

ALPI
AGRICULTURAL AND LABOR PROGRAM, INC.

CELEBRATING
50
YEARS
of Community Services

"Acknowledging the Past ...
Preparing for the Future."

2018 Annual Corporate Meeting & Luncheon



January 26-27, 2018

Rosen Centre Hotel • 9840 International Drive • Orlando, FL 32819

The Mission

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

Celebrating 50 Years of Service



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.

Greetings from the Board

The Agricultural and Labor Program, Inc. How We Stand

On behalf of the ALPI Board of Directors, I wish to extend a very warm welcome to our many friends, community leaders, elected officials, corporate members and staff. As our theme reflects, today we are "Celebrating 50 years of community services. Acknowledging the past ... preparing for the future."

With the present administration in Washington, D.C. holding community action's future in their hands, we stand united in our quest to persevere. We have weathered many storms and challenges, but yet we still stand. We stand for caring for people and for those who have less! We stand for those who need a hand-up, not a hand-out. We stand for justice and equality for all of the socially and economically disadvantaged children, families and farmworkers that we proudly serve. We will never relent nor will we subject our clients to anything less than being advocates for inclusion.

To Deloris Johnson, the Chief Executive Officer of this great organization, you gave us the vision, the knowledge, the wherewithal and the experience to help us pave our way deep into the future. You are truly our greatest asset. It is because of you at the ALPI helm that we have been able to achieve so much. We are proud of where we are today and excited about where we are going because of you and your leadership.

Thank you to all our guests, the ALPI Board of Directors and our amazing staff. It is because of people like you that we are able to gather here today to celebrate this amazing milestone. Finally, a special message to our own **Lester Roberts (ALPI Board Member)** who could not be present today. We salute you Lester for your unwavering dedication to the Agricultural and Labor Program and your untiring efforts in helping extend our mission. Please know that you will always be a part of something you helped build.

Kind Regards,

William Holt

William Holt
ALPI Board Chairperson



Contents

Greetings and Proclamations	1
2017 Board of Directors	6
Annual Corporate Membership - Business Meeting Agenda	7

ACCOMPLISHMENTS & OPPORTUNITIES

Coordinated and Comprehensive Partnerships	8
Vision and Direction	11
Maximum Feasible Participation	14
Operations and Accountability	19

FUNDING & COMMUNITY ECONOMIC DEVELOPMENT OPPORTUNITIES

Jobs and Professional Development Opportunities	27
Funding Opportunities	28
Family Self-Sufficiency Opportunities	28

SPECIAL THANKS & RECOGNITION

Councils, ATEC and ALHDC	29
Community and Vendor Support	30

PROGRAM SERVICE DELIVERY SITES

ALPI Head Start/Early Head Start Center Locations	49
CSBG Service Delivery Sites	50
Low-Income Home Energy Assistance Service Delivery Sites	51
Farmworker Emergency Assistance Service Delivery Sites	52

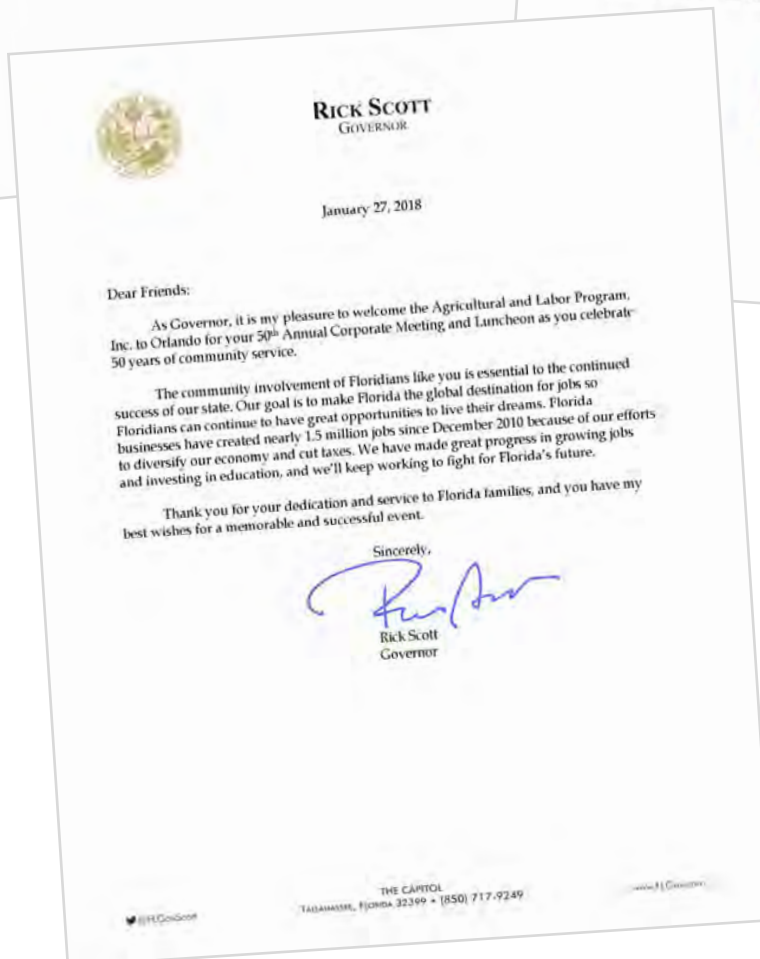
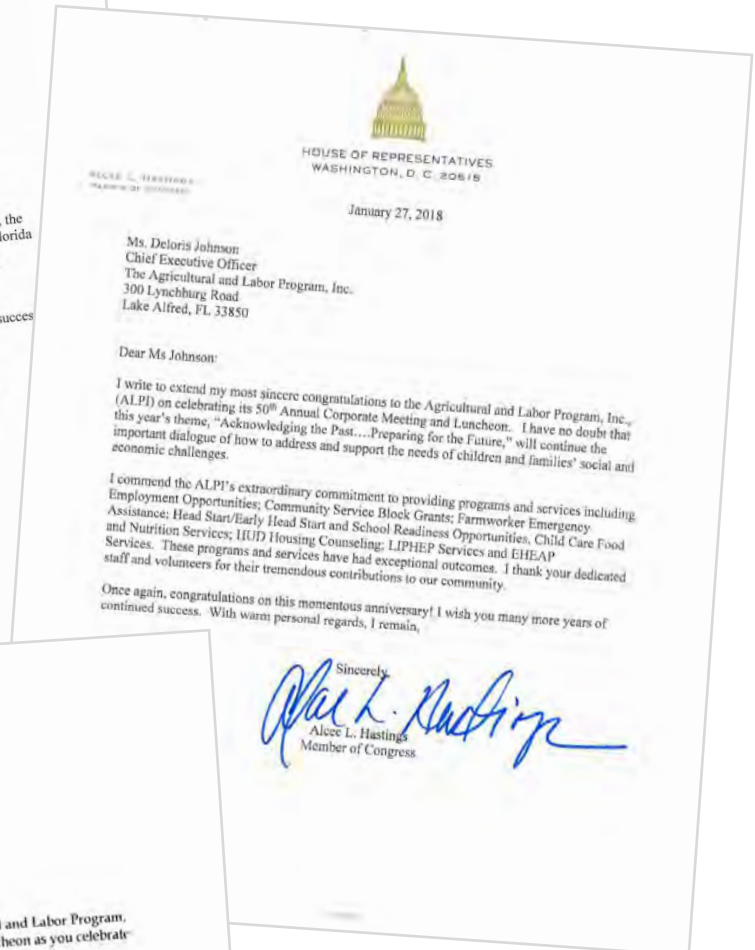
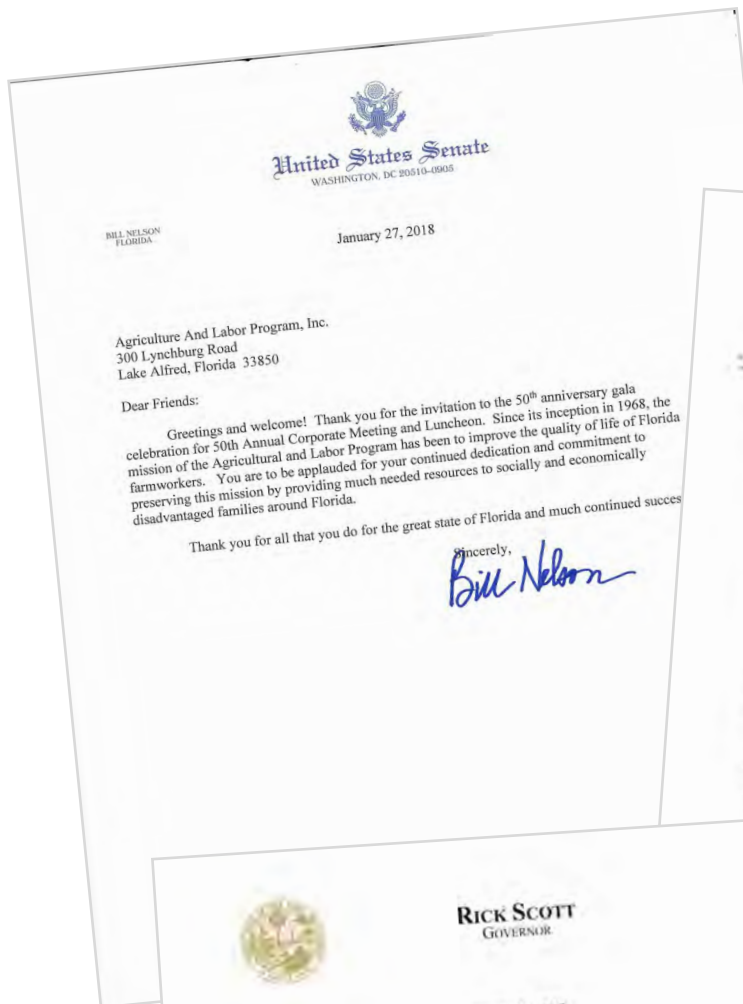
2016-2017 FINANCIAL POSITION

