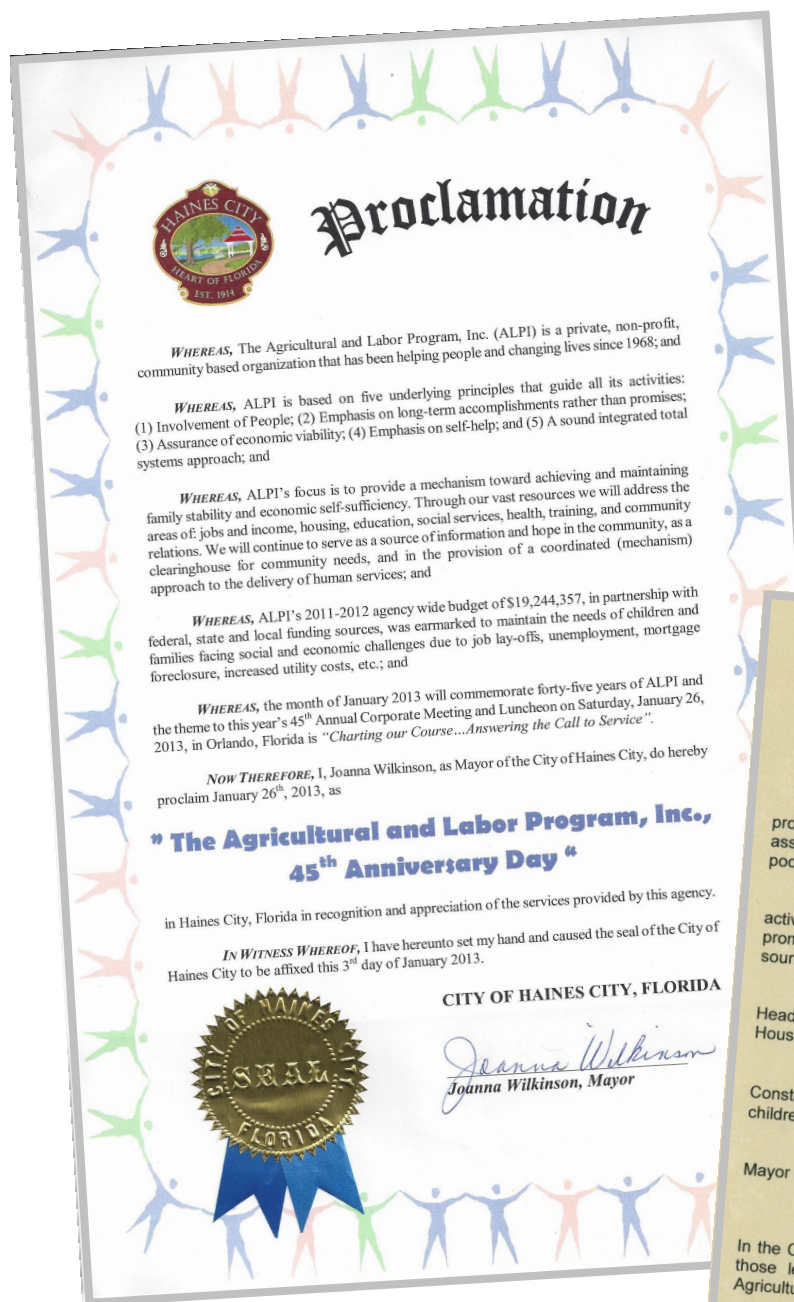


Greetings





Greetings





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

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Janet B. Taylor
District 1

Darrell Harris
District 2

Don Davis
District 3

Al Perry
District 4

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 \$19,244,857, 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 407 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



Melany M. Bell, Chairman

R. Todd Dantzer

John E. Hall

George M. Lindsey III

Edwin V. Smith



Greetings



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. Hillson
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

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-Kinergarten 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



Annual Meeting Highlights



The 2013 Annual Corporate Meeting and Luncheon was held on Saturday, January 26, 2013, at the Rosen Centre Hotel in Orlando, Florida. This year's meeting held special significance as it marked 45 years of the Agricultural and Labor Program, Inc. providing services to socially and economically disadvantaged children and families throughout the State of Florida. Nearly 400 Corporate partners, Board members, and guests attended ALPI's largest annual event. The theme for this year's event was: "Charting Our Course ... Answering the Call to Service."

Mistress of Ceremonies for this year's luncheon was Christine Samuel of Winter Haven, FL (Career Specialist at Polk Works and ALPI Board Treasurer). Presentation of Colors was performed by the American Legion Post #201 of Winter Haven, FL. The Welcome and Occasion message was delivered by Marjorie Gaskin of Fort Pierce, FL (ALPI Board Member). Greetings were extended by Reginald McGill of Orlando, FL (Assistant to the Mayor of the City of Orlando, FL). Words of Inspiration were shared by the Reverend Vernon McQueen of Sanford, FL (ALPI Board Member), followed immediately by the message from the ALPI Board Chairperson, William Holt of Vero Beach, FL. Two lovely musical selections were performed by accomplished violinist, Ms. Jaida Hawkins of Jaida Hawkins & Company, Lakeland, FL. The event's keynote speaker, Judge Glenda Hatchett, was introduced by Mrs. Josephine Howard of Haines City, FL (ALPI Board Secretary).

