

JOHNSTON-LEE-HARNETT COMMUNITY ACTION, INC.



**ANNUAL
REPORT
2014-15**

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ABOUT US....

Mission Statement

Address the needs of low-income persons by using co-ordinated efforts and representation from the disadvantaged, public, and private sector to help those persons become self-sufficient.

Vision Statement

Johnston-Lee-Harnett Community Action's vision is a community that inspires people to be empowered through opportunities that support education, self-sufficiency and a willingness to give back to society.

Value Statement

Our agency values professional and quality services conducted with integrity, compassion, and commitment.

History

Johnston-Lee-Harnett Community Action, Inc. (JLHCA) has an impressive history, which speaks of new beginnings for many families. There have been countless individuals willing to give of their time and resources to improve the quality of life in our area. Many new programs have been developed and spun off to other agencies testifying to Johnston-Lee-Harnett Community Action's leadership in providing a voice for the disadvantaged in our three county area. Our goal has remained the same through the years. It is to alleviate poverty and to operate programs designed to help the disadvantaged help themselves to become self-reliant. Our original motto was "people helping people to help themselves"; our motto has changed over the years to "helping people, changing lives".



FROM THE DESK OF THE EXECUTIVE DIRECTOR

What I know for sure as Executive Director of an organization that serves the marginalized and under-served is that our work is critical and doesn't seem to subside. During our 2014-2015 program year, we served numerous clients in the three county area. The economy is getting better for some and has a long lasting effect on others. People in poverty seem to struggle through many obstacles to reach self-sufficiency. Even though the economy is now recovering it is still a hardship for many of our clients. So, it is during this uptick that we continue to work just as hard or harder than ever before. Why? Because our mission is self-sufficiency.

The good news is that our work has paid dividends. We celebrated clients whose lives have been turned around because they called or walked through our doors asking for and following the guidance we provided. I invite you to read and share this report, taking note not only of the sheer numbers of people who've received help from Johnston-Lee-Harnett Community Action, Inc., (JLHCA) but to take in their stories. Because everybody has a story, JLHCA is pleased to be a part of those stories.

I want to personally thank the JLHCA staff, Board of Directors, and the community for its dedication and support to "Helping People, Changing Lives".

**E. Marie Watson
Executive Director**



LETTER FROM THE BOARD CHAIR

On behalf of the board of directors, please allow me to convey to each of you a hearty thank you for your support. We are approaching our fiftieth year anniversary with many successful programs. This board, with the devotion of the executive director, and staff of Johnston-Lee-Harnett Community Action, Inc., has and will continue to build upon the visions of the founders and pioneers of this great organization. Our visions have been magnified, and as a result, created success in the lives of many people. We are dedicated and committed to continuing our plight. In our efforts to aspire, we maintain partnerships with social service agencies, churches, businesses, county and state government, as well as federally, in order to capture all available resources of benefit to our clientele.

Our goal is to create hope in the lives of the people where there is no hope. Johnston-Lee-Harnett Community Action, Inc., will continue to build on the progress that we have made and continue our commitment to assist communities that inspire people to be empowered through opportunities that support education, self sufficiency, and a willingness to give back to society.

This past year we have worked hard to support, uplift and get our clients out of poverty. We will continue to seize the future together and work for a better community.

Robert W. Atkinson
Board Chairman

Board of Directors

Executive Committee

Robert Atkinson – Chairman*	Public Sector
Jim Currin – Vice Chairman	Private Sector
Karen Wall – Secretary/Treasurer	Disadvantaged Sector
Ursela McLean – At Large	Public Sector
Jackie McMillian– At Large	Disadvantaged Sector

Finance Committee

Jim Currin - Chairman*	Private Sector
Roger Pope	Disadvantaged Sector
Robert Atkinson	Public Sector
David Barber	Disadvantaged Sector
Jackie McMillian	Disadvantaged Sector

Membership Committee

Jerry Lemmond - Chairman*	Private Sector
Dawn Winn-Burdo	Public Sector
C. Gordon Springle	Public Sector
Tim Sloan	Public Sector
Latasha Sessoms	Disadvantaged Sector

Parliamentarian

Louise Sewell	Private Sector
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Personnel Committee

Louise Sewell - Chairman*	Public Sector
Ursela McLean	Public Sector
Jerry Lemmond	Private Sector
David Barber	Disadvantaged Sector

Planning & Evaluation Committee

Jackie McMillian - Chairman*	Disadvantaged Sector
Bishop Frank Taylor	Disadvantaged Sector
Joyce Holloman	Public Sector
Rev. Dr. Ricky Frazier	Public Sector