Financial Highlights	53
----------------------	----

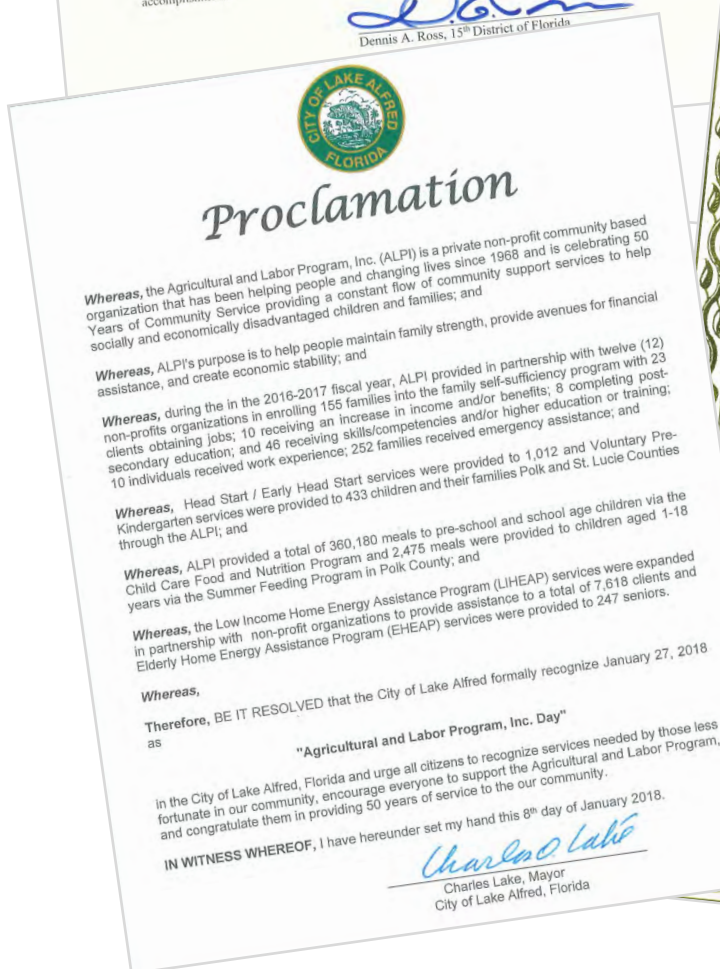
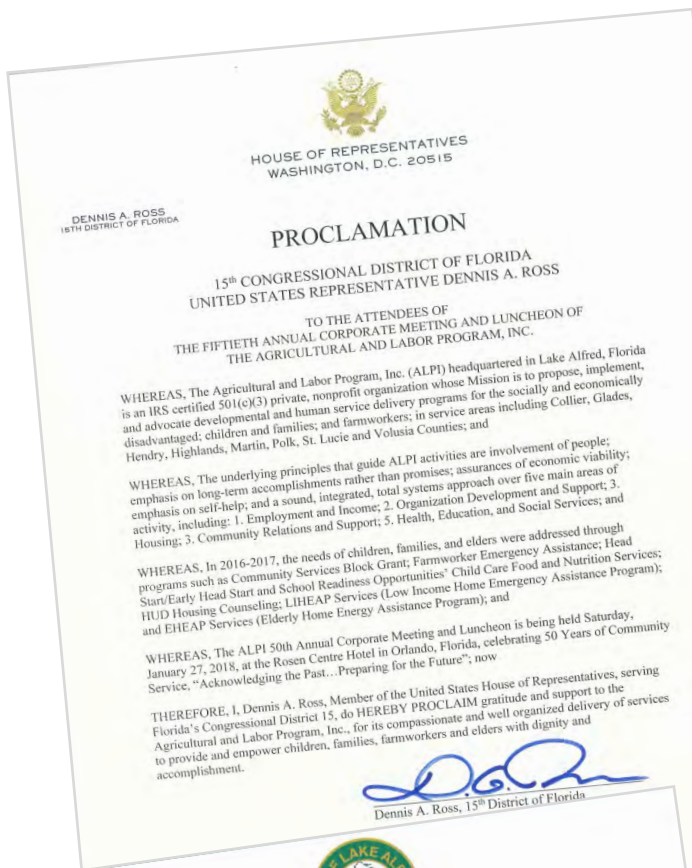
CONTACT INFORMATION

54

Greetings & Proclamations



Greetings & Proclamations



Greetings & Proclamations

WINTER HAVEN The Chain of Lakes City

Proclamation

In Honor of the 50th Anniversary
of the Agricultural and Labor Program, Inc.
"Acknowledging the Past...Preparing for the Future"

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

WHEREAS, The ALPI is based on five underlying principles that guide all its activities: (1) Involvement of People; (2) Emphasis on long-term accomplishments 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

WHEREAS, January 27, 2018, marks the 50th Anniversary of ALPI providing a constant flow of community services to help socially and economically disadvantaged children and families; and

NOW, THEREFORE, I, Steven M. Hunnicutt, Mayor of the City of Winter Haven, Florida, do hereby declare January 27, 2018, as

AGRICULTURAL & LABOR PROGRAM, INC. DAY

in the City of Winter Haven, Florida and 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 and cause the Seal of the City of Winter Haven, Florida, to be affixed this 19th day of December, 2017.



Steven M. Hunnicutt
Steven M. Hunnicutt, Mayor

Proclamation City of Davenport, Florida

WHEREAS, The Agricultural and Labor Program, Inc. (ALPI) will host the 50th Annual Corporate Meeting and Luncheon on Saturday, January 27, 2018 in Orlando, Florida with a theme of "Acknowledging the Past...Preparing for the Future"; and

WHEREAS, ALPI's uses its resources to maintain children education and enrichment activities and to meet the needs of families facing social and economic challenges. Programs and services offered realize very positive outcomes; and

WHEREAS, CSBG/ARRA enrolled 155 families into a family self-sufficiency program with 23 clients obtaining jobs; 10 receiving an increase in income and/or benefits; 8 completing post-secondary education; and 46 receiving skills/competencies and/or higher education or training. Additionally 10 adults were provided with work experience; and

WHEREAS, Farmworker Emergency Assistance was provided in partnership with twenty-nine (29) non-profit organizations to 370 farmworkers (via Collier, Dade, Hardee, Highlands, Hillsborough, Manatee, Orange, Pasco, Palm Beach, Polk, Putnam, St. Lucie, Seminole and Volusia Counties); and

WHEREAS, Head Start/Early Head Start services were provided to 1012 children and their families in St. Lucie and Polk Counties; voluntary pre-kindergarten services were provided to 433 children and their families in St. Lucie and Polk Counties; a total of 360,180 meals were provided to pre-school and school age children via the Child Care Food and Nutrition Program; and

WHEREAS, Housing Counseling or Foreclosure Mitigation was provided to 37 families in Polk and Osceola Counties; and LIHEAP services were expanded in partnership with 9 non-profit organizations to provide assistance to a total of 7,618 clients.

WHEREAS, Full-time and part-time employment opportunities were maintained to 214 employees in Glades, Highlands, Polk, St. Lucie, and Volusia Counties.

NOW, THEREFORE, The City Commission of the City of Davenport, Florida does hereby proclaim January 27, 2018 as

Agricultural and Labor Program, Inc Day

in the City of Davenport, and welcomes the attendees of the 50th Annual Corporate Meeting.

PASSED AND DULY ADOPTED in regular session this 2nd day of January, 2018.

CITY OF DAVENPORT, FLORIDA

H.B. Robinson III
H.B. Robinson III, Vice-Mayor

ATTEST:

Raquel Castillo
Raquel Castillo, City Clerk

APPROVED AS TO FORM AND CONTENT:

Andrew J. Hand
Andrew J. Hand, City Attorney



Proclamation



WHEREAS, The Agricultural and Labor Program, Inc. (ALPI) headquartered in Lake Alfred, 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 acknowledge the past by preparing for the future.

NOW THEREFORE, I, H.L. Roy Tyler, as Mayor of the City of Haines City, do hereby support and recognize the 27th day of January, 2018 as:

**The 50th Annual ALPI Corporate Meeting and Luncheon:
"Acknowledging the Past...Preparing for the Future"**

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

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the City of Haines City to be affixed this 27th day of January, 2018.



SCHOOL BOARD OF POLK COUNTY
P.O. BOX 591
BAKETOW, FLORIDA 33831
(863) 534-0500
1915 SOUTH FLORAL AVENUE
BAKETOW, FLORIDA 33830

Dec. 20, 2017

Greetings!

On behalf of Polk County Public Schools, it is my pleasure to welcome you to the Agricultural and Labor Program Inc.'s 50th Annual Corporate Meeting and Luncheon.

For half a century, ALPI has served the needs of children and families facing social and economic challenges due to unemployment, increased utility costs, mortgage foreclosures, and limited access to food, shelter and affordable child care. In 2016-17 alone, 93 percent of the agency's nearly \$18 million budget was earmarked for helping children and families overcome economic hardship.

Many recipients of ALPI's aid live in Polk County and attend Polk County Public Schools. For countless individuals and families, ALPI has provided shelter, sustenance, and most important of all, the ability to rise above today's circumstances and strive for brighter tomorrows. How appropriate that this year's event is themed "Acknowledging the Past...Preparing for the Future."

We applaud ALPI for the life-transforming difference it has made in the last 50 years, and we look forward to the work yet to come.

Thank you for attending the 50th Annual Corporate Meeting and Luncheon and for your support of ALPI.

Best wishes,

Guine M. Byrd
Guine M. Byrd
Superintendent of Schools

Polk County Public Schools is to provide a high quality education for all students.

Greetings & Proclamations



December 18, 2017

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 50 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 2018 Annual Meeting and Luncheon!

City of Bartow, Florida

James F. Clements
Mayor James F. Clements



R. HOWARD WIGGS
MAYOR

January 27, 2018

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 2018 Annual Meeting!

Best wishes to you all.

Sincerely,

R. Howard Wiggs
R. Howard Wiggs
Mayor



City of Port St. Lucie
"A City for All Ages"

City Council

Gregory J. Oravec
Mayor

Shannon Martin
Vice Mayor
District 3

Stephanie Morgan
District 1

John Carvelli
District 2

Jollen Caraballo
District 4

December 18, 2017

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

Dear Ms. Johnson,

On behalf of the City Council and the City of Port St. Lucie, it is my pleasure to extend our kindest salutations to you, the Board and all attendees of the 50th Annual Corporate Meeting and Luncheon.

As you know, a 50th anniversary is a momentous occasion often commemorated with gold, which seems especially fitting for ALPI given that could easily be considered a gold standard in living by and teaching the Golden Rule.

The City is deeply appreciative of ALPI's hard work and investment in our community and remains its steadfast partner in helping people and children live for the better.

We look forward to your continuing success and making a difference in the next 50 years and beyond.

Very truly yours,

Gregory J. Oravec
Gregory J. Oravec
Mayor

c: Vice Mayor & City Council
City Manager

St. Lucie
PUBLIC SCHOOLS
Each Child, Every Day

7000 N.W. Selwitz Road • Port St. Lucie, FL 34983
772.429.3600 • www.stlucieschools.org

Board Members
Dr. Donna Mills, Chairman
Debbie Hawley, Vice Chairman
Kathryn Hershey
Carol A. Hilton
Troy Ingersoll
Superintendent
E. Wayne Gent

January 4, 2018

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

Dear Ms. Johnson:

Congratulations on your 50th Annual Corporate Meeting and Luncheon and 50 years of community service. 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 50 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,

Donna Mills
Donna Mills, Ph.D.
Chairman



District-wide System Accreditation by AdvanceED
The School Board of St. Lucie County is an Equal Opportunity Agency

Greetings & Proclamations



January 27, 2018

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

Dear Ms. Johnson:

Congratulations on ALPI's 50th Annual Corporate Meeting & Luncheon! I am disappointed I am unable to attend and celebrate this achievement with you.

The City of Fort Pierce has undergone many changes in our long history. Many of the positive changes were due to the contributions of ALPI which involved themselves and child continue to address the needs of children and families facing economic challenges, child tirelessly work to provide them with employment opportunities, housing assistance, care and nutrition services amongst so many other benefits so these families may live the best possible lives despite their circumstances. ALPI has also 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 being able to celebrate ALPI's successes year after year. On behalf of the City of Fort Pierce and as Mayor, we wish to thank you for the contributions to our citizens and those of St. Lucie County.

