



2019 Annual Corporate Meeting and Luncheon

theme

People, Purpose, Passion:
A Living Legacy of Success

January 25-26, 2019

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.



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

Passing The Torch



On behalf of the Board of Directors, I wish to extend a warm and sincere welcome to our corporate members, guests, community leaders, elected officials, friends and staff.

Over the past 51 years this highly rated program has been the most effective community action agency in the country. ALPI's positive national standing is a direct result of leadership skills honed over time by our retired Chief Executive Officer, Deloris Johnson. The measures she instituted within our corporation were consistently characterized by her innovative vision, strategic thinking, and most of all, her tireless efforts to increase the credibility and visibility of this great organization. **Deloris Johnson, Retired CEO:** may you be proud of the work you have done, the person you are and the difference you have made ... mission accomplished!

The ALPI Board of Directors welcomes the **NEW CHIEF EXECUTIVE OFFICER, ARLENE DOBISON**. In keeping with our mission and strategic position, the newly hired CEO will increase our national standing with her wealth of knowledge, expertise and dedication. Although the current economic conditions in the country are good and the market is at record levels, the continuing government shutdown is jeopardizing the welfare of those we serve. Many programs our clients rely on are being indirectly affected, including HUD, food banks, tax refunds/credits, WIC, school lunches, Section 8 and other subsidized housing programs. The longer this drags on, the more severe the impact to low-income people. It is during this trying time, in Ms. Dobison's early tenure with this agency, that she will be tested and the true value of our CEO highlighted and demonstrated. She is who we need at the helm, at this moment and at this time. Her twenty-five years of experience working with low-income populations in South Carolina, including as the Senior Manager of Fiscal Services for the Governor's Office of Economic Opportunity and as Human Resources Director and Executive Director for Lowcountry Community Action Agency, will serve her well while moving ALPI into the future. We have the best organization in the country with the most dynamic CEO. Ms. Dobison possesses a very clear vision of success that is going to propel us to new levels.

In closing, I wish to thank the ALPI Board of Directors, ALPI staff and everyone else gathered here today. Your continued support and dedication is truly the wind beneath ALPI's wings and that which drives us every day toward higher ground. *A note to observe the man missing today: Attorney David Walker ... you are greatly missed.*

Sincerely,

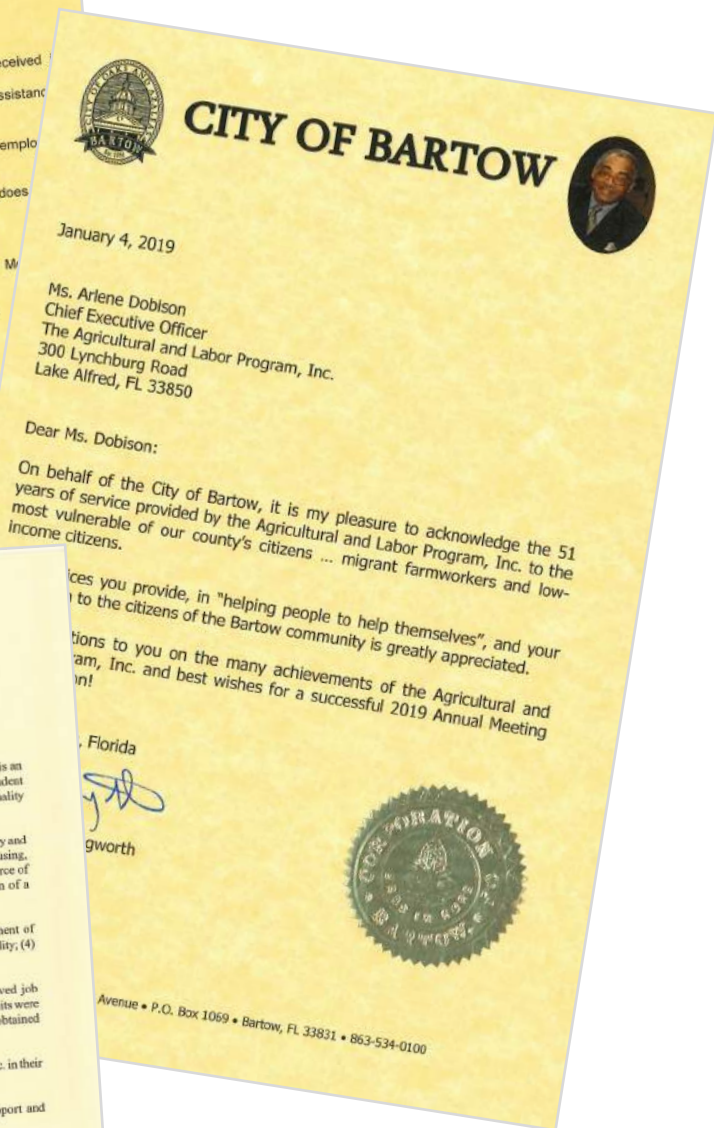
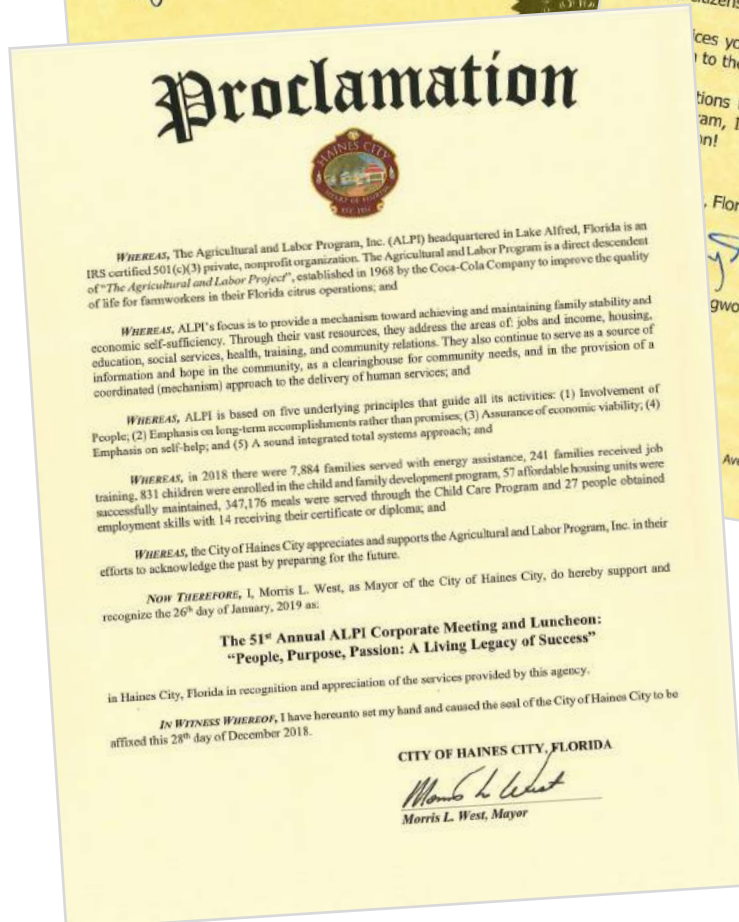
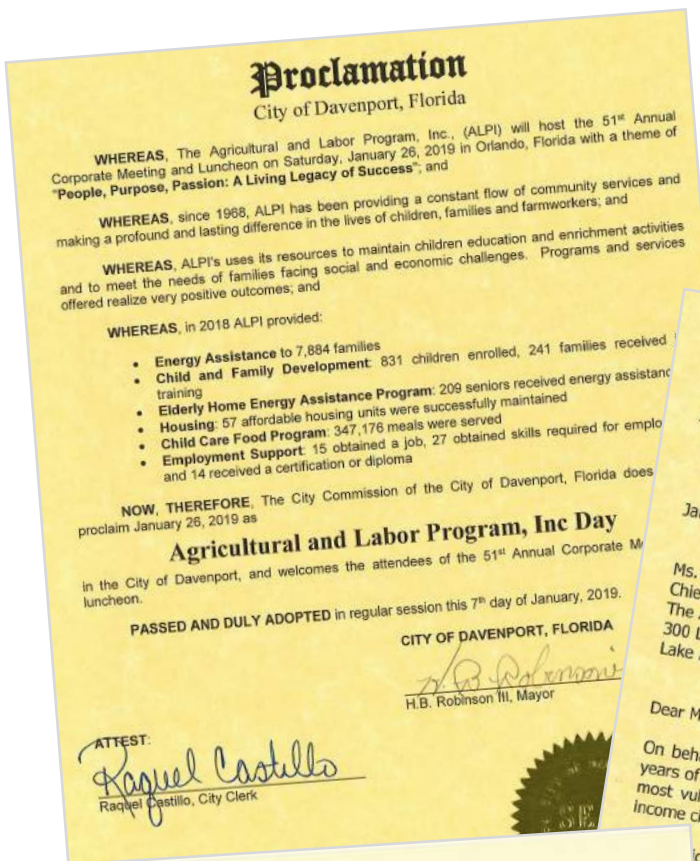
William Holt

