

THE AGRICULTURAL
AND LABOR PROGRAM, INC.

2017 Annual Corporate Meeting & Luncheon

Embracing

CHANGE

Empowering People

Saturday
January 21, 2017
Rosen Centre Hotel
9840 International Drive
Orlando, FL 32819



The Agricultural and Labor Program, Inc.
Helping People. Changing Lives.
**community
Action**
PARTNERSHIP
AMERICA'S POVERTY FIGHTING NETWORK

V I S I O N

To provide a mechanism toward achieving and maintaining family stability and economic self-sufficiency.

The Agricultural and Labor Program, Inc. (ALPI), headquartered in the city of Winter Haven, Florida, is an IRS certified 501(c)(3) private, nonprofit organization. The Agricultural and Labor Program is a direct descendant 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.

M I S S I O N

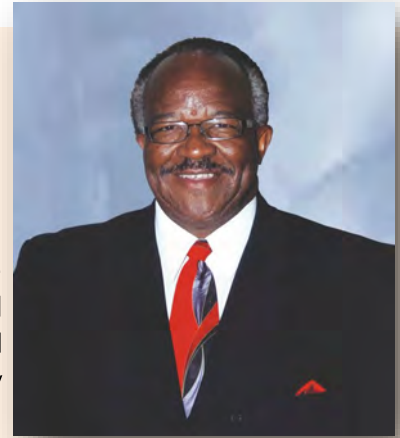
To propose, implement and advocate developmental and human service delivery programs for the socially and economically disadvantaged, children and families, and farmworkers.

Greetings from the Board

The Agricultural and Labor Program, Inc.

The Challenge Ahead

On behalf of the Board of Directors I would like to extend a warm welcome to the many friends, corporate members, community leaders, elected officials and staff gathered here today. Words cannot convey the awe and respect we feel knowing our support team is present, willing and able to affect all necessary change.



The upcoming years may be shaping up to be the most challenging period yet for community action, depending on the new administration's agenda and specifically the U.S. Department of Health & Human Services. The uncertainty of future federal funding is rampant and our task will be monumental as we travel to meet the new administration appointees and their representatives in March. Our mission is clear: we are focused on the necessary outcome required so that we may continue to fight the good fight. We must do all we can to squash the pervasive misconceptions our government has with regard to community action. We have weathered reauthorization, budget cuts, sequestration, threats to block grant monies to states and much more. We are about to enter into a very unique period in history and we must not lose sight of the fact that abolishing poverty and hunger in this great country is paramount and should be at the forefront of all discussions moving forward. We are our brother's and sister's keepers and their lives matter ... and so the struggle must go on.

Moving ahead with our strategic plan is our focal point and educating members of the house and senate is critical in our quest to ensure that the voices of those we represent are heard loud and clear. There is no time to look anywhere but forward and to the future. Over the past 51 years, under both republican and democratic administrations, our delegation has remained on point. I can assure you that as we prepare to present our case to the powers that be, our resolve will not waiver nor will we allow ourselves to be discouraged. Everyone is endowed with something great and powerful: a voice. Make YOUR voice heard today and join in the struggle to invoke change.

**We are our brother's
and sister's keepers
and their lives matter.**

In closing, I wish to thank all our guests gathered here today, our staff and Deloris Johnson, Chief Executive Officer, whose integrity and dedication have helped to reinforce this great agency's mission. Thank you to the most sophisticated Board of Directors ever assembled ... without your support, greatness would not be associated with the Agricultural and Labor Program, Inc. We are indeed "one".

Kind Regards,

William Holt

William Holt
ALPI Board Chairperson

Table of Contents

Greetings and Proclamations	1
2016 Board of Directors	6
Annual Corporate Membership - Business Meeting Agenda	7
ACCOMPLISHMENTS & OPPORTUNITIES	
Governance and Leadership Development	8
Advocacy and Community Engagement Partnerships	10
Programs and Family Support Services Overview	12
Family Self-Sufficiency Success Stories	13
Children and Youth Development Success Stories	14
FUNDING & COMMUNITY ECONOMIC DEVELOPMENT OPPORTUNITIES	
Jobs and Professional Development Opportunities	15
Community Resource Development Opportunities	16
Administration and Program Opportunities	16
SPECIAL THANKS & RECOGNITION	
Councils, ATEC and ALHDC	17
Community and Vendor Support	18
PROGRAM SERVICE DELIVERY SITES	
ALPI Head Start/Early Head Start Center Locations	28
CSBG Service Delivery Sites	29
Low-Income Home Energy Assistance Service Delivery Sites	30
Farmworker Emergency Assistance Service Delivery Sites	31
2016-2017 FINANCIAL POSITION	
Financial Highlights	32
CONTACT INFORMATION	33

Greetings & Proclamations



RICK SCOTT
GOVERNOR

January 21, 2016

Dear Friends:

As Governor, it is my pleasure to welcome Agricultural and Labor Program, Inc. to Orlando for your 49th Annual Corporate Meeting.

The community involvement of Floridians like you is essential to the continued success of our state. Our goal is to make Florida first in job creation so families can find jobs and great opportunities. Florida businesses have created more than 1.2 million jobs in just five years because of our efforts to diversify our economy and cut taxes. We have made great progress in growing jobs and investing in education, and we'll keep working to make Florida first for job creation.

Thank you for your dedication and service to Florida families, and you have my best wishes for a memorable and successful meeting.

Sincerely,


Rick Scott
Governor

Twitter: @FLGovScott

THE CAPITOL
TALLAHASSEE, FLORIDA 32399 • (850) 717-9249



United States Senate
WASHINGTON, DC 20540-0001

January 21, 2017

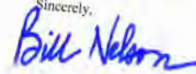
Ms. Deloris Johnson
Chief Executive Officer
Agriculture And Labor Program, Inc.
300 Lynchburg Road
Lake Alfred, Florida 33850

Dear Ms. Johnson:

Congratulations! Although I am unable to be with you, I join you in spirit as you gather for your 49th Annual Corporate Meeting and Luncheon to celebrate years 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 find long term solutions. Thank you for all that you do for our community and the great state of Florida.

Sincerely,


Bill Nelson



PROCLAMATION

15th CONGRESSIONAL DISTRICT OF FLORIDA
UNITED STATES REPRESENTATIVE DENNIS A. ROSS

TO THE ATTENDEES OF
THE FORTY-NINTH ANNUAL CORPORATE MEETING AND LUNCHEON OF
THE AGRICULTURAL AND LABOR PROGRAM, INC.


WHEREAS, The Agricultural and Labor Program, Inc. (ALPI) headquartered in Lake Alfred, Florida is an IRS certified 501(c)(3) private, nonprofit organization whose Mission is to propose, implement, and advocate developmental and human service delivery programs for the socially and economically disadvantaged; children and families; and farmworkers; in service areas including Collier, Glades, Hendry, Highlands, Martin, Polk, St. Lucie and Volusia Counties; and

WHEREAS, The underlying principles that guide ALPI activities are involvement of people; emphasis on long-term accomplishments rather than promises; assurances of economic viability; emphasis on self-help; and a sound, integrated, total systems approach over five main areas of activity, including: 1. Employment and Income; 2. Organization Development and Support; 3. Housing; 3. Community Relations and Support; 5. Health, Education, and Social Services; and

WHEREAS, In 2015-2016, the needs of children, families, and elders were addressed through programs such as Community Services Block Grant; Farmworker Emergency Assistance; Head Start, Early Head Start and School Readiness Opportunities; Child Care Food and Nutrition Services; Housing Counseling; Low Income Home Energy Assistance Program (LIHEAP); and Elderly Home Energy Assistance Program (EHIEAP); and

WHEREAS, The ALPI 49th Annual Corporate Meeting and Luncheon is being held Saturday, January 21, 2017, at the Rosen Centre Hotel in Orlando, Florida, celebrating the theme, "Embracing Change...Empowering People," with the inspirational address provided by award winning speaker and entrepreneur, Mr. Robert Lemon; now

THEREFORE, I, Dennis A. Ross, Member of the United States House of Representatives, serving Florida's Congressional District 15, do HEREBY PROCLAIM gratitude and support to the Agricultural and Labor Program, Inc., for its compassionate and well organized delivery of services to provide and empower children, families, farmworkers and elders with dignity and accomplishment.