Sincerely,

Linda Hudson
Linda Hudson
Mayor

PROCLAMATION

City of Auburndale
State of Florida

IN HONOR OF THE 50th ANNIVERSARY OF
THE AGRICULTURAL AND LABOR PROGRAM, INC.

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

WHEREAS, The ALPI utilizes various funding sources to maintain utility costs, etc.;

WHEREAS, The ALPI provides Head Start/Early Head Start and Child Development Services to over a thousand families annually in partnership with city and county government, public schools, the United Way, and Early Learning Coalitions;

WHEREAS, The ALPI provided Community and Family Support Services to 8,079 clients through Farm worker Emergency Assistance, Child Care Food and Nutrition Services, Housing Counseling, Low Income Home Energy Assistance, and Elderly Home Energy Assistance; and

WHEREAS, 2018 will commemorate 50 (fifty) years of providing a constant flow of community support services from the Agricultural and Labor Program Inc. that provide a mechanism toward helping socially and economically disadvantaged children and families achieve and maintain family stability and economic self-sufficiency.

NOW, THEREFORE, I Timothy J. Pospichal by virtue of the authority vested in me as Mayor, do hereby proclaim January 27, 2018 as:

THE AGRICULTURAL AND LABOR PROGRAM, INC. 50th ANNIVERSARY DAY

in Auburndale, 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 Auburndale to be affixed this 18th day of December, A.D., 2017.

Timothy J. Pospichal
Timothy J. Pospichal, Mayor



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

Charles T. Chapman IV
County Administrator

Mark F. Lapp
County Attorney

Barbara Butler
Clerk of the Courts

January 4, 2018

The Agriculture and Labor Program, Inc.
PO Box 3126
Winter Haven, FL. 33885

Re: 50th Annual Corporate Meeting & Luncheon
To Whom It May Concern:

Hendry County would like to congratulate The Agriculture and Labor Program Inc., ALPI, for all of its accomplishments during the 50th Anniversary celebration.

The Board of Commissioners would like to express their sincerest gratitude to ALPI for the programs and services offered to the residents of Hendry County. In 2017, ALPI provided Low Income Home Energy assistance to our residents as well as provided opportunities for employment through its Community Services Block Grant.

On behalf of the Hendry County Board of County Commissioners, I would like to thank the ALPI organization for its contributions to our county.

Sincerely,

Mitchell Wills
Mitchell Wills
Chairman of the Board
Hendry County Board of County Commissioners

Proclamation

WHEREAS, the mission of The Agricultural and Labor Program, Inc. (ALPI), 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, 93 percent of ALPI's 2016-2017 agency-wide budget of \$17,820,362 was used to address the needs of children and families facing social and economic challenges due to unemployment, increased utility costs, mortgage foreclosure and limited food, shelter and affordable early child care. ALPI programs consist of Employment Opportunities, Community Services Block Grants, Farmworkers Emergency Assistance, Head Start/Early Head Start, School Readiness Opportunities, Child Care Food & Nutrition Services, HUD Housing Counseling, Low Income Home Energy Assistance-LIHEAP and Elderly Home Energy Assistance-EHEAP; and,

WHEREAS, the Agricultural and Labor Program, Inc. is celebrating the 50th Annual Corporate Meeting and Luncheon on Saturday, January 27, 2018, with the theme "ALPI Celebrating 50 Years of Community Service "Acknowledging the Past...Preparing for the Future."

Therefore, JANUARY 2018 is hereby proclaimed:

"the 50th Anniversary of Agricultural and Labor Program, Inc."

Polk County Board of County Commissioners

December 19, 2017

Special Thanks

2017 Board of Directors



Back Row (Hr): Kimberly Ross, Chester McNorton, LaVita Holmes Middle Row (Hr): Josephine Howard, David Walker, Esq., Stacy Campbell-Domineck, Patricia Gamble, Vernon McQueen Front Row (Hr): Ruby Willix, William Holt, Katie Clarke, Corey Williams, Marjorie Gaskin, Marva Hawkins
Board Members Not Pictured: Dorothy Curry, Glenda Jones, Kim Johnson, Lester Roberts, Annie Robinson, Samuel Thomas

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

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

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. -
Executive Director

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

Samuel Thomas, Board Member
Citizen Designee
Glades County Board of County
Commissioners

Corey Williams, Board Member
HS/EHS Policy Council Designee
Head Start/Early Head Start Policy Council

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 27, 2018

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

Call to Order	William Holt, Board Chairperson
Words of Inspiration	Patricia Gamble, Board Member
Acknowledgements Regional Advisory/Policy Council	Ruby Willix, Board Member
Adoption of Minutes	Josephine Howard, Board Secretary
Annual Financial Report	Marjorie Gaskin, Board Treasurer
2017 Annual Report	William Holt, Board Chairperson
New Business Introduction of 2018 Board of Directors	Deloris Johnson, CEO
Adjournment	William Holt, Board Chairperson

ACCOMPLISHMENTS & OPPORTUNITIES

During the 2016-2017 program year, The Agricultural and Labor Program, Inc. (ALPI) continued to work in partnership with communities in a coordinated and comprehensive manner to develop programs and deliver services that will make a critical difference in the lives of people in need. ALPI, like many community action agencies, is grounded in helping families and communities build this social capital for movement to self-sufficiency. Our focus areas and accomplishments included the following coordinated and comprehensive partnership and the ALPI program services delivery accomplishments.

COORDINATED & COMPREHENSIVE PARTNERSHIPS

ALPI Frostproof Child Development Center

ANNUAL PARENT ORIENTATION



Frostproof Child Development Center's Early Head Start Program held its annual "Parent Orientation" for the 2016-2017 school year on July 30, 2016. Parent Orientation welcomes new parents and returning parents into the program by providing the history of ALPI and an overview of EHS program policies, procedures,

program governance, center activities and family engagement. In addition, parents had an opportunity to meet some local partners like the Polk County Sheriff's office (provided car seat training), Healthy Families & Healthy Start (provided health & nutritional information), CareerSource Polk (assisted with resume writing and employment searches via their Mobile Unit), and Central Florida Health Care (provided dental screenings). The event was well attended and parents are very excited about the upcoming school year!



ALPI C.A.T. PROGRAM EXPANSION & FOOD PROGRAM PARTNERSHIP



Recently, ALPI's C.A.T. Program was selected from many applicants as the recipient of special funding for EXPANSION of its 2016 Summer Program. Thanks to generous funding by the Children's Services Council of St. Lucie County, an additional **40 children** were able to attend the 2016 C.A.T. Summer Program!

During the same period, a partnership with the Treasure Coast Food Bank also allowed for a Summer Feeding Program Site to be setup at the C.A.T. Program location.

ACCOMPLISHMENTS & OPPORTUNITIES

COORDINATED & COMPREHENSIVE PARTNERSHIPS

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 CAT PROGRAM

Featured in Radio Interview

On July 20, 2016 The Children Services Council of St. Lucie County hosted a radio show interview with students enrolled in the ALPI Computer Assisted Tutorial (CAT) Program. This was a very exciting moment for the students and for the program. Students were able to speak about the impact the program has made in their lives and the different activities they have experienced. They also had a parent participate in the radio interview. Through a partnership with local radio station 104.5 The Flame, the Children's Services Council presents a weekly radio show called Community Connections. Executive Director, Sean Boyle and Communications Coordinator, Ashley Mock host the show each Sunday morning at 10am. The goal of the show is to connect children and families to resources that they may not know are available to them in our community.

Sean Boyle Executive Director
and Ashley Mock Communications
Coordinator conducted the interview.

Students, parent and staff included:
Da'nijah Mike Student
Roscoe Minnis, Jr Student
Antonio Smith Student
Tiffany Minnis Parent
Kevin Singletary
ALPI Program Coordinator



ACCOMPLISHMENTS & OPPORTUNITIES

COORDINATED & COMPREHENSIVE PARTNERSHIPS

PNC Grow Up Great & ALPI

Inspiring Great Futures Together

ALPI and PNC Grow Up Great have begun a new partnership! PNC recognizes that learning in a child's early years is essential for their long-term success. Since PNC began the program in 2004, PNC Grow Up Great has distributed more than \$105 million in grants that help young children prepare for school by focusing on readiness in vocabulary development, math, science, financial education and the arts. Through these grants to nonprofit organizations, the program has impacted approximately 2.3 million children throughout 19 states and the District of Columbia.

Grow Up Great initiatives strengthen programming at early education centers serving at-risk children by providing professional development for teachers, enhancing children's classroom experience and further engaging parents in their children's learning. These efforts are supported by strong, long-term cross-sector collaborations with national and local organizations, including Sesame Workshop, the Fred Rogers Company, and National Head Start Association, as well as a multi-disciplinary Advisory Council of highly respected early education experts.

There are various programs within PNC Grow Up Great, including: **PNC's Grants for Great Hours** | this program allows individual employees and teams of employees to earn grant dollars for qualified early education centers. Cumulatively, through 2015, Grow Up Great volunteers



have earned more than 1,425 individual and team PNC Foundation grants totaling close to \$4.7 million. **The Mobile Learning Adventure** | a traveling exhibit that provides an opportunity for parents and caregivers to learn about the importance of early childhood education while having fun with their children. **Growing Up Great Together Under One Big Sky Mobile Planetarium** | features an inflatable dome where children view One World, One Sky: Big Bird's Adventure, a show created by Sesame Workshop to introduce astronomy to young viewers. The portable dome travels to early childhood education centers that are approved Grow Up Great volunteer sites. It provides children the opportunity to experience a planetarium show firsthand.



ACCOMPLISHMENTS & OPPORTUNITIES

VISION & DIRECTION

Community Action leadership is exemplified at all levels across the ALPI organization and starts with a mission that clarifies ALPI's work to address the needs of socially and economically disadvantaged children, families and farmworkers. The organization's well-functioning board, and a focused chief executive officer (CEO), well-trained and dedicated staff, and volunteers giving of themselves to help others, continues to serve as the organization's cornerstone and leverage point to address poverty across many communities in the state of Florida. Ensuring strong leadership both for today and into the future. During the 2016-2017 the Board Leadership and overall performance of engagement activities included the following:

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.



