

Annual Report

2018 - 2019



Gaston Community Action, Inc.

*Providing services for low income families,
and low income individuals since 1964*

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*O*ur Vision

“To diversify funding to empower the agency to maintain and grow its programs and services”

*O*ur Mission

“To stimulate a better focusing of all available local, state, private and federal resources upon the goal of enabling low income families, and low income individuals of all ages, in rural and urban areas, to attain the skills, knowledge, and motivations and secure the opportunities needed for them to become self-sufficient.”

*C*ommunity Action Promise

Community Action changes people’s lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community, and we are dedicated to helping people help themselves and each other.

About Us

The Beginning of GCA

Gaston Community Action, Inc. is a private non-profit corporation chartered by the State of North Carolina to operate anti-poverty programs in Gaston County on October 22, 1964. Structured in accordance with standards and requirements of the federal Economic Opportunity Act of 1964 and subsequent amendments, "the basic purpose of community action is to stimulate a better focusing of all available local, state, private, and federal sources upon the goals of enabling low-income families and low-income individuals to obtain skills, knowledge, and motivations, and secure the opportunities for them to become fully self-sufficient"

Agency Overview

The agency administers programs in Cleveland, Gaston, Lincoln and Stanly Counties. Funded by the U.S. Department of Health and Human Services and Human Services Administration for Children and Families, North Carolina Department of Health and Human Services of Economic Opportunity. GCA employs a staff of about 120 and operates on an annual budget of over 6 million.

GCA has continuously provided services and advocacy on behalf of the poor and disadvantaged since its inception and charter. Our programs are planned after holding public hearings to solicit community input. Head Start educates 431 preschool children in Gaston and Lincoln Counties. The CSBG program is directed toward making low-income residents of the four counties self-sufficient by providing help with employment, housing, education and transportation.



Board of Directors

NANCY MAYNOR—Chairman

DEBORAH OATES—Vice-Chair

MARY GIBSON —Secretary

JOYCE COLEMAN—Treasurer

WILLIAM LINDSAY—At Large

LABONNIE KNIGHT

SONYA LEWIS

ROBERT POPE

RASHAUN NEWTON

DEVONDA FRIDAY

GEORGIANNA HARTGROVE

DELORIS CHAMBERS

ASHLEY RUDISILL

EMILY WINFREY

MICHAEL LANE

VONTINA MCGRANT

GCA's Board of Directors

is comprised of 18

**members representing
three sectors;**

- **Public** (appointed by the county commissioners)
- **Citizen** (elected by the low-income residents)
- **Private** (appointed by civic groups)

**CONSULTANT TO THE
BOARD**

Wanda Wyont

Executive Director

Greetings, to all, who remain faithful and loyal to what we are about at Gaston Community Action, Inc. (GCA) Although our year has been challenging, it is in the midst of our trials, the greatest triumph comes.

The leadership of GCA Board of Directors, plus the dedicated and committed GCA staff enables us to overcome the challenges and do excellent work. These are our great accomplishments.

2019 Gaston Community Action Accomplishments:

1. **GCA Head Start** – Our Head Start has been awarded the Head Start Grant for another five years.
2. **GCA Community Service Block Grant** - Self-Sufficiency Family Development Program has met planned performance goals.
3. **2018 GCA Financial Audit** – Our financial records were found to be sound, with no exceptions.

Gaston Community Action will continue to strive and provide great service to the people of Cleveland, Gaston, Lincoln and Stanly Counties. Last year may have been a challenging year, yet the staff of Gaston Community Action, persevered to establish a rewarding year.