William Holt
ALPI Board Chairperson

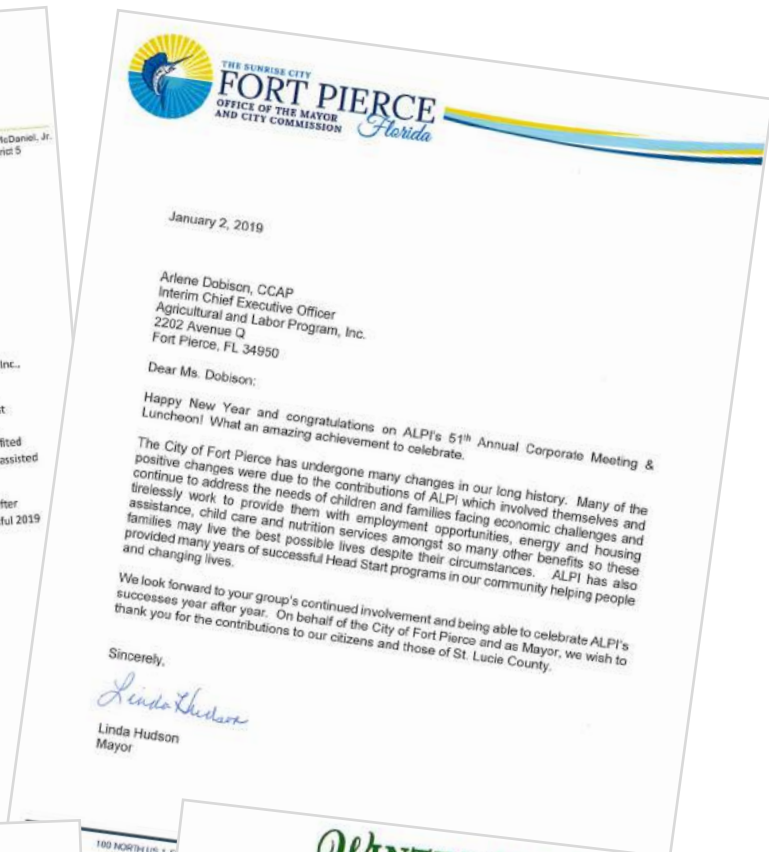
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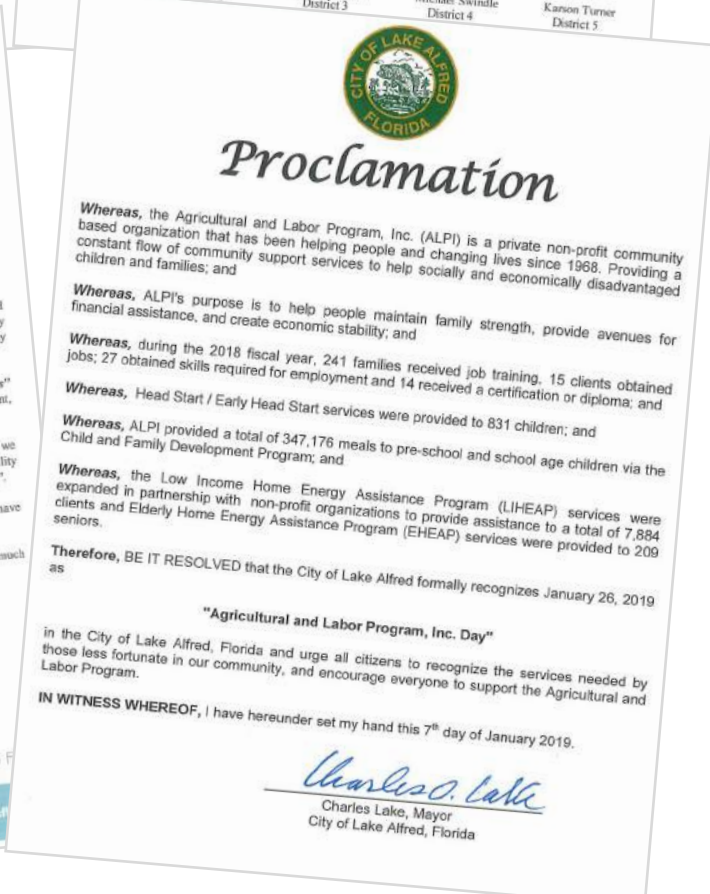
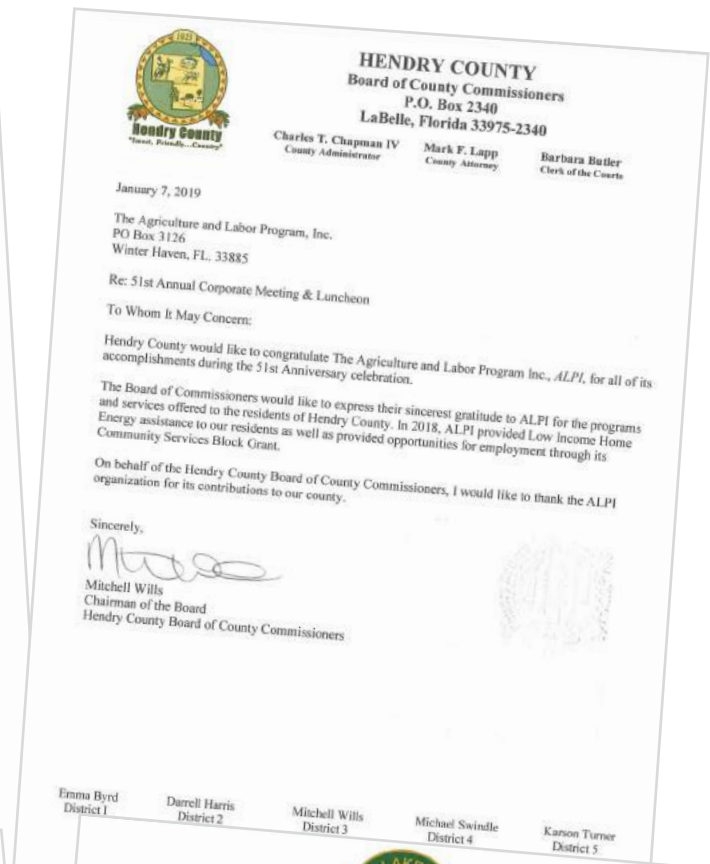
Proclamations & Greetings



Proclamations & Greetings



Proclamations & Greetings



2018 Board of Directors



William Holt, Board Chairperson
Advisory Council 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

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

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

Sheila Dixon
Public Sector Designee for
Commissioner Velma Williams, City of Sanford

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

Barbara Grace, Board Member
Low Income Sector Designee
Southern Region Advisory Council Member

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

Annette Jones
Low Income Sector Designee
Southern Region Advisory Council Member

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

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

Shannyn Serrano
Low Income Sector Designee
2017-2018 Head Start Policy Council

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

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

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

Annual Corporate Membership

BUSINESS MEETING

AGENDA

Saturday, January 26, 2019

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

- | | | |
|-------|--|-----------------------------------|
| I. | Call to Order | William Holt, Board Chairperson |
| II. | Words of Inspiration | Ruby Willix, Board Member |
| III. | Acknowledgements
Regional Advisory/Policy Council | Kimberly Ross, Board Member |
| IV. | Adoption of Minutes | Josephine Howard, Board Secretary |
| V. | Annual Financial Report | Marjorie Gaskin, Board Treasurer |
| VI. | 2018 Annual Report | William Holt, Board Chairperson |
| VII. | New Business:
Introduction of 2019 Board of Directors | Arlene Dobison, CEO |
| VIII. | Adjournment | William Holt, Board Chairperson |

Accomplishments & Opportunities

During the 2018 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 to continue making 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. ACCOMPLISHMENTS & OPPORTUNITIES included in this year's Annual Report continue to validate the organization's positive outcomes as demonstrated in the following CSBG Organizational Standards Center of Excellence (COE) focus areas:

- Maximum Feasible Participation
- Vision and Direction
- Operations and Accountability



Accomplishments & Opportunities

FOCUS AREA: Maximum Feasible Participation

Consumer Input and Involvement

Consumer Input and Involvement Community Action is rooted in the belief that people with low incomes are in the best position to express what they need to make a difference in their lives.