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

The Agricultural and Labor Program, Inc.
Empowering People. Changing Lives.
community Action
PARTNERSHIP
AMERICAN POVERTY FIGHTING NETWORK

2016 BOARD OF DIRECTORS & MANAGEMENT
Annual Planning Retreat

GROUP I	GROUP II	GROUP III
Vernon McQueen, GROUP FACILITATOR	William Holt, GROUP FACILITATOR	Marva Hawkins, GROUP FACILITATOR
Katie Clarke Chester McNorton Kimberly Ross Gene Spivey Corey Williams	Josephine Howard David Walker Marjorie Gaskin Lavita Holmes Stacy Campbell-Dominick Lester Roberts Kim Johnson Hijona Patterson Constance Griffin	Terry Wellington Dorothy Curry Patricia Gamble Glenda Jones Ruby Willis Annie Robinson Rhonda Boston Tychus Doe
STAFF LIAISONS Al Miller Myrna Rodriguez Aletta Stroder Twila Smith	STAFF LIAISONS Dennis Griewek Christine Samuel Twila Smith	STAFF LIAISONS Elizabeth Young Cheryl Burham Pelhoua Lee-Yang Twila Smith
CEO: Deloris Johnson Board Chair: William Holt	CEO: Deloris Johnson	CEO: Deloris Johnson Board Chair: William

November 18 - 20, 2016
Doubletree By Hilton - Downtown • Orlando, FL

ACCOMPLISHMENTS & OPPORTUNITIES

VISION & DIRECTION



Board Major Accomplishments

- Updated 5 Years Strategic Plan Performance Report.
- Approved final “Wall of Fame” Implementation Plan and Timelines.
- Conducted annual Board and Management Planning Retreat.
- Maintained 100% compliance with board meeting schedule and attendance in according with by-laws and funding regulatory requirements.
- Secured Succession Plan Consultant Agreement to begin search for CEO replacement.
- Reviewed and approved policies and procedure revisions/updates.
- Completed CEO Annual Performance Evaluation.
- Secured Independent Auditor to complete the organization’s annual audit in accordance funding source regulatory requirement time lines.
- Reviewed and approved the organization Annual Operating Budget for 2016-2017.
- Board Members contributed and/or secured over \$46,000.00 in non-restricted to support agency community relations activities.

ACCOMPLISHMENTS & OPPORTUNITIES

VISION & DIRECTION

ANNUAL CORPORATE MEETING AND LUNCHEON

Embracing Change, Empowering People.



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."* Mistress of Ceremonies for this year's luncheon was LaVita Holmes, Clewiston, Florida (ALPI Board Member), pictured above.

This year's Guest Speaker, Robert Lemon (pictured below), is a noted author, motivational speaker and consultant. He is committed to helping people and companies accomplish their goals and maximize their potential. 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 believes."



ACCOMPLISHMENTS & OPPORTUNITIES

MAXIMUM FEASIBLE PARTICIPATION

Research shows that through engagement in community activities such as board governance, peer to peer leadership, advisory bodies, volunteering, and other participatory means, the poor build personal networks and increase their social capital so that they are able to move themselves and their families out of poverty. Evidence to confirm ALPI's Maximum Feasible Participation accomplishments realized during the 2016-2017 program year included the following:

ALPI REGIONAL ADVISORY COUNCILS

SOUTHERN REGION

The past year started with the Southern Region Advisory Council's annual meeting held in Frostproof, Florida on October 19, 2015. The Advisory Council also participated in the following Agency sponsored activities: Annual Board of Directors Planning Retreat in Orlando, FL, Annual Corporate Meeting and Luncheon in Orlando, FL, recognition of Robert Saffold as the recipient for the 2016 Community Service Award, Shared Governance Orientation in Winter Haven, FL, Annual Family Picnic in Clewiston, FL, bi-monthly Southern Region Advisory Council meetings held in March, May and August, designated special events, and bi-monthly Board of Directors meetings in April, June and September of 2016.

Services 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 were as follows:

- Low Income Home Energy Assistance Program (LIHEAP) served 2,638 low-income families and direct assistance payments were \$985,010.58
- Community Service Block Grant (CSBG) served 431 low-income families and direct payments were \$70,123.98
- The Emergency Assistance Program provided services to 169 farmworker families in the areas of home energy and/or rental assistance and direct assistance payments were \$26,018.41

In 2016 three ENERGY FAIR EVENTS were 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.

The support of the Southern Region Advisory Council was invaluable in making sure that all those in need received the assistance they needed.

The Frostproof Child Development Center provided Early Head Start services to 56 children and their families. The Jumpstart Development Center (Lake Wales) provided Early Head Start Services to 20 children and their families. The Summer Food Service Program was held at the Lakeview Park Community Center in Frostproof, FL where 2,625 meals (breakfast and lunch) were served from June 15, 2016 through July 29, 2016. Summer jobs were also coordinated with the CSBG Program for three youth to assist with the Summer Food Service Program.

The Southern Region Advisory Council is proud to announce the first recipients of the Seigler, Sims & Wade Scholarship. They are: Ms. Destiny Smith and Mr.



Ja'Quez Pugh. Ms. Smith is from LaBelle, FL and is attending Florida Southwestern State College, after which she plans to transfer to FAMU in Tallahassee, FL. Mr. Ja'Quez Pugh is from Clewiston, FL and is attending Full Sail University in Winter Park, FL. Both scholarship recipients received \$500.00.



ALPI REGIONAL ADVISORY COUNCILS

EASTERN REGION

The Eastern Region 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". Mistress of Ceremony for the event was Mercadez Estime-Connelly, council member. The keynote speaker was Dr. Donna Mills, St. Lucie County School Board. Dr. Mills inspired the parents to be their child's first teacher. Ms. Khalia Brevett, Head Start parent, shared her amazing story with all those in attendance. All six of ALPI's Head Start centers in St. Lucie County participated in the program. The highlight of this annual meeting is the presentation



of scholarships to deserving students in the community. This year, Marjorie Gaskin (scholarship chair) and her committee did an outstanding job with their fund-raising activities to ensure sufficient monies to grant three \$500 scholarships.

The scholarships were awarded to: Tyler Gather, Jane Clement and Naderia Davis. Each advisory member received a plaque for their volunteer service. Mrs. Marjorie Gaskin was also awarded a certificate of appreciation for her exemplary dedication and untiring efforts. The meeting was very well at-

tended by parents, staff, corporate and community members.

There were many successful accomplishments and activities over the past year, including: raising \$1,500.00 for three Arie Lou Perkins scholarships, awarding three scholarships in St. Lucie county, processing six new corporate applications, meeting all required timelines, conducting fundraisers, assisting with a 2-day LIHEAP Energy fair in St. Lucie county, planned and attended annual corporate meeting and luncheon, attended the Board of Director's Planning Retreat, attended Shared Governance Orientation and other local, state and national events on behalf of ALPI.



ACCOMPLISHMENTS & OPPORTUNITIES

MAXIMUM FEASIBLE PARTICIPATION

ALPI REGIONAL ADVISORY COUNCILS

CENTRAL REGION

Continuing the long-standing tradition of commitment to community service, the Central Region Advisory Council participated in many agency sponsored activities, including: Annual Planning Retreat, Annual Corporate Meeting and Luncheon, Shared Governance Orientation, Annual Staff Appreciation Luncheon, and much more. Council members also participated in ongoing voter registration activities, as well as LIHEAP energy fairs in both Bartow, FL and Winter Haven, FL.

The annual meeting was held on October 4, 2016 and included a program and business meeting. Keynote speaker was Shawn Kinsey of Winter Haven, FL. This year's theme was "Building Unity in Our Community". The meeting was very well



attended by corporate, staff and community members. Each council member was presented with a volunteer service plaque for their untiring support and service during the program year.

The ALPI Central Region Advisory Council created the Arabell Wiggins Scholarship to be presented each year to an eligible central region high school graduate. The purpose of the scholarship

is to provide an opportunity for the scholarship recipient to take advantage of post-education options to improve their chances of getting a good job and ultimately to secure and maintain self-sufficiency. Ms. Arabell Wiggins was an ALPI pioneer and a retired farmworker who actually walked the orange groves talking to migrant workers encouraging

them to come to meetings in order to create a better way of life for them and their families. Ms. Wiggins served as the chairperson of the Central Region Advisory Council and on the Board of Directors for many years, becoming Board Emeritus. This year, the Central Region Advisory Council proudly presented its annual Arabell Wiggins Scholarship Award in the amount of \$500 to Rodvion Alnord.



NORTHERN REGION

During the past year, the Northern Region Advisory Council continued to be dedicated and committed to the Agricultural and Labor Program's Mission: To propose, implement and advocate developmental and human services delivery programs for socially and economically disadvantaged children and families as well as farm workers.

The council joined ALPI's three other advisory councils, Head Start Policy Council and ATEC council for the Annual Board of Director's Program Governance Orientation. The governance orientation was held in Winter Haven, Florida at the Chain O' Lakes Complex on February 27, 2016.

The orientation emphasized compliance with the organization's mission and out-

lined the function of the advisory councils as well as the overall governance related function of the organization. Emphasis was placed on standard meeting dates and terms and function of the advisory councils.

As a result of the orientation, the Northern Region Advisory Council and the ATEC council were charged with developing the merger of the councils together to form one Northern Region Advisory Council. As a result of the merger of the two councils, during their first meeting, the combined council began to focus on location of the meeting facility, reclaim past council members, and focus on "making the difference in our communities."

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 Northern Region Advisory Council's outlook on community service is that the group is dynamic and constantly "on the move." Never standing still, the council continued to volunteer community hours, helped engage neighborhoods and community involvement, celebrated community service accomplishments, launched the "First Scholarship Award" and much more!

Advisory Councils to all organizations serve important functions, and although their purposes may vary according to the missions of the organizations they serve, they are vital to the success of their organizations. Advisory councils: (1) are good will ambassadors, (2) are knowledgeable about the missions of their organization, (3) support their organizations, (4) are vital communication links to the communities that their organizations serve, and (5) seek at all times to follow the rules designed by the organizations for their participation.

ACCOMPLISHMENTS & OPPORTUNITIES

MAXIMUM FEASIBLE PARTICIPATION

ALPI Head Start/Early Head Start POLICY COUNCIL



Standing: Mabel Jones, Jones Connection (Atlanta, GA)

Seated from left to right: Rhonda Boston, Assistant Secretary; Tychus Doe, Secretary; Nijona Patterson, Vice-Chairperson; Corey Breon Williams, Chairperson and Policy Council Board Representative

The ALPI Head Start/Early Head Start Policy Council training took place on October 17 and 18, 2016. Officers and members were seated on October 18, 2016. Training and orientation were provided by Mabel Jones from the Jones Connection in Atlanta, GA. Election of officers were facilitated by Mabel Jones.

Parents on the policy council received a copy of the new Head Start Performance Standards and the Head Start Act. Additionally, they were guided through a thorough review of all regulations. Members were trained on their roles and responsibilities, as well as the decision making process between Board of Directors and the Policy Council.

The new standards will ensure that the nation continues to look to Head Start not only as the leader, but also as a partner in moving early childhood forward. Head Start will continue its commitment to improving the lives of our poorest children through comprehensive services that build on and support the role of parents in the lives of young children, because we know a high-quality Head Start program can change the course of a child's life and engage the entire family.



ACCOMPLISHMENTS & OPPORTUNITIES

MAXIMUM FEASIBLE PARTICIPATION

THE AGRICULTURAL AND LABOR HOUSING DEVELOPMENT CORP. INC.



The Agricultural and Labor Housing Development Corporation (ALHDC) was incorporated in 1993 as a Florida Non-Profit Corporation. It was initially established by the Agricultural and Labor Program, Incorporated (ALPI) for the purpose of building and operating a 57-unit Farmworker Apartment Complex in Auburndale. The ALHDC currently has nine (9) active Board members and four (4) times between July 1, 2016 and June 30, 2017. The ALHDC is an independent corporation, previously established by ALPI, with its own board members 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, FL (pictured below). The complex, New Horizon, is managed by Southwind Management Services, Inc. and offers an on-site management and maintenance team.

