

**ALPI**  
AGRICULTURAL AND LABOR PROGRAM, INC.

CELEBRATING

**50**

YEARS  
of Community Services

# 2018 Annual Report





# 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.

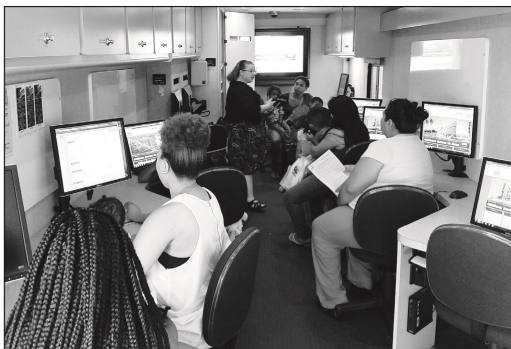
## COORDINATED & COMPREHENSIVE PARTNERSHIPS

### ALPI Frostproof Child Development Center



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 Boyce** 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

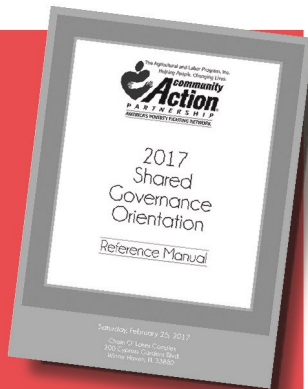
Community Action leadership is exemplified at all levels across the ALPI organization and starts with a mission that clarifies ALPI's work to address the needs of socially and economically disadvantaged children, families and farmworkers. The organization's well-functioning board, and a focused chief 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.  
Helping People. Changing Lives.  
**community ACTION**  
PARTNERSHIP  
AMERICA'S 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-Domineck Lester Roberts Kim Johnson Nijona Patterson Constance Griffin	Terry Wellington Dorothy Curry Patricia Gamble Glenda Jones Ruby Willix Annie Robinson Rhonda Boston Tychus Doe
<b>STAFF LIAISONS</b> Al Miller Myrna Rodriguez Aletta Stroder Twila Smith	<b>STAFF LIAISONS</b> Dennis Gniewek Christine Samuel Twila Smith	<b>STAFF LIAISONS</b> Elizabeth Young Cheryl Burham PaHoua 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.
- Completed CEO Annual Performance Evaluation.
- Approved final “Wall of Fame” Implementation Plan and Timelines.
- Secured Independent Auditor to complete the organization’s annual audit in accordance funding source regulatory requirement time lines.
- Conducted annual Board and Management Planning Retreat.
- Reviewed and approved the organization Annual Operating Budget for 2016-2017.
- Maintained 100% compliance with board meeting schedule and attendance in according with by-laws and funding regulatory requirements.
- Board Members contributed and/or secured over \$46,000.00 in non-restricted to support agency community relations activities.
- Secured Succession Plan Consultant Agreement to begin search for CEO replacement.
- Reviewed and approved policies and procedure revisions/updates.



# 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



The 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



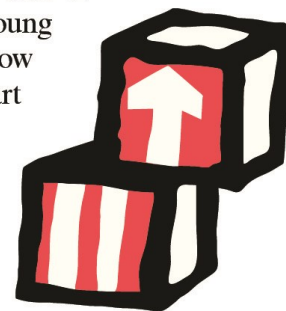
Standing: Mabel Jones, Jones Connection (Atlanta, GA)

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 Auburn-dale 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.

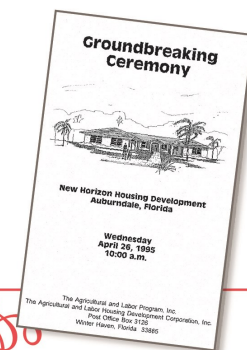
### *A Trip Down Memory Lane...* The Agricultural and Labor Housing Development Corporation, Inc.

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.

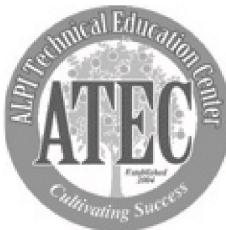
The purpose of the ALPI Technical Education Center is to provide State approved training programs to equip the graduating students with the skills and knowledge needed to pursue employment in the occupation trained for or continue into other educational opportunities.

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.

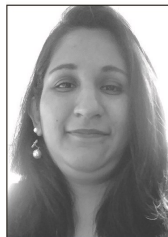
## ALPI Technical Education Center (ATEC)



## Success Stories

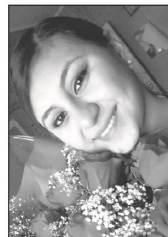
For more than 12 years the Agricultural and Labor Program, Incorporated (ALPI) has been operating a vocational/technical center in Volusia County. The ALPI Technical Education Center (ATEC) was first established around 2005 to provide ALPI's farmworker clients with training for an alternative career 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.