During the 2018 program year, ALPI worked in partnership with people and communities via it's Regional Advisory Councils and Head Start Policy Council. ALPI worked in a coordinated and comprehensive manner to develop programs and services in order to make a critical difference in the lives of economic families and farmworkers. Individuals and families were afforded opportunities to identify and share their needs and thus, enabled the organization to enhance its abilities to continue the implementation of high impact programs and services.



Accomplishments & Opportunities

FOCUS AREA: Maximum Feasible Participation

Community Engagement

ALPI, like many other CSBG eligible entities, cannot meet all of a community's needs independently. However, through many established formal and informal partnerships, ongoing community planning, advocacy, engagement of people with low incomes, faith-based organizations, educational institutions, government and businesses, ALPI works together with other Community Action Agencies and CSBG eligible entities to move families up the self-sufficiency ladder and revitalize communities.

Between 2013 and 2018, ALPI partnered with more than 340 different organizations, including, but not limited to:

ALP Housing Development Corporation	Early Learning Coalitions of Polk and St. Lucie Counties
Area Agency on Aging	Florida Non-Profit Housing (FNPH)
Bank of America	Goodwill Industries of Southwest Florida
Big Brothers/Big Sisters of Highlands County	Heartland Homeless Coalition
Center for Independent Living of Florida	Lakeview Park Homeowners Association
Children's Services Council of St. Lucie County	Macedonia Baptist Church of Naples
Coalition of Florida Farmworkers Organizations (COFFO)	Salvation Army
School Boards of Polk and St. Lucie Counties	Wells Fargo Bank
	Women's Resource Center of Winter Haven



Accomplishments & Opportunities

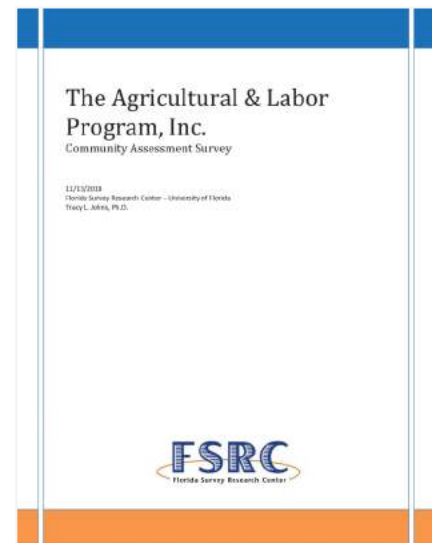
FOCUS AREA: Maximum Feasible Participation

Community Assessment

Local control of Federal CSBG resources is predicated on regular comprehensive community assessments that take into account the breadth of community needs, as well as the partners and resources available in a community to meet those needs. Regular assessment of needs and resources at the community level is the foundation of Community Action and a vital management and leadership tool that is used across the organization and utilized by the community to set the course for both CSBG and all agency resources.

In 2018, the Agricultural and Labor Program, Inc. (ALPI) engaged the services of Florida Survey Research Center – University of Florida to assist the organization in better understanding the changes, service needs and demographic characteristics of low-income children and families in the ALPI service area, which includes Polk, Highlands, St. Lucie, Indian River, Okeechobee, Martin, Volusia, Hillsborough (Plant City, Wimauma), Palm Beach (Belle Glade, South Bay), Hendry, Glades, Collier, Orange, Seminole, and Hardee Counties. To this end, two surveys were completed – one with ALPI service recipients and one with community organizations that serve this population.

The survey of low-income families in the ALPI service area was conducted jointly by the Florida Survey Research Center (FSRC) and ALPI. The universe of the study is low-income families with children in the Florida counties who are served by ALPI, which includes Polk, Highlands, St. Lucie, Indian River, Okeechobee, Martin, Volusia, Hillsborough (Plant City, Wimauma), Palm Beach (Belle Glade, South Bay), Hendry, Glades, Collier, Orange, Seminole, and Hardee Counties.



REPORT: HIGHLIGHTS

Adult Services

More than two in five (45.3%) respondents reported household need for “Emergency Assistance for Rent, Utilities, Housing, Food, etc.” and similar number (43.6%) of respondents said they had used “Emergency Assistance for Rent, Utilities, Housing and Food.” The largest unmet need for adult services is “Home-Ownership Programs.”

Social Services

The highest level of satisfaction is with the “Agricultural and Labor Program (ALPI)” – more than four in five (87.7%) respondents who received services from ALPI were “Very Satisfied” with those services.

Children’s Services

Nearly three in five (56.5%) respondents with children under age five reported needing “Pre-Kindergarten Programs” for their children, with more than four in five (85.3%) saying they had used such services.

About two in five (38.3%) respondents with children under age five reported needing “Child Care” for their children, with about half (50.8%) saying they had used such services.

Accomplishments & Opportunities

FOCUS AREA: Vision and Direction

Organizational Leadership

Community Action leadership is exemplified at all levels across the organization and starts with a mission that clarifies Community Action's work on poverty. A well-functioning board, and a focused chief executive officer/executive director, well-trained and dedicated staff and volunteers giving of themselves to help others will establish Community Action as the cornerstone and leverage point to address poverty across the community. Ensuring strong leadership, both for today and into the future, is critical.

CEO Leadership Change



Welcome Arlene Dobison



Thank You Deloris Johnson

The ALPI Mission ... to propose, implement and advocate developmental and human service delivery programs for the socially and economically disadvantaged, children and families and farmworkers ... continues.

Accomplishments & Opportunities

FOCUS AREA: Vision and Direction

Board Governance

The Agricultural and Labor Program, Inc. (ALPI) Board, like many other community action boards, is uniquely structured to ensure maximum feasible participation by the entire community, including those the organization serves. The ALPI Community Action boards are comprised of at least 1/3 low-income consumers (or their representatives), 1/3 elected officials (or their appointees), and the remainder are private-sector community members. To make this structure work as intended, ALPI recruits board members thoughtfully, working within communities to promote opportunities for board service. We provide orientation and training, and support members in their oversight role. Boards are foundational to good organizational performance and the time invested to keep them healthy and active is significant, but necessary.

Thank You 2018 Board of Directors



Standing: Kim Johnson, Stacy Campbell-Domineck, Barbara Grace, Annette Jones, Chester McNorton, Marjorie Gaskin, LaVita Holmes, Kimberly Ross, William Holt, Vernon McQueen Sitting: Patricia Gamble, Josephine Howard, Katie Clarke, Marva Hawkins, Glenda Jones, Ruby Willix, Sheila Dixon, David Walker, Esq.

Accomplishments & Opportunities

FOCUS AREA: Vision and Direction

Strategic Planning

Establishing the vision for a Community Action Agency is a big task and setting the course to reach it through strategic planning is serious business. CSBG eligible entities take on this task by looking both at internal functioning and at the community's needs. An efficient organization knows where it is headed, how the board and staff fit into that future and how it will measure its success in achieving what it has set out to do. This agency-wide process is board-led and ongoing. A “living, breathing” strategic plan with measurable outcomes is the goal, rather than a plan that gets written, but sits on a shelf and stagnates. Often set with an ambitious vision, strategic plans set the tone for the staff and board and are a key leadership and management tool for the organization.