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 Horizon Community Center, ALHDC, through the Community Services Block Grant (CSBG) program operated by ALPI, the local community is able to obtain various services. This includes (1) emergency assistance (2) family self-sufficiency services (3) job placement and assistance (4) electric assistance, and (5) computer access to the internet. ALPI also maintains two (2) case managers at the complex for the operation of its Family Self-Sufficiency Program (FSSP).

During this reporting period, the Corporation realized another annual audit with no findings, retaining its "low risk" auditee designation.

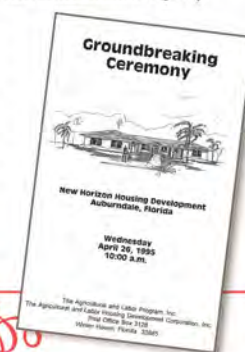
A Trip Down Memory Lane... The Agricultural and Labor Housing Development Corporation, Inc.

During the 1991-92 program year, The Agricultural and Labor Program, Inc. began to pursue a longstanding need for decent, sanitary, low-cost rental housing for farmworkers and their families. ALPI contracted the Danter Company, Inc. to conduct a market analysis of affordable rental housing in Polk County. A very severe shortage of affordable rental housing for migrant and seasonal farmworkers was identified. During the Spring of 1992, ALPI, with the assistance of Florida Non-Profit Housing, Inc., developed and submitted a pre-application for farmworker housing to the Department of Agriculture. ALPI's proposal was to build a 57 farmworker families apartment complex composed of multi-sized, single family units. The development would also include a management office, day care center, play area, laundry facilities, community room and storage area. A new corpora-

tion was born: The Agricultural and Labor Housing Development Corporation, Inc.

On December 29, 1993, ALPI was notified by then Congressman Charles T. Canady of the 12th Congressional District that the project was approved.

Today, the apartment complex continues to provide affordable housing for qualifying residents and historically runs at maximum occupancy.



ACCOMPLISHMENTS & OPPORTUNITIES

MAXIMUM FEASIBLE PARTICIPATION

ALPI TECHNICAL EDUCATION CENTER (ATEC)

ALPI Technical Education Center was established in November of 2004 to provide career and employability skills training in high demand occupations. In 2009 ALPI moved from two modular buildings in Pierson to its current location in Deland, Florida.

The purpose of the ALPI Technical Education Center is to provide State approved training programs to equip the graduating students with the skills and knowledge needed to pursue employment in the occupation trained for or continue into other educational opportunities.

This year ATEC was able to partner with local home care agencies to help our graduating students obtain employment after graduation. ATEC had four class sessions this year for the HHA program and five CNA prep class. A total of 75% of our HHA students were placed in their field of training.

ATEC 2016-2017 CIE monitoring went very well and resulted in no findings. Referrals continue to come in from farmworker programs in Putnam County. Additionally, ATEC's Advisory Council has merged with ALPI's Northern Region Advisory Council. The merger has proven to be very successful and will allow ATEC to better serve the community.

Through its license with the Commission for Independent Education, ALPI has provided diplomas to many farmworkers in the Deland area. In 2010, ALPI received licensing for Home Health Aide training. This has enabled ALPI to reach more of the community and offer more alternatives in obtaining healthcare related training.

ALPI Technical Education Center (ATEC)



Success Stories

For more than 12 years the Agricultural and Labor Program, Incorporated (ALPI) has been operating a vocational/technical center in Volusia County. The ALPI Technical Education Center (ATEC) was first established around 2005 to provide ALPI's farmworker clients with training for an alternative career as Nursing Assistants. Through its license with the Commission for Independent Education, ALPI has provided diplomas to many farmworkers in the Deland area. In 2010, ALPI received licensing for Home Health Aide training. This enabled ALPI to reach more of the community and offer more alternatives in obtaining healthcare related training. Below are two success stories resulting from this program.

Maria D. Avila Lopez



Born in Zacatecas, Mexico, Maria's parents brought her to the US when she was 3. Her parents were agricultural workers who worked in the fields all their lives. With three children of her own, she knew she had to do something to better her life and thereby, the lives of her children. She never graduated high school, but was prepared to do whatever it took to turn her life around. She applied for a work permit, which then allowed her to get a driver's license and ultimately a job. She went through the Putnam County Migrant Program/DOE in order to take the ALPI CNA prep and HHA class. Maria was able to then pass the Certified Nursing Assistant state test and today she is a CNA and a Home Health Aide. Maria currently works at Lakewood Nursing Center.

Jessica Lopez



Jessica was born in Mexico City, Mexico and was brought to the United States when she was almost two years old. She and three siblings were raised by her mom (an agricultural worker) and stepdad. She graduated from Taylor Middle High School in Pierson, Florida. Jessica was able to benefit from the DACA (The Dreamers Act) through a two year work permit. She quickly obtained her driver's license and was then ready to seek employment after graduation. Jessica went through the Putnam County Migrant Program in order to help her pay for her ALPI CNA prep class. She then went on to pass her CNA state certification test and is now working in a nursing home. She is enrolled in the LPN program at Daytona State College. Because of her status, she does not qualify for financial aid, but she is happy to work hard to pay for her classes. She is currently and happily employed at Parkside Rehabilitation Center.

ACCOMPLISHMENTS & OPPORTUNITIES

OPERATIONS & ACCOUNTABILITY

The human element of ALPI's Community Action work is evident at all levels of the organization including effective board and management oversight and a strong human resources infrastructure reflecting the organization's values and mission. Attention to organizational elements such as policies and procedures, performance appraisals, and training lead to strong organizations with the capacity to deliver high quality services in low-income communities. Effective outcomes realized during the 2016-2017 program year included the following:

EFFECTIVE BOARD AND MANAGEMENT OVERSIGHT

During 2016-2017 the ALPI Effective Board and Management Oversight was maintained and enhanced. New and enhancement activities included the following:

CERTIFICATION OF BOARD GOVERNANCE COMPLIANCE

Review and certification of the Board Governance structure during the Board Management Retreat to determine Board Compliance in accordance with the organization's membership eligibility, Corporate Bylaws, CSBG and Head Start regulation requirements.

CERTIFICATION OF ADVISORY COUNCIL ELECTION PROCEDURES/RESULTS

Review of each Regional Advisory Council and the HS/EHS Policy Council Election Procedures/Results during the Board Management Retreat to determine membership eligibility and corporate bylaws compliance.

AGENCY SUCCESSION PLAN UPDATE

Reviewed the agency's Succession Plan and timelines and secured Succession Plan Consultant Agreement to begin search for CEO replacement.

RISK MANAGEMENT ANALYSIS

Reviewed and approved personnel policies and procedures revisions to ensure ongoing compliance with applicable Dept. of Labor regulatory requirement. Completed CEO Annual Performance Evaluation.

BOARD MEETING ATTENDANCE AND PARTICIPATION QUARTERLY REVIEW

Reviewed quarterly board attendance and committee participation to maintain a quorum at each board meetings and to ensure that 100% of all meetings are held in accordance with the by-laws and the established Board meeting schedule.

BOARD COMMITTEE STRUCTURE

Maintained an effective board committee structure to reviewed quarterly, agency wide program compliance reports, external monitoring reports, financial management activities, etc., to ensure ongoing compliance with all funding source reporting and services delivery requirements.

ACCOMPLISHMENTS & OPPORTUNITIES

OPERATIONS & ACCOUNTABILITY

STRONG HUMAN RESOURCES INFRASTRUCTURE

- Full-time and part-time employment opportunities were maintained to 214 employees in Highlands, Polk, St. Lucie, and Volusia Counties.
- Eligible employees received a minimum of a 1.3% increase effective July 1, 2016.
- 100% of the staff met their Professional Development Individualized Plan (PDIP) training hours and all staff received an annual evaluation. PDIP incentive was awarded to all eligible staff.
- Monthly Health Initiative programs have assisted our employees in engaging in and becoming more aware of healthy choices and activities.
- Worker's Compensation claims decreased by 45%.
- ALPI's Annual training conference was held on January 20th – January 21, 2017.

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.



ACCOMPLISHMENTS & OPPORTUNITIES

OPERATIONS & ACCOUNTABILITY

STRONG FINANCIAL MANAGEMENT SYSTEM

During 2016-2017 the ALPI Strong Financial Management System was maintained and/or enhanced to ensure ongoing compliance and best business financial management practices. New and enhanced activities included the following:

- Reviewed the 2017 audit report draft with the independent auditing firm during the Board's Management Retreat to determine and certify the organization's financial status and funding source regulatory compliance.
- Annual independent audit certified a sound financial management recordkeeping and reporting system that resulted in a Clean Audit Opinion and a "Low Risk" Auditee Designation.
- Secured adequate funding to fund the organization's 2016-2017 agency wide budget of \$17,820.36, of which 93% was earmarked for direct service delivery.
- Maintained a positive line of credit and cash flow position throughout the year.
- Secured adequate funding to fund and maintain compliance with the Affordable Health Care Act.
- Secured adequate funding to maintain throughout the year, 232 full-time and part-time employment opportunities in Highlands, Polk, St. Lucie and Volusia Counties.
- Conducted Financial Status review meeting with CEO and Finance Director to confirm the maintenance of a positive bottom line and to ensure ongoing regulatory compliance and effective financial resource development management.
- Secured and maintained "no finding" financial management reviews conducted by the Department of Education, The Elderly Home Energy Assistance Program (EHEAP), Worker's Comp Audit, and the U.S. Department of Housing and Urban Development (HUD) Housing Counseling Program.
- Reviewed the organization's fixed assets and property improvement policy during the Board's Management Retreat to determine appropriate actions and resources needed to maintain, replace, renovate and/or lease needed services and equipment.
- Reviewed during the Board's Management Retreat, marketing and resource development options to enhance the organization's marketing and resource development activities and to increase non-restrictive funding opportunities.
- Reviewed and approved the organization Annual Operating Budget for 2016-2017.
- Board Members contributed and/or secured over \$46,000.00 in non-restricted to support agency community relations activities.

ACCOMPLISHMENTS & OPPORTUNITIES

OPERATIONS & ACCOUNTABILITY

EFFECTIVE PROGRAM SERVICE DELIVERY AND POSITIVE OUTCOMES

- **CSBG (COMMUNITY SERVICES BLOCK GRANT):** CSBG enrolled 155 families into the family self-sufficiency program with 23 clients obtaining jobs, 10 receiving an increase in income and/or benefits, 8 completing post-secondary education and 46 receiving skills/competencies and/or higher education or training. Additionally, 10 received work experience.
- **FARMWORKER EMERGENCY ASSISTANCE:** Emergency Assistance was provided to 370 farmworkers in 21 counties.
- **CHILD CARE FOOD and NUTRITION SERVICES:** A total of 360,180 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 37 families in Polk and Osceola Counties.
- **LIHEAP (LOW INCOME HOME ENERGY ASSISTANCE PROGRAM):** Services were provided in partnership with seven (7) non-profit organizations to a total of 7,618 clients (via Collier, Glades, Hendry, Highlands, Martin, Polk and St. Lucie Counties).