Dennis A. Ross, 15th District of Florida

Greetings & Proclamations



December 14, 2016

Ms. Deloris Johnson
Chief Executive Officer
The Agricultural and Labor Program, Inc.
300 Lynchburg Road

Dear Ms. Johnson:

On behalf of the City of Bartow, it is my pleasure to acknowledge the 49 years of service provided by the Agricultural and Labor Program, Inc. to the most vulnerable of our county's citizens ... migrant farmworkers and low income citizens.

The services you provide, in "helping people to help themselves", and your dedication to the citizens of the Bartow community is greatly appreciated.

Congratulations to you on the many achievements of the Agricultural and Labor Program, Inc. and best wishes for a successful 2017 Annual Meeting and Luncheon!

City of Bartow, Florida

Trish Pfeiffer
Mayor Trish Pfeiffer



THE SUNSHINE CITY
FORT PIERCE
OFFICE OF THE MAYOR
AND CITY COMMISSION
Florida

January 21, 2017

Agricultural and Labor Program, Inc.
Deloris Johnson, CEO
2202 Avenue Q
Fort Pierce, FL 34950

Dear Ms. Johnson:

On behalf of the City of Fort Pierce and as Mayor, I would like to congratulate you on your 49th Annual Corporate Meeting and Luncheon. I am disappointed I am unable to be there to celebrate your successes with you.

The City of Fort Pierce has undergone many changes in our long history. Many of these changes were due to the involvement of organizations such as yours that address the needs of children and families facing economic challenges. ALPI has provided many years of successful Head Start programs in our community helping people and changing lives.

We look forward to your group's continued involvement and success of your contributions to the citizens of the City of Fort Pierce and St. Lucie County.

Sincerely,

Linda Hudson
Linda Hudson

Mayor



R. HOWARD WIGGS
MAYOR

January 21, 2017

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

Dear Ms. Johnson:

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

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

Congratulations to you on the many achievements of ALPI and best wishes for a successful 2017 Annual Meeting!

Sincerely,

R. Howard Wiggs

R. Howard Wiggs
Mayor

IN HONOR OF
THE 49TH ANNIVERSARY
OF

THE AGRICULTURAL AND LABOR PROGRAM, INC.

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

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

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

WHEREAS, January 21, 2017 marks the 49th Anniversary of ALPI providing A Constant Flow of Community Services to help socially and economically disadvantage children and families;

NOW, THEREFORE, the Glades County Board of County Commissioners, do hereby proclaim January 21, 2017 as:

THE AGRICULTURAL AND LABOR PROGRAM, INC., DAY

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

IN WITNESS WHEREOF, I have hereunto set my hand this
13th day of December 2016



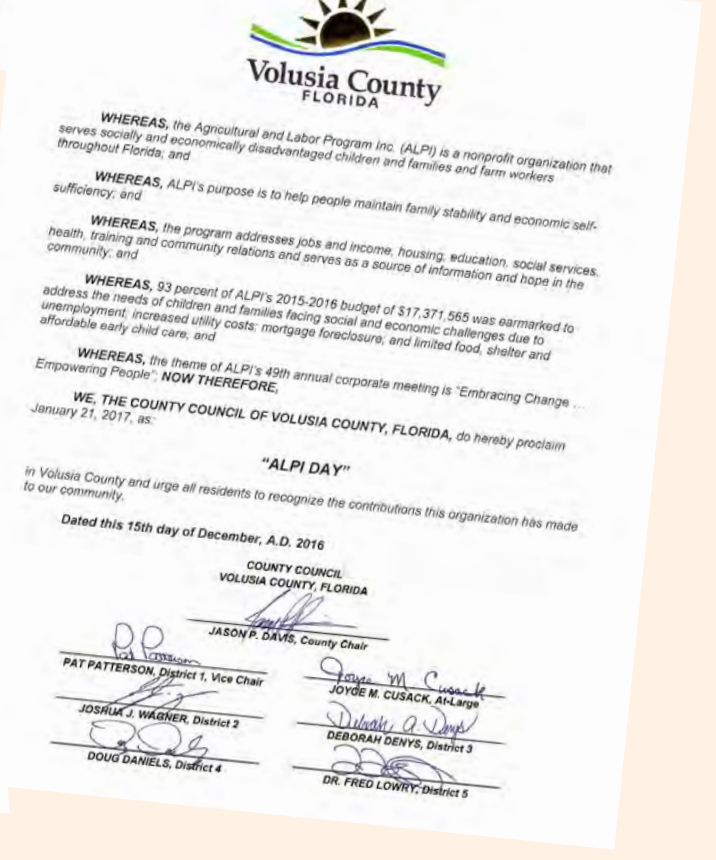
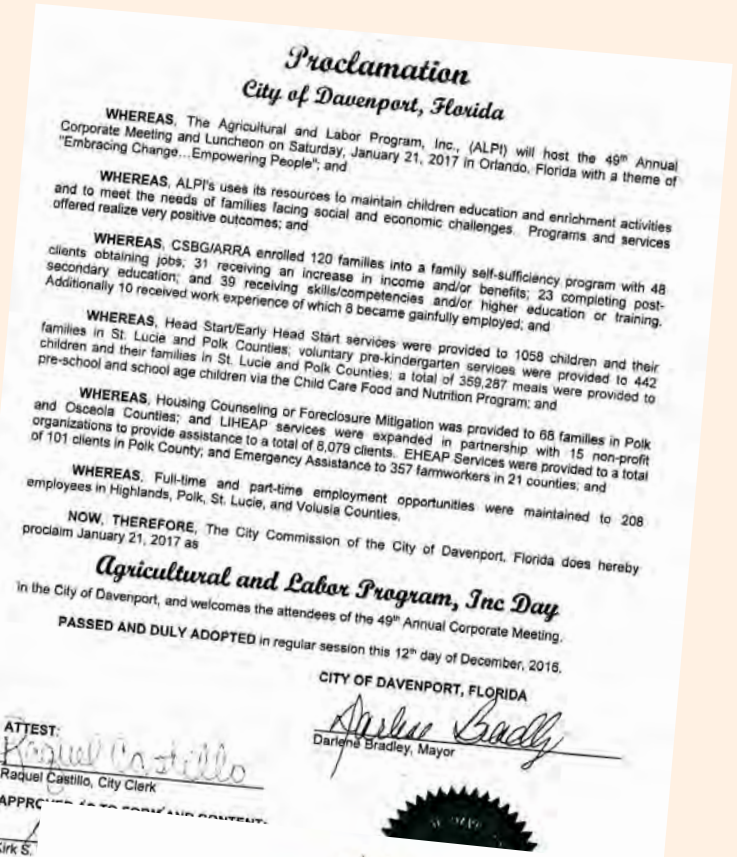
Weston Pryor
Weston Pryor, Chairperson
Glades County BoCC

ATTEST:

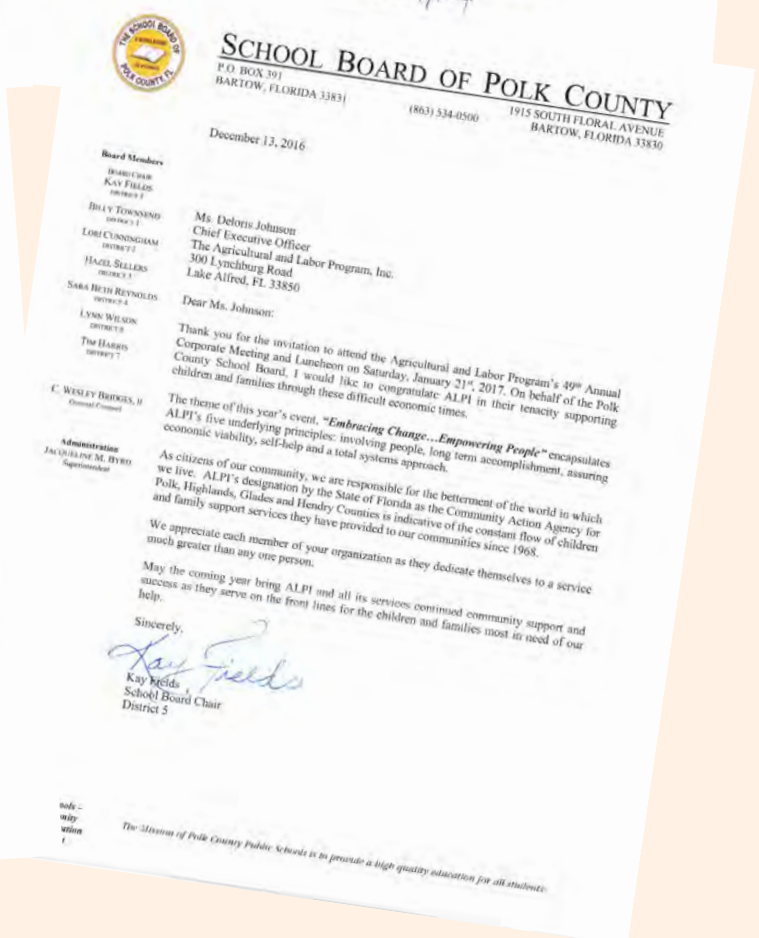
Sandra H. Brown
Sandra Brown, Clerk of Court



Greetings & Proclamations



Greetings & Proclamations



Greetings & Proclamations

Florida Senator's Proclamation

By Senator Grimsley

A Proclamation recognizing The Agricultural and Labor Program, Inc., for its extraordinary service in meeting the needs of children and families facing social and economic challenges.