In 2013, the ALPI Board of Directors revised its Strategic Plan for the period beginning July 1, 2013 through June 30, 2018. On an ongoing basis, the Board of Directors reviews the Strategic Plan to:

1. Provide a “road map” for the future direction of ALPI.
2. Assist in the development of strategies to accomplish the identified goals.

Each goal as noted below is comprised of a series of objectives and those objectives are measured through comparison of actual performance against predetermined benchmarks.

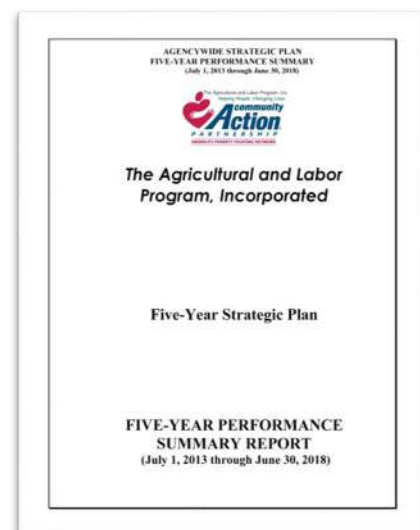
The 2018 report summarizes those reports for the entire five-year period of the Strategic Plan. This report is intended to provide a summation of the attainment of benchmarks by ALPI, thereby allowing the Board of Directors to better measure ALPI's overall success in attainment of the various goals.

Goal 1 - Create Additional Educational Experiences and Opportunities for Staff

Goal 2 – Devise A Plan Of Upward Mobility Within The Agency

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

Goal 4 – Target New Areas of Expansion



In FY 2015-2016, ALPI's “Wage and Salary Schedule” was revised and the minimum starting wage for ALPI employees was increased to \$10.10 per hour.

Accomplishments & Opportunities

FOCUS AREA: Operations and Accountability

Human Resources Management

The human element of ALPI's work is evident at all levels of the organization and the relationship an organization has with its staff often reflects the organization's values and mission. Oversight of the chief executive officer/executive director and maintaining a strong human resources infrastructure are key responsibilities of board oversight. 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.

ALPI STRATEGIC GOAL 1 – Create Additional Educational Experiences and Opportunities for Staff

OBJECTIVE: Develop a better educated and more highly skilled workforce.

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

PERFORMANCE: Annually, 100% of all employees update his/her professional development plan as a requirement of their annual evaluations.

On an ongoing basis, 100% of newly hired employees complete a Professional Development Plan at the time of his/her hiring and then update it annually at the time of his/her evaluation.

OBJECTIVE: Provide more professional development opportunities.

BENCHMARK: Professional development opportunities will be provided annually for a minimum of 50% of the total staff.

PERFORMANCE: As shown below, between FY 12-14 and FY 17-18, employees received a total of 42,484 hours of professional development training for an average of 8,497 staff training hours per year. Based on an average staff training size of 207, this equates to 41.05 hours of training per staff, per year.

Overall Staff Training Hours

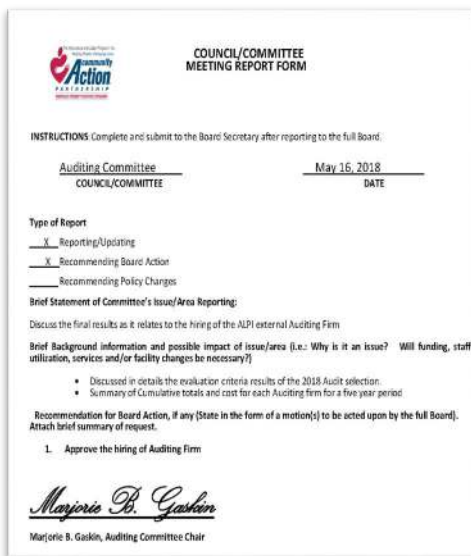


Accomplishments & Opportunities

FOCUS AREA: Operations and Accountability

Financial Operations and Oversight

The fiscal bottom line of ALPI is not isolated from its mission, it is a joint consideration. ALPI board and staff maintain a high level of fiscal accountability through audits, monitoring by State and Federal agencies and compliance with Federal Office of Management Budget circulars. The management of federal funds is taken seriously by the ALPI organization and reflect the board's oversight role as well as the day-to-day operational functions.



COUNCIL/COMMITTEE MEETING REPORT FORM

INSTRUCTIONS: Complete and submit to the Board Secretary after reporting to the full Board.

Auditing Committee May 16, 2018
COUNCIL/COMMITTEE DATE

Type of Report
☒ Reporting/Updating
☒ Recommending Board Action
☐ Recommending Policy Changes


Brief Statement of Committee's Issue/Area Reporting:
Discuss the final results as it relates to the hiring of the ALPI external Auditing Firm

Brief Background information and possible impact of issue/area (i.e.: Why is it an issue? Will funding, staff utilization, services and/or facility changes be necessary?)

- Discussed in details the evaluation criteria results of the 2018 Audit selection.
- Summary of Cumulative totals and cost for each Auditing firm for a five year period.

Recommendation for Board Action, if any (State in the form of a motion(s) to be acted upon by the full Board). Attach brief summary of request.
1. Approve the hiring of Auditing Firm

Marjorie B. Gaskin
Marjorie B. Gaskin, Auditing Committee Chair



REQUEST FOR PROPOSAL

THE AGRICULTURAL AND LABOR PROGRAM, INC.
AUDIT COMMITTEE
Request for Proposal
for
Professional Auditing Services
March 23, 2018

P.O. Box 3126
Winter Haven, FL 33885

The Agricultural and Labor Program, Incorporated SUMMARY OF FINANCIAL AND COMPLIANCE REPORT FOR YEAR ENDED - JUNE 30, 2018

FINANCIAL STATEMENTS

- No weaknesses identified.
- No significant deficiencies identified.
- No noncompliance material to Financial Statement noted.

FEDERAL AWARDS

- No weaknesses identified.
- No significant deficiencies identified.
- No audit findings disclosed that are required to be reported in accordance with Section 2 CFR 200.516 (a).
- **Qualified as low-risk auditee.**

FINANCIAL STATEMENT FINDINGS

- No matters to report.

FINDING AND QUESTIONED COSTS FOR FEDERAL AWARDS

- No matters to report.

Accomplishments & Opportunities

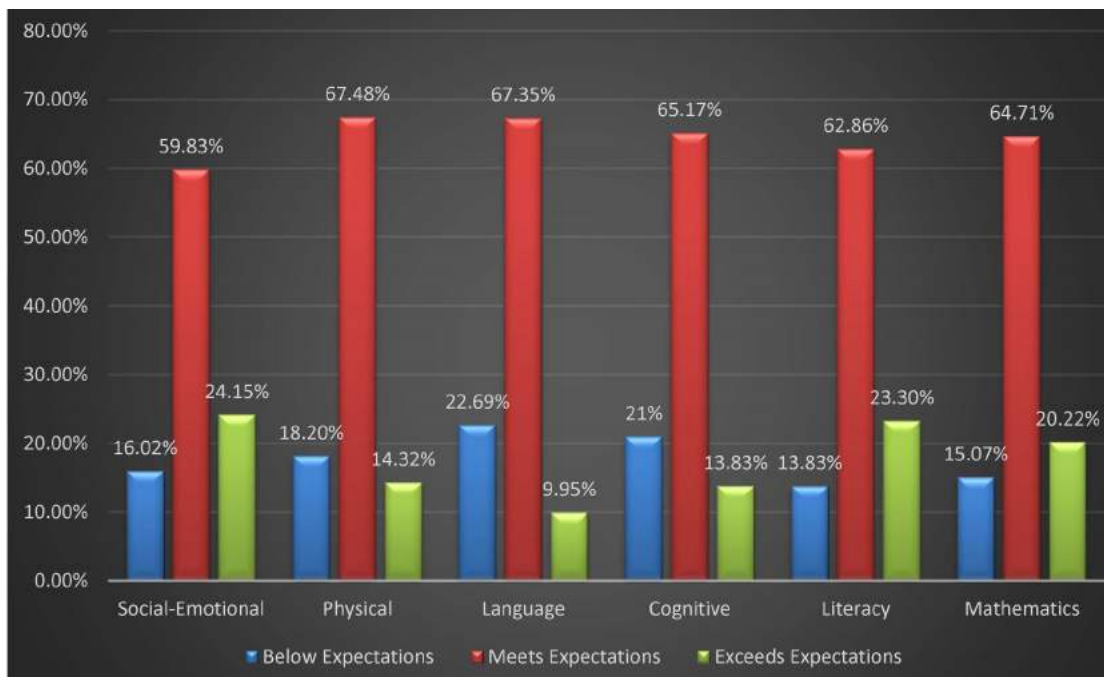
FOCUS AREA: Operations and Accountability

Data and Analysis

The ALPI's Head Start and Early Head Start Program provide high-quality early education and child development services, including children with disabilities, that promote children's cognitive, social and emotional growth for later success in school. The 2017-2018 Children and Families Division Report represents a summary of the program's approach to service delivery and accomplished goals and objectives as mandated by federal and state regulations and requirements. The report includes data obtained from the Program Information Reports, Program Database Systems and other formal and informal reports.