LIHEAP ENERGY FAIRS

The Low Income Home Energy Assistance Program (LIHEAP) helps keep families safe and healthy through initiatives that assist families with energy costs. Through this program, ALPI helps provide federally funded assistance in managing costs associated with home energy bills and energy crises.



FT. PIERCE, FL: (July 13 and 14, 2016)

The Energy Fair was held at the ALPI Queen Townsend Head Start Center II. This marks the second energy fair held at this location. Once again, the turnout was well beyond what was predicted, proving that the need for assistance is great. Over 635 families were served. Participating vendors included Gertrude Walker, St. Lucie County, Supervisor of Elections, DCF (Department of Children & Families), Treasure Coast Food Bank, Florida KidCare, Enroll Treasure Coast, United Against Poverty, and SAFER St. Lucie (Support Alliance for Emergency Resiliency).

BARTOW, FL: (June 15, 2016)

The Energy Fair held at the Polk Street Community Center was yet another successful outreach to the local community by ALPI LIHEAP staff. Over 170 families were served. Participating vendors included Clarke's House, Early Learning Coalition of Polk County, Amerigroup RealSolutions, Central Florida Health Care, Office of Economic Self-Sufficiency, ALPI Central Region Advisory Council, and ALPI Community Services Block Grant (CSBG).



FSSP: Changing Lives Thru 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 in March 2016, but there were no seats available. However, after receiving a call from South Florida

State College on August 19, 2016 she learned that a seat had become available and she was on the list!

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!

👉 Congratulations Susan! 👈

ACCOMPLISHMENTS & OPPORTUNITIES

OPERATIONS & ACCOUNTABILITY

EFFECTIVE PROGRAM SERVICE DELIVERY AND POSITIVE OUTCOMES

The following data represents the final child outcome results for the 2016-2017 school year from the ALPI's Head Start and Early Head Start web base Teaching Strategies GOLD Ongoing Assessment. Out of 824 possible children, 816 children had enough GOLD data in spring 2016-2017 to be included in this report.

HEAD START/EARLY HEAD START and SCHOOL READINESS OPPORTUNITIES

Head Start/Early Head Start services were provided to 1,012 children and their families (29 parents were gainfully employed) in St. Lucie and Polk Counties; Voluntary Pre-Kindergarten services were provided to 433 children and their families in St. Lucie and Polk Counties. Other service delivery and accomplished goals and objectives as mandated by federal, state regulations and requirements included the following:

EARLY CHILDHOOD DEVELOPMENT AND HEALTH SERVICES

Education and Early Childhood Development - Child Outcomes: Based on the Agency's official recordkeeping system (Teaching Strategies GOLD), 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.

SOCIAL-EMOTIONAL BY PROGRAM	BELOW EXPECTATIONS	MEETING EXPECTATIONS	EXCEEDING EXPECTATIONS
	16%	55%	29%
PHYSICAL - GROSS MOTOR BY PROGRAM	BELOW EXPECTATIONS	MEETING EXPECTATIONS	EXCEEDING EXPECTATIONS
	22%	68%	10%
PHYSICAL - FINE MOTOR BY PROGRAM	BELOW EXPECTATIONS	MEETING EXPECTATIONS	EXCEEDING EXPECTATIONS
	13%	72%	15%
LANGUAGE BY PROGRAM	BELOW EXPECTATIONS	MEETING EXPECTATIONS	EXCEEDING EXPECTATIONS
	16%	71%	13%
COGNITIVE BY PROGRAM	BELOW EXPECTATIONS	MEETING EXPECTATIONS	EXCEEDING EXPECTATIONS
	19%	64%	17%
LITERACY BY PROGRAM	BELOW EXPECTATIONS	MEETING EXPECTATIONS	EXCEEDING EXPECTATIONS
	13%	64%	24%
MATHEMATICS BY PROGRAM	BELOW EXPECTATIONS	MEETING EXPECTATIONS	EXCEEDING EXPECTATIONS
	22%	63%	15%



ACCOMPLISHMENTS & OPPORTUNITIES

OPERATIONS & ACCOUNTABILITY

EFFECTIVE PROGRAM SERVICE DELIVERY AND POSITIVE OUTCOMES

Voluntary Prekindergarten Services: ALPI provided VPK services to approximately 431 children at the directly operated Head Start centers, in St. Lucie and Polk Counties.

CLASS Observation Federal Review Results: The Office of Head Start conducted the federal review CLASS observations during the week of May 9, 2016 thru May 13, 2016 of the Head Start program. The observations were conducted in the majority of the preschool classrooms using the Pre-K Classroom Assessment Scoring System (CLASS). The CLASS tool looks at three domains and ten dimensions of teacher-child interactions and measures those observed interactions on a seven point scale. The following results show the comparison between the National 2016 CLASS:

OHS CLASS 2016 NATIONAL GRANTEE-LEVEL SCORES BY DOMAIN BY PERCENTAGE			
Domain	Lowest 10%	Median 50%	Highest 10%
Emotional Support	5.5952	6.04	6.35
Classroom Organization	5.2500	5.76	6.15
Instructional Support	2.2222	2.74	3.53

ALPI CLASS 2016 FEDERAL REVIEW SCORES vs. OHS CLASS 2016 NATIONAL GRANTEE LEVEL SCORES			
ALPI CLASS 2016 SCORES		OHS CLASS 2016 NATIONAL SCORES Median 50%	
Emotional Support	6.06	Emotional Support	6.04
Classroom Organization	5.77	Classroom Organization	5.76
Instructional Support	3.09	Instructional Support	2.74

Early Childhood Health Services: We continue to emphasize the importance of community and building long lasting partnerships as we promote family and program advocacy for good health. During the 2016-2017 school year, in collaboration with community partnerships and parents, we were able to provide quality services to children enrolled in our Head Start/Early Head Start Program.

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 of 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: 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.

FAMILY AND COMMUNITY PARTNERSHIPS

During the 2016-2017 school year, 1,012 families participated in our Head Start/Early Head Start Program. The 897 families received a variety of services .

ACCOMPLISHMENTS & OPPORTUNITIES

OPERATIONS & ACCOUNTABILITY

EFFECTIVE PROGRAM SERVICE DELIVERY AND POSITIVE OUTCOMES

Homelessness Services: The number of families experiencing homelessness that were served during the 2016-2017 enrollment year was 14.

Parent Involvement: Fathers and/or father figures engaged in the various activities, including family assessment, goal setting, education workshops, etc.

Transportation: During the 2016-2017 program year, the transportation unit provided services to over 177 children.

ERSEA: Total funded enrollment of 831 (100%) children were enrolled and maintained throughout the program year in both counties (St. Lucie and Polk).

During the 2016-2017 school year, the Board of Director's and Policy Council approved: Refunding Applications, New Hires/ Terminations, Agency Personnel/Fiscal Management Policies and Procedures, Internal Dispute Resolution and Community Complaint Policies and Procedures.

Self-Assessment: The 2017 Agricultural and Labor Program, Inc. Annual Self-Assessment was conducted over a period of four (4) months beginning in November 2016 and ending in February 2017.

ALPI's goals and objectives for Head Start and Early Head Start were established in March 2017 during annual program planning taking into consideration the requirements outlined in the Head Start and Early Head Start Performance Standards, the Head Start Reauthorization Act as amended December 12, 2007, School Readiness Head Start requirements, CLASS, Information Memorandums, and state and local requirements.

The results of monitoring activities were reviewed and analyzed. A Summary Report was developed showing both findings and weaknesses. The report was presented to the Board of Directors and Policy Council in April 2017. The report included identified program strengths and a listing of confirmed weaknesses of performance listed under "key indicators" used by the Office of Head Start Monitoring Teams to measure program performance.

2016-2017 FUNDING

Department of Health and Human Services: ALPI received funding from the Department of Health and Human Services to provide comprehensive child development Head Start and Early Head Start services to 831 children and their families. The total funding for the 2016-2017 school year was \$7,414,082.00.

Early Learning Coalitions: ALPI received funding from the Early Learning Coalition of St. Lucie County and Polk County to provide Voluntary Pre-Kindergarten Services to kindergarten eligible children for the 2016-2017 school year. The total funding for St. Lucie was \$888,970.57 and Polk was \$37,521.78, making total funding for the 2016-2017 school year \$926,492.35.

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 Head Start and Early Head Start Program in St. Lucie and Polk County for the 2016-2017 school year. Total funding from July 1, 2016 thru June 30, 2017 was \$715,885.60. The total meals served including breakfast, lunch and snack is 360,180.

Child Care: ALPI received funding from the Early Learning Coalitions to serve children and their families in the School Readiness Program thru the subsidized state funding in St. Lucie and Polk County. The total funding received from the Coalitions and client's private pay for the 2016-2017 school year was \$77,832.99.

ACCOMPLISHMENTS & OPPORTUNITIES

OPERATIONS & ACCOUNTABILITY

EFFECTIVE PROGRAM SERVICE DELIVERY AND POSITIVE OUTCOMES

PROFESSIONAL DEVELOPMENT

Professional Development and Skills Enhancement: 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 various training opportunities.

Facilities, Materials, Equipment: Successfully complied with federal and state reviews and inspections for buildings and school buses. Throughout the year the facilities were maintained clean and inviting. ALPI successfully maintained the seven (7) directly operated centers' license renewals in accordance with state and local requirements.

COMPUTER ASSISTED TUTORIAL PROGRAM (CAT)

The Computer Assisted Tutorial Program (CAT) successfully met 100% of the grants outcomes and served 150 students and their families during the 2016-2017 fiscal year, exceeding the funded enrollment of 130 for the year.

FUNDERS MONITORING

ERSEA Review – From 1/23/2017 to 1/24/2017: The Administration for Children and Families (ACF) conducted an ERSEA (Eligibility, Recruitment, Selection, Enrollment, and Attendance) review for the Head Start and Early Head Start Programs, resulting in a finding of 100% compliance.



Computer Assisted Tutorial Program (CAT) Expansion Group.

COMMUNITY ECONOMIC DEVELOPMENT OPPORTUNITIES

JOBS AND PROFESSIONAL DEVELOPMENT OPPORTUNITIES

During the 2016-2017 program year, ALPI continued to partner with other organizations to provide employability skills training to assist clients in becoming upwardly mobile, especially in the job market. Opportunities offered included the following:

- Full-time and part-time employment opportunities were maintained to 214 employees in Highlands, Polk, St. Lucie, and Volusia Counties.
- ALPI staff continue to work closely with CareerSource to assist in providing employability skills training.
- ALPI's Job Placement Specialist continues working with clients to assist them in preparing for employment.
- Completed and submitted Annual License Application to the Commission for Independent Education (CIE) to offer diplomas in Home Health Aide, Nursing Assistant and Phlebotomy at the Deland training site.
- The CSBG Family Self-Sufficiency Program (FSSP) continued to work with families as a unit for additional education and training.

ALPI Helps Three Young Men Achieve Their Dreams



What follows are three short success stories of young men whose dream was to become a "professional barber." These young men were able to achieve their dream with the help of their ALPI Family Self-Sufficiency Program (FSSP) case manager and KOE Barber Academy in Mulberry, FL.