WHEREAS, The Agricultural and Labor Program, Inc. (ALPI), which is headquartered in Winter Haven, is a community action partnership and a vital part of our nation's poverty-fighting network, and

WHEREAS, in the 2015-2016 fiscal year, ALPI had an agencywide budget of more than \$17.37 million, providing employment opportunities in Highlands, Polk, St. Lucie, and Volusia Counties, and

WHEREAS, ALPI also enrolled 120 families in Glades, Hendry, Highlands, and Polk Counties in a family self-sufficiency program under the federal Community Services Block Grant and provided emergency assistance to farmworkers in 21 counties, and

WHEREAS, ALPI also offered Head Start, Early Start, and school readiness opportunities to 1,058 children and their families in St. Lucie and Polk Counties and provided meals to pre-school and school-age children in those counties through the Child Care Food and Nutrition Services Program, and

WHEREAS, ALPI also provided housing counseling and foreclosure mitigation services in Polk and Osceola Counties; low-income home energy assistance services to clients in Collier, Glades, Hendry, Highlands, Martin, Polk, and St. Lucie Counties; and elderly home energy assistance services to clients in Polk County, and

WHEREAS, the great success of ALPI's efforts in the 2015-2016 fiscal year is attributable to the fact that 93 percent of the organization's budget was earmarked for services that address the needs of children and families who face social and economic challenges arising from unemployment, increased utility costs, foreclosure, and hunger, and

WHEREAS, in 2017, ALPI is adopting the theme, "Embracing Change...Empowering People," and

WHEREAS, on January 21, 2017, ALPI will celebrate its accomplishments and set new goals for the coming year at its 49th Annual Corporate Meeting and Luncheon in Orlando, NOW, THEREFORE,

I, Senator Denise Grimsley, of Florida Senate District 26, do hereby recognize The Agricultural and Labor Program, Inc., for its extraordinary service in meeting the needs of children and families facing social and economic challenges.



Proclamation



WHEREAS, 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 farmworkers in their Florida citrus operations; and

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

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

WHEREAS, ninety-three (93%) of the agency wide budget, of more than seventeen million dollars, was earmarked to address the needs of children and families facing social and economic challenges due to unemployment, increased utility costs, mortgage foreclosure, limited food, shelter, and affordable early childcare; and

WHEREAS, the City of Haines City appreciates and supports the Agricultural and Labor Program, Inc. in their efforts to embrace change and empower people.

NOW THEREFORE, I, Horace West, as Mayor of the City of Haines City, do hereby support and recognize the 21st day of January, 2017 as:

**The 49th Annual ALPI Corporate Meeting and Luncheon:
"Embracing Change...Empowering People"**

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

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the City of Haines City to



HIGHLANDS COUNTY
BOARD OF COUNTY COMMISSIONERS

December 19, 2016

Greetings,

It was such an honor to receive an invitation to participate in welcoming the participants of the Agricultural and Labor Program, Inc.'s (ALPI's) 49th Annual Corporate Meeting and Luncheon.

Seeing the lives changed of those with the desire and initiative to better themselves and their families through the educational and job training opportunities your organization provides must be very rewarding. ALPI is truly "Embracing Change . . . Empowering People". Thank you each and every one for your efforts toward helping the underserved in our communities.

I regret that I am unable to attend the meeting and luncheon, but I sincerely hope you have a successful event,

Don Elwell, Chairman
Highlands County Board of County Commissioners

P. O. Box 1926
Sebring, Florida 33871-1926
Phone (863) 402-6500
Fax (863) 402-6835

OF HAINES CITY, FLORIDA

Horace West

Special Thanks

2016 Board of Directors



Back Row (l-r): William Holt, Patricia Gamble, Patricia Brown, Kimberly Ross, LaVita Holmes, Annie Robinson, Chester McNorton Middle Row (l-r): Mercadez Estime-Connelly, Dorothy Curry, Glenda Jones, Marva Hawkins, Lester Roberts, Vernon McQueen Front Row (l-r): Josephine Howard, Katie Clarke, Ruby Willix, Marjorie Gaskin.
Board Members Not Pictured: David Walker, Esq., Annessa Chilous, Stacy Campbell-Domineck and Commissioner Kim Johnson

William Holt, Board Chairperson
Low Income Sector Designee
 Eastern Region Advisory Council - Chairperson

David Walker, Board Vice-Chairperson
Private Sector Designee
 Law Office of David Walker, Esq.

Josephine Howard, Board Secretary
Public Sector Designee for
 Mayor Roy Tyler - City of Haines City

Marjorie Gaskin, Board Treasurer
Public Sector Designee for
 Commissioner Rufus Alexander - City of Ft. Pierce

Patricia Brown, Board Member
Public Sector Designee for
 Commissioner John Ahern - City of Moore Haven

Annessa Chilous, Board Member
Low Income Sector Designee
 Southern Region Advisory Council Member

Katie Clarke, Board Member
Private Sector Designee
 Lakeview Park Homeowner Association, Pres.

Dorothy Curry, Board Member
Public Sector Designee for
 Commissioner Velma Williams - City of Sanford

Stacy Campbell-Domineck
Private Sector Designee
 CareerSource Polk - Chief Executive Officer

Mercadez Estime-Connelly
Low Income Sector Designee
 Head Start Policy Council

Patricia Gamble, Board Member
Private Sector Designee
 FL Department of Revenue - Tax Specialist I

Marva Hawkins, Board Member
Low Income Sector Designee
 Northern Region Advisory Council Member

LaVita Holmes, Board Member
Low Income Sector Designee
 Southern Region Advisory Council Member

Kim Johnson, Board Member
Public Sector Designee
 Commissioner - St. Lucie County BoCC

Glenda Jones, Board Member
Private Sector Designee
 Winter Haven Neighborhood Service Ctr. - Exec. Dir.

Chester McNorton, Board Member
Low Income Sector Designee
 ATEC Advisory Council Member

Vernon McQueen, Board Member
Private Sector Designee
 Progress Energy Florida - Senior DMS Specialist

Lester Roberts, Board Member
Public Sector Designee for
 Deputy Mayor Brenda Gray - City of Avon Park

Annie Robinson, Board Member
Low Income Sector Designee
 Southern Region Advisory Council Member

Kimberly Ross, Board Member
Public Sector Designee for
 Commissioner Janet Taylor - Hendry County BoCC

Ruby Willix, Board Member
Low Income Sector Designee
 Central Region Advisory Council Member

Jonathan Thiele, Esq. - Board Counsel
Grace Miller - Board Member Emeritus

ANNUAL CORPORATE MEMBERSHIP BUSINESS MEETING

AGENDA

Saturday, January 21, 2017

11:15 a.m. - 12:00 p.m.

Call to Order	William Holt, Board Chairperson
Words of Inspiration	Vernon McQueen, Board Member
Acknowledgements Regional Advisory/Policy Council	Patricia Gamble, Board Member
Adoption of Minutes	Josephine Howard, Board Secretary
Annual Financial Report	Marjorie Gaskin, Board Treasurer
2016 Annual Report	William Holt, Board Chairperson
New Business	Deloris Johnson, CEO
Introduction of 2017 Board of Directors	
Adjournment	William Holt, Board Chairperson

ACCOMPLISHMENTS & OPPORTUNITIES

The ALPI Board of Directors reviews its Strategic Plan annually to: 1. Provide a “road map” for the future direction of ALPI and 2. To assist in the development of strategies to accomplish the plan’s identified goals (create additional educational experiences and opportunities for staff; devise a plan of upward mobility within the agency; partnerships with other entities for more efficient service delivery; target new areas of expansion; and enhance program development for and service delivery to children and their families). The ALPI management and staff, in conjunction with Board of Directors, continue to plan and implement activities that allow for the organization to progress towards accomplishing each goal. It is with great pride that we present this *snapshot* of the Agricultural and Labor Program, Incorporated’s (ALPI) “Third Year Performance Summary” for its Five-Year Strategic Plan (2013-2018) for the period of July 1, 2015 through June 30, 2016.