HUMAN RESOURCES

2014-15 Johnston-Lee-Harnett Community Action Inc., staff consisted of 170 employees in the following categories:

- **Overhead Department**
 - Executive Director
 - Fiscal Director
 - Human Resource Director
 - Information Technology Director
 - Executive Secretary
 - Receptionist
 - Accounting Technician I
 - Accounting Technician II

- **Head Start/Early Head Start Program**
 - Head Start Director
 - Education Manager
 - Disability/Mental Health Manager
 - Health Manager
 - Family Services Manager
 - Nutrition Manager
 - (2) Cafeteria Managers
 - Transportation/Facilities Manager
 - (2) Area Managers
 - (3) Center Directors
 - (2) Component Assistant
 - Data Entry Specialist
 - (15) Family Service Workers
 - (4) Lead Teachers
 - (54) Teachers
 - (35) Teacher Assistants
 - (2) Floaters
 - (2) Cooks
 - (14) Bus/Driver Teacher Assistants
 - (3) Cook/Custodians

- **CSBG**

CSBG Director
(3) CSBG Stars Senior Counselors/Supervisor
(3) CSBG Stars Counselors

➤ **DSS PROGRAM**

(2) Intake Workers

➤ **WEATHERIZATION/HARRP PROGRAM**

Housing Energy/Director

Assistant Housing Energy/Director

Housing Technician

➤ **ECONOMIC DEVELOPMENT PROGRAM**

Housing Director

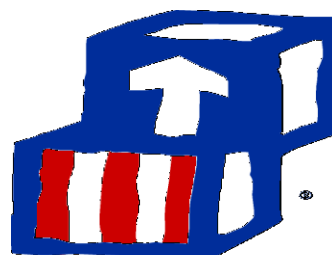
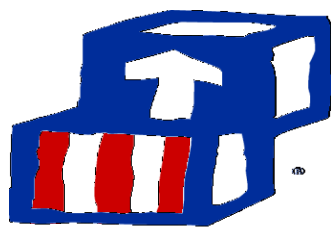
Housing Counseling Supervisor

Housing Intake Worker

➤ **RAPID RE-HOUSING PROGRAM**

(2) Homeless Intake Worker





HEAD START/EARLY HEAD START

Report to the Community 2014-2015

Johnston-Lee-Harnett Head Start is a federally funded non-profit early childhood program that is committed to offering quality and comprehensive services to children and families that meet Head Start guidelines.

Age- Actual Enrollment

0-1 yr olds.....19
 1 yr olds.....22
 2 yr.....35
 3-yr olds 209
 4-yr olds..... 480
 Pregnant Women.....22
 Total..... 787

Avg. Monthly Enrollment: 645

Primary Language

English: 586 (74%)
 Spanish: 197 (25%)
 Other: 4 (1%)

Racial/Ethnic Composition

White	110	(14%)
Black	404	(51%)
Bi-Racial	34	(5%)
Other (Hispanic)	234	(30%)

Center Information

12 Centers

6 centers with 5-star license

6 centers with 4-star license

Center Locations

Licensure

Smithfield Head Start (4 stars)
 Edgerton Court Head Start (4 stars)
 Clayton Head Start (4 stars)

Selma Head Start (4 Stars)
 Princeton Head Start (5 stars)
 Benson Head Start (4 stars)

Cleveland Head Start (5 stars)	River Dell Head Start (5 stars)
Dunn Head Start (5 stars)	Early Head Start Learning Center (4 stars)
Lillington Head Start (5 stars)	Lee County Head Start (5 stars)
Administrative Office: 1102 Massey Street, Smithfield, NC 27577	

Child Screenings

Developmental 765

50 requested and received needed intervention services.

School Readiness Activities

Literacy Activities, Developmentally Appropriate Academic Activities, Independence and Self-sufficiency, Transition Readiness, and Family Engagement.

Parent-Involvement Activities

Parent Orientation, Parent Open House, Parent Training, Resource Fair, Center Committee Meetings, Policy Council Meetings, Transition Activities, Parent Volunteers, Parent/Teacher Conferences, Home Visits, Governance activities, and Fatherhood Activities.

The program has 147 employees and 32% are former/current Head Start parents.

Teacher Information

100% of centers have teachers with Associate or Bachelor's degrees

27 (75%) of Head Start teachers have a Bachelor's degree or higher

Health & Nutrition Services

275,680 nutritious meals/snacks served to children.