Oscar was living with his girlfriend, one year old son and his sister while working part time and receiving a weekly income of only \$175.00. He wanted to have a better life, but needed additional funds to complete the barber class at KOE Barber Academy. Oscar told his case manager that eventually he wanted to open his own barbershop. He was able to receive assistance through the FSSP for both his tuition and barber supplies. Oscar successfully completed the program, obtained his license and is currently working at Miami Cuts in Lakeland, FL. Oscar thanked case manager Sheila Armstead, who drove to Mulberry regularly to meet with him, and ALPI for providing the funding for the tuition and supplies.



Pedro was living with his fiancé when he contacted the ALPI FSSP. He shared with his case manager that he was attending the KOE Barber Academy in Mulberry but needed assistance with tuition and barber supplies. Oscar told his case manager that he wanted to finish school, obtain a better paying job and in the future hopefully open up his own barbershop. Pedro was able to meet the requirements to enter the FSSP and was able to receive the assistance he so desperately needed. Pedro successfully completed the program, obtained his license and is currently working at Miami Cuts in Lakeland, FL. Like his other classmates, Pedro is also grateful for the assistance he received from ALPI and his case manager and acknowledges that without this assistance he would never have made it.



Christian was living with his fiancé and their newborn son while employed part time at a packing company when he made the decision to change his life for the better. Christian told his case manager he wanted to be able to live on his own, open his own barbershop, live the American dream and help his parents pay their mortgage. Working with his case manager, Christian was able to receive services for tuition, barber supplies and the state board exam fee. Christian passed the state exam, obtained his license and is currently employed full time at Toni's Barbershop in Plant City, FL. Christian thanked his case manager and ALPI for the services he received to help him achieve his dream.

COMMUNITY ECONOMIC DEVELOPMENT OPPORTUNITIES

FUNDING OPPORTUNITIES

ALPI continues to seek out new funding opportunities to offer new programs and services in defined targeted communities. New and/or increased funding opportunities realized during the 2016-2017 program year included the following:

- Expansion of the CSBG Program to Hendry County and the expansion of LIHEAP services to Highlands County.
- ALPI's LIHEAP and CSBG Programs subcontracted for services with more than 10 community and faith based organizations.
- ALPI partnered with Heartland Coalition for the Homeless to provide Case Management to its Emergency Solutions Grant (ESG)
- CEO facilitated completion of Lakeview Park Summer Feeding and Enrichment Program, Launching of CAT Summer Expansion Program, and installation of playground equipment at New Horizon Housing Development (in partnership with the City of Auburndale).

FAMILY SELF-SUFFICIENCY OPPORTUNITIES

- ALPI partnered with the Highlands County Coalition for the Homeless (HCCH) to assist with the startup and continuation of a homeless grant in five (5) different counties.
- The CSBG Family Self-Sufficiency Program (FSSP) continued to work with families as a unit for additional education and training.

FUNDS USED FOR CRITICAL SITUATIONS PRODUCE LIFE CHANGING OUTCOMES

A recent settlement was reached with Chase Bank USA N.A. and 48 attorneys general, the District of Columbia, and the Consumer Financial Protection Bureau. Florida received the largest remedial payment of any state in the settlement, with \$15.3 million going to 47 non-profit organizations across the state (Glades, Hendry, Highlands and Polk counties only) to be used for legal services, financial literacy, and other programs related to assisting Floridians with managing debt.

As early as February of this year, ALPI's CSBG department has been contacting and establishing partnership with organizations in the four allowed counties in order to reach out to communities and people in need. The partnerships now include: Clewiston Goodwill Industries, Goodwill Industries of Moore Haven, LaBelle United Way, Clewiston Public Library, LaBelle Public Library, various places of worship, community organizations, and public and governmental entities.

Through the many established partnerships ALPI has been able to assist clients in need of reinstatement of utilities, monthly rental payments, security deposits, and mortgage assistance. More specifically, ALPI has been able to completely resolve the following issues: tenant placed in a nursing facility that was not able to return to her apartment due to unsanitary and unsafe conditions, homeless single parent with 6 children living with a relative in an overcrowded dwelling, a widowed senior citizen with no relatives in the area that faced foreclosure due to unexpected expensive car repairs, a victim of identity theft facing eviction due to been stolen funds from her bank, a domestic violence victim and single



mother of 3 children received an eviction notice, and a homeless mother of 6 children. Recently, a group of tenants (some pictured right) residing in an unsafe and unhealthy dwelling were evacuated by Code Enforcement/Fire Department and escorted out by the Glades Sheriff's Department. All were left homeless within 45 minutes. With assistance from the CSBG team, this group of tenants also received critical assistance and were successfully placed into safe, affordable housing.

Chase Settlement Grant funds are for the provision of financial literacy and other related program services including, but not limited to: crisis intervention, budgeting, basic financial management workshops, emergency assistance to assist families in managing debt to realize financial sustainability and family self-sufficiency.

Special Thanks and Recognition

Regional Advisory Councils

Central	Louvenia Crumnity Earnestine Davis Clora Dubose Patricia Gamble Josephine Howard	Hollis Jackson Lillie Jackson Glenda Jones Annie Larkins Johnnie McNair	Doris Parker Jacqueline Rentz Helen Rowe Patricia Salary Elizabeth Scaife	Margaree B. Simon Dorothy Spencer Ruby Willix
Eastern	Bobby Byrd Frances Cooper Marjorie Gaskin	Constance Griffin William Holt Angela Jules	Fannie Moore Margaret Porter Katherine Sims	Gena Spivey Tiffany Wilder Debra Williams
Northern	Constance Anderson Dorothy Curry Sheila Dixon Yvonne Grey	Charles Harris, Jr. Marva Hawkins Nereida Jackson Patricia H. James	Patty McCollister Chester McNorton Ivett Melendez Leona Nater	David Rucker Evelyn Seabrook Lloyd Thompson Donald Tillman
Southern	John Ash Keith Brown Katie Clarke Noemi Cruz Kelly Paul Galati	Ruth A. Gay Barbara Grace Rosa Hampton LaVita Holmes Annette Jones	N'Kosi Jones Emma Malcolm Tracy Maloy Bernice Lopez Pamela Moxley	Lester Roberts Annie Robinson Kimberly R. Ross Beverly Sloan Terry Wellington

Head Start/Early Head Start Policy Council

Haydian Allen Karen Bailey Melissa Boatwright Rhonda Boston Jasmin Canion Tychus Doe Raquel Garcia	Donna Gibson Lisa Griffith Josephine Howard Samantha Lindsay Crystal Mike Danielle Parrish Nijonia Patterson	Cynthia Penton Juan Rushing Nicole Sikes Brittney Thomas Corey Breon Williams ALTERNATES	Bryuana Barnett Satorial Calhoun Jacqueline Castaneda Sharee Harris Antonia Jackson Kim Kleckley Marisa Paige Knyshka	Roshanda Porter Jasmine Pritchett Viola Strowbridge-Lloyd Toni Morgan Zulma Rosario Guilene Timothies Magnolia Washington
--	--	---	---	---

ATEC Advisory Committee

Nereida Jackson Patty McCollister	Chester McNorton Leona Nater	Lloyd Thompson
--------------------------------------	---------------------------------	----------------

ALPI Housing Development Board

Nathaniel Birdsong Patricia Gamble	Josephine Howard Phillip Howard	Glenda Jones Leola Lewis	Johnnie McNair Jacqueline Rentz Elizabeth Scaife
---------------------------------------	------------------------------------	-----------------------------	--

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 contribution, 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

David Walker, Esq.

William and Lillie Holt

Sheila Dixon

Lawrence and Opal Chester

Apostle Ellis & Pat Gamble

Children of God Outreach Ministries Inc.

Marva Y. Hawkins

Deloris Johnson

Christine Samuel

Marilee Truitt

Grace Miller

ABC Carpet Cleaning

Jonathan Thiele, Esq.

Evelyn Seabrook

Twila Smith

Selvin McGaphee

David Rucker

Glenda W. Jones

Katrina Phillips

NAACP Haines City Branch #5150 Still Marching



OLDEST AND BOLDEST

Founded Feb. 12, 1909, the NAACP is the nation's oldest, largest and most widely recognized grassroots-based civil rights organization. Its more than half-million members and supporters throughout the United States and the world are the premier advocates for civil rights in their communities, campaigning for equal opportunity and conducting voter mobilization.

CONGRATULATIONS

TO THE
AGRICULTURAL AND LABOR PROGRAM, INC.

Cynthia Downing, President

P.O. Box 3595 | Haines City, FL 33845

Happy 50th Anniversary Agricultural and Labor Program, Inc. 1968 - 2018



Celebrating 50 years of Community Service

From Elizabeth Young & Family

Best wishes for a successful 2018 annual meeting. As I retire from service as an employee, I wish the agency continued success in meeting the challenges of "Embracing Diversity and Empowering People". Many thanks for the great memories that I will carry in my heart and mind forever.



**Congratulations to
The Agricultural and
Labor Program, Inc.**

**On Your
50th
Anniversary**

DUKE ENERGY ASSISTANCE PROGRAMS

Multi Family
Low Income Weatherization Assistance
Neighborhood Energy Saver

Duke Energy: One of Fortune's
"World's Most Admired Companies"

www.duke-energy.com



FLORENCE VILLA COMMUNITY DEVELOPMENT

MISSION

The Florence Villa Community Development Corporation is a comprehensive, community-based organization which provides programs and services that maximize opportunities to raise the economic, educational, housing, cultural and health standards of the residents of the Florence Villa and Central Florida Communities.

**We congratulate the Agricultural and Labor
Program, Inc. on its 50th Anniversary.**

Nathaniel Birdsong, Jr., Executive Director
Sandra Henry, Board of Directors President

111 Avenue R NE | Winter Haven, FL 33881 | 863.299.3263



FLORIDA NON-PROFIT HOUSING, INC.

Building Capacity for Income Based Housing Providers

Mutual Self-Help Housing



Farmworker Housing



Services Provided:

- Organizational Process Analysis
- Grant Writing Assistance
- Proposal Analysis
- Systems Development Planning
- Customized Training

Florida Non-Profit Housing, Inc.

P.O. Box 1987

3909 Kenilworth Boulevard

Sebring, FL 33870

Phone: 863-385-2519

Email: fnph@earthlink.net

Website: <http://www.fnph.org>

**Selvin McGahee
Executive Director**

We Proudly Support the
Agricultural and Labor Program, Inc.
On its 50th Year Anniversary Celebration

All You Can Eat Buffet • Parties • Special Events • Catering

PenGeo, Inc.
dba



3105 Havendale Blvd. Auburndale (863) 299-7177

stinsley@pengeo.com

www.tfcfamily.com

The Best Food and Fun for Your Family



3105 Havendale Blvd. Auburndale, FL 863-299-7177 www.tfcfamily.com



*From P
arkinsons
2 P
raise
crafts by penaei*



—— National Coalition of 100 Black Women ——
Polk County Chapter, Inc.