GOVERNANCE & LEADERSHIP DEVELOPMENT

Exemplary Governance and Leadership Development is driven by a strong and engaged Board of Directors. Dedication and many volunteer hours are the key to the realization of positive outcomes to ensure ongoing compliance with programmatic and regulatory mandates in a timely manner. Ongoing 2015-2016 Board Development and Management action items reviewed via its committee structure and the Board’s approval process included the following positive outcomes.

FINANCE COMMITTEE

- Approved request to secure adequate funding to fund ALPI’s 2015-2016 agency wide budget of \$17,371,565, of which 93% was earmarked to address the needs of children and families facing social and economic challenges.
- Fully Funded 2015-2016 Operating Budgets.
- Maintained adequate funding to maintain compliance with the Affordable Health Care Act compliance/options.
- Reviewed financial reports with management to maintain a positive bottom line to ensure ongoing regulatory compliance and effective financial resource development management.
- Secured approval of agency’s 2016 Indirect Cost Proposal and approved Indirect Cost Rate.
- Secured resources to provide: 1.3% cost of living increase for all eligible employees, 3.7% one-time professional incentive payments, and 4% retirement contributions for all eligible employees.
- Secured the engagement of an independent auditing firm to complete the annual audit for agency’s general operating accounts for period ending 6/30/2016.

BY-LAWS COMMITTEE

The committee conducted ongoing monitoring and rendered opinions to ensure board compliance with its by laws in the following areas of concern and action taken:

- Board Membership Composition: ensure compliance with the CSBG Tripartite Board membership requirements at each board meeting.
- Board Attendance Certification: review board members sign-in sheet and attendance summary reports to certify required attendance compliance at each council meeting.
- Head Start Policy Council Attendance Certification: review council members sign-in sheet and attendance summary reports to certify required attendance compliance at each council meeting.

ACCOMPLISHMENTS & OPPORTUNITIES

GOVERNMENT AFFAIRS COMMITTEE

- Reviewed the non-profit vote/being non-partisan guidelines for 501(c)3 nonprofits.
- Attended NCAF Legislative Conference in March 2016.
- Attended Legislative Day in Tallahassee, FL, including trip to Children's Day in Tallahassee.
- Facilitated voter registration drives in partnership with the Supervisor of Elections in each region at key ALPI energy fairs, with assistance from advisory council members.



MEMBERSHIP COMMITTEE

- Corporate applications were approved for: Eastern Council (7), Northern Region (3) and Central Region (59).
- Certified Head Start/Early Head Start Policy Council Membership Recruitment Plan.

PROGRAM PLANNING COMMITTEE

The Committee reviewed and recommended Board approval of the following action items, including authorizing the Chief Executive Officer to execute, on behalf of the Board of Directors, any agreements or documents that may be required:

- Ratify and/or approve of the 2016-2017 refunding and new funding applications.
- Review of internal and external monitoring reports to insure ongoing compliance with funding source regulations.

SPECIAL EVENTS COMMITTEE



Reviewed and recommended Board approval of the following action items:

- Advisory Councils' community services awards nomination and deadline review of annual meeting program procedures.
- Identify nominations for Volunteer Services Awards (Robert Bryant Jr. Award, FACA, FHSA, SEACAA, Region IV HS, NHSA). Review process for contacting individuals/ businesses receiving corporate/community awards.
- Annual meeting plan process and activities.
- Special events calendar.

ACCOMPLISHMENTS & OPPORTUNITIES

ADVOCACY & COMMUNITY ENGAGEMENT PARTNERSHIPS

Meaningful partnerships enhance community engagement in projects, increase community awareness of the issues being addressed and establish a framework for the continued support of services that support community advocacy efforts, including the creation and expansion of programs and services, developing partnerships, and changing public policies, laws, and practices to improve the lives of families seeking a hand up.

HEAD START/EHS POLICY COUNCIL: The Policy Council composition consists of 77% of parents whose children are currently enrolled in the Early Head Start Program and 23% of Community Social Services agencies. **ADVISORY COUNCILS:** Advisory Councils to the organization serve important functions, 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, and (4) are vital communication links to the communities that the organization serve. **OTHER COMMUNITY PARTNERS & ADVOCACY GROUPS:** Other Advocacy and Community Engagement Partnerships are important components of ALPI community partnership efforts.

Northern Regional Advisory Council

The council's volunteer hours in the community include working with youth inmates, volunteering in public schools, Federal government initiatives with the Office of Elections as poll workers and greeters, volunteering in hospitals and assisting with many other activities and events in the community. The total documented hours incurred in community work for the total membership is documented at 3,519. The first NRAC scholarship award for \$500 was presented to Faith Nathan.



Central Regional Advisory Council

CRAC participated in many agency sponsored activities and events, including ongoing voter registration activities, as well as LIHEAP energy fairs in both Bartow, FL and Winter Haven, FL. The annual corporate meeting was held on October 4, 2016. Keynote speaker was Shawn Kinsey of Winter Haven, FL. Each council member was presented with a Volunteer Service plaque for their untiring support and service during the program year. The council proudly presented its annual Arabell Wiggins Scholarship Award in the amount of \$500 to Rodvioson Alnord.



Eastern Regional Advisory Council

The Eastern Regional Advisory Council hosted its annual meeting and Arie Lou Perkins Scholarship luncheon on October 15, 2016 at ALPI's Queen Townsend Training Center in Ft. Pierce, FL. The theme was "ALPI Paving The Way In Unity". \$500 scholarships were awarded to: Tyler Gather, Jane Clement and Naderia Davis. Each advisory member received a plaque for their volunteer service, including a Certificate of Appreciation for Mrs. Marjorie Gaskin.



Southern Regional Advisory Council

Services were provided in the council's service areas of Frostproof, Avon Park, Sebring, Lake Placid, Lake Wales, Fort Meade, Wauchula, Clewiston, LaBelle, Moore Haven, Naples and Immokalee. There were three major energy fair events held in the Southern Region Advisory Council's service areas, specifically the "B" Street Community Center in Lake Wales, the Boys and Girls Club in Sebring and the Lake View Park Community Center in Frostproof, FL. SRAC proudly announces the first recipients of the Seigler, Sims & Wade Scholarship: Destiny Smith and Ja'Quez Pugh. Each received \$500.00.



ACCOMPLISHMENTS & OPPORTUNITIES

HEAD START POLICY COUNCIL

During the 2015-2016 program year the Parent Committees and Policy Council were established during the months of September and October 2015 at all the directly operated and contracted centers. The Parent Committees consists of parents of children enrolled in the Head Start and Early Head Start programs. The Council was provided with a Shared Governance Orientation/Training on October 1-2, 2015. The main focus of the training was exploration of the roles and responsibilities of ALPI's Board of Directors and the Policy Council. The Policy Council, in their decision-making role, was able to approve the following: Agency Personnel Policies and Procedures, Agency Financial Management Policies and Procedures, Program Management Plan/Operational Policies and Procedures to include, but not limited to: Internal Dispute Resolution, Community Compliant and Self-Assessment Process, Funding Grant Applications, Human Resources Actions, Financial Reports, Program Progress Reports and School Readiness/Child Outcome Reports.



The council was made up of 77% parents and 23% community representatives.

THE ALPI TECHNICAL EDUCATION CENTER (ATEC)

The ALPI Technical Education Center (ATEC) is licensed by the Florida Commission for Independent Education (CIE) for the provision of occupational training in Volusia County. During 2015-2016, ATEC provided Home Health Aid and Certified Nursing Assistant Preparation classes to interested students. Below is a sampling of the many accomplishments achieved this past year:

- Partnership with Daytona State Literacy Council in order to offer GED and tutoring classes.
- Trained ten students in Home Health Aid throughout the year and 15 students for the CNA preparation classes.
- Eight students were employed in the medical field.

AGRICULTURAL AND LABOR HOUSING DEVELOPMENT CORPORATION (ALHDC)



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, FL. New Horizons apartment complex maintains an occupancy rate of 85% or above, with most months at 95% or better. During this reporting period, ALHDC has realized another annual audit with no findings, retaining its "low risk" auditee designation.