Glenda Hatchett was born in 1951 and grew up in a low-income Atlanta neighborhood. Her mother, a teacher, was resourceful with the family's limited resources and her father "instilled in her the feeling that there was nothing in the world she couldn't do," according to Black Living online. Judge Hatchett discussed how she almost gave up on her own personal dream of success and was extremely discouraged while she was going to law school full time and working full time. After a heartfelt discussion with a close relative, she was encouraged to not give up. "If it were easy, everyone could do great things. People achieve great things only when they don't give up and don't give in," Hatchett said boldly. She explained how sometimes people need to step out in faith in order to grow both personally and professionally, as she herself had done when she gave up an extremely lucrative position at Delta Airlines in order to do something that would make a great difference in people's lives, specifically children. Judge Hatchett was adamant that "we must do better and can do better. We're called to do something in our life that will live on beyond our own generation. It's not about us; it's about making a difference, like ALPI does every day." She encouraged everyone to "dream bold dreams" and whatever it is that we need to do, should be done with purpose and passion. In closing, she reminded the audience that everyone is here because of all the sacrifices others have made before us and their memory should be honored by trying to excel in all we do.



Following the speaker, a musical dramatization was performed by Expressly You, of Sanford, FL, after which guests were recognized by Lester Roberts of Avon Park, FL (ALPI Board Member). Awards and Recognitions were bestowed by William Holt (ALPI Board Chairperson) and Deloris Johnson of Lakeland, FL (ALPI Chief Executive Officer). Program participants were acknowledged by Marva Hawkins of Sanford, FL (Chairperson, ALPI Special Events Committee), with Board installation performed by William A. Sweat, Esq. of Sweat, P.A. in Lakeland, FL. Closing remarks were given by William Holt, ALPI Board Chairperson.



Thank You

2012 Board of Directors



*William Holt
Chairperson*



*David Walker
Vice Chairperson*



*Josephine Howard
Secretary*



*Christine Samuel
Treasurer*



Katie Clarke



Dorothy Curry



Wanda Maultsby-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: January 21, 2012*

Sector information for all Board members is available at: www.alpi.org



Awards and Recognitions

Each year, the Agricultural and Labor Program, Inc. publicly recognizes individuals, corporations, or groups who have demonstrated exceptional dedication and commitment to furthering the mission of the ALPI. The following were awarded during the 2013 Annual Corporate Meeting and Luncheon.

CEO Recognition Award

DELORIS JOHNSON

Board of Directors Chairperson Award

WILLIAM HOLT

Board Chairperson's Award

MARJORIE GASKIN

Robert J. Bryant, Jr. Award

REV. VERNON McQUEEN

Housing Board Chairperson's Award

PHILIP HOWARD

Head Start/Early Head Start Policy Council Chairperson Award

SHANNON DICKEY-MOORE

Head Start Policy Committee Award

LATISHA SPARKS

Community Services Award

TURNER CLAYTON, JR.

ANNIE LARKINS

EVELYN LEWIS

DR. RICHARD RUMBLE

THELMA WATERS

HANDS of St. Lucie County

Corporate Support Award

LEARNING RESOURCE CENTER OF POLK COUNTY

"Camp Ready!"

Certificate of Appreciation

AMERICAN LEGION POST #201 - Winter Haven, FL



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

2012 BOARD STANDING COMMITTEES

EXECUTIVE

William Holt, Chairperson
David Walker, Vice Chairperson
Josephine Howard, Secretary
Christine Samuel, Treasurer
Katie Clarke
Marjorie Gaskin
Marva Hawkins

PROGRAM PLANNING

Vernon McQueen, Chairperson
Josephine Howard, Vice Chairperson
Wanda Maulsby-Daley
Alexis Echeverria
Christine Samuel
Tiffany Wilder
Al Miller, Staff Liaison

SPECIAL EVENTS

Marva Hawkins, Chairperson
Marjorie Gaskin, Vice Chairperson
Patricia Gamble
Terry Wellington
Ruby Willix
Elizabeth Young, Staff Liaison

GOVERNMENT AFFAIRS

Josephine Howard, Chairperson
Dorothy Curry
Constance Griffin
Tiffany Wilder
Janet Taylor
Christine Samuel, Staff Liaison

BYLAWS

Lester Roberts, Chairperson
Chester McNorton
Katie Clarke
Janet Taylor
Gena Spivey
PaHoua Lee-Yang, Staff Liaison

MEMBERSHIP

Patricia Gamble, Chairperson
Terry Wellington, Vice Chairperson
Dorothy Curry
Glenda Jones
Alexis Echevarria
Cheryl Burnham, Staff Liaison

2011 BOARD AD HOC COMMITTEES

SUCCESSION PLANNING

Josephine Howard, Chairperson
Patricia Gamble
Christine Samuel

FUNDRAISING/RESOURCE DEVELOPMENT

Patricia Gamble, Marjorie Gaskin, Marva Hawkins,
Vernon McQueen, Christine Samuel, David Walker