Congratulations

to the
Agricultural and Labor Program, Inc.

on your

2018 ANNUAL CORPORATE MEETING & LUNCHEON



NCBW
100

WWW.NC100BWPCC.ORG

(863) 324-3500



Laws & Associates, Inc.

When it comes to managing your finances

We do business the old fashioned way

+ Our Services

- Assets Management
- Investment Management
- Insurance Services
- Retirement & Estate
- Employee Benefit Plans
- Financial Planning
- Customized Solutions
- And More

Manage your finances wisely by relying on Laws and Associates, Inc.

Customized Solutions



Here at Laws and Associates INC, we are committed to helping clients throughout the state of Florida handle their finances prudently. Having been in the industry since 1977, we are the trusted financial planning company when it comes to dependable assistance in assets and investment management. Through the leadership of Lorenzo Laws, LUTCF, we guarantee to deliver customized financial solutions that work best for your specific condition.

Full Array of Services



Laws and Associates INC is a full-service financial planning company providing an array of services for various money management concerns. We provide a complete range of financial planning and insurance services. We also offer personalized solutions for investments, retirement, estate, and employee benefit plans.

Qualified Advisors



We are home to qualified financial advisors offering extensive money management solutions such as investment advisory and insurance services. We can assist you in creating a workable plan that will help you achieve your financial goals.



We Have You Covered

Whether you need comprehensive investment advisory or you require a feasible financial retirement plan, we have you covered.

Entrust your financial planning to the experts of Laws and Associates, Inc today. Get in touch with us to inquire about the various financial planning services we offer

Lorenzo Laws, LUTCF
P. O. Box 904
Saint Augustine, FL 32085

Phone: 904-797-8940
Fax: 904-797-8949
Email: llaws5@bellsouth.net

www.lawsfinancialgroup.com



THE LAW OFFICES OF
**GARY, WILLIAMS, PARENTI,
WATSON & GARY, P.L.L.C.**



LORENZO WILLIAMS WILLIE GARY



ROBERT PARENTI



DONALD WATSON



SEKOU GARY



CHAN ABNEY

GARY, WILLIAMS, PARENTI, WATSON & GARY, P.L.L.C.
221 SE OSCEOLA STREET
STUART, FLORIDA 34994
800-329-GARY
WWW.GARYLAWGROUP.COM

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
Eric Beck
ericbeck@bouchardinsurance.com
727-451-3192



Bouchard[®]
Insurance
Client First

First Missionary Baptist Church

Proudly Supports the
Agricultural and Labor Program, Inc.
Annual Conference
and Luncheon
50th Anniversary

A Charge to Keep ... A World to Reach.
200 Ave. R. NW | Winter Haven, FL 33881



FMBC was organized in 1881 and 15 pastors have served the church in her rich history. Our current Pastor/Teacher, Clifton E. Dollison, and First Lady Valerie Dollison, have served the church since 1992.



Pastor/Teacher
Clifton E. Dollison

HAMILTON & SON TRUCKING CO.

Powerful Transport & Logistics



Congratulations
to the
Agricultural and Labor Program, Inc.
on Your 50th Anniversary Celebration

Frostproof, FL

Congratulations

Agricultural and Labor Program, Inc.

on your

50th ANNIVERSARY CELEBRATION!



1968 - 2018



from the

William & Lillie Holt Family

CONGRATULATIONS

Agricultural and Labor Program, Inc.

50th Year Anniversary Celebration



"Thank You"

The Agricultural and Labor Project of the Coca Cola Company Foods Division & The Agricultural and Labor Program, Inc. for the Vision, Guiding Principles and constant flow of Farmworkers, Community, Children and Family Services since 1968. "Job Well Done"

Deloris Johnson, CEO, and Family





Feeding American Families Since 1931



Congratulations

To the Agricultural and Labor Program, Inc.
On your 50th Anniversary Celebration



Find out more about U.S. Sugar at www.ussugar.com



**GREAT FUTURES
START **HERE.****



**BOYS & GIRLS CLUBS
OF LAKELAND & MULBERRY**

**L & L LAWN
CARE SERVICES**

Lavada White
Owner/Operator

SERVICES PROVIDED

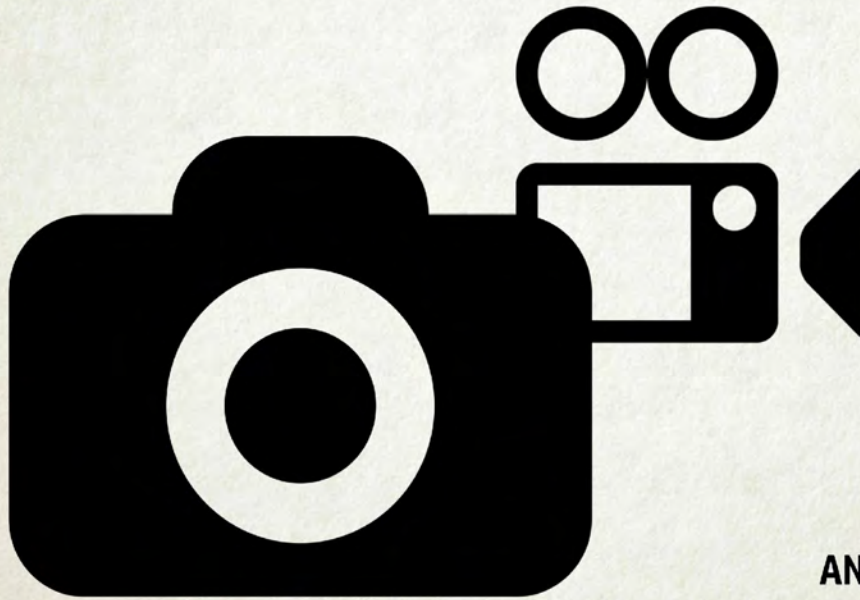
Mowing - Edging - Trimming
and much more

CALL TODAY (863) 243-3644 - FREE ESTIMATES

Professional
photography and
videography.

ANDREAJ LOTT

ARTISTIC PHOTOGRAPHY



ANDREAJ LOTT
863.662.1190
ANDREAJEMT@GMAIL.COM

Congratulations to
**THE AGRICULTURAL AND
LABOR PROGRAM INC.**

50th Anniversary

*"An individual has not started living until he can rise above the narrow confines
of his individualistic concerns to the broader concerns of all humanity."*

Dr. Martin Luther King, Jr.

C. Robinson & M. Crespo

Thank You

TO THE LEADERSHIP AND STAFF

of the

Agricultural and Labor Program, Inc.
For Your Service to Our Communities



Celebrating 54 Years Serving All of Your Insurance Needs

503 W. Dr. Martin Luther King, Jr. Blvd.

Plant City, FL 33563

www.poppellinsurance.com

813.752.4155

Congratulations

AGRICULTURAL AND LABOR PROGRAM, INC.

**ON 50 YEARS OF HELPING
PEOPLE AND CHANGING LIVES**

from

► **Centurion Services, LLC** ◀

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

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
Goodwill Industries
of Southwest Florida

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.
Mustard Seed Ministries



Farmworker Emergency Assistance

SERVICE DELIVERY SITES

COLLIER COUNTY

COFFO

Collier County
Housing Authority

Immokalee Technical
Center

DADE COUNTY

Centro Campesino
South Dade Skills Center

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. Elem. 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 2016-2017 contract year the following were served: *Florida Non-Profit Housing funds (\$24,000)*: 104 clients served, providing rental, light and water assistance to farmworker families. *DOE funds (\$31,200)*: 313 clients served, providing food cards, gas cards, water and electric assistance to farmworker families.

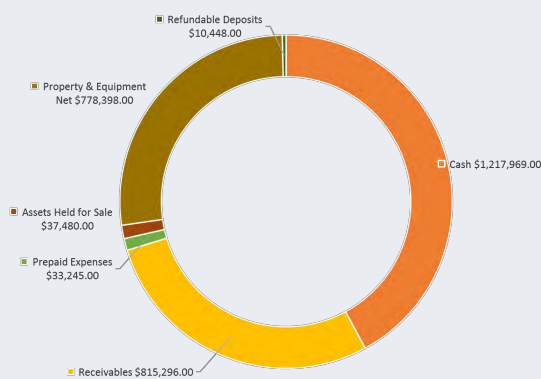
FY 2017 FINANCIAL HIGHLIGHTS

93%

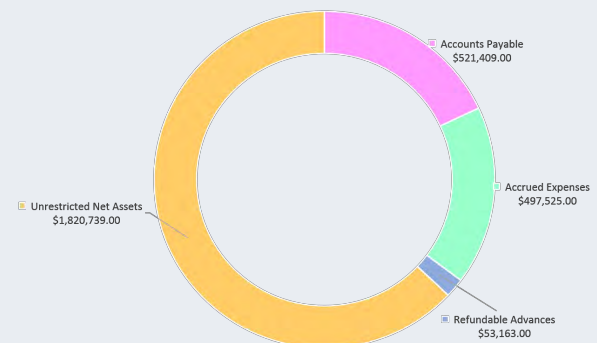
OF ALL FUNDING RECEIVED GOES DIRECTLY TO PROGRAM SERVICES

STATEMENT OF FINANCIAL POSITION

FY 2017 ASSETS \$2,892,836

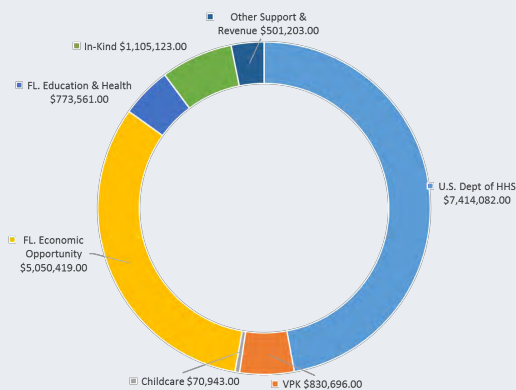


FY 2017 LIABILITIES & NET ASSETS \$2,892,836

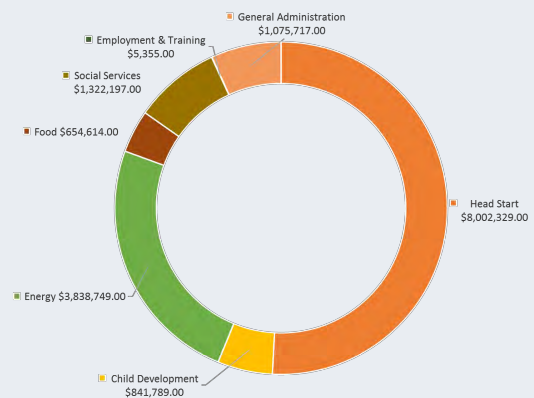


STATEMENT OF ACTIVITIES

FY 2017 SUPPORT & REVENUE \$15,746,027



FY 2017 OPERATING EXPENSES \$15,740,750



**NET SURPLUS
\$5,277**

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
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
Aletta Stroder
701 Hopson Road
Frostproof, FL 33843

The Agricultural and Labor Program, Inc.

Celebrating 50 Years of Community Services.
Acknowledging the Past ... Preparing for the Future.

1968 - 2018

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.





PROGRAMS AND SERVICES ARE FUNDED IN PART BY:



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