100% of children had up-to-date physicals

Dental Examinations - 85% received dental exams, 5% identified as needing services and 4 % received treatment. Dental homes identified for 765 children.

100% of the children enrolled more than 45 days completed or were up-to-date on their immunizations.

739 received mental health screenings with **55** follow-ups performed. There were **2** mental health referrals to outside agencies.

100% of these children received mental health services during the operating year.

100 % children had identified medical homes by end of enrollment

15 children identified needing medical treatment and received treatment.

Special Needs Children

90 children (**11.8%**) had disabilities

Speech or language impairment

Autism

Developmental delay

Hearing impairment

Visual impairment

Annual Budget and Expenditures 2014-2015 -Where the Money Comes From

Funding 14-15

Head Start - \$4,304,685

NCPReK - \$109,548

Child/Adult Care Food Program -\$533,856

Early Head Start - \$1,254,568

Non-Federal Share Requirement -\$389,813

Family Information

Number served	743	
Number on TANF	44	(6%)
WIC.	366	(49%)
Number below Poverty Level	706	(90%)
Number from 100-130% Poverty	46	(6%)
Number above 130% Poverty	30	(4%)
Single Parent Families	473	(64%)
Two Parent Families	270	(36%)
Employed	475	(64%)
Unemployed	268	(36%)
In School or Training	42	(6%)
Less than High School	279	(38%)
High School or GED	389	(52%)
Some college	52	(7%)
Bachelor's Degree or Higher	23	(3%)

Family Services		
Crisis Intervention	84	(11%)
Child Support Assistance	33	(4%)
ESL	155	(21%)
Health Education	485	(65%)
Parenting Education	579	(78%)
Adult Education	279	(38%)
Job Training	167	(22%)
Mental Health	244	(33%)

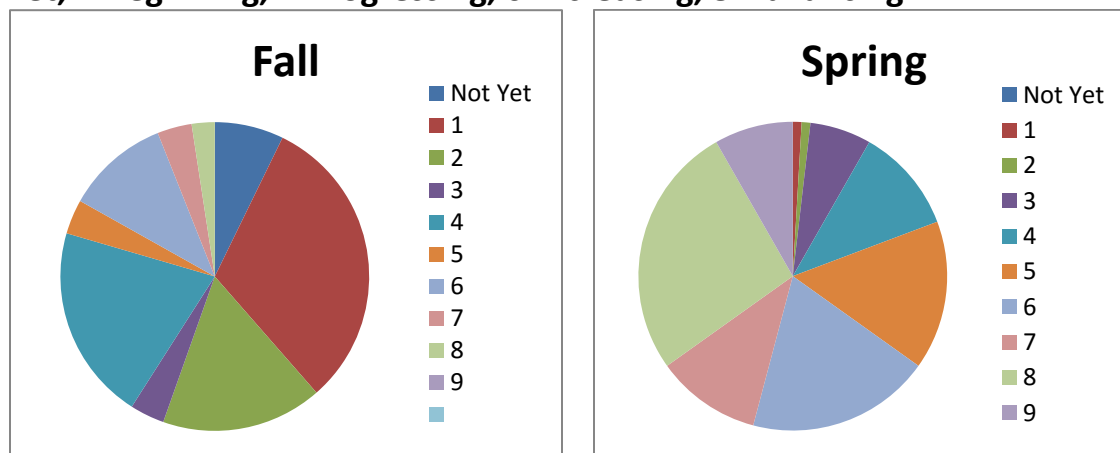
Child Outcomes

Across all domains, Johnston-Lee-Harnett Head Start/Early Head Start helped children improve their school readiness by moving the majority of the children into meeting expectation or exceeding expectations developmental range of Teaching Strategies GOLD assessment. During assessment data entry in September more children were in the below expectations range than in the spring data entry in April.

Early Head Start Domain	Fall Assessment # of children below developmental expectation	Spring Assessment # of children below developmental expectation
Social Emotional	20	2
Physical-Gross	30	7
Physical-Fine	12	3
Language	28	10
Cognitive	19	4
Literacy	22	7
Mathematics	30	16
Head Start Domain	Fall Assessment # of children below developmental expectation	Spring Assessment # of children below developmental expectation
Social Emotional	443	81
Physical-Gross	456	98
Physical-Fine	441	64

Language	484	142
Cognitive	485	98
Literacy	416	66
Mathematics	502	154

English language learners demonstrated increased ability to comprehend and use the English language results were measured on a scale of Not Yet -9. Not Yet, 2-Beginning, 4-Progressing, 6-Increasing, 8-Advancing.