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 it's 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
Clara 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

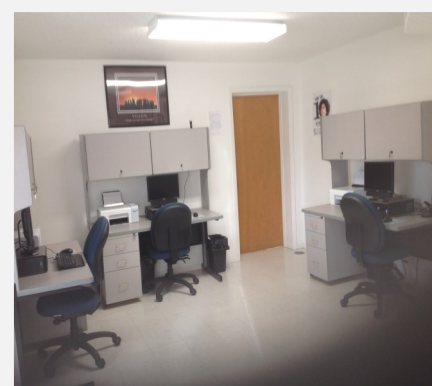


The Agricultural and Labor Housing Development Corporation (ALHDC) was incorporated in 1993 as a Florida Non-Profit Corporation. Initially established by the Agricultural and Labor Program, Incorporated (ALPI), the ALHDC currently has nine (9) active Board members and meets around three times per year 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; 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

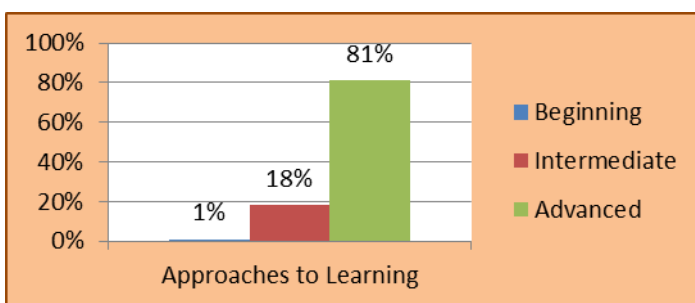
Education and Early Childhood Development - Child Outcomes

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.

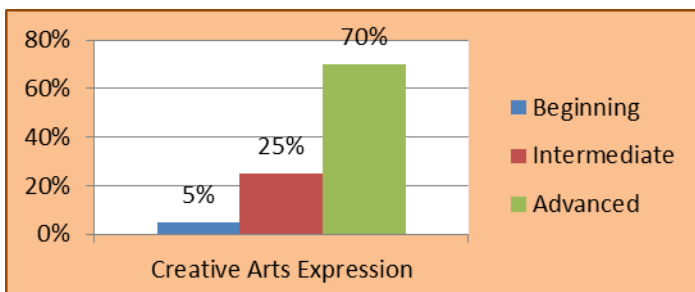
The Head Start Final Child Outcomes Report for the 2011/2012 school year for St. Lucie and Polk County showed the percentage of children that had progressed/advanced in each domain area as follows:

Head Start



Approaches to Learning

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

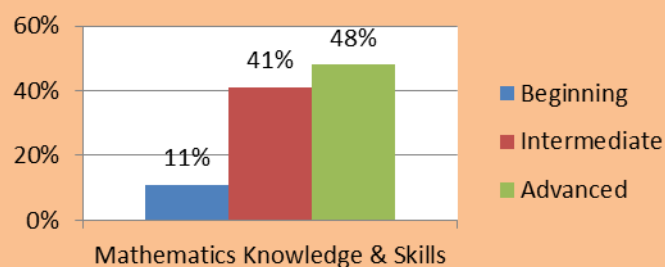


Creative Arts Expression

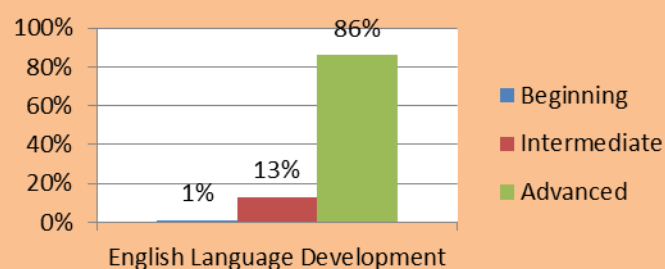
70% of the children served progressed to the advanced range.



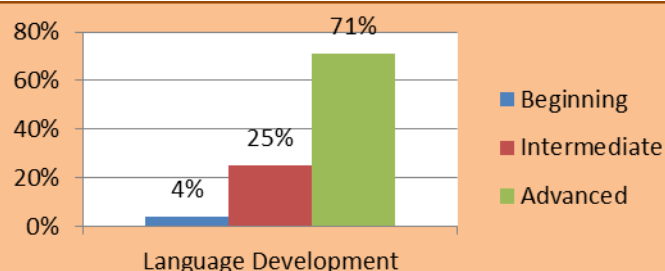
2012 Accomplishments - Opportunities - Challenges



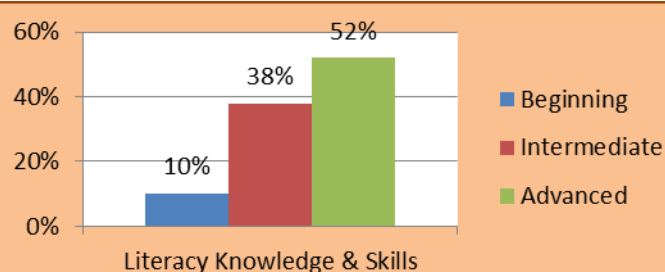
Mathematics Knowledge & Skills
48% of the children served progressed to the advanced range.