ACCOMPLISHMENTS & OPPORTUNITIES

CHILD CARE FOOD and NUTRITION SERVICES

A total of 364,601 meals were provided to pre-school and school age children via the Child Care Food and Nutrition Program.

HUD HOUSING COUNSELING

Housing counseling or foreclosure mitigation was provided to 120 families in Polk county.

LOW INCOME HOME ENERGY ASSISTANCE PROGRAM

LIHEAP served 2,638 low-income families and direct assistance payments were \$985,010.58.



PROGRAMS & FAMILY SUPPORT SERVICES OVERVIEW



ALPI Programs and Family Support Services offered during 2015-2016 services once again realized very positive outcomes, including the following:

EMPLOYMENT OPPORTUNITIES

Full-time and part-time employment opportunities were maintained to 225 employees in Highlands, Polk, St. Lucie, and Volusia counties.

CSBG – COMMUNITY SERVICES BLOCK GRANT

- The CSBG Family Self-Sufficiency (FSSP) Program enrolled 120 families, comprised of 298 individuals. 48 family members were unemployed and obtained a job and 31 members obtained an increase in income or benefits. Additionally, 39 obtained marketable skills and training and 23 completed post-secondary education.
- Ten clients were enrolled into the Work Experience Program and were employed by several different employers.
- Emergency Home Energy Assistance Program (EHEAP) services were provided to 101 families, comprised of 164 individual members.

FARMWORKERS EMERGENCY ASSISTANCE

- A total of 611 units of service were provided to migrant and/or seasonal farmworkers. This included electric assistance, utility assistance and gas/food cards.

ACCOMPLISHMENTS & OPPORTUNITIES

HEAD START/EARLY HEAD START and SCHOOL READINESS OPPORTUNITIES

- 897 families participated in the Head Start/Early Head Start program.
- 982 children were actively enrolled in the Head Start/Early Head Start program.
- Voluntary Pre-Kindergarten services were provided to 404 children and their families in St. Lucie county.

FAMILY SELF-SUFFICIENCY SUCCESS STORIES

Turning Tragedy Into Triumph



Tania G. Kocher is a single parent (raising a 13-year-old daughter) who enrolled in the Family Self-Sufficiency Program (FSSP) in October 2014. Ms. Kocher was seeking assistance from the agency to complete the Criminal Justice Program at Southeastern University in Lakeland (Polk County).

Ms. Kocher is an inspiring young lady changing her life for the better and becoming self-sufficient. At the age of 19 she started heading down the wrong path and began a series of run-ins with the law. From 1998 thru 2011, she had been arrested six times on over six charges and was ultimately classified a felon. By this time, she was addicted to heroin, methamphetamine, and alcohol.

While in jail in 2011, a staff member from Hope Now Women's Transition Center met with Ms. Kocher and discussed her life struggles. She then decided to turn her life around and entered the facility for eight months to break the cycle of addiction. Ms. Kocher went from a life of severe substance abuse and chronic incarceration to becoming a productive member of society. She went from no rent (homeless) to paying rent living at the Agency for Community Treatment Services (ACTS) Housing Program, from a bike rider to a car driver and continues to strive to improve her life through volunteering, working part time, and continuing on with her education.

Ms. Kocher has established goals for herself in life and wants to mentor individuals who are going through the same thing she did and also hopes to one day have a career as a social worker. She is now a counselor (volunteer) at Hope Now and is one of the featured stories on their website and agency brochure. Additionally, she is currently in the process of completing a documentary about her life story.

With assistance from ALPI's Family Self-Sufficiency Program, Ms. Kocher was able to receive assistance with tuition and other needs she encountered along the way. With help and encouragement from her Case Manager Sheila Armstead, Ms. Kocher continues to stay focused on all her goals.

"Thank you ALPI for helping my dreams come true." Tania G. Kocher

ACCOMPLISHMENTS & OPPORTUNITIES



Changing Lives Through Practical Case Management

Susan Henson was a single Head Start parent raising two boys, one of whom attends the ALPI Frostproof CDC. After deciding she needed to change the direction of her life, she enrolled in the ALPI Family Self-Sufficiency Program (FSSP) in order to obtain her Practical Nursing license. Interestingly, while gathering information, Susan shared with her case manager (CM) that she too was a Head Start child and had attended the Frostproof CDC as a child.

Susan was accepted into the LPN Program at South Florida State College, but there were no seats available. However, after receiving a call from the college on August 19, 2015 she learned that a seat had become available and she was on the list and on her way to a better life!

Susan then began her journey through the

nursing program with assistance along the way from ALPI. Assistance consisted of help with tuition, books, scrubs and medical supplies, along with gas cards to attend school and complete her clinical rotations and child care fees.

It's important to note that while Susan was enrolled in school, she continued to volunteer at Frostproof CDC. She believes that it's important to give back to the community and to those that help others.

On July 28, 2016, Susan's case manager, Sheila Armstead, attended her graduation ceremony at South Florida State College in Sebring.

Susan is now employed as a contract nurse at Frostproof Child Development Center, where she still continues to volunteer her time.

CHILDREN & YOUTH DEVELOPMENT SUCCESS STORIES

Violence Reduction Partnership

The Violence Reduction Partnership is a collaborative effort between the United States Attorney's Office for the Southern District of Florida and federal, state, and local government agencies, as well as non-profit, faith-based and educational organizations to reduce gun and gang-related violence while enhancing public safety through the integration of evidence-based prevention, law enforcement, and ex-offender reentry initiatives. This specific partnership is between the Agricultural and Labor Program, Inc., Head Start and the United States Attorney's Office - Southern District of Florida.

The Violence Reduction Partnership Pre-K Reading Program is a key component of the prevention strategy. The Pre-K Reading Program's goal is to increase children's appetite for reading before they enter elementary school, thereby reducing their risk of early academic failure. Following every reading session, volunteers give the children books to take home. Since 2014, the program has given out more than 11,000 books.

The goals of the reading program are to instill in the students excitement for reading, provide mentorship, prevent academic failure and derail the school-to-prison pipeline. The reading program has expanded to 21 schools throughout the Southern District of Florida, including Miami-Dade, Broward, Palm Beach, and St. Lucie counties.



FUNDING & COMMUNITY ECONOMIC DEVELOPMENT OPPORTUNITIES

2016 Summer Feeding and Work Experience Program



The ALPI Child Development and Family Services Division continues to collaborate with the Polk County School Board to provide services to the community of Frostproof, FL through the Summer Feeding Enrichment Program. The Summer Feeding Enrichment Program provides needed services to the children of this economically challenged community over the summer break. The program was located at the ALPI owned Lakeview Community Center and provided breakfast and lunch to children in the community. The program provided meals to children between the ages of 1 and 18 years of age. Adequate supervision and fun educational age appropriate activities were coordinated by ALPI Child Development Services staff between meals and throughout the day. Activities included sports, arts and crafts, and presentations from community providers.

THE ALPI
2016 SUMMER
FEEDING
ENRICHMENT
PROGRAM
SERVED 2,625
MEALS

Children received free haircuts by professional barbers.

FUNDING & COMMUNITY ECONOMIC DEVELOPMENT OPPORTUNITIES

- Chase Settlement Grant (CSG) was utilized to provide emergency services to 11 families consisting of 24 family members.
- The LIHEAP program contracted with 10 non-profit organizations for the delivery of services to clients and CSBG contracted with 7 non-profit organizations.

JOBS & PROFESSIONAL DEVELOPMENT OPPORTUNITIES

- Approved pay increase for all eligible employees.
- Introduced a new health initiatives program in order to engage employees in health awareness activities, etc.
- 100% of ALPI employees met their Professional Development Individualized Plan (PDIP) training hours and all employees received an annual evaluation. PDIP incentive was awarded to all eligible staff.



FUNDING & COMMUNITY ECONOMIC DEVELOPMENT OPPORTUNITIES

COMMUNITY RESOURCE DEVELOPMENT OPPORTUNITIES

- Maintained 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.
- ALPI's LIHEAP and CSBG Programs subcontracted with over 16 different community and faith-based organizations

ALPI HAS
PARTNERED
WITH
OVER 300
DIFFERENT
AGENCIES.