Its important to note that while Susan was enrolled in school, she continued to volunteer at Frostproof CDC. She believes that its 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

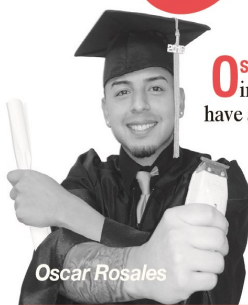
During the 2016-2017 program year, ALPI continued to partner with other organizations to provide employability skills training to assist clients in becoming upwardly mobile, especially in the job market. Opportunities offered included the following:

- 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

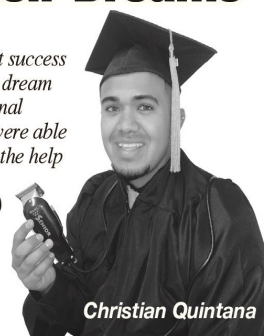


*What follows are three short success stories of young men whose dream was to become a "professional barber." These young men were able to achieve their dream with the help of their ALPI Family Self-Sufficiency Program (FSSP) case manager and KOE Barber Academy in Mulberry, FL.*



Oscar Rosales

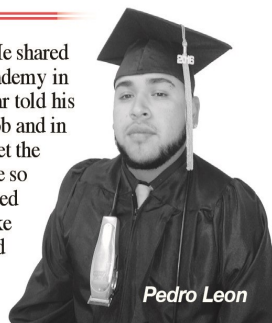
**O**scar was living with his girlfriend, one year old son and his sister while working part time and receiving a weekly income of only \$175.00. He wanted to have a better life, but needed additional funds to complete the barber class at KOE Barber Academy. Oscar told his case manager that eventually 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.



Christian Quintana

**C**hristian 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.

**P**edro 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.



Pedro Leon

# 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

# 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.

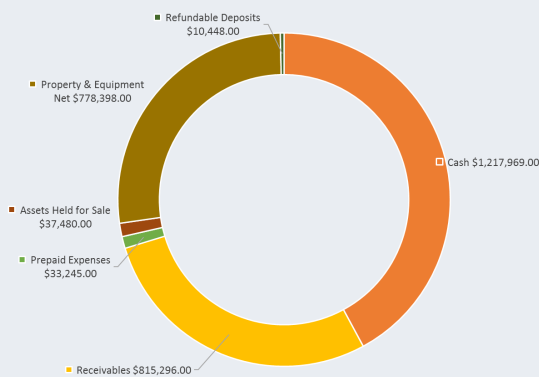
# FY 2017 FINANCIAL HIGHLIGHTS

# 93%

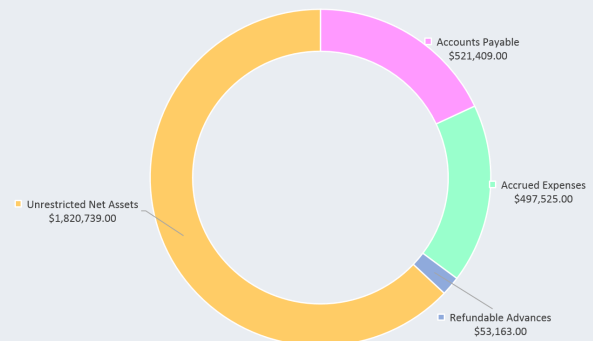
OF ALL FUNDING RECEIVED GOES DIRECTLY TO PROGRAM SERVICES

## STATEMENT OF FINANCIAL POSITION

### FY 2017 ASSETS \$2,892,836

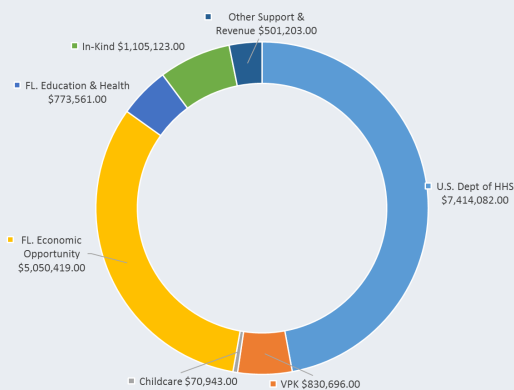


### FY 2017 LIABILITIES & NET ASSETS \$2,892,836

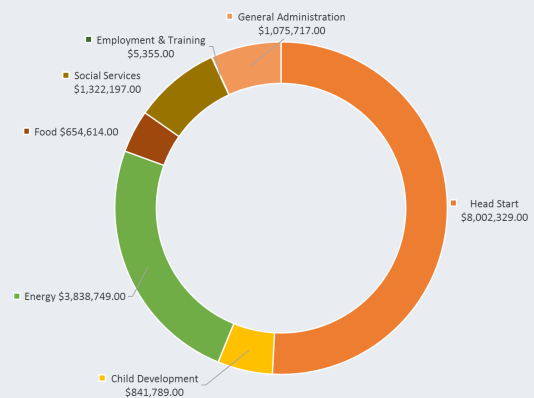


## STATEMENT OF ACTIVITIES

### 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



PROGRAMS AND SERVICES ARE FUNDED IN PART BY:



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