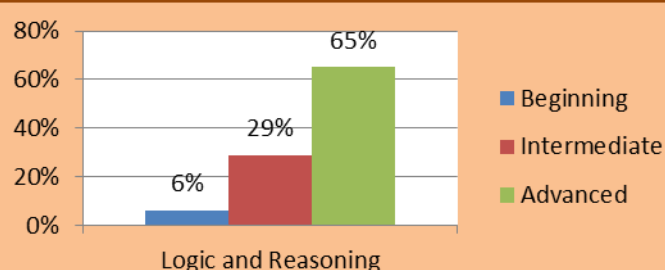
English Language Development
86% of the children served progressed to the advanced range.



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



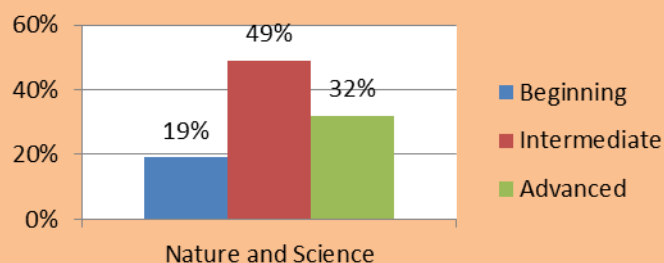
Literacy Knowledge & Skills
52% of the children served progressed to the advanced range.



Logic and Reasoning
65% of the children served progressed to the advanced range.

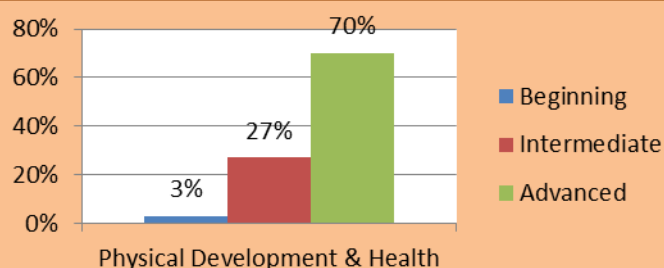


2012 Accomplishments - Opportunities - Challenges



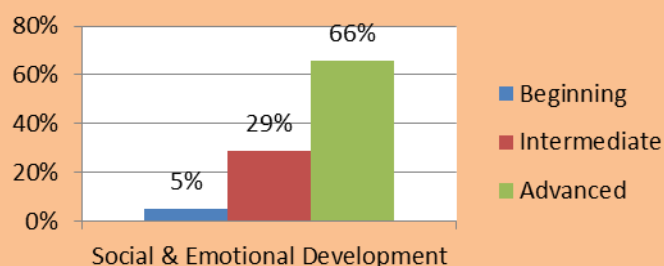
Nature and Science

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



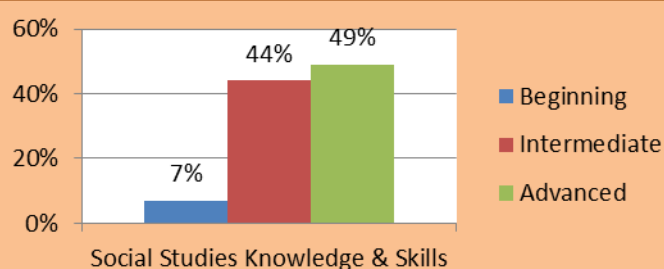
Physical Development & Health

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.

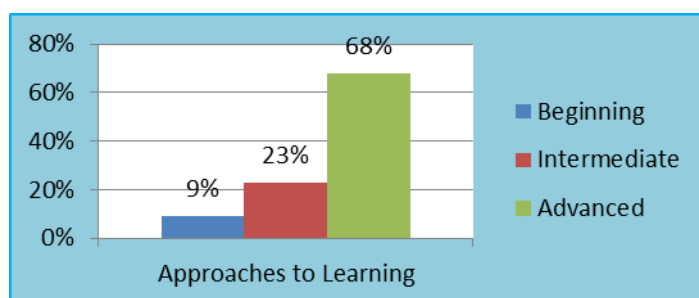




2012 Accomplishments - Opportunities - Challenges

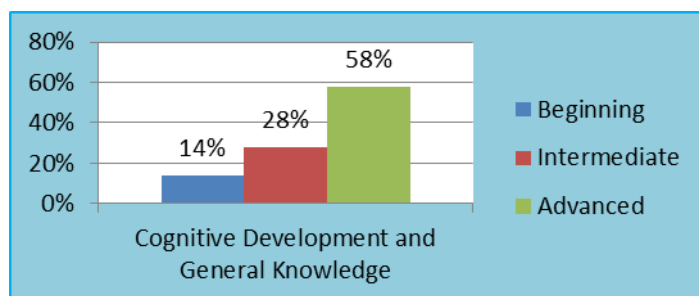
The Early Head Start Program generated two reports (mid-year and final report) in the areas of: Approaches to Learning, Cognitive Development and General Knowledge, Language, Communication, Reading and Writing, Physical Development and Health, and Social and Emotional Development.

