



The Agricultural and Labor Program, Inc.  
Helping People. Changing Lives.

# community **Action** PARTNERSHIP **QUARTERLY Newsletter**

AMERICA'S POVERTY FIGHTING NETWORK

SPRING ISSUE 2017

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## CEO's CORNER

### Successful Governance and Leadership

What is governance and leadership? Governance is the process of providing strategic leadership to a nonprofit organization. It entails the functions of setting direction, making policy and strategy decisions, overseeing and monitoring organizational performance, and ensuring overall accountability. Exemplary governance and leadership development is driven by a strong and engaged Board of Directors. Dedication and many volunteer hours is the key to the realization of positive outcomes to ensure ongoing compliance with programmatic and regulatory mandates in a timely manner. The concepts of **leadership and governance** encompass strategic directions, plans and policies, effective oversight, motivation, and partnerships that integrate all organizational management and support systems to achieve results.

Every year the ALPI Board of Directors convenes its Management Planning Retreat to review the ALPI organization's Strategic Plan in order to maintain a viable "road map" for the future direction of the organization and to develop and revise strategies to accomplish the plan's identified goals. The ALPI management, in conjunction with the ALPI Board of Directors, continues to jointly plan and implement activities that allow for ongoing progress toward accomplishing each goal. Subsequently, the challenges, opportunities, and accomplishments are shared in our corporate meeting to ensure that the "Embracing Change ... Empowering People" wheel continues to move forward to *help people help themselves and each other*.

On behalf of the ALPI Board of Directors, under the leadership of Mr. William Holt, Board Chairperson, it is with great pride that I share with you in this newsletter edition, a snap shot of the ALPI program accomplishments and annual meeting. My sincere "Thanks" to all ALPI Stakeholders for your continued support and involvement in our ongoing efforts.

Deloris Johnson  
Chief Executive Officer & Editor

## 2017 Annual Corporate Meeting and Luncheon

ALPI's 2017 Annual Corporate Meeting and Luncheon was held on Saturday, January 21, 2017, at the Rosen Centre Hotel in Orlando, Florida. This year's meeting marked 49 years of the Agricultural and Labor Program, Inc. providing services to socially and economically disadvantaged children and families throughout the State of Florida. Over 400 Corporate partners, Board members, and guests attended ALPI's largest annual event. The theme for this year's event was: "Embracing Change, Empowering People."



expertly performed by Jazmin Ghent. The event's keynote speaker, Dr. Robert Lemon, was introduced by Tychus Doe, Ft. Pierce, FL (ALPI Policy Council Member).



This year's Guest Speaker, **ROBERT LEMON**, is a noted author, motivational speaker and consultant. His presentation was incredibly dynamic and inspirational. Dr. Lemon shared his personal life story of growing up very poor, struggling against all odds, and overcoming great challenges to achieve his own personal level of success. He said, "We must challenge our limits. Average is over. We must go from beyond training our employees to educating our employees. Go beyond transaction to transformation. Organizations must go beyond average and reveal to employees who we are and what we do. We must elevate our employees and focus on changing beliefs. We must engage and connect and help and embrace the organization. Rather than just share information, we must share wisdom. By doing this, you build respect and staff will be increasingly loyal. We have to embrace change and empower people". After sharing insight into his own international travels and how he has been impacted by the struggles and successes of other cultures, he went on to say, "Being responsible means being a good example. Being a good example means setting excellent standards. If you change your

Mistress of Ceremonies for this year's luncheon was **LAVITA HOLMES**, Clewiston, FL (ALPI Board Member). The National Anthem was beautifully presented by Jazmin Ghent of Mulberry, FL. Welcome and Occasion message was delivered by Stacy Campbell-Domineck, Lakeland, FL (ALPI Board Member). Greetings were extended by Commissioner Victoria Siplin of Orlando, FL (Orange County Board of County Commissioners). Words of Inspiration were shared by David Walker, Esq, Stuart, FL (ALPI Board Chairperson), followed immediately by a message from the ALPI Board Chairperson, William Holt of Vero Beach, FL. A musical selection was

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people's beliefs, they become more productive and more efficient."