ADMINISTRATION & PROGRAM OPPORTUNITIES

Ongoing administration and management action items reviewed via the Board's committee structure approval process realized positive outcomes that include the following:

- Secured unrestricted funds via E-Rate and other donations to enhance agency funded activities and Head Start/ Early Head Start improvements and activities.
- Facilitated ongoing Board training opportunities via ALPI Annual Board Management Planning Retreat, Board and Policy Shared Governance Orientation, SEACAA Annual Training Conference, NCAF Annual Energy & Innovation Training Conference, CAPLAW Annual Training Conference, NCAF Annual Training Conference, One Goal Summer Conference, FACA Annual Training Conference, Florida Head Start Association Annual Training Conference, and Region IV Head Start Association Annual Training Conference.
- Continue to secure ongoing IT support to maintain an efficient and effective computer network system. Updated website by adding an interactive calendar, more inclusive archive page, added videos as well as other upgrades.
- Conducted and facilitated ongoing management and support staff meetings, training and technical assistance opportunities.
- Maintained safe and positive working environments, a positive cash flow and ongoing agency support funding for all programs and services.

ALPI COMPLETED IT'S ANNUAL AUDIT WITH NO FINDINGS,
RETAINING IT'S "LOW RISK" AUDITEE DESIGNATION.



Staff training



Special Thanks and Recognition

Regional Advisory Councils

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Tracy Maloy
Bernice Lopez
Pamela Moxley
Lester Roberts

Annie Robinson
Kimberly R. Ross
Beverly Sloan
Terry Wellington

Head Start/Early Head Start Policy Council

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Special Thanks and Recognition

Special thanks to the ALPI Board of Directors for your tireless fundraising and personal financial contributions throughout this past year, to ALPI staff for your continued commitment and dedication to the mission of the Agricultural and Labor Program, Inc., and to the following for your generous contributions and Circle of Support participation.

ALPI Executive Department
Lawrence and Opal Chester
Children of God Working Together Ministry, Inc.
Law Office of Eula R. Clarke, P.A.
Florida Non-Profit Housing, Inc.
Law Offices of Craig Goldenfar, P.A.
Marva Y. Hawkins
William and Lillie Holt
Law Firm of Hoskins, Turco, Lloyd & Lloyd
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empowering people with the
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As one of the oldest insurance agencies in the State of Florida, Bouchard takes great pride in partnering with members of the nonprofit community. We value the opportunity to give back to our community, while also serving the insurance and risk management needs of community-based, nonprofit organizations.

We invite you to visit our website at www.bouchardinsurance.com to learn more about our "Guiding Principles" and the nonprofit organizations that we proudly support.

CONTACT

Steven Mazon, AAI AFIS
Vice President
Bouchard Insurance
407-569-1546



Bouchard
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LAWS & ASSOCIATES, INC.

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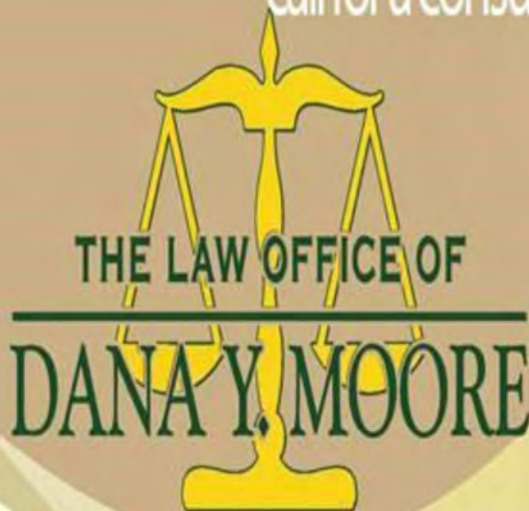
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**The Winter Haven Branch #5144 – National Association
for the Advancement of Colored People**



WWW.NAACP.ORG

NAACP

Congratulations

To the

Agricultural and Labor Program, Inc.

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

Shawn W. Kinsey, President

P.O. Box 3052
Winter Haven, FL 33885
(863) 651-1402

email: kinsey819@gmail.com

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Duke Energy Assistance Programs

Multi Family

Low Income Weatherization Assistance

Neighborhood Energy Saver



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Linda C. Walker
Manager
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**The Haines City Branch #5150 - National Association
for the Advancement of Colored People**

**Best Wishes to the
Agricultural and Labor Program, Inc.
on your**

2017 Annual Conference

The NAACP's principal objective is to ensure the political, educational, social and economic equality of minority group citizens of United States and eliminate race prejudice. The NAACP seeks to remove all barriers of racial discrimination through the democratic processes.

Cynthia Downing, President

P.O. Box 3595 • Haines City, FL 33845



Raul Zamora

Store Manager

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On Your 2017 Annual
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and Luncheon**

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Chief Executive Officer

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The Power of God
School of Ministry

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*to the
Agricultural and Labor Program, Inc.*

APOSTLE ELLIS GAMBLE, PASTOR

Phone: 863-583-2458

gambpt@aol.com

1045 U.S. Highway 17
Bartow, FL 33830

*That your faith should not stand in the wisdom of
men, but in the power of God.. 1 Corinthians 2:5*

Head Start/Early Head Start Center Locations

POLK COUNTY

Frostproof Child Development Center
701 Hopson Road
Frostproof, FL 33843

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

ST. LUCIE COUNTY

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

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

G. W. Truitt Family Services Center
1814 North 13th Street
Fort Pierce, FL 34950

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

Queen Townsend Head Start Center II
2202 Avenue Q
Ft. Pierce, FL 34950

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



Community Services Block Grant

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.

GLADES COUNTY

Glades County Community Development Dept.
Goodwill Industries of Southwest Florida

HENDRY COUNTY

Goodwill Industries of Southwest Florida
The Salvation Army

HIGHLANDS COUNTY

Heartland Coalition for the Homeless
Big Brothers/Big Sisters of the Sun Coast, Inc.
South Florida Community College

POLK COUNTY

Agricultural and Labor Program, Inc.
New Horizon Apartments
Lakeview Park Community Center
Women's Resource Center
Boys and Girls Club of Lakeland, Inc.
Ridge Career Center
Center for Independent Living
Women's Resource Center
Chain of Lakes Achievers
Family Fundamental-CSBG Services



This group of tenants received critical assistance from the CSBG program and were placed into safe, affordable housing after being evicted due to unsafe living conditions.

Agnes Rodriguez, ALPI caseworker, pictured 2nd from left.

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
Macedonia Baptist Church

HENDRY COUNTY GLADES COUNTY

Goodwill Industries
of Southwest Florida

HIGHLANDS COUNTY

ALPI - Avon Park Office

MARTIN COUNTY

House of Hope
Port Salerno Church of God

POLK COUNTY

ALPI - Lake Alfred Corporate
Florence Villa CDC

ST. LUCIE COUNTY

In the Image of Christ, Inc.
Zion Daughters of Distinction
Ministries, Inc.

"Child poverty in the U.S. is among the worst in the developed world," as 16.3 million children live in poverty. As a percentage of income, poor families pay four times more for home energy than non-poor ones do. - J. Clemente for Forbes



Farmworker Emergency Assistance

SERVICE DELIVERY SITES

COLLIER COUNTY

COFFO
Collier County
Housing Authority
Immokalee Technical
Center

DADE COUNTY

Centro Campesino
South Dade Skills Center

GADSDEN COUNTY

PAEC

HARDEE COUNTY

East Coast Migrant HS
Heartland Work Force One Stop

HIGHLANDS COUNTY

South Florida State College

HILLSBOROUGH COUNTY

Adult Migrant Program
Good Samaritan Mission
RCMA Balm

MANATEE COUNTY

Manatee Technical Institute
Vocational Tech Center

ORANGE COUNTY

John Bridgers Community Center
Farm Worker's Association
Orange County School
District Westside Technical Center
RCMA-Zellwood

PASCO COUNTY

Moore Mickens Adult Education

PALM BEACH COUNTY

Farmworker Jobs and Education

POLK COUNTY

Adult Migrant Program
ALPI Corporate Office
Ben Hill Griffin, Jr. Elementary School
East Coast Migrant
Frostproof Care Center
Lake Wales Care Center
RCMA Mulberry

PUTNAM COUNTY

Adult Migrant Program

ST. LUCIE COUNTY

IRSC

SEMINOLE COUNTY

Adult Migrant Program
Seminole State College

VOLUSIA COUNTY

ALPI Project Achieve

During the month of May, Yaritza Diaz, ALPI Client Services Specialist II, travelled to Wimauma, FL to meet with farmworkers living at the Groves of Wimauma apartment complex (pictured below). A total of 14 farmworkers were eligible to receive assistance. Direct assistance payments totaled over \$3,500.