Partners in Service

Health Departments, Public Schools, Partnership for Children, NCPReK, Departments of Social Services, Community Colleges, Mt. Olive College, UNC-Greensboro, Fayetteville State University, area Dentists, N. C. Cooperative Extension, Johnston County Industries, Domestic violence agencies, Child Support, and CDSA's.

Head Start/NCPReK

The Head Start/NCPReK Program is funded by the Partnership for Children of Johnston County. This dual enrollment served 27 children.

Center Locations

Smithfield Head Start	Selma Head Start
Edgerton Court Head Start	Princeton Head Start
Clayton Head Start	Benson Head Start
Cleveland Head Start	River Dell Head Start
Dunn Head Start	Early Head Start Learning Center
Lillington Head Start	Lee County Head Start
Administrative Office: 1102 Massey Street, Smithfield, NC 27577	



CSBG (STARS PROGRAM)



Johnston-Lee-Harnett Community Action, Inc.

The STARS Program receives funds from the North Carolina Office of Economic Opportunity Community Services Block Grant Program with federal pass-through funds. STARS address the needs of disadvantaged families/individuals using a holistic approach in order to help them become self-sufficient. It seeks to strengthen the individual/family's initiative in forging a relationship that can bridge the gap between themselves and the resources needed to achieve their goals. The program components are Case management, employment, education, financial literacy and affordable housing. Another component is emergency assistance in support of attaining/maintaining the goal (s) previously set.

- We enrolled and served 128 self-sufficiency clients.
- 32 families rose above the federal poverty level.
- 56 individuals found employment.
- 17 gained better employment.
- 46 individuals completed an educational or training program.
- 31 found affordable housing.
- 60 families were assisted with emergency assistance.
- The average wage rate was \$9.69.
- The average change in annual income per participant family - \$12,553.23.
- 8 participants obtained jobs with medical benefits.

Total CSBG Budget \$723,556

Emergency Assistance Program

- 2401 individuals sought emergency assistance from the crisis program.
- 1882 received emergency assistance.

During the Thanksgiving and Christmas holidays our agency assisted several families with toys, gifts, or food. We work closely with the United Way in Johnston and Harnett Counties, local churches, civic organizations and human service agencies to assist families in crisis.

Total Emergency Food & Shelter Budget - \$15,755

DUKE ENERGY HELPING HOMES PROGRAM

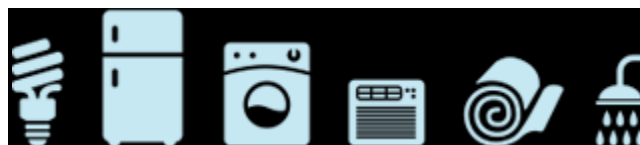


The Duke Energy Helping Homes Program assisted seventy-five (75) clients during the 2014-15 Program Year.

- The program assists with heating/cooling system replacement/duct repair/replacement/electrical system upgrades. Homes must have been weatherized as part of the installation of a new system.
- Health and Safety issues.
- Appliance replacements – Inefficient appliances can be replaced with Energy Star appliances in qualifying customer's homes (refrigerators; clothes washers and room air conditioners)

Energy measures installed consist of the following:

- Compact Fluorescent Lights (CFL's)
- Water Heater Wrap
- Pipe Wrap
- Hot water temperature check & adjustment
- Low Flow Faucet Aerator
- Low Flow Showerhead
- Wall Plate Thermometer
- Ac Winterization Kit
- A year's supply of HVAC filters
- Air Infiltration Reduction Measures (Caulking/foam)



Total Duke Energy Helping Homes Budget - \$242,304



WEATHERIZATION/HARRP PROGRAM

The Weatherization Program receives funds from the North Carolina Department of Environmental Quality with federal pass-through funds. Weatherization means fixing homes to be warmer in the winter and cooler in the summer. Another objective of the program is to increase the dwelling's energy efficiency and comfort for families.

The Heating Assistance Repair Replacement Program is designed to eliminate hazardous conditions and energy waste caused by faulty home heating appliances. The program will replace or repair a hearing system.

- We weatherized 173 houses in the three county area with DOE and LIHEAP Funding.**
- Assisted 104 families with Heating Assistance Repair or Replacement.**

Total Weatherization Budget \$152,650

Total Heating Appliance Repair and Replacement (HARRP) Budget - \$811,609

HOUSING COUNSELING– HUD/FORECLOSURE PREVENTION

Housing Counseling Program

The Housing Counseling Program is an agency program not funded by HUD. We do Pre-purchase Counseling, Homebuyer Education Workshops, Delinquent/Default Counseling, and Reverse Mortgage Counseling.