Sincerely,

Joseph W. Dixon, MSW

Executive Director





HEAD START



**Annual Report School Year 2018-2019
In fulfillment of the requirements of the
Preparing Head Start for School Readiness
Act of 2007(644(a)(2)(B))**

*Copies of this report are available
to community members upon request*

This report is prepared to comply with the reauthorized Head Start Act of 2007. This Act, specifically Section 644 (a) (2) (B), and states:

Gaston Community Action, Inc. is committed and dedicated to ensure the Head Start children will be prepared to succeed in school and life. The Gaston Community Action School Readiness team is comprised of parents, staff, community partners, and the local school systems. The responsibility of the team is to make certain the school readiness goals align with the Head Start Early Learning Framework, the North Carolina Early Learning Guidelines and the local school system expectations. We will focus on implementing projects and activities that bring about the most efficient use of resources that will positively influence the lives and environment of the children and families we serve.

Each Head Start agency shall make available to the public a report published at least once in each fiscal year that discloses the following information from the most recently concluded fiscal year, except that reporting such information shall not reveal personally identifiable information about an individual child or parent:

- The total amount of public and private funds received and the amount from each source
- An explanation of budgetary expenditures and proposed budget for the fiscal year
- The total number of children and families served, the average monthly enrollment
- The percentage of enrolled children that received medical and dental exams
- Information about parent engagement activities
- The agency's efforts to prepare children for kindergarten
- Implementing School Readiness goals for preschoolers



GCA'S APPROACH TO SCHOOL READINESS GOALS FOR CHILDREN

Head Start defines school readiness as children possessing the skills, knowledge, and attitudes necessary for success in school, for later learning and life. The Head Start approach to school readiness means that children are ready for school, families are ready to support their children's learning, and schools are ready for children.

Gaston Community Action, Inc. Head Start is committed to ensuring that children who leave our Head Start program are prepared when they enter the kindergarten program in the public schools. The teaching staff use various strategies including the Classroom Learning Assessment System (CLASS) observation tool to enhance best practice to ensure all children enrolled are working toward meeting goals in all domain areas. These domain areas are assessed daily. The five essential domains are:

- Approaches to Learning and Play
- Social-Emotional Development
- Cognition and General Knowledge
- Language Development and Literacy Knowledge and Skills
- Physical and Health Development

With the implementation of these domains GCA HS will ensure that children (including those with disabilities) are fully equipped with the necessary skills to successfully transition to kindergarten. The training and mentoring of teaching staff is critical in meeting school readiness goals. Parents are included in goal setting in order to help the child's progress.

FAST FACTS

- Head Start Employs 95 employees
- Contracts with local agencies to provide preventive health, nutrition, disability and mental health services to children and families
- Operates 7 Head Start Centers (3 in Lincoln County 4 in Gaston County)
- Serves children 3 and 4 years of age with birth date by August 31 of that year
- Operates five (5) NC Pre-K classrooms three (3) Highland Charter Head Start 324 N. Highland Street, Gastonia, NC two (2) Lincoln Park Head Start Center 140 Industrial Park Rd. Lincolnton, NC
- Serves children breakfast, lunch and snack
- Operates 7:45 AM – 2:30 PM each day in conjunction with Gaston and Lincoln County school calendars
- Total enrollment is 431 at all times. Children who drop/add are replaced timely.
- Number of three year olds served—235
- Number of 4 year olds served—251

FUNDING SOURCES

The Head Start Program received funding from the following sources in FY 2018-2019

Funding Source	Amount		
	7/1/18 - 3/31/19	4/1/19 - 6/30-19	TOTAL
Head Start, OHS, DHHS	3,494,291	799,060	4,293,351
GCA Non-federal share	965,825	268,832	1,234,657
Gaston Pre-K	38,660	53,890	92,550
Lincoln Pre-K	72,314	61,396	134,250
USDA	270,865	55,200	326,065
E-Rate	11,539	3,944	15,483
Other	<u>120</u>	<u>0</u>	<u>120</u>
TOTAL FUNDING	4,853,614	1,242,862	6,096,476