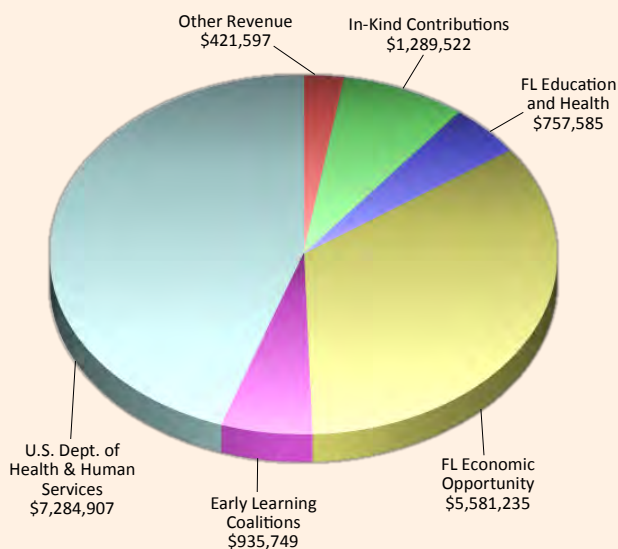


FY 2015 FINANCIAL HIGHLIGHTS

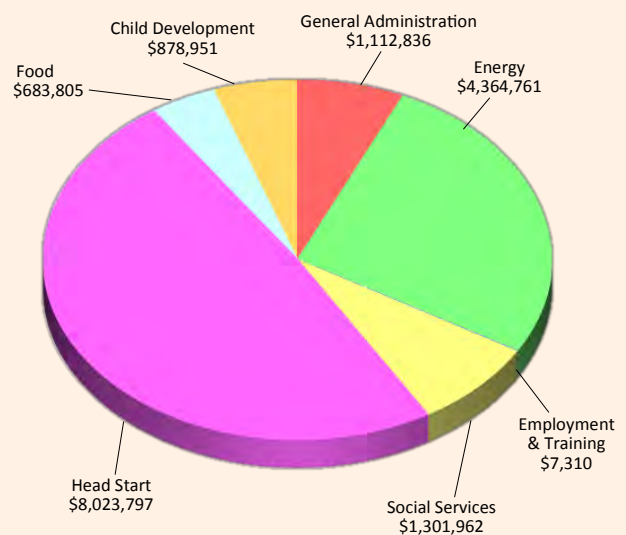
93%

OF ALL FUNDING RECEIVED GOES DIRECTLY TO PROGRAM SERVICES

FY 2015 OPERATING REVENUE \$16,270,595



FY 2015 OPERATING EXPENSES \$16,373,422



**NET SURPLUS
(\$102,827)**

93% Program Services
7% General Administration

LAKE ALFRED, FL

EXECUTIVE DEPARTMENT

863-956-3491, x206
Deloris Johnson, CEO
P.O. Box 3126
Winter Haven, Florida 33885

ADMINISTRATION & OPERATIONS QUALITY CONTROL DIVISION

OPERATIONS & QUALITY CONTROL
863-956-3491, x204
Twila Steward

BUDGET & FINANCE

863-956-3491, x210
Dennis Gniewek

HUMAN RESOURCES

863-956-3491, x202
Christine Samuel

COMMUNITY SERVICES & ECONOMIC DEVELOPMENT DIVISION

863-956-3491, x212
Albert Miller

LIHEAP/COMMUNITY SERVICES

863-956-3491, x224
Cheryl Burnham

CSBG/ECONOMIC DEVELOPMENT

863-956-3491, x218
PaHoua Lee-Yang

FORT PIERCE, FL

CHILD DEVELOPMENT & FAMILY SERVICES DIVISION

863-956-3491, X215
Elizabeth Young
Eastern Region Administration Office
2202 Avenue Q
Ft. Pierce, FL 34950

HEAD START/EARLY HEAD START PROGRAM OPERATIONS

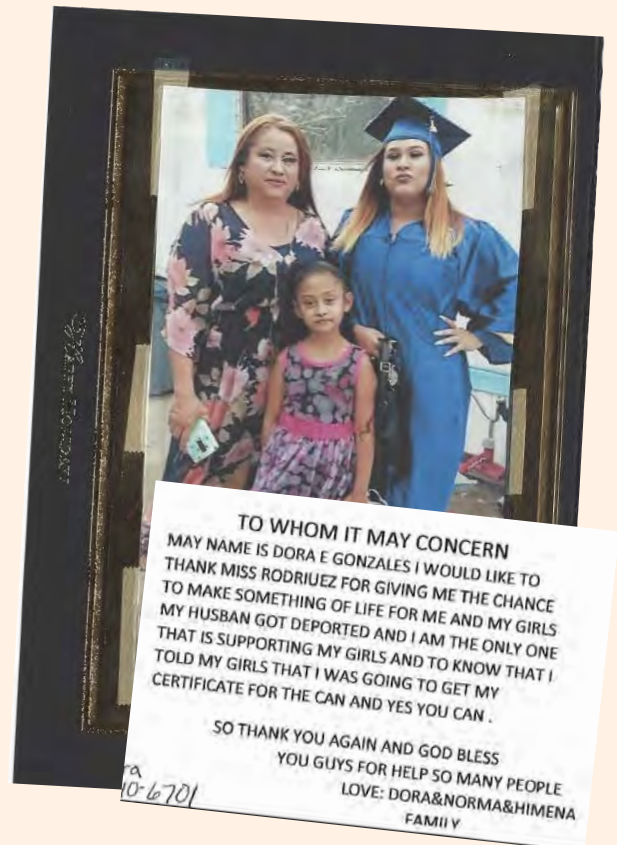
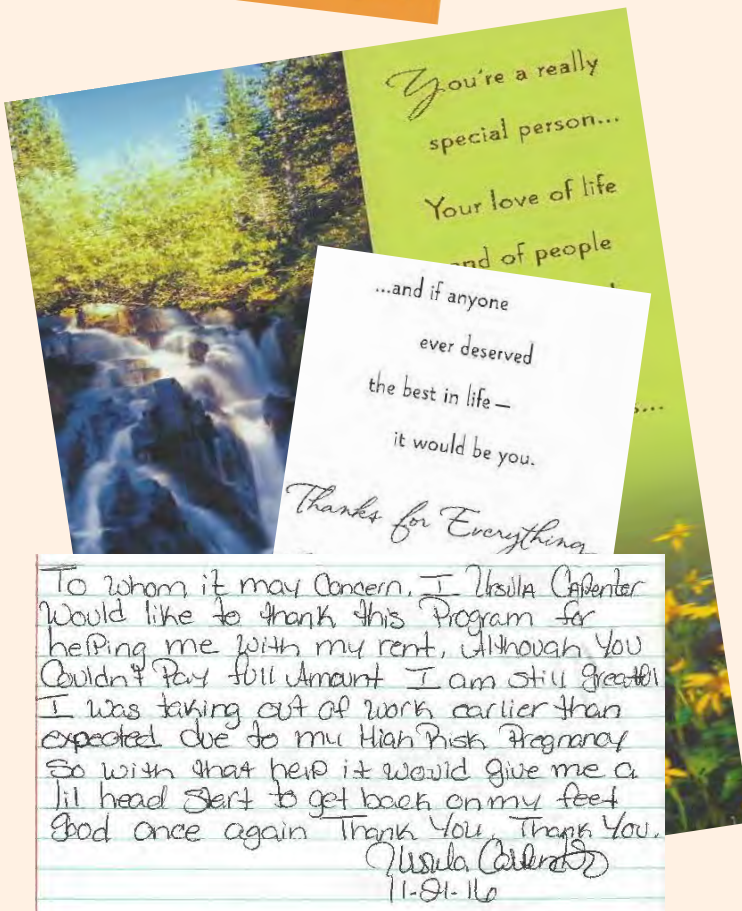
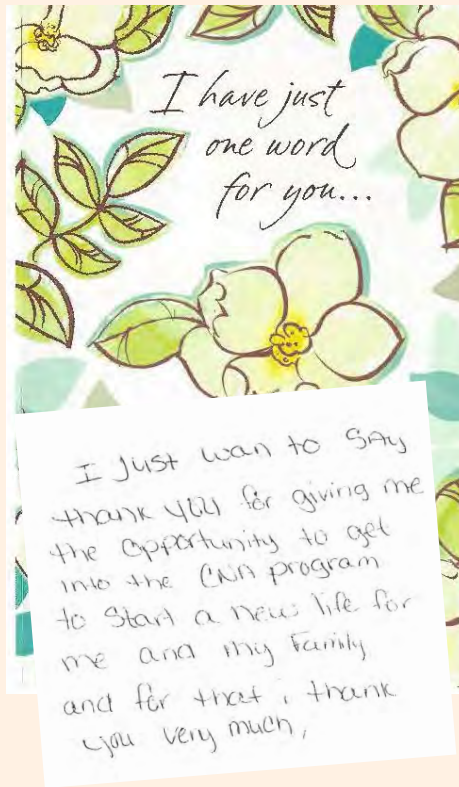
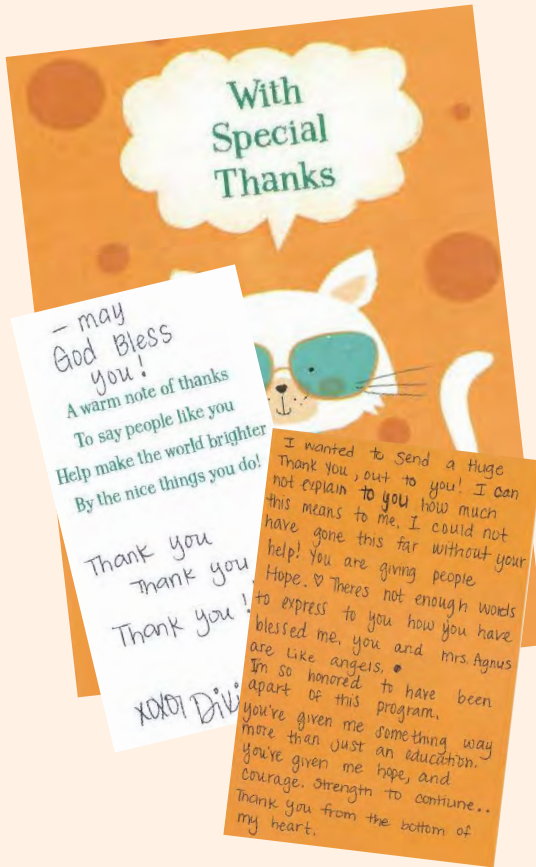
772-466-2631, x 11
Myrna Rodriguez