ALPI's Head Start and Early Head Start Program's ongoing assessment is Teaching Strategies GOLD. Based on the data collected for the 2017-2018 school year, it showed that children have made progress on all domains in accordance with the Head Start Early Learning Child Outcomes Framework. Classroom staff continued to monitor and evaluate the progress on all children Birth to Five. The following data represents the final child outcome results for the 2017-2018 school year of 824 possible children enrolled in the Head Start and Early Head Start Program.

Final Child Outcomes 2017-2018



Accomplishments & Opportunities

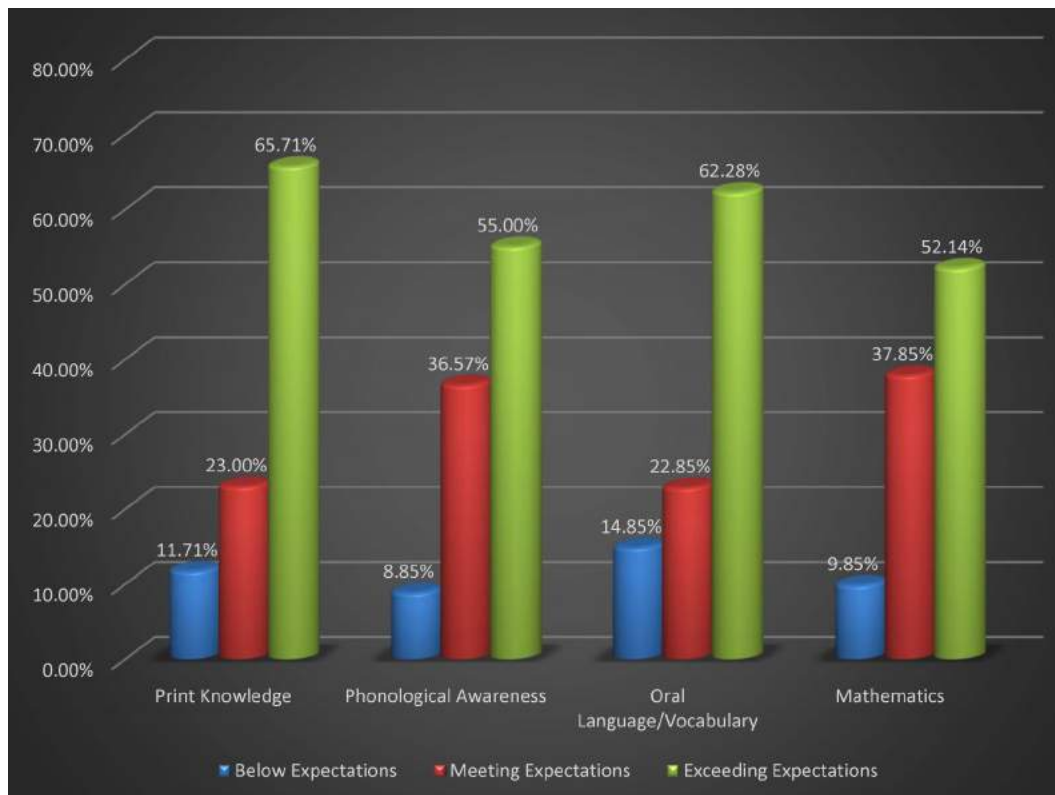
FOCUS AREA: Operations and Accountability

Data and Analysis (cont'd)

The ALPI's Head Start and Early Head Start Program provide high-quality early education and child development services, including children with disabilities, that promote children's cognitive, social and emotional growth for later success in school. The 2017-2018 Children and Families Division Report represents a summary of the program's approach to service delivery and accomplished goals and objectives as mandated by federal and state regulations and requirements. The report includes data obtained from the Program Information Reports, Program Database Systems and other formal and informal reports.

Voluntary Prekindergarten Services: ALPI provided VPK services to approximately 385 children at directly operated Head Start centers in St. Lucie and Polk Counties. The VPK program provides an extended day for preschoolers that are 4 years old to promote emergent literacy. The program offers an additional three hours of literacy directed activities, which are hands on and supports language and literacy domains. Children were assessed utilizing the VPK assessment tool. The VPK Assessment Final Report for the 2017-2018 school year showed the percentage of children that had progressed/advanced in each of the measured areas.

VPK Assessment Final Report 2017-2018



Accomplishments & Opportunities

FOCUS AREA: Operations and Accountability

Data and Analysis (cont'd)

The ALPI's Head Start and Early Head Start Program provide high-quality early education and child development services, including children with disabilities, that promote children's cognitive, social and emotional growth for later success in school. The 2017-2018 Children and Families Division Report represents a summary of the program's approach to service delivery and accomplished goals and objectives as mandated by federal and state regulations and requirements. The report includes data obtained from the Program Information Reports, Program Database Systems and other formal and informal reports.

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 2017 CLASS.

OHS CLASS® Descriptive Statistics, 2017			
National Distribution of Grantee-Level Domain Scores			
Domain	Lowest 10%	Median (50%)	Highest 10%
Emotional Support	5.7024	6.09	6.48
Classroom Organization	5.3264	5.85	6.33
Instructional Support	2.3095	2.97	3.65

ALPI CLASS 2016 Federal Review Scores			
OHS CLASS 2017 National Grantee Level Scores			
ALPI CLASS 2016 SCORES		OHS CLASS 2017 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

ALPI CLASS 2017-2018 Internal Monitoring			
ALPI CLASS 2017 SCORES		OHS CLASS 2017 NATIONAL SCORES	
		Median 50%	
Emotional Support	5.66	Emotional Support	6.04
Classroom Organization	5.04	Classroom Organization	5.76
Instructional Support	3.11	Instructional Support	2.74

Special Thanks & Recognition

Special thanks and recognition to all council, ATEC Advisory Committee, and housing board members who very generously donate of their time and energy to further the mission of the Agricultural and Labor Program, Inc.