Following the speaker, guests were recognized by Chester McNorton, Daytona, FL (ALPI Board Member). Awards and recognitions were bestowed by William Holt (ALPI Board Chairperson) and Deloris Johnson, Lakeland, FL (ALPI Chief Executive Officer). Program participants were acknowledged by Marva Hawkins, Sanford, FL (Chairperson, ALPI Special Events Committee), with Board installations performed by Jonathan Thiele, Esq. of Lakeland, FL (ALPI Board Counsel). Closing remarks were given by William Holt and Deloris Johnson.



## National Recording Artist Performs at ALPI Annual Corporate Meeting and Luncheon



This year's ALPI Annual Corporate Meeting and Luncheon musical performer was Ms. Jazmin Ghent. Jazmin is a very soulful, passionate and dynamic saxophonist known for her exceptional tone quality and her ability to combine her gospel roots to create a fresh new sound

in the smooth jazz music industry. Jazmin's debut cd, "Boss", was successful in 2015 with her chart topping singles, "Compared to What" and "Boss". The CD was #32 according to Smooth Jazz Global radio's top 50 Smooth Jazz CDs for 2015. Compared to What gained national recognition and was #5 on Smooth Jazz Charts. Jazmin has since released her sophomore album, "Chocolate Sunshine", which has also become a great personal and commercial success. Guests in attendance thoroughly enjoyed Jazmin's performances, for which she received multiple standing ovations.



## ALPI's 2017 Awards Recipients

The following were awarded during the 2017 Annual Corporate Meeting and Luncheon

### Board & Shared Governance Leadership Awards

ALPI Board of Directors Chairperson's Award  
WILLIAM HOLT

Head Start/Early Head Start Policy Council Chairperson's Award  
MERCADEZ ESTIME-CONNELLY

ALPI Housing Development Corporation Board Chairperson's Award  
PHILLIP HOWARD

### Governance Support Awards

Board Chairperson's Award  
JOSEPHINE HOWARD

Robert J. Bryant, Jr. Award  
KATIE CLARKE

CEO Recognition Award  
DELORIS JOHNSON

### Community Services Awards

ARTHUR SHEFFIELD  
(Eastern Region)

ALLEN CHAPEL AME CHURCH  
(Northern Region)

"B" STREET COMMUNITY SERVICE CENTER  
(Southern Region)

LIBBIE COMBEE LELAND FAMILY MINISTRIES  
(Central Region)

### Corporate Support Award

PNC BANK  
(Grow Up Great Program)



# ALPI PROUDLY PRESENTS THE 2017 Board of Directors



**TOP ROW** (l-r): Kimberly Ross, Josephine Howard (Secretary), Chester McNorton, LaVita Holmes, David Walker, Esq. (Vice Chairperson), Stacy Campbell-Domineck, Patricia Gamble, Vernon McQueen

**BOTTOM ROW** (l-r): Ruby Willix, William Holt (Chairperson), Katie Clarke, Corey Williams, Marjorie Gaskin, Marva Hawkins

**NOT PICTURED:** Dorothy Curry, Glenda Jones, Kim Johnson, Lester Roberts, Annie Robinson, Samuel Thomas

## ALPI 2017

### ANNUAL STAFF TRAINING CONFERENCE

This year's staff training conference included a dynamic group of trainers who came ready to discuss topics relevant to many challenging issues found in the workplace today, along with a special focus on adaptability and motivation/response. The cutting-edge training was organized in a manner that would enable ALPI's continued transformation into a singular model of what community action is all about.

The training conference began with the traditional staff luncheon, and was immediately followed by an all-staff general session presentation: Risk Management Strategies: Workplace Health and Safety Environment. The presentation was made by Calvin McKinley, Summit

Consulting Loss Prevention Manager.