- **134 Foreclosure Prevention Counseling.**
- **45 Foreclosures Prevented.**
- **78 Housing Counseling.**
- **109 Reverse Mortgage Counseling.**
- **135 Rental Counseling.**
- **3 Housing Workshops.**

Total Housing Counseling Budget - \$147,667

Total Capacity Building Budget - \$75,268

Total Foreclosure Prevention Budget - \$29,787

ECONOMIC DEVELOPMENT PROGRAM

The Economic Development Program is an in-house renovation program. Our General Contractor's License renewed for another year. We again, have the ability to build as well as renovate houses.

Total Economic Development Budget - \$29,374

RAPID RE-HOUSING PROGRAM

Homeless Program

Johnston-Lee-Harnett Community Action's Rapid Re-housing Program was funded by two housing committees through the Department of Aging Emergency Shelter Grant. We received funding for two grants to provide these services. One grant from the Johnston County Housing Committee and one from the Lee and Harnett Housing Committee. The program provides case management for homeless client. Clients are provided security deposits, three (3) months rental payment, utility deposit, (3) months utilities and rental application fees. The 2014-15 Program Year we assisted the following clients:

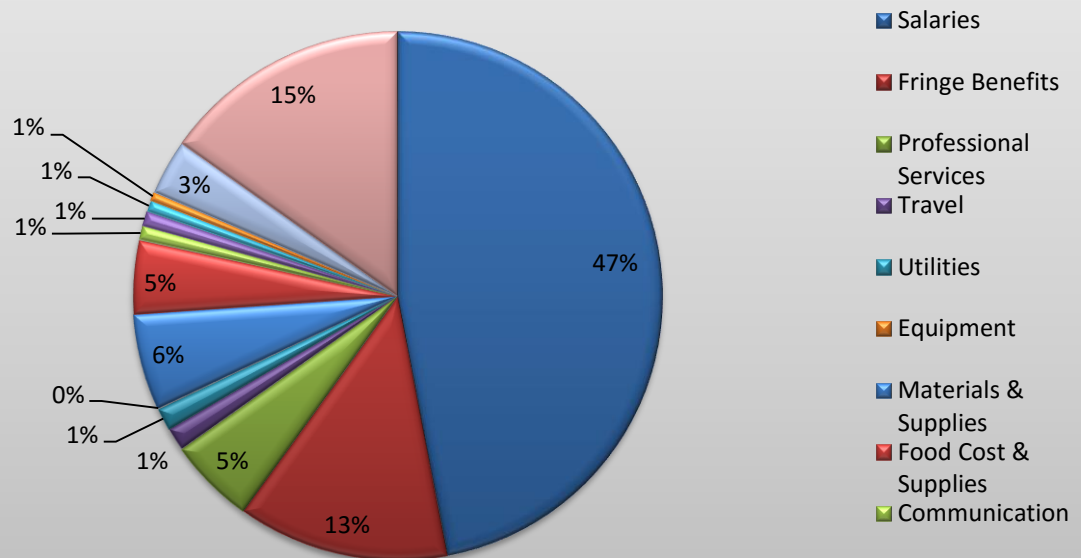
- 101 Homeless Clients.
- 74 Placed in Housing.
- 79 Rent Deposits paid.
- 182 Rental Payments.
- 86 Utility Deposits (Lights and Water).
- 84 Utility Bills Paid.



Total Rapid Re-Housing Budget - \$46,518

FINANCIAL STATEMENT

Johnston-Lee-Harnett Community Action, Inc. Agencywide Expenditures FY 14-15 \$ 10,098,603



Salaries	\$4,298,373.00
Fringe Benefits	\$1,185,800.00
Professional Services	\$483,713.00
Travel	\$127,505.00
Utilities	\$126,001.00
Equipment	\$5,026.00
Materials & Supplies	\$536,498.00
Food Cost & Supplies	\$410,710.00
Communication	\$79,297.00
Insurance	\$83,730.00
Vehicle Expenses	\$64,849.00
Pupil Transportation	\$49,880.00
Participant Support	\$309,862.00
Other Expenses	\$2,337,559.00
Total	\$10,098,603.00

Total Administrative Budget \$837,282

The Administrative Budget is 8.29% of total agency budget.