Regional Advisory Councils

Central	Glenda Jones	Earnestine Davis	Jacqueline Rentz	Mary Shepherd
	Dorothy Spencer	Clora Dubose	Marian Owens	Dartha Shular
	Josephine Howard	Dawnetta Haynes-Wearing	Elizabeth Scaife	Vermell Brown
	Patricia Gamble	Annie Larkins	Margaree Simon	Sandra Henry
	Jennie Calhoun	Johnnie McNair	Ruby Willix	Linda Bailey
	Beulah Jones	Doris Parker	Patricia Salary	
Eastern	Betty Bradwell	Marjorie Gaskin	Margaret Porter	Debra Williams
	Clarence Brown	Constance Griffin	Beverly Richardson	Annette Wilson-Brown
	Bobby Byrd	William Holt	Katherine Sims	
	Frances Cooper	Angela Jules	Gena Spivey	
	Mercadez Estime-Connelly	Donna Mills	Tiffany Wilder	
Northern	Constance Anderson	Charles Harris, Jr.	Patty McCollister*	Evelyn Seabrook
	Wanda Beckwith	Marva Hawkins	Chester McNorton*	Lloyd Thompson*
	Sheila Dixon	Nereida Jackson*	Leona Nater*	Donald Tillman
	Yvonne Grey	Maureen Lewis	David Rucker	Beverly Wilson
Southern	John Ash	Barbara Grace	Emma Malcolm	Kimberly R. Ross
	Katie Clarke	Rosa Hampton	Tracy Maloy	Terry Wellington
	Noemi Cruz	Annette Jones	Bernice Lopez	
	Ruth A. Gay	N'Kosi Jones	Annie Robinson	

Head Start/Early Head Start Policy Council

Andrew Hendricks	Crystal Booker	Linda Halpin	Noelia Garcia	Marleny Torres Serano
Shantol Britton	Jasmine Troutman	Scarlet M. Vega	Elza Laurent	Teaira Reed
Cobie B. Tai	Dr. George Grace	Mislane Charles	Steve Durand Estima	Lakayla Jackson
Nikyta L. Woods	Danny Hadden	Donna Gibson	Raquel Bizzell	CurShawnda Brown
Josephine Howard	Danyella Jackson		Grace Potts	Orlethea Plowden
Yolanda Robinson	Tamarind L. Hill	ALTERNATES	Lamonica Murphy	
Priscilla Spears	Felicia Sweeting-Harris	Amaryllis Rosario	Suntory Safford	

ALP Housing Development Board

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

**ATEC Advisory Committee*

Special Thanks & 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.

Lawrence and Opal Chester

Children of God Outreach Ministries

Apostle Ellis and Pat Gamble

Maria Crespo

Sheila Dixon

Arlene Dobison

William and Lillie Holt

Deborah Jeffries

Deloris Johnson

Glenda W. Jones

Dean C. Looney, Sr.

Port Salerno Church of God, Inc.

Marian M. Carpenter

Cindy Ricker

Christine Samuel

Evelyn J. Seabrook

Jonathan and Sandra Thiele

Mrs. George Truitt

LaTiki Williams

Beverly Wilson

Elizabeth Young



Getting sick is never convenient. Good thing we are.

Did you know you are contagious one day before flu symptoms appear and up to seven days after becoming sick?

Whether you're suffering from flu symptoms or have a cold you just can't shake, our Urgent Care offices make it easy to get the care you need. For your convenience, we offer online check-in. Visit our website, answer a few questions, pick a time and we'll save your spot in line before you arrive.

Check in at CypressWalkIn.com. We're open Monday through Sunday.



7375 Cypress Gardens Blvd., Winter Haven, FL 33884

863-325-8185

CypressWalkIn.com

3759 Pleasant Hill Rd., Kissimmee, FL 34746

863-419-2723

Heart of Florida Regional Medical Center is owned in part by physicians. Because our Urgent Care staff must treat patients based on the severity of illness or injury, your time is not guaranteed. We will see you as close to your designated time as possible. If your symptoms worsen or you believe you are experiencing a life-threatening emergency, please dial 911 or go to the nearest Emergency Department as soon as possible.



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

**On Your 2019 Annual
Corporate Meeting
and Luncheon**

DUKE ENERGY ASSISTANCE PROGRAMS

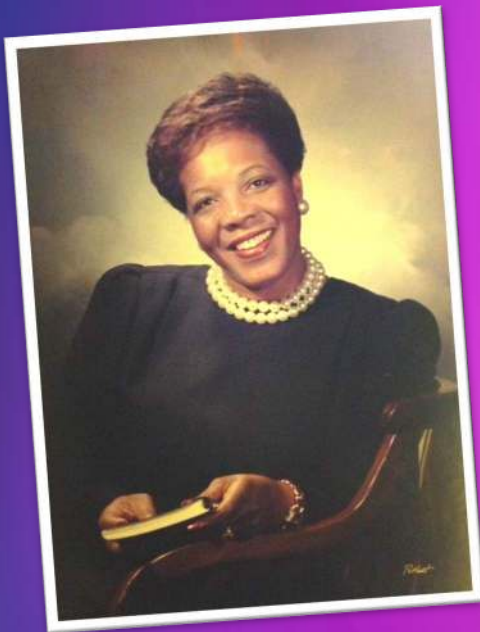
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To the Agricultural and Labor Program, Inc. On Your
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It has been an honor and
a privilege to serve as
ALPI's Chief Executive Officer
for the past 30 years.

Thanks for all the great memories!

Deloris Johnson
ALPI Chief Executive Officer | 1988 - 2018

Congratulations

ALPI

51 Years of
Exceptional
Community
Service



2019 ANNUAL CORPORATE MEETING AND LUNCHEON

People, Purpose, Passion: A Living Legacy of Success



Arlene Dobison, ALPI CEO

From the Dobison and Williams Families



Florida Association for Community Action (FACA), Inc.



Faith C. Pullen
Executive Director

**Congratulations
to
The Agricultural and Labor Program, Inc.
on your
2019 Annual Corporate Meeting and Luncheon!**

**“People, Purpose and Passion:
A Living Legacy of Success”**

OUR MISSION

To enhance Florida’s Community Action Network’s effectiveness to facilitate the reduction of poverty, through collaboration with public and private partners by providing training, technical assistance, and advocacy.

OUR VISION

FACA will be the key change agent in assisting Florida’s Community Action Network in poverty reduction.

OUR CORE VALUES

- ✓ Outstanding Customer Service
- ✓ Transparency
- ✓ Accountability
- ✓ Integrity
- ✓ Inclusiveness



Congratulations

to the
Agricultural and Labor Program, Inc. On Your
2019 Annual Corporate Meeting & Luncheon



From Elizabeth Young & Family

Everybody can be great ... because anybody can serve. You don't have to have a college degree to serve. You don't have to make your subject and verb agree to serve. You only need a heart full of grace. A soul generated by love. - Martin Luther King, Jr.

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On Your 2019 Annual Conference



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FLORENCE VILLA COMMUNITY DEVELOPMENT CORP.

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 your 2019 Annual Luncheon**

Nathaniel Birdsong, Jr., Executive Director
Lutricia Glenn, Board of Directors President

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

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2019 Annual Conference and Luncheon

A Charge to Keep ... A World to Reach.

200 Ave. R. NW | Winter Haven, FL 33881

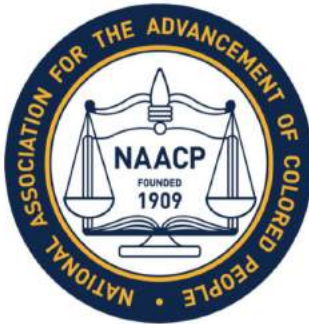


FMBC was organized in 1881 and 15 pastors have served the church in her rich history. Our current Pastor/Teacher, Clifton E. Dollison, and First Lady Valerie Dollison, have served the church since 1992.



*Pastor/Teacher
Clifton E. Dollison*

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



WWW.NAACP.ORG

NAACP

Congratulations

To the

Agricultural and Labor Program, Inc.