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:



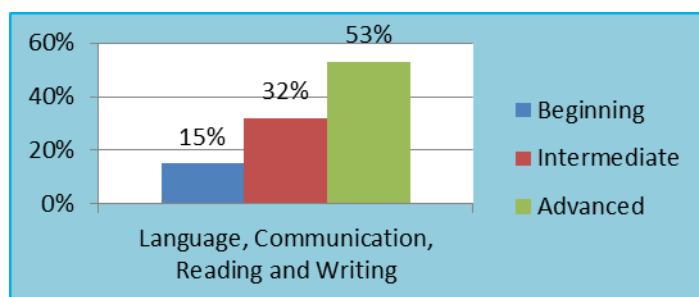
Approaches to Learning

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



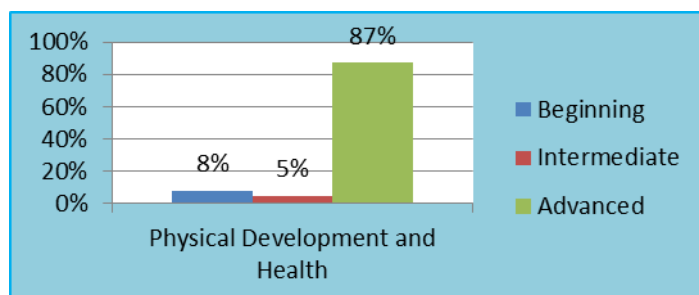
Cognitive Development and General Knowledge

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.

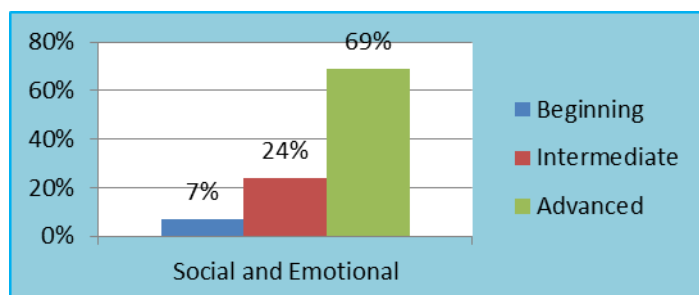


Physical Development and Health

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 HMH 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



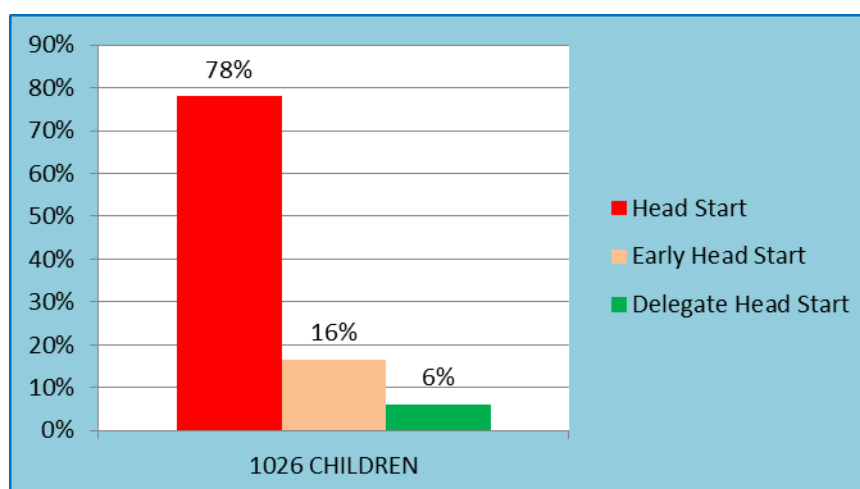
Parent Involvement: ALPI Head Start/Early Head Start has a community identity as a family-focused program with operating principles of parent involvement and empowerment. Parent Involvement continues to be the mainstay of the program. The involvement of parents continues to be vital for the center-based 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.

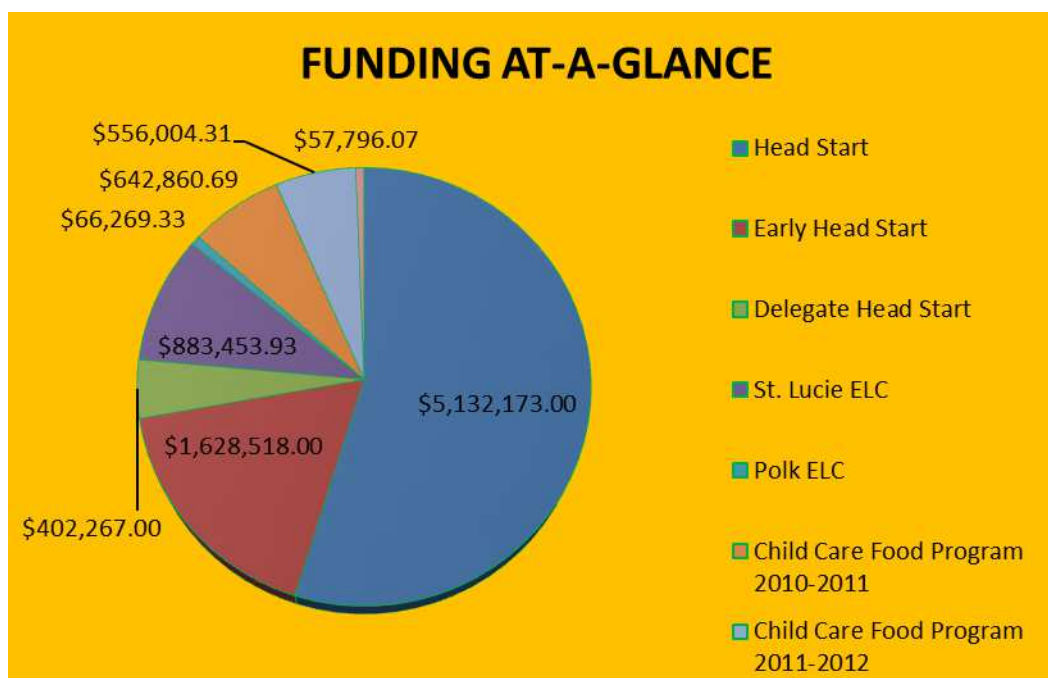
Child Care: ALPI received funding from the Early Learning Coalitions to serve children and their families in the Before/After program thru the subsidized funding in St. Lucie and Polk County. The total funding received from the Coalitions and clients private pay was \$57,796.07.





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.

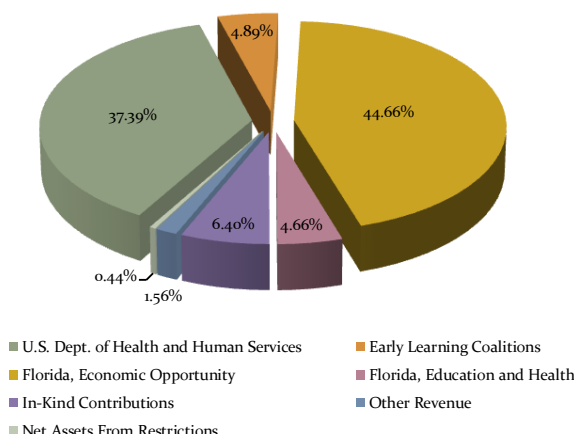


Statement of Activities

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



	<u>2012</u>	<u>2011</u>
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>
Unrestricted net assets, end of year	<u>2,641,222</u>	<u>3,108,711</u>



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>



Service Delivery Sites

ALPI Head Start/Early Head Start Center Locations

POLK COUNTY

Frostproof CDC
701 Hopson Road
Frostproof, FL 33843

ST. LUCIE COUNTY

Lincoln Park Head Start
1400 Avenue M
Fort Pierce, FL 34950

Francina Duval Head Start
1035 South 27th Circle
Fort Pierce, FL 34950

George W. Truitt Head Start
1814 North 13th Street
Fort Pierce, FL 34950

Garden Terrace Head Start
1110 North 32nd Street
Fort Pierce, FL 34950

Hill Haven Head Start
505 North 7th Street
Fort Pierce, FL 34950

Morningside Head Start
1420 SE Westmoreland Blvd.
Port St. Lucie, FL 34952

ALPI Child Development and
Family Services Center
198 NW Marion Avenue
Port St. Lucie, FL 34983

Queen Townsend Head Start
3950 Juanita Avenue
Ft. Pierce, FL 34947

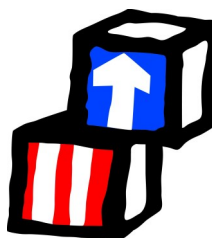
CONTRACTED CENTERS

Learning Tree Academy, Inc.
2808 Avenue D
Fort Pierce, FL 34947

Loving Care Child Development Ctr. Inc.
1207 South 28th St.
Fort Pierce, FL 34947

Sunrise Country Preschool
2706 Sunrise Blvd.
Fort Pierce, FL 34982

Jumpstart Development Center
1068 Pine Avenue
Lake Wales, FL 33853



Note: All ALPI Head Start/Early Head Start Centers are USDA Adult Child Care Food Program Certified Sites and Early Learning Coalition VPK Service Centers.



Service Delivery Sites

CSBG Service Delivery Sites

The Community Services Block Grant (CSBG) Program is comprised of two components: the Family Self-Sufficiency Program (FSSP) and Emergency Services. Applicants may apply, through appointment only, for services at the following locations:

POLK COUNTY

Agricultural and Labor Program, Inc.
300 Lynchburg Rd.
Lake Alfred, FL

New Horizon Apartments
500 New Horizon Loop
Auburndale, FL

ALPI / Bartow Carver Center
520 So. Idlewood Ave.
Bartow, FL

Lakeview Park Community Center
38 King Blvd.
Frostproof, FL

ALPI / Bethune Neighborhood Center
915 Avenue E
Haines City, FL

Women's Resource Center
1021 Lakeland Hills Blvd. (LVIM Bldg.)
Lakeland, FL

Boys and Girls Club of Lakeland, Inc.
1525 Martin Luther King Ave.
Lakeland, FL

Ridge Career Center
7700 State Road 544
Winter Haven, FL 33881

Center for Independent Living
115 Traders Alley
Lakeland, FL

ALPI / Ft. Meade Community Center
10 SW 3rd St.
Ft. Meade, FL

Women's Resource Center
165 Avenue A, NW
Winter Haven, FL

Chain of Lakes Achievers
561 Avenue C, SE
Winter Haven, FL

Family Fundamental-CSBG Services
1021 Lakeland Hills Blvd.
Lakeland, FL

HENDRY COUNTY

Goodwill Industries of Southwest FL
4940 Batline Drive
North Ft. Myers, FL

The Salvation Army
PO Box 218
LaBelle, FL

HIGHLANDS COUNTY

Highlands County Coalition for the Homeless
1306 So. Tulane Ave.
Avon Park, FL

Big Brothers/Big Sisters of the Sun Coast, Inc.
279 U.S. Hwy. 27 North
Sebring, FL

South Florida Community College
600 West College Drive
Avon Park, FL 33825



Service Delivery Sites

Low-Income Home Energy Assistance Service Delivery Sites

The Low-Income Home Energy Assistance Program (LIHEAP) provides assistance through payment of electric bills on behalf of eligible households. A client can receive one home energy payment and crisis payment per year. Services are provided in six counties at the following locations:

COLLIER COUNTY

COFFO

214 S. 1st Street
Suite A
Immokalee, FL 34142
(239) 657-7272

Macedonia Baptist Church

1003 3rd Avenue
Naples, FL 34102
(239) 262-4877

GLADES COUNTY and HENDRY COUNTY

Goodwill Industries of Southwest Florida

969 W. Sugarland Hwy.
Clewiston, FL 33440
(863) 983-2774

HENDRY COUNTY

Hendry/Glades Mental Health Clinic, Inc.

601 W. Alverdez Avenue
Clewiston, FL 33440
(863) 983-1426

HIGHLANDS COUNTY

Avon Park Office

1013 Dalaney Avenue, Suite #2
Avon Park, FL 33825
(863) 657-2076

Wednesdays

Manna Ministries

416 Kent Avenue
Lake Placid, FL 33852
(863) 699-0093

Thursdays

Big Brothers/Big Sisters

279 US Hwy. 27
Sebring, FL 33870
(863) 402-9001

MARTIN COUNTY

House of Hope

2484 SE Bonita Street
Stuart, FL 34997
(772) 286-4673

Port Salerno Church of God

4605 SE Cove Road
Stuart, FL 34997
(772) 287-9140

St. Vincent De Paul

12001 SE Federal Highway
Hobe Sound, FL
(772) 546-2492

Gertrude Walden Childcare Ctr.

601 SE Lake Street
Stuart, FL 34994
(772) 283-6321

POLK COUNTY

ALPI

300 Lynchburg Road
Lake Alfred, FL 33850
(800) 330-3491
(863) 956-3491

Women's Resource Center of Florida, Inc.

165 Avenue A, NW
Winter Haven, FL 33881
(863) 294-5318

Catholic Charities

1801 E. Memorial Blvd.
Lakeland, FL 33801
(863) 686-7153, ext. 3019

Lake Wales Care Center

140 E Park Avenue
Lake Wales, FL 33853
(863) 676-6678

Family Fundamentals Women's Resource

1021 Lakeland Hills Blvd.
Lakeland, FL 33805
(863) 686-1221, ext. 231 or 232

Catholic Charities

1801 E. Memorial Blvd.
Lakeland, FL 33801
(863) 686-7153

Frostproof Care Center

17 S. Scenic Highway
Frostproof, FL 33843
(863) 635-5555



Service Delivery Sites

Low-Income Home Energy Assistance Service Delivery Sites

The Low-Income Home Energy Assistance Program (LIHEAP) provides assistance through payment of electric bills on behalf of eligible households. A client can receive one home energy payment and crisis payment per year. Services are provided in six counties at the following locations:

2nd Wednesday
Fort Meade City Hall
8 W Broadway
Fort Meade, FL 33841
(863) 956-3491, ext. 232

3rd & 4th Wednesday
Bartow Carver Center
520 S. Idlewood Avenue
Bartow, FL 33830
(863) 956-3491, ext. 232

4th Monday
Wednesday
Bethune Neighborhood Center
915 Avenue E
Haines City, FL 33884

1st & 3rd Tuesday
Mt. Pleasant Church
of God by Faith
539 1st Avenue
Waverly, FL 33859

2nd & 4th Tuesday
Mt. Calvary 1st Baptist Church
104 W. Fuller Street
Davenport, FL 33836
(863) 956-3491, ext. 219

Florence Villa CDC
111 Avenue R North
Winter Haven, FL 33881
(863) 299-2900

ST. LUCIE COUNTY

In the Image of Christ, Inc.
707 No. 7th Street
Fort Pierce, FL 34950
(772) 461-7788

Zion Daughters of Distinction Ministries, Inc.
707 No. 7th Street
Fort Pierce, FL 34950
(772) 882-9194





Farmworker Emergency Assistance Service Delivery Sites

COLLIER COUNTY

**Collier County
Housing Authority**
1800 Farmworkers Way
Immokalee, FL 34142

COFFO
210 1st
Immokalee, FL 34142

**Immokalee Technical
Center**
508 North Ninth St.
Immokalee, FL 34142

DADE COUNTY

Centro Campesino
35801 SW 186th Ave.
Florida City, FL 33034

South Dade Skills Center
28300 SW 152 Avenue
Leisure City, FL 33033

GADSDEN COUNTY

PAEC
315 N. Key St.
Quincy, FL 32351

HARDEE COUNTY

**Heartland Work Force
One Stop**
205 Carlton St
Wauchula, FL 33873

East Coast Migrant HS
Mason Dixon Ave.
Bowling Green, FL 33834

HIGHLANDS COUNTY

South Florida State College
600 West College Dr.
Avon Park, FL 33825

HILLSBOROUGH COUNTY

Adult Migrant Program
3218 San Jose Mission
Dover, FL 33527

Hispanic Services
606 So. Collins St.
Plant City, FL 33563

Ruskin NSC
201 14th Ave.
Ruskin, FL 33570

Beth-el Mission
Hwy 301 South
Wimauma, FL

Good Samaritan Mission
14970 Balm Wimauma Rd.
Wimauma, FL 33598

LAKE COUNTY

Jobs & Benefits
714 W. Main St.
Leesburg, FL 34748

LEON COUNTY

Adult Migrant Program
500 N. Appleyard Dr.
Tallahassee, FL 32304

MANATEE COUNTY

Vocational Tech Center
5603 W. 34th St.
Bradenton, FL 34210

Manatee Technical Institute
6305 State Road 70 East
Brandon, FL 34203

MARTIN COUNTY

Holy Cross Center
P. O. Box 613
15305 S. W. Adams
Indiantown, FL 34946

ORANGE COUNTY

**John Bridgers
Community Center**
13th St.
Apopka, FL 32703

Farm Workers Association
1264 Apopka Blvd.
Apopka, FL 32703

**Orange County
School District
Westside Technical Center**
955 East Story Road
Winter Garden, FL 34787

RCMA-Zellwood
3109 Union Street
Zellwood, FL 32798

PASCO COUNTY

**Moore Mickens
Adult Education**
38301 MLK Blvd.
Dade City, FL 33525

PALM BEACH COUNTY

**Farmworker Jobs and
Education**
607 S. Main St.
Belle Glade, FL 33430

POLK COUNTY

ALPI Central Office
300 Lynchburg Road
P. O. Box 3126
Lake Alfred, FL 33885

Frostproof Care Center
205 N. Scenic Hwy.
Frostproof, FL 33543

Adult Migrant Program
300 E. Bridges Ave.
Auburndale, FL

Lake Wales Care Center
200 E. Orange Ave.
Lake Wales, FL 33853

East Coast Migrant
351 Fredrick Ave.
Dundee, FL 33838

PUTNAM COUNTY

Adult Migrant Program
1020 Huntington Rd.
Crescent City, FL 32112

ST. LUCIE COUNTY

IRSC
5900 Tedder Road
Ft. Pierce, FL 34945

SEMINOLE COUNTY

**Seminole State College
Adult Migrant Program**
100 W. Weldon Blvd.
Sanford, FL 32711

VOLUSIA COUNTY

ALPI Project Achieve
1326 E. International
Speedway Blvd., Unit D9.
Deland, FL 32724



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.
Extension 204
TSteward@ALPI.org

Budget and Finance

Dennis Gniewek, Int. Dir.
Extension 210
DGniewek@ALPI.org

Human Resources

Christine Samuel, Dir..
Extension 202
CSamuel@ALPI.org

COMMUNITY SERVICES & ECONOMIC DEVELOPMENT DIVISION

Albert Miller, Deputy Dir.
Extension 212
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



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, tutorial sessions and cultural enrichment programs.

Guides take books and materials into the field to provide assistance where needed. Programs in the regions include sports, recreation, career counseling and field trips to the Center and other educational and cultural sites.

Among people of various ethnic backgrounds, classes are held in basic English for those who are new to the South. Regions with the practices, customs and traditions of various workers' groups are held. Mexican fiestas and customs to help depicting the persons to society as a cultural production and cultural information. In 1971, services of the ALPI are available in professional selected training. Going into the field, these outreach services as counseling, preventive medicine.



High lift trucks empty tubs of fruit into truck drivers' containers known as "pans" which are pulled to trailers along a gravel road. When full, the trailers 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, workers' compensation, vacation, holiday and sick pay, tuition refund plan, retirement and thrift plan 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 substantial financial advantages to the rest of the particularly significant advantages 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 parity 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.



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.