BUDGET AND EXPENDITURES

BUDGET EXPENDITURES			
	7/1/18- 3/31/19	4/1/18 - 6/30/18	TOTAL
Personnel	1,703,309	440,213	2,143,522
Fringe Benefits	523,273	153,513	682,786
Travel			0
Equipment			0
Supplies	69,775	2,026	71,801
Contractual	403,904	84,361	488,265
Facilities/Construction			0
T&TA	53,380	17,858	71,238
Other	687,817	126,689	814,506
Indirect Costs	446,332	143,370	589,702
GCA Non-federal share	<u>965,825</u>	<u>268,832</u>	<u>1,234,657</u>
Total	4,583,615	1,242,862	6,096,476



Head Start Annual Report Budget Justifications Fiscal Year 2018-2019

Personnel	2,143,522	Includes compensation for all Head Start employees for services rendered to the program.
Fringe Benefits	682,789	Includes FICA, health insurance, life insurance, disability insurance, workers comp insurance, SUTA and retirement paid on behalf of eligible staff.
Supplies	71,801	Includes janitorial supplies, office supplies, disabilities supplies, program supplies & medical/dental supplies.
Contractual	488,265	Includes child dental treatment, child medical treatment, equipment rental/lease, child audiology contract, child mental health contract, school lunches, contract food & delivery, & nutrition consultant.
T&TA	71,238	Includes employee development and training & technical assistance for staff.
Other	814,506	Includes all other expenditures necessary for Program function such as communications, storage rental, postage, local travel, space costs, field trips, translation, dues & registration, publications, printing, advertising, policy council & parent activities, equipment maintenance & repair, liability insurance, transportation costs, professional services, facility repairs & licensing, & technology costs.
Indirect Costs	589,702	Includes all allowable expenditures within the indirect cost pool to administer the Program.
GCA Non-federal share	<u>1,234,657</u>	Includes property or services that benefit the Head Start program and are contributed by non-Federal third parties without charge to the grantee.
Total	6,096,476	

Financial Audit Results: For the year ended June 30, 2018, the auditor issued an unmodified opinion. There were no financial statement findings and no questioned costs.

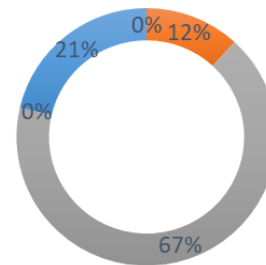


459 Families Served

Gaston Community Action, Inc. Head Start served 459 families. 348 are single-parent families; 111 are two-parent families; 17 are homeless and 3 foster families.



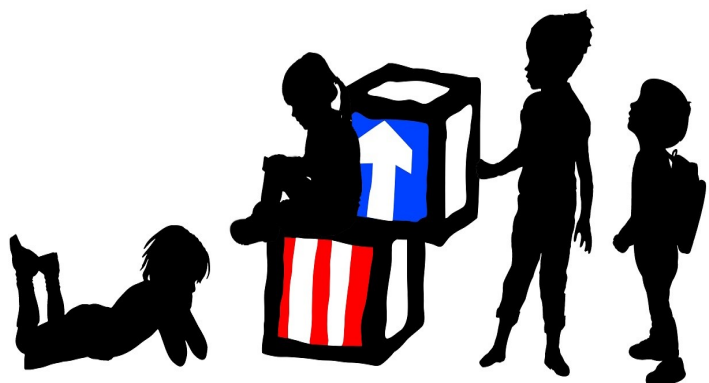
ETHNICITY AND RACE



- American Indian or Alaska Native
- Black or African American
- White
- Bi-racial/Multi-racial
- Native Hawaiian

Gaston Community Action, Inc.'s Head Start is funded through the Department of Health and Human Services, Administration for Children and Families, Office of Head Start. Our funded enrollment is 431 children. Children who leave the program are replaced by those on a waiting list.

486 Children Served



PARENT ENGAGEMENT/MALE ENGAGEMENT

Gaston Community Action, Inc. Head Start strongly encourages parent participation. Parents are their child's first teachers, and are the key to the design and success of the program. Parents are encouraged to participate in a variety of activities, including:

- Parent/staff meetings and trainings
- Policy Council meetings
- Parent-Teacher Conferences
- Home Visits
- Classroom volunteer
- Parent/Staff Trainings held monthly
- Special Programs for male involvement

The program provides newsletters and a monthly calendar to parents that include upcoming events. The menus are posted weekly, breakfast, lunch, and snack. The center news and other items of interest are also posted on the parent information board.

TRANSITION TO KINDERGARTEN

Preparing Children for Kindergarten

148 children transitioned to Kindergarten in May 2019. Transition meetings are held in April of every year to assist parents of children who are moving on to kindergarten. Tours of the local public and charter schools are scheduled to familiarize the families of the setting, routines, and make choices. Parents are given opportunities to ask questions of kindergarten teachers and school administration. Parents are encouraged to participate in transition activities. Transition includes sending documentation containing all the health developmental and educational information for the child to their assigned school.

Collaboration Agreements

Gaston Community Action, Inc. collaborates with two LEA's (Gaston and Lincoln) in our service area. These agreements help coordinate disability services for children who required needed services from these local school systems.

PROGRAM NOTICE AWARD FOR FIVE YEAR HEAD START PROJECT PERIODS

The Office of Head Start (OHS) is moving from indefinite project periods to five year project periods for all Head Start grantees. This requires changes on OHS funding practices and oversight of Head Start Programs. Changes in oversight will include improved communication between federal staff and grantees, as well as ongoing analysis of data to determine the type of support needed by grantees. The main purpose of improved oversight is to demonstrate the quality of program services, the effectiveness of management systems, and the achievement of outcomes for children, families, and communities. This is our agency's first (1) year of the five (5) year period beginning July 2019. We are in

We are monitored by our funding sources regularly. Monitoring visits are to ensure program compliance in Health and Safety; ERSEA and Fiscal.

OHS APPROACH TO SCHOOL READINESS FOR GCA's HEAD START PROGRAM

The Head Start School Readiness encompasses three major frameworks that promote an understanding of school readiness for parents and families. The three frameworks provide the foundation for implementing a systemic and integrated comprehensive child development service including family engagement. Grantees must ensure that frameworks are implemented and reports are generated after each complaint.



MEDICAL AND DENTAL

Medical Homes

98% of enrolled children have an ongoing source of continuous, accessible health care. 6% are eligible to receive medical services through child care insurance.



95% of children are enrolled in Medicaid 5% are enrolled in private health insurance plans. Head Start works cooperatively through both County Health Departments, Gaston College, Highland School of Technology and our Nutrition Specialist to perform heights, weights, blood pressure, dental screening, fluoride varnish, blood lead screenings, and review of immunization records.

Dental Exams

98% enrolled children have continuous, accessible dental care.



Nutrition

Menus are provided in English and Spanish for parents and public review.

We participate in the Child and Adult Care Food Program (CACFP). During our school year we serve approximately 215,16 meals.



Serving Gaston & Lincoln Counties

The Head Start center has a central office in Gastonia and (7) Head Start Centers in Gaston and Lincoln counties.

CENTRAL OFFICE

223 N. Morris Street

Gastonia, NC 28052

(704) 866-8721

www.gastonca.org



Gaston County

Cherryville Head Start—4 Star

203 Elm Street

Cherryville, NC 28021

(704) 435-8946

37 Students—2 Classrooms

Highland Charter Head Start—5 Star

324 N. Highland Street

Gastonia, NC 28052

(704) 866-9874

119 Students—7 Classrooms—2 NC Pre-K Classrooms

Rankin I—5 Star

714 Rankin Ave

Gastonia, NC 28052

(704) 861-2285

60 Students—3 classrooms

Rankin II—5 Star

304 N. Highland Street

Gastonia, NC 28052

(704) 866-6345

68 Students—4 Classrooms

Lincoln County

Oaklawn Head Start—5 Star

410 Linden Street

Lincolnton, NC 28092

(704) 735-4702

38 Students— 2 Classrooms

Deaton Head Start— 5 Star

101 Deaton Ave

Lincolnton, NC 28092

(704) 732-3201

16 Students—1 Classroom

Lincoln Park Head Start—5 Star

140 Industrial Park Road

Lincolnton, NC 28092

(704) 732-1216

93 Students—6 Classrooms

2 NC Pre-K Classrooms



Community Service Block Grant



2018-2019 Outcomes



The Office of Economic Opportunity in 1981 was assigned the responsibility of administering the federal Community Services Block Grant Program (CSBG). GCA operates the Total Family Assistance Program (TFAP) with funds provided through the CSBG program. The program helps the low-income participants improve their economic well-being.

GCA's TFAP promotes self-sufficiency by providing services to meet individual needs such as employment, housing and crisis prevention. It also provides information and referrals through collaboration with community partners in the counties we serve, Gaston, Lincoln, Cleveland and Stanly. Reality Therapy/Control Theory techniques are used to help clients become aware of why and how they are behaving and how making better choices and modifying their behavior can help them gain better control of their lives. The program carries out activities that enables low-income families move out of poverty. The number of families enrolled in the program from July 1, 2018 through June 30, 2019 was 159, resulting in 446 individuals benefiting from services provided.

All North Carolina CSBG programs received a cut in funding for the program year, but we were still able to achieve the following results:

Brenda Smith, Director

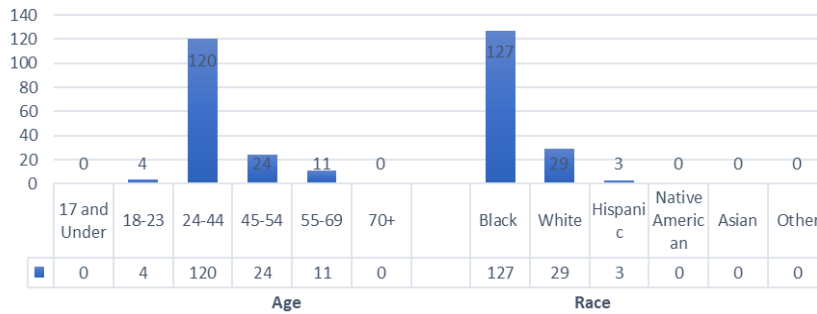
<i>Outcome Measures</i>	<i>Target</i>	<i>Achieved</i>
Planned participants	170	159
Moved Above the Federal Poverty Guideline	23	11
Obtained Employment	20	10
Obtained Better Employment	12	14
Obtained Jobs With Medical Benefits	3	12
Completed Education/Training	17	7
Secured Standard Housing	16	9
Received Emergency Assistance	80	66
Provided Employment Support	49	26
Provided Education Support	13	6



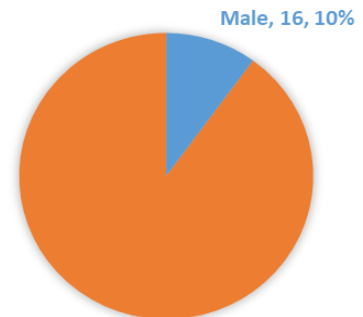


Community Service Block Grant (CSBG) Demographic Synopsis

Customers Active In the Program
7/2018 to 6/2019

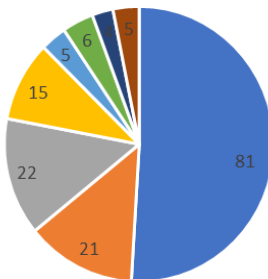


GENDER

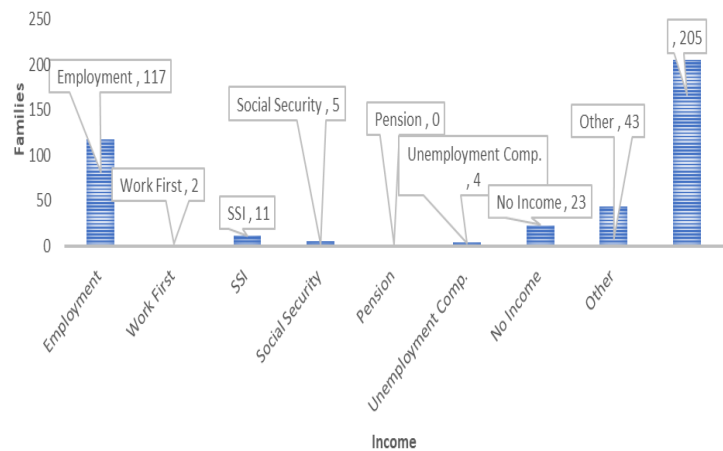


LEVEL OF INCOME

- \$0 - 12,060
- 12061 - 16240
- 16241 - 20420
- 20421 - 24600
- 24601 - 28780
- 28781 - 32960
- 32961 - 37140
- 37141 - 41320



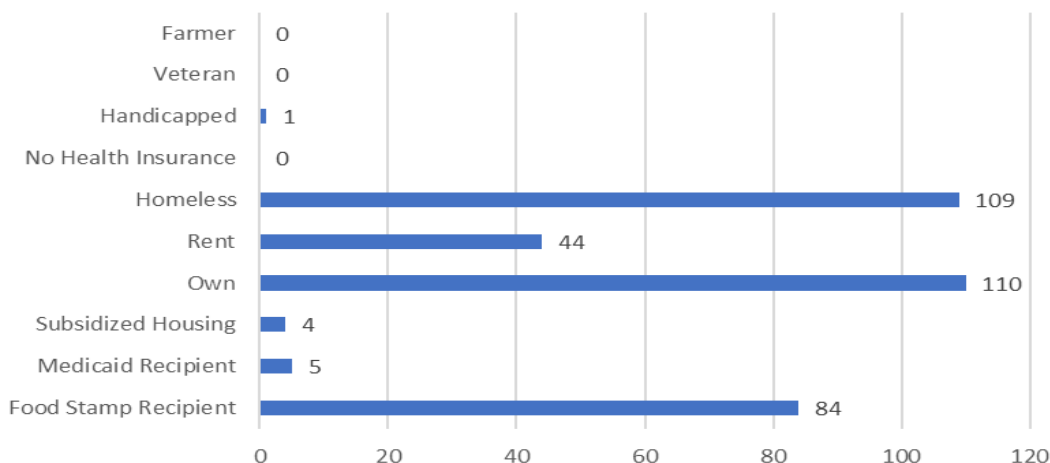
SOURCE OF INCOME



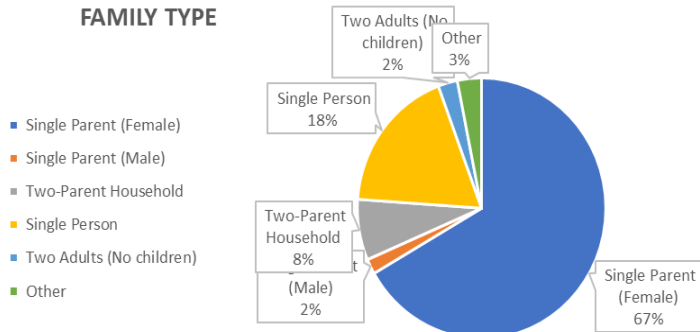


Community Service Block Grant (CSBG) Demographic Synopsis Continued

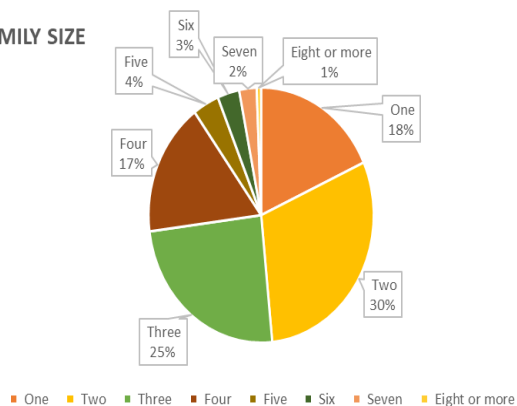
OTHER CHARACTERISTICS



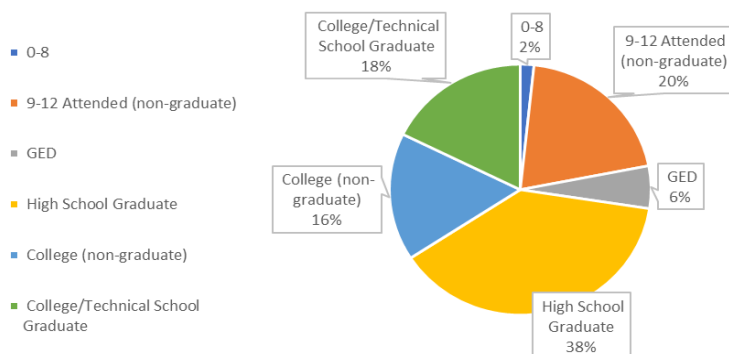
FAMILY TYPE



FAMILY SIZE



EDUCATION



Success Story!

Family of five entered the program with eligibility income of \$13,932.12. Client was separated from her husband, raising four boys, and working full-time at PLS in Gastonia earning \$9.00/hr. with no benefits offered. She received food stamps and Medicaid. She wanted her husband to financially assist their family, but he was unable to because his driving license was revoked due to truck driving violations while working as a truck driver. She would not allow husband back into their home without employment. She was also attending college at the local community college to earn her AA Degree in Early Childcare. After much coaching by the program's case manager. She was encouraged to invite her husband to meet with the case manager. The case manager provided a referral to a company seeking truck drivers. The Agency assisted with rent and other monthly bills to enable her to pay her husband's traffic violations so that he could reinstate his truck driving license. The husband received an interview from the case manager's referral to CAROLINA PREMIUM BEVERAGE in Concord, NC. He gained full-time employment with benefits - earning \$3684.97/month and was reunited with his family, but he needed dependable transportation to get to and from work so the CSBG program assisted with much needed vehicle repairs. She continued her education at the community college with the assistance of the Agency. She eventually gained a management position with PLS in Charlotte earning \$22,862.40 yearly with benefits. This family of six is now earning \$67,082.16 annually. They relocated to Charlotte, NC so that they could be closer to their jobs. The husband was able to secure a second vehicle for the family and she is still working towards her AA Degree while employed.

Serving Gaston, Cleveland, Lincoln, and Stanly counties

The CSBG has a central office in Gastonia and offices in Cleveland, Lincoln and Stanly counties.

CENTRAL OFFICE

223 N. Morris Street

Gastonia, NC 28052

(704) 866-8721

www.gastonca.org

Gaston

Brenda Smith

Robin Conner

Leslie Lowery

Sandra Dunlap

Cleveland

827 S. Washington Street

Shelby, NC 28150

(704) 480-0722

Jackie Thompson

Shirley Suggs

Lincoln

124 East Main Street

Lincolnton, NC 28092

(704) 480-9744

Cynthia Vinson

Stanly

507 Old Charlotte Road

Albemarle, NC 28001

(704) 985-1928

David Brown

Financial Information

July 1, 2018 - June 30, 2019

<u>PROGRAM</u>	<u>GRANT SOURCE</u>	<u>FUNDING</u>
Head Start	US Dept. of Health & Human Services Administration for Children and Families	4,293,351
	USDA	326,065
	Pre-K Gaston & Lincoln County	226,800
	Non-Federal Share	1,234,657
CSBG	NC DHHS - Division of Social Services	719,428
Other Revenues		<u>179,024</u>
Total		6,979,325



Notes