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

Bishop Willie Mincey

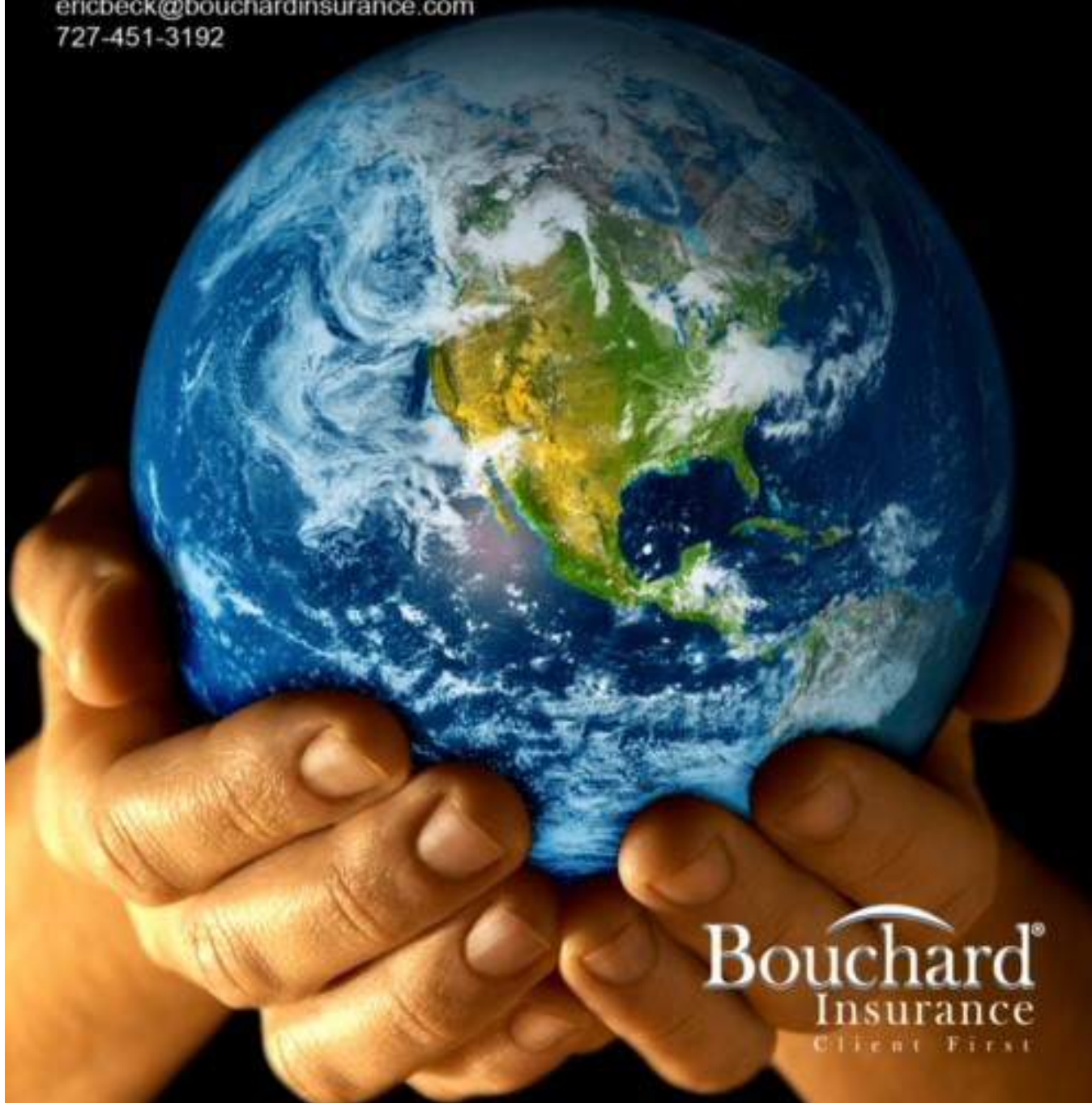
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As one of the oldest insurance agencies in the State of Florida, Bouchard takes great pride in partnering with members of the nonprofit community. We value the opportunity to give back to our community, while also serving the insurance and risk management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

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

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Email: smcgahee@fnph.org

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

Selvin McGahee
Executive Director



**“ALDHC – providing affordable housing
for low-income and moderate income
farmworker families since 1993”**

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

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

ALDHC Board Members

Phillip Howard, Chairman
Nathaniel Birdsong, Vice Chairman
Patricia Gamble, Secretary
Josephine Howard, Treasurer
Leola Lewis, Member
Johnnie McNair, Member
Jacqueline Rentz, Member
Elizabeth Scaife, Member
Glenda Jones, Member

Arlene Dobison, ALPI CEO
Al Miller, ALPI Staff Liaison
Pam Borton, Management Company
Representative

CONGRATULATIONS to the **Agricultural and Labor Program, Inc.** on your *2019 Annual Conference*



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

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



THE AGRICULTURAL AND LABOR HOUSING DEVELOPMENT CORPORATION, INC.

For additional information, please call: 863.967.1196
or TDD 1.800.955.8771 Monday-Friday, 9:00 a.m. to 5:00 p.m.

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



Congratulations

Agricultural and Labor Program, Inc.

on your

2019 ANNUAL CORPORATE MEETING AND LUNCHEON



People, Purpose, Passion:
A Living Legacy of Success



from the

William and Lillie Holt Family

Congratulations

To the Agricultural and Labor Program, Inc. On Your
**2019 Annual Corporate
Meeting & Luncheon**

LAKE COMMUNITY ACTION AGENCY

James H. Lowe, CCAP
Executive Director

www.lakecaa.org

Thank You

TO THE LEADERSHIP AND STAFF

of the

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



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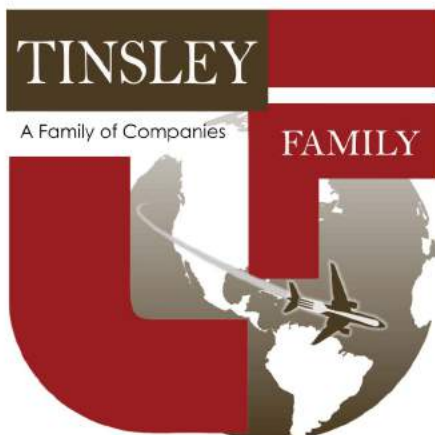
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ALPI

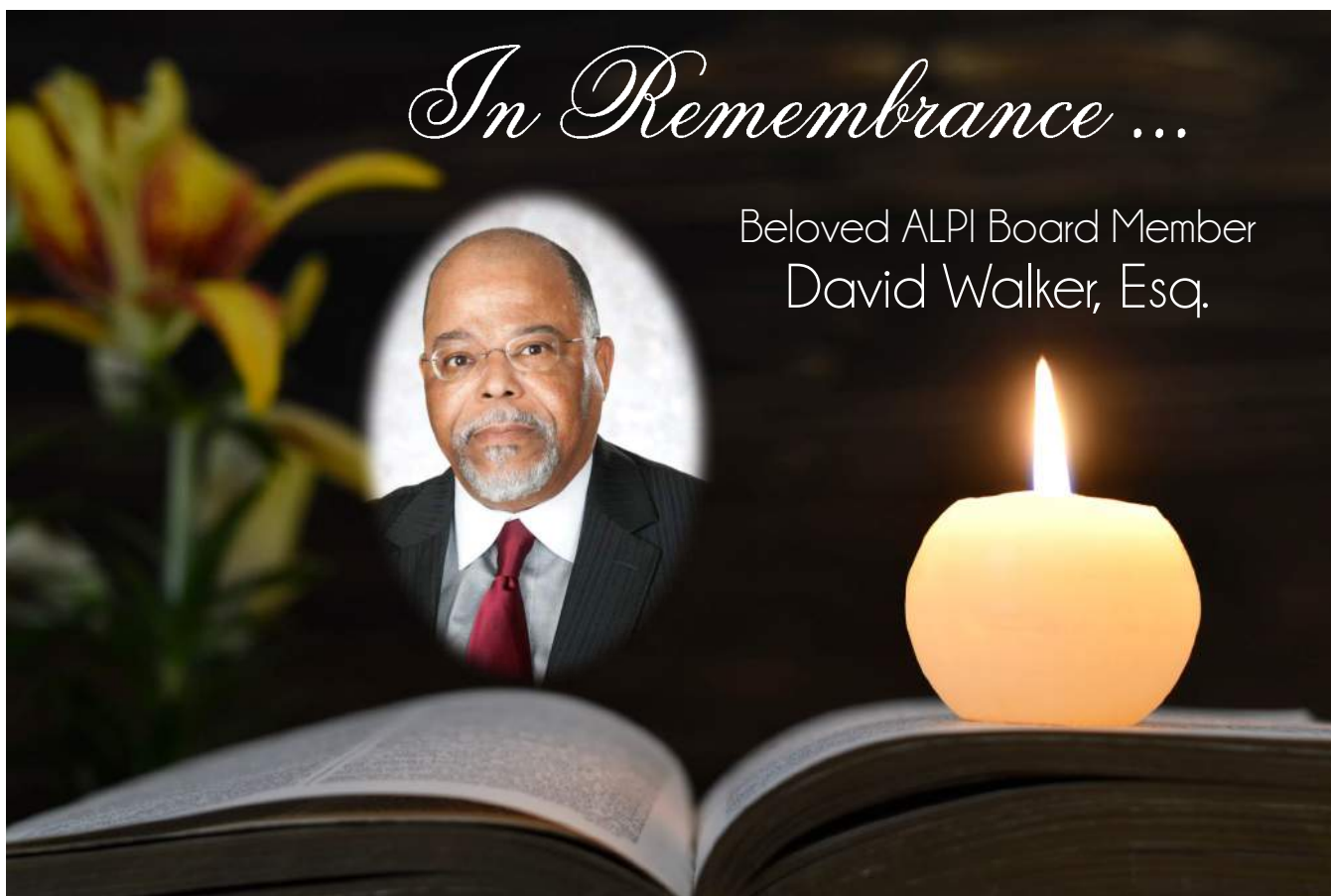
Congratulations and Best Wishes

*People, Purpose, Passion:
A Living Legacy of Success*



In Remembrance ...