Conference organizers worked diligently to enlist nationally recognized presenters who brought with them a vast amount of experience in their respective fields. Workshops available to staff included: The Best of Ourselves! (exploring the key to healing from within and improving our wellbeing); Sensitivity Training/Workplace Diversity Awareness (discussion on sensitivity awareness and behavioral flexibility); Penny Pinching Priorities - Becoming a Strategic Shopper (building a budget plan, etc.); Prepare for the Unexpected (learning immediate steps to prepare and manage the impact of financial "surprises"); and much more.



## ALPI PARTNERS WITH RIDGE TECHNICAL COLLEGE

ALPI'S CSBG FAMILY SELF-SUFFICIENCY PROGRAM representatives attend an annual Open House at Ridge Technical College. Ridge Technical College offers professional training and certification in some of the fastest growing careers in the nation, with more than 20 available pathways. The college provides students with practical educational experience that is currently in high demand. The relevant and skill-based training offered is an alternative to the traditional college experience, but yet still provides direct access to the American dream.

At the Open House, ALPI representatives provide detailed information about the Family Self-Sufficiency Program (FSSP), as well as all other ALPI programs. Any questions regarding any of the programs are answered and interested clients are given a number to call to set up an appointment to attend an orientation or seek other services, as the case may be. At the orientation, the FSSP is discussed in great detail and those interested in applying to the program may do so after completing the orientation.

Under the FSSP, an eligible client is provided services through ongoing case management with the ultimate outcome being the enhancement of a family's ability to meet their own basic needs. Participation in the FSSP is based on the family's income level as well as the availability of Case Manager slots. The client is assigned a Case Manager for the duration of his/her participation in the FSSP. The Case Manager completes an initial assessment with the client and develops a case plan to determine appropriate activities/goals for the client and his/her family. Such activities/goals may include assisting the client and his/her family in: securing and retaining meaningful employment, obtaining adequate



Sheila Armstead, ALPI Client Services Specialist II (case manager) and ALPI Family Self-Sufficiency Program client, Mimi Lee, who is currently enrolled in the Ridge Technical College LPN Program.

education, developing and following a budget, linking to appropriate community resources, pursuing job training and much more.

The Case Manager continues to work with the client in providing support, on an on-going basis, via telephone and office visits, to assist with completion of the case plan and attainment of self-sufficiency. The FSSP is unique to each client and may range from a few months to a year or more, with an average participation period of six months. The length and scope of the FSSP primarily depends upon the client's needs and is completely customized to their unique situation.

### ALPI Frostproof Child Development Center

## *Father-Daughter, Mommy and Me Jamboree*

The ALPI Frostproof Child Development Center recently held its first annual **Father-Daughter, Mommy and Me Jamboree**. The event was a huge success and the large turn-out was unexpected. Frostproof Child Development Center children are always happy when their parents come out to support them and this was evident by all the smiles on the children's happy faces. This event wrapped up the center's Healthy Heart Initiative of getting families and children moving and physically active, while celebrating milestones together.



## SHARED GOVERNANCE ORIENTATION

The 2017 Shared Governance Orientation was held at the Chain O'Lakes Complex in Winter Haven, Florida on February 25, 2017. The purpose of the Shared Governance Orientation is to provide newly elected and experience Board members, Head Start/EHS Policy Council Members and Regional Advisory Council Members with an overview of the agency's governance practices and regulatory requirements.

Shared Governance Orientation is critical to getting organization-wide buy-in to the agency's mission, values, organizational identity and strategic plans. It helps improve communication and participation, and it empowers new members with the tools they need to promote the agency's planned agenda and programs in the community.

The Shared Governance Orientation session is the first step to ensure that board members, Head Start/EHS Policy Council Members, and Regional Advisory Council Members are active, engaged, educated, and ready to participate in the shared governance of the organization.





# ROBERT J. BRYANT, JR. AWARD

presented to **ALPI Board Member**



## Katie Clarke

*"I have been working with people and children most of my life because my job in Ohio taught me to take a little and do a lot with it. For as long as I can remember, I have been trying to make a better life for my family and for all those in my community. So long as I can still stand, I will never stop trying to make a difference."*

William Holt, ALPI Board Chairman, and Katie Clarke, ALPI Board Member

The Robert J. Bryant, Jr. Award is presented annually at the Corporate Meeting and Luncheon. This prestigious award is named in honor of Robert J. Bryant, Jr., past ALPI Board Member and Chairperson of the ALPI Board of Directors. Mr. Bryant's legacy is one of outstanding service to the Agricultural and Labor Program, Inc. He consistently exceeded all established expectations and did so with joy and conviction. This year's Robert J. Bryant, Jr. Award was presented to Katie Clarke (ALPI Board Member).

Katie Sams (Clarke) was born in 1934 in Sebring, FL to the Rev. Ira Sams and Ceola White Sams. She was raised in Avon Park, FL, where she attended school until the 9th grade. The family then briefly moved to Cleveland, OH, relocated to Philadelphia, PA, and eventually returned to Ohio where she graduated from high school. After graduation, Ms. Clarke attended Duke Business College in Cleveland, but ultimately decided to take time off to start a family. After her family was well established, she decided to return to school. Having successfully finished a business program, she was hired by the State Welfare Department where she worked for the next two years.

She tells the story of how one day, while sitting at her desk performing her normal work duties, her supervisor called her into his office. He said, "The FBI wants to talk to you Katie." She was shocked and terribly scared ... she couldn't understand why the FBI would be investigating her of all people! Her supervisor then explained that she had been the subject of a thorough background check because she was being considered for a job with the federal government. She turned in her resignation that very same day and was told to report to her new position the following Monday. The new job was a simple setup that consisted of a few desks, old manual typewriters and not much else. When she met her new boss she had no idea what her new work duties would entail, but she was still delighted and excited to be where she was. Her first project, like many projects thereafter, would be to write

a grant request for a summer program for preschool children from low income families. She describes having to do countless community surveys and go to different churches in the community the grant was being written for. The grant was approved and not only were the children in the community served, but the program created many different jobs for adults in the community as well.

Thereafter, she wrote many other grant requests, too many to recall, but the grants ran the spectrum from summer work programs for teenagers to community support for the elderly and everything and everyone in between. It was that first job working for the federal government that provided her first vehicle and her first airplane ride, it was a wonderful time filled with many "first" experiences. In 1975 Ms. Clarke visited family in Florida and decided to move back, but this time to Frostproof, FL, where she has lived to this day. After moving back, she began working at the public library, supervised by Christine Wilson. Ms. Wilson would go on to work for ALPI and does so to this day. Ms. Clarke then found employment with the local phone company, United Telephone, from which she happily retired twenty years later.

Throughout her entire life, Ms. Katie Clarke has been a voice for the disenfranchised and a representative for those who otherwise would remain invisible. She is very demure and speaks softly, but she is a force to be reckoned with when it comes to defending the rights of the under-served and the unrepresented. Even after her retirement, she continued her relentless activism in the community. She was the first African-American in Frostproof to be over a voting district, a key player in bringing integration to the Silver Hills Cemetery, developed a meal program for the local community center (with the help of retired grandmothers as volunteers), received funding to establish a public park for the local children, and much more. Never one to rest while there is so much need in the world, today she is working to get funding for the installation of speed-bumps in the local parks.

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United Way of Central Florida and United Way of St. Lucie County

SAVE THE DATE

June 24, 2017

## ALPI 2017 ANNUAL FAMILY PICNIC

Lake Parker Park/Osprey Pavilion  
in Lakeland, Florida

The ALPI Newsletter is Published by The Agricultural and Labor Program, Inc. The ALPI Newsletter is a quarterly publication designed to inspire and inform all employees, volunteers, parents, partners, and supporters of ALPI who have helped us through the years to grow the organization into what it has become today. We welcome your suggestions, comments, and ideas. Have a question about a feature? Heard an interesting story? Share it with us by phone, mail, or fax (refer to Contact Information).  
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