FROSTPROOF, FL

EARLY HEAD START PROGRAM OPERATIONS (Polk County)

863-635-3396
Alettta Stroder
701 Hopson Road
Frostproof, FL 33843

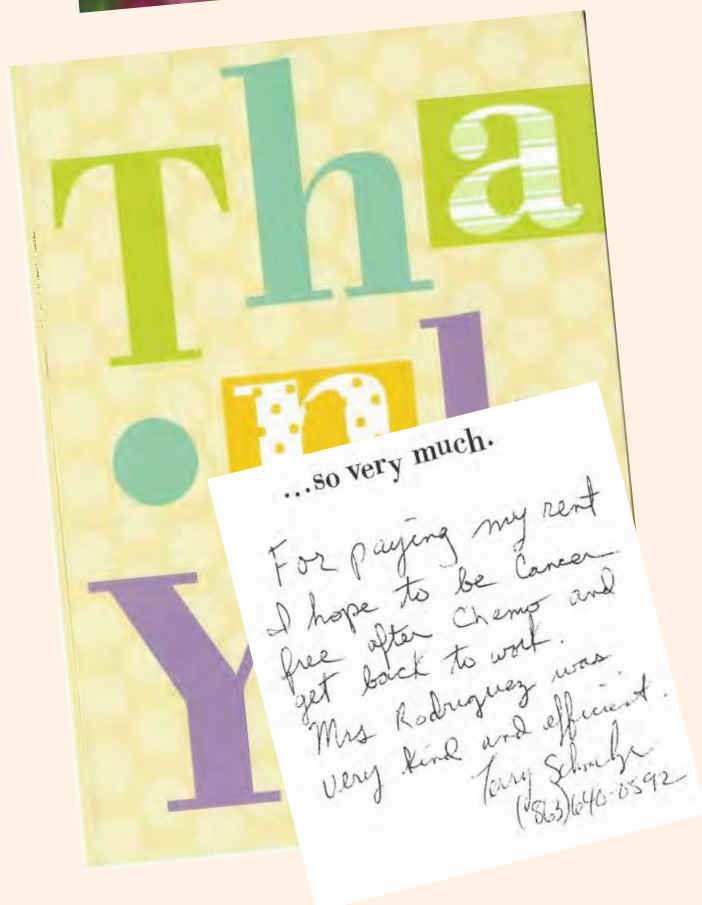
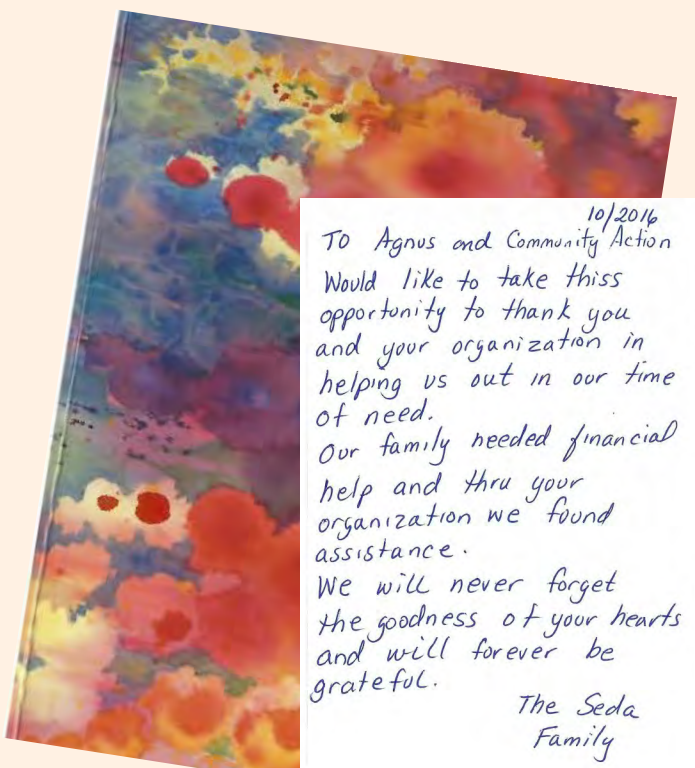
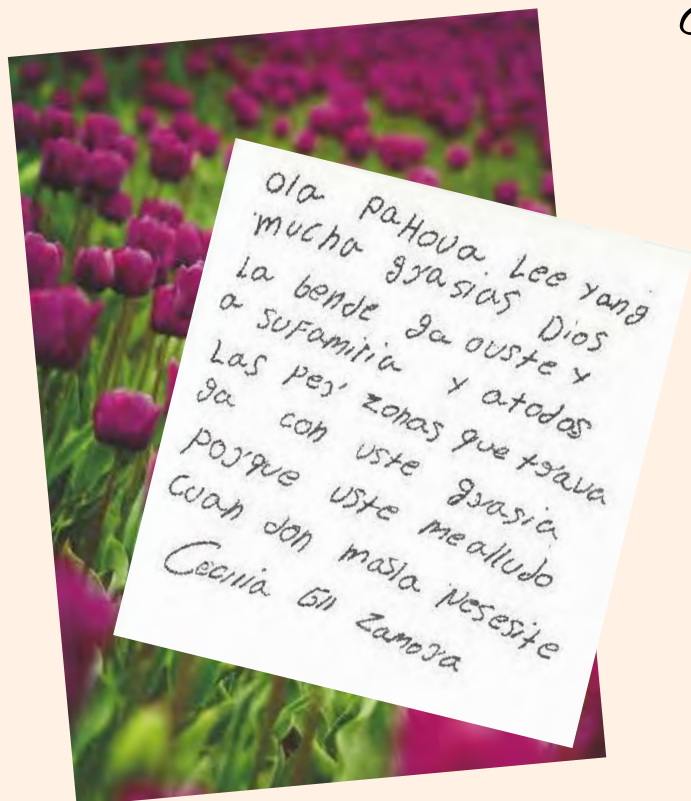
Gratitudes of "Thanks" in Times of Need



Gratitudes of "Thanks" in Times of Need

... you're welcome!

From Deloris Johnson, CEO





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.

PROGRAMS AND SERVICES ARE FUNDED IN PART BY:



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