Beloved ALPI Board Member
David Walker, Esq.



The Haines City Branch #5150 - National Association for the Advancement of Colored People

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

2019 Annual Conference

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

Cynthia Downing, President

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Head Start/Early Head Start Centers

Locations

POLK COUNTY

Frostproof Child Development Center
701 Hopson Road
Frostproof, FL 33843

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

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

CONTRACTED CENTERS

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

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

HIGHLANDS COUNTY

Big Brothers/Big Sisters of the Sun Coast, Inc.

POLK COUNTY

Agricultural and Labor Program, Inc.
ALPI - Family Fundamentals
Boys and Girls Club of Lakeland, Inc.
Center for Independent Living
Women's Resource Center



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

Jesus 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

Collier County
Housing Authority
FCDP Immokalee
Technical College

MIAMI-DADE COUNTY

FCDP South Dade Skills Center

HILLSBOROUGH COUNTY

FCDP The Family Learning Center
RCMA Balm

MANATEE COUNTY

FCDP Manatee Adult, Career
and Technical Education

ORANGE COUNTY

Orange County School
District Westside Technical Center

PALM BEACH COUNTY

Farmworker Career Development

POLK COUNTY

Frostproof Care Center
FCDP East Area Adult School
Farmworker Ministry, Inc.
RCMA Mulberry

PUTNAM COUNTY

FCDP

ST. LUCIE COUNTY

FCDP Indian River State College



2018 Financials

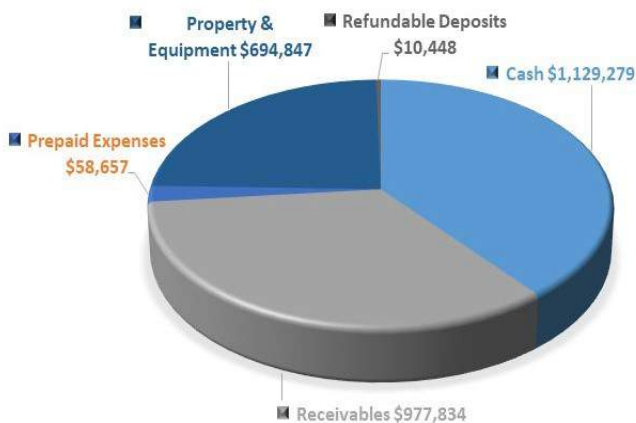
FY 2018 FINANCIAL HIGHLIGHTS

94%

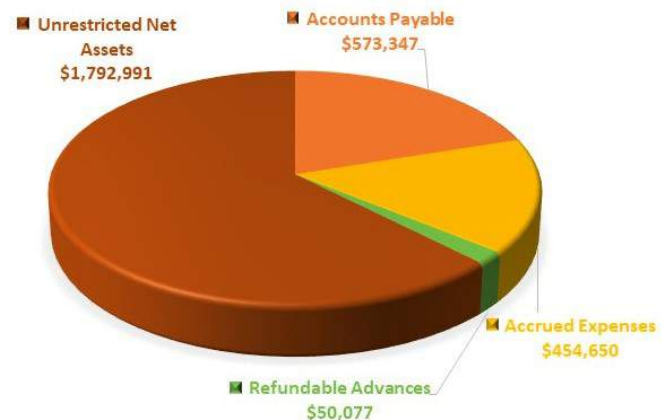
OF ALL FUNDING RECEIVED GOES DIRECTLY TO PROGRAM SERVICES

STATEMENT OF FINANCIAL POSITION

FY 2018 ASSETS
\$2,871,065

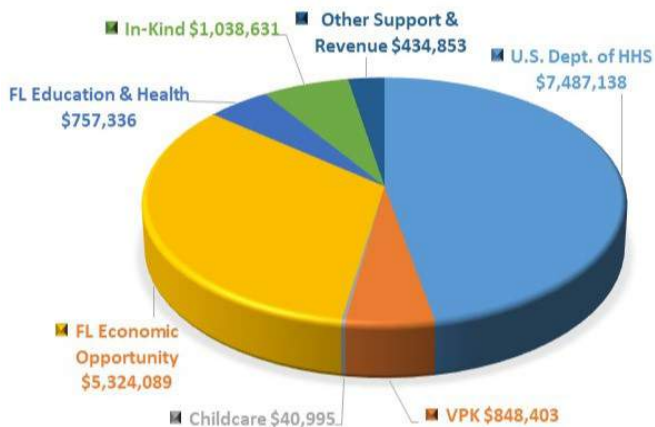


FY 2018 LIABILITIES & NET ASSETS
\$2,871,065

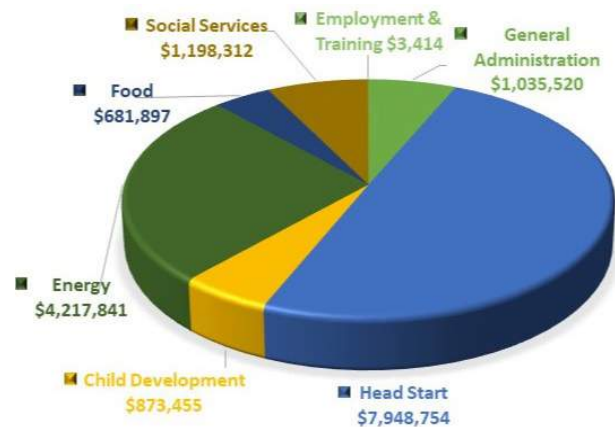


STATEMENT OF ACTIVITIES

FY 2018 SUPPORT & REVENUE
\$15,931,445



FY 2018 OPERATING EXPENSES
\$15,959,193



NET LOSS: (\$27,748)

Contact Us

LAKE ALFRED, FL

EXECUTIVE DEPARTMENT

P.O. Box 3126
Winter Haven, Florida 33885

863-956-3491, x206
Arlene Dobison, CEO

ADMINISTRATION & OPERATIONS QUALITY CONTROL DIVISION

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

BUDGET & FINANCE
863-956-3491, x210
Dennis Gniewek, Director

HUMAN RESOURCES
863-956-3491, x202
Christine Samuel, Director

COMMUNITY SERVICES & ECONOMIC DEVELOPMENT DIVISION

863-956-3491, x212
Albert Miller, Deputy Director

LIHEAP/COMMUNITY SERVICES
863-956-3491, x224
Cheryl Burnham, Director

CSBG/ECONOMIC DEVELOPMENT
863-956-3491, x218
PaHoua Lee-Yang, Director

FORT PIERCE, FL

CHILD DEVELOPMENT & FAMILY SERVICES DIVISION

Eastern Region Administration Office
2202 Avenue Q
Ft. Pierce, FL 34950

863-956-3491, x215
Caroline Looney, Deputy Director

HEAD START/EARLY HEAD START
PROGRAM OPERATIONS
772-466-2631, x11
Myrna Rodriguez, Director

FROSTPROOF, FL

EARLY HEAD START PROGRAM OPERATIONS (Polk County)

701 Hopson Road
Frostproof, FL 33843

863-635-3396
Aletta Stroder, Director



The Agricultural and Labor Program, Inc.

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:

