



***Community Service Programs  
of West Alabama, Inc.***

***Combined Annual Reports  
FY 2011  
FY 2012***

# Message from Board Chair and Executive Director

## TUSCALOOSA THRU TORNADOES, TIDES, TITLES AND TRANSFORMATION

April 27, 2011 was the beginning of marked transformation in Tuscaloosa, Alabama. The process began almost two weeks earlier when a moderate tornado hit the West Alabama area, including parts of Tuscaloosa. But April 27th was the day of destruction, and yet determination in this city. When the darkened clouds engulfed this city with 100+ miles per hour winds and rain, it brought unprecedented devastation to all facets of our quality of life--significant infrastructure, i.e. Emergency Management Building, police substations, the Salvation Army and Red Cross headquarters, as well as 2,493 homes were damaged (over half totally destroyed) as well as extensive damage to 242 commercial structures (114 destroyed). Loss of life eventually tolled at over 50 lives. The local hospital emergency room treated over 1,000 people in the aftermath of the storms with committed staff who were performing their normal duties when tragedy struck along with others who came in to help because that is what medical providers do--provide care for the sick and injured.

However, through local leadership of the Mayor and City Council, non-profit agency collaboration and the generosity of individuals and corporations throughout the United States transformation began. The entire community had the opportunity to assist in the development and revitalization of our city through meetings with the Mayor, City Council and retained consultants. New construction, disaster recovery efforts (which include programs administered by CSP), have led to ongoing transformation in spirit and collaboration as well as construction.

Additional uplift for community came from many University of Alabama Championships during the initial recovery period - football, softball, gymnastics and golf.

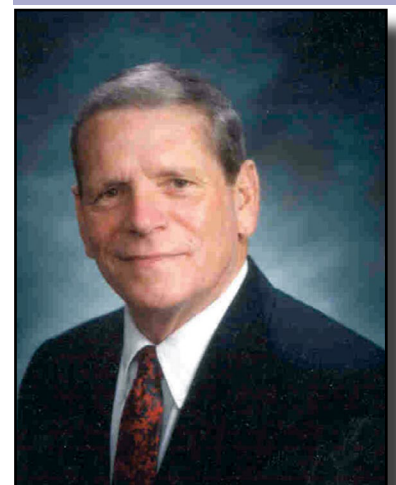
**ROLL - RECOVERY - ROLL!**



Cynthia W. Burton  
Executive Director

### **CSP Board Members**

Bobby Miller  
*Chairman*  
Freddie Washington  
*Vice-Chairman*  
Beverly Nickerson  
*Secretary-Treasurer*  
Lynne Cephus  
Karen Thompson  
JoAnne Craighead  
Roy Dobbs  
Gary Beard  
Nick Underwood  
Endan Chambers  
Lucy Bowles  
*replaced by*  
Ashley Hackman  
Bobby Singleton  
John Hodge  
*replaced by*  
Mary Hodge 2012  
Ottice Russelle  
Finest Miles  
*replaced by*  
Debra Clark



Bobby Miller  
Chairman, Board of Directors

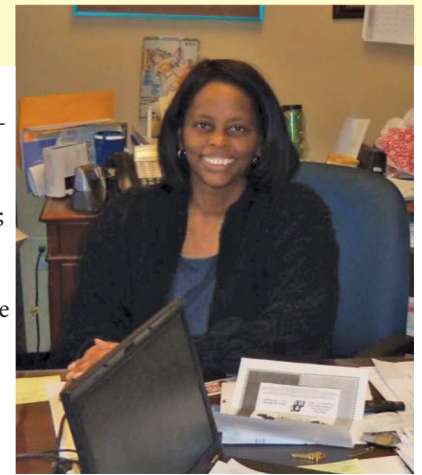
## Board Member Spotlight - Karen Thompson

Karen Thompson is the Executive Director of Temporary Emergency Services (TES), Tuscaloosa, Alabama. She has over 22 years with TES. In this capacity, Thompson supervises staff and is responsible for financial planning, budgeting and managing all aspects of the agency, including oversight of all social services and the agency's thrift store. Thompson's primary job is to ensure that TES is on track in meeting its mission and objectives of helping individuals and families in crisis situations; plus, enabling them to survive the immediate crisis they are encountering.

Because of this drive to help families, Thompson chose to support CSP as a board member, "I believe in the mission of the agency and what it does to stabilize individuals and families. During the April 2011 tornadoes, I understood the mission of CSP and was able to direct people to the right place to get the help they needed in a timely manner. During a disaster, it is important to know your agency's role and mission."

Thompson said that she is proud of the programs and services CSP offers. She is particularly fond of the Head Start/Early Head Start Program. "I like these programs because they reach children at a very young age. The staff and administrators have a strong drive to educate children. They understand their roles as team members with parents as educators. I also like the many housing programs that CSP provides to its customers, such as the rehabilitation and new construction. During the storms, people were offering to provide home building services to TES; I referred them to CSP because this is a part of its mission and not TES. My vision for CSP is that they continue to provide the needed services that the community is requesting within a reasonable manner. CSP really defines what it means to be a partner and how to work together. CSP works with other agencies to pull together services that community members need in order to sustain. I cannot stress enough, how very evident this was shown during the tornadoes last year. CSP provides a vehicle for its partners and board members to build on strengths and work to improve in areas where there are weaknesses."

According to Thompson, "CSP's staff plays a key role in the programs and services provided by the agency. The cohesiveness of the staff and their dedication and determination are what create the high quality services offered at CSP. The staff works hard to make CSP's mission a working reality." Thompson advises others who serve on boards to be passionate and true to the mission of the organization they are serving. "You have to be committed to what the agency's mission and vision is in order to be effective."



## Board Member spotlight - Bobby Miller

Bobby Miller began the first of his eight terms on CSP's Board of Directors in 1988. Miller, a ten-term Tuscaloosa County Commissioner, has served as CSP's Board Chairperson for over 13 years.

Miller said that his job as a commissioner is to work for the people of the county and do what's best for the citizens. Miller said he constantly works to upgrade existing facilities and programs for water and sewer systems in the count, volunteer fire department, senior citizen and children's programs, as well as spouse abuse programs and alcohol abuse programs.

Miller was elected in 1977 as a commissioner. He said that the county was \$1.5 million in debt when he arrived on the scene. Within two years after his election, Miller said the budget was balanced and he takes pride in his ability to manage the finances of Tuscaloosa County.

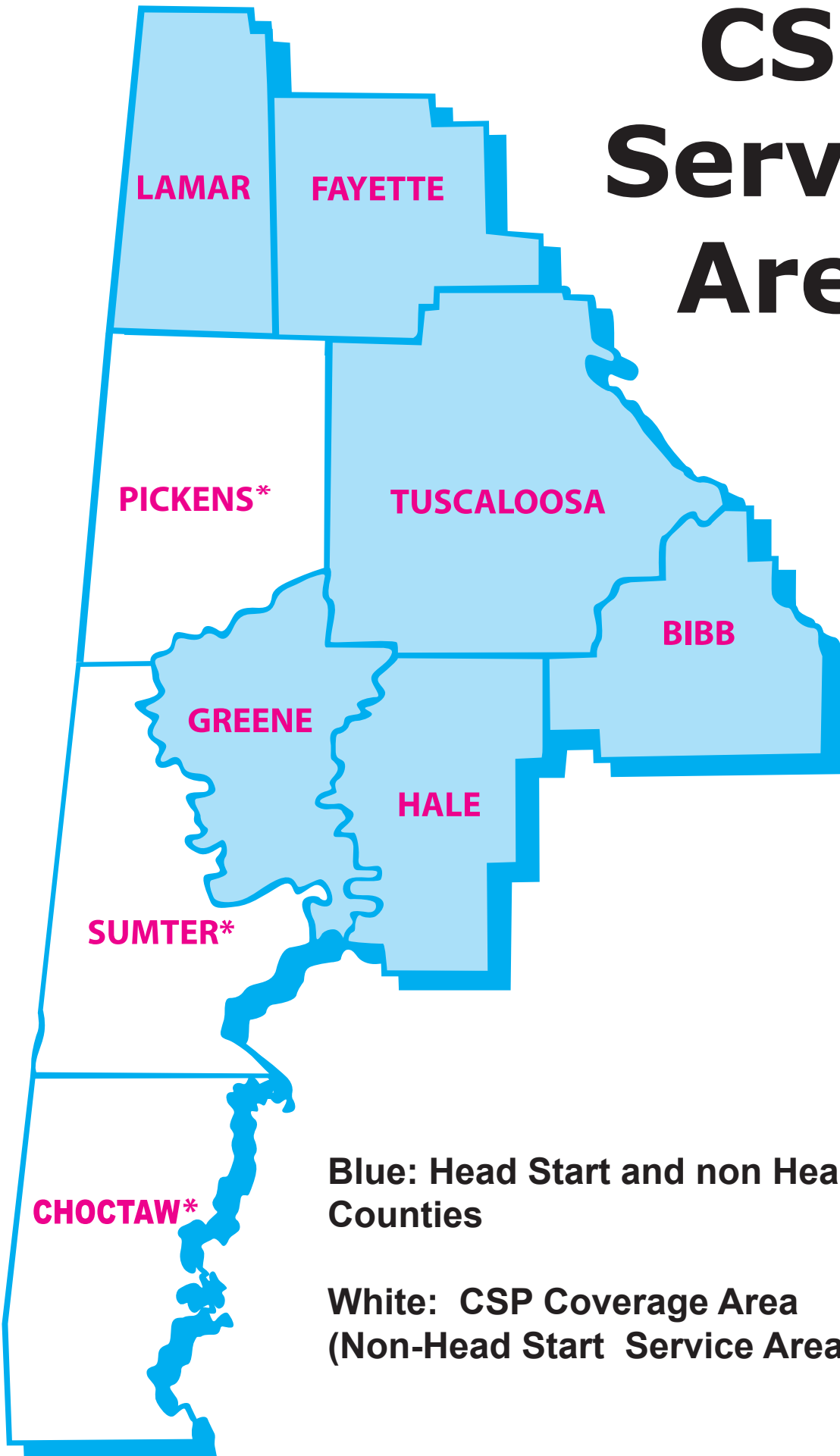
Miller used his strong financial background to guide CSP as one of the strongest non-profit agencies in the state of Alabama. He describes his time on the CSP Board as exciting. "I have witnessed so many changes that occurred during my time on the Board," he said. "I am happy to be a part of these changes, which have enabled CSP to get things done. At CSP, we help people regardless of race, nationality or gender. This agency helps to make lives better while teaching sustainability."

Reflecting on the April 2011 storms, Miller said, "I went out in various parts of the county with the first responders and I relayed to CSP so much that would have gone unnoticed. Many people were without phone service and no contact with the outside world. I saw people who lost everything and this agency was able to help them put some parts of their lives back together. CSP was more than sufficiently prepared and we were able to reach out and help many people.

He is especially fond of the Low Income Heating and Energy Assistance Program (LIHEAP) because it prevents death in extreme temperatures of the summer and winter months. He said that Meal-on-Wheels is another one of his favorite programs because it provides so much more than a meal to the elderly. "Meals are not dropped at the front door; a human rings the door bell and checks on the resident to make sure they are OK." Miller said his continued vision for the agency is to help younger people in the under served areas do better for themselves so they can be more competitive in the workplace. They in turn, can then help others do better.



# CSP Service Area



**Blue: Head Start and non Head Start  
Counties**

**White: CSP Coverage Area  
(Non-Head Start Service Area)**

# CLIENT CHARACTERISTICS - 2011

1. Name of Agency Report: Community Service Programs of West Alabama, Inc.

2a. Total Non CSBG Resources Reported:	\$ 13,077,044
ARRA only:	\$ 2,088,519
2b. Total amount of CSBG Funds allocated:	\$ 907,990
ARRA only:	

Total Resources for FY 2010 (2a + 2b):	\$ 14,678,034
ARRA only *	\$ 2,088,519

3. Total unduplicated number of persons about whom one or more characteristics were obtained:	39,442
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4. Total unduplicated number of persons about whom no characteristics were obtained:	0
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5. Total unduplicated number of families about whom one or more characteristics were obtained:	17663
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6. Total unduplicated number of families about whom no characteristics were obtained:	0
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7. Gender	Number of persons*
a. Male	5545
b. Female	33,897
<b>TOTAL*</b>	39,442

8. Age	Number of persons*
a. 0 - 5	5,360
b. 6 - 11	5,514
c. 12 - 17	5,366
d. 18 - 23	3,151
e. 24 - 44	8,569
f. 45 - 54	4,236
g. 55 - 69	4,782
h. 70+	2,464
<b>TOTAL*</b>	39,442

9. Ethnicity/Race	Number of persons*
a. Hispanic or Latino	117
b. Not Hispanic or Latino	39,325
<b>TOTAL*</b>	39,442

RACE	
a. White	6,855
b. Black or African American	31,713
c. American Indian and Alaska Native	0
d. Asian	91
e. Native Hawaiian and Other Pacific Islander	0
f. Other	0
g. Multi-Race (any two or more of the above)	783
<b>TOTAL*</b>	39,442

10. Education Levels of Adults (# For Adults 24 Years of Older Only)	
a. 0 - 8	565
b. 9-12/Non-Graduate	9,791
c. High School Graduate/GED	8,944
d. 12+ Some Post Secondary	2,069
e. 2 or 4 year College Graduate	1,833
<b>TOTAL*</b>	23,023

11. Other Characteristics

	Yes	No	Total
a. Health Insurance	22,415	17,027	39,442
b. Disabled	21,124	18,318	39,442

12. Family Type	Number of Families***
a. Single Parent Female	8,665
b. Single Parent Male	161
c. Two Parent Household	709
d. Single Person	6,861
e. Two Adults - NO Children	1,060
f. Other	177
<b>TOTAL</b>	17,663

13. Family Size	Number of Families***
a. One	7,181
b. Two	3,839
c. Three	3,453
d. Four	1,942
e. Five	723
f. Six	355
g. Seven	104
h. Eight or more	66
<b>TOTAL***</b>	17,663

14. Source of Family Income	Number of Families
a. Unduplicated # Families Reporting One or more sources of income	16,141
b. Unduplicated # Families Reporting Zero Income	1,522

TOTAL Unduplicated # Families Reporting One or More Sources of Income or Zero Income.\*\*\*

c. TANF	548
d. SSI	4,908
e. Social Security	6,733
f. Pension	523
g. General Assistance	196
h. Unemployment Insurance	1,024
i. Employment + Other Source	949
j. Employment Only	2,636
k. Other	25

15. Level of Family Income  
(% Of HHS Guideline)

	Number of Families***
a. Up to 50%	5,741
b. 51% to 75%	4,062
c. 76% to 100%	4,239
d. 101% to 125%	1,943
e. 126% to 150%	1,060
f. 151% to 175%	353
g. 176% to 200%	177
h. 201% and over	88
<b>TOTAL***</b>	17,663

16. Housing

	Number of Families***
a. Own	4,778
b. Rent	12,729
c. Homeless	71
d. Other	88
<b>TOTAL***</b>	17,663

\* Includes ARRA funding

# CLIENT CHARACTERISTICS - 2012

1. Name of Agency Report: Community Service Programs of West Alabama, Inc.

2a. Total Non CSBG Resources Reported:	\$ 17,696,366
	0
2b. Total amount of CSBG Funds allocated:	\$ 904,844
	0
Total Resources for FY 2010 (2a + 2b):	\$ 18,601,210
	0

3. Total unduplicated number of persons about whom one or more characteristics were obtained: 15,625

4. Total unduplicated number of persons about whom no characteristics were obtained: 12,485

5. Total unduplicated number of families about whom one or more characteristics were obtained: 7,251

6. Total unduplicated number of families about whom no characteristics were obtained: 11,691

7. Gender	Number of persons*
a. Male	5,609
b. Female	10,012
<b>TOTAL*</b>	15,621

8. Age	Number of persons*
a. 0 - 5	1,935
b. 6 - 11	2,078
c. 12 - 17	2,076
d. 18 - 23	1,268
e. 24 - 44	3,371
f. 45 - 54	1,741
g. 55 - 69	2,094
h. 70+	1,062
<b>TOTAL*</b>	15,625

9. Ethnicity/Race	Number of persons*
a. Hispanic or Latino	78
b. Not Hispanic or Latino	15,493
<b>TOTAL*</b>	15,571

RACE	
a. White	2,542
b. Black or African American	12,912
c. American Indian and Alaska Native	18
d. Asian	10
e. Native Hawaiian and Other Pacific Islander	8
f. Other	6
g. Multi-Race (any two or more of the above)	129
<b>TOTAL*</b>	15,625

10. Education Levels of Adults (# For Adults 24 Years of Older Only)	
a. 0 - 8	17
b. 9-12/Non-Graduate	3,138
c. High School Graduate/GED	3,637
d. 12+ Some Post Secondary	513
e. 2 or 4 year College Graduate	760
<b>TOTAL*</b>	8,065

11. Other Characteristics		Number of Persons*	
	Yes	No	Total
a. Health Insurance	15,069	556	15,625
b. Disabled	3,869	11,756	15,625

12. Family Type	Number of Families***
a. Single Parent Female	2,559
b. Single Parent Male	103
c. Two Parent Household	307
d. Single Person	3,343
e. Two Adults - NO Children	319
f. Other	599
<b>TOTAL</b>	7,230

13. Family Size	Number of Families***
a. One	3,294
b. Two	1,578
c. Three	1,161
d. Four	704
e. Five	316
f. Six	128
g. Seven	47
h. Eight or more	23
<b>TOTAL***</b>	7,251

14. Source of Family Income	Number of Families
a. Unduplicated # Families Reporting One or more sources of income	6,358
b. Unduplicated # Families Reporting Zero Income	698

TOTAL Unduplicated # Families Reporting One or More Sources of Income or Zero Income.\*\*\* 7,056

c. TANF	214
d. SSI	2,216
e. Social Security	2,935
f. Pension	194
g. General Assistance	4
h. Unemployment Insurance	271
i. Employment + Other Source	403
j. Employment Only	1,037
k. Other	816

15. Level of Family Income (% Of HHS Guideline)	Number of Families***
a. Up to 50%	2,193
b. 51% to 75%	1,714
c. 76% to 100%	1,732
d. 101% to 125%	981
e. 126% to 150%	491
f. 151% to 175%	93
g. 176% to 200%	25
h. 201% and over	22
<b>TOTAL***</b>	7,251

16. Housing	Number of Families***
a. Own	3,138
b. Rent	4,012
c. Homeless	9
d. Other	56
<b>TOTAL***</b>	7,215

# Service Statistics

## 10/1/2010 - 9/30/2011



### Housing

#### New construction

Single family homes 11 (completed)

#### Housing rehabilitation

Weatherization 318

Pre-Weatherization 27

Housing Preservation 30

#### Property Management

Rental Units 427

#### Counseling Activities

#### # of Clients

Housing Education/Group Workshops	198
Pre-Purchase Homebuyer Counseling	43
Resolving or Presenting Mortgage Delinquency	87
Home Maintenance and Financial Management for Homeowners	174
Locating, Securing or Maintaining Residence in Rental Housing	88
Seeking Shelter or Services for the Homeless	14
Individual Counseling	

### SUPPORTIVE SERVICES

Food referrals	6,643
Food distribution (including Meals on Wheels)	7,891
Energy assistance (tornado spike)	
Non Emergency	8,194
Emergency	4,553
Job coaching/life skills training	199
Employment placement	25
Information and referral calls	18,580

### EDUCATION

#### Head Start/Early Head Start

Head Start Enrollment	931
Early Head Start Enrollment	48
Children - Total	979
Expectant mothers	6

#### Early Intervention

Total children/families served	292
High risk clinic (screenings)	46

# Service Statistics

## 10/1/2011 - 9/30/2012



### Housing

#### New construction

Single family homes 4 (completed)

#### Housing rehabilitation

Weatherization 40

Pre-Weatherization

Housing Preservation 41

#### Property Management

Rental Units 427

#### Counseling Activities

#### # of Clients

Housing Education/Group Workshops	147
Pre-Purchase Homebuyer Counseling	77
Resolving or Presenting Mortgage Delinquency	84
Home Maintenance and Financial Management for Homeowners	86
Locating, Securing or Maintaining Residence in Rental Housing	82
Seeking Shelter or Services for the Homeless	5
Individual Counseling	334

### SUPPORTIVE SERVICES

Food referrals	6,642
Food distribution (including Meals on Wheels)	7,947
Energy assistance (tornado spike)	
Non Emergency	6,014
Emergency	4,600
Job coaching/life skills training	139
Employment placement	25
Information and referral calls	21,339

### EDUCATION

#### **Head Start/Early Head Start**

Head Start Enrollment	931
Early Head Start Enrollment	48
Children - Total	979
Expectant mothers	6

#### **Early Intervention**

Total children/families served	275
High risk clinic (screenings)	57



# COMMUNITY SERVICE PROGRAMS OF WEST ALABAMA, INC.

## Statement of Activities

For the years ending September 30, 2011, September 30, 2012

	<b>Total</b>	<b>Total</b>
	<b>9/30/2011</b>	<b>9/30/2012</b>
<b><u>Support and Revenues</u></b>		
Contracts and grants	\$ 15,601,749	\$ 15,715,523
Local cash revenues	643,330	398,732
Local in-kind revenue	1,744,809	2,027,957
Rental Income	301,775	309,835
Interest revenue	45,142	45,198
Total Revenues	18,336,805	18,497,245
<b><u>Expenses</u></b>		
Salaries	6,882,477	7,289,141
Fringe benefits	1,911,206	1,760,911
Contract services	450,202	380,164
Travel	260,957	232,667
Space costs	198,301	229,865
Consumable supplies	546,855	645,826
Other costs	7,619,677	7,777,049
Interest	58,912	75,828
Depreciation	227,372	192,292
Total Expenses	18,155,959	18,583,743
Increase (decrease in net assets)	180,846	(86,498)
<b><u>Other changes in net assets</u></b>		
Net Assets beginning of year	5,447,455	5,628,301
<b>Net Assets end of year</b>	<b>5,628,301</b>	<b>5,541,803</b>

# HUMAN RESOURCES

For the fiscal year ending September 30, 2011:

41 positions filled ~ 29 unemployed at time of hire  
35 Head Start/Early Head Start  
6 for other departments, including  
Supportive Services (4),  
Early Intervention (1);  
Agency Administration (1)

Total employment 237 FTEs  
Part time staff 28

For the fiscal year ending September 30, 2012:

70 positions filled ~ Case Managers & Teachers  
36 Head start/Early head Start  
23 Disaster Case Management  
11 for other departments, including  
Supportive Services ( 7 ),  
Early Intervention ( 1 );  
Agency Administration ( 3 )

Total employment 233.8 FTEs  
Part time staff 42

## CSP MANAGEMENT TEAM MEMBERS

Executive Director  
**Cynthia W. Burton**

Chief Financial Officer  
**Sandra Fair**

Planning and Development Director  
**Jackie Standridge**

Supportive Services Director  
**Sontonia Stephens**

Human Resources Director  
**Victoria Wenth**

Housing Rehabilitation Coordinator  
**Monica Eubanks**

Head Start/Early Head Start Director  
**Geraldine Walton**

Early Head Start Specialist  
**Tracie Thomas**

Early Intervention Director  
**Stephanie Sims**

Property Manager  
**Eddie Sides**

Executive Assistant  
**Yolanda Barnes** 2012  
**Kimberly King** 2011

# Early Intervention

## MISSION STATEMENT

Early Intervention (EI) is committed to providing quality services for eligible children, birth to three, and their families. The focus of early intervention is to train, equip and support parents/caregivers in being the first and best teachers for their child so that when their child transitions from Early Intervention, they will be able to continue to help their child develop.

Early Intervention coordinates a High Risk clinic that screens premature newborns (1500 grams or less) and develops a comprehensive service plan to address medical and developmental issues.

The Early Intervention Program assists families who have infants and toddlers (birth to three years of age) with developmental needs. The program staff coordinates services and teaches families ways to meet the needs of their children. Infants or toddlers with a 25% delay in one or more of the following areas of development may qualify for Early Intervention services: motor, cognitive, adaptive, communication, and socialization skills development. A diagnosis that could potentially cause developmental delays such as Cerebral Palsy, Downs Syndrome, Spina Bifida can also qualify a child for EI services. Qualification for Early Intervention is solely based on a child's developmental delay/diagnosis and is not based on a family's income.

The Early Intervention team of professionals will evaluate a qualified child and help the parent or caregiver decide what is most important for the child to accomplish. The Early Intervention service providers will teach activities that can fit into the family's daily routine or in settings with typical children. With the coaching and support of these professionals, the family should be able to carry out these activities on a daily basis so that goals are met by the child and the entire family.

EI services are offered in the child's natural environment: home, daycare, etc. and they are free of charge to the family.

The High Risk clinic- The purpose of this clinic is to prevent and detect developmentally disabling conditions in children born prematurely. All children born in Tuscaloosa and surrounding areas, who are premature, weighing 1500 grams or less are scheduled to come to this clinic, usually within two weeks of being discharged from the Neonatal Intensive Care Unit. Each child is seen by a multidisciplinary team that includes: a pediatrician, LPN, social worker, occupational therapist, physical therapist, audiologist, psychologist, speech therapist, nutritionist and a developmental specialist. Recommendations are made based on the medical and developmental needs of each child by the multidisciplinary team. High Risk Clinic staff follow up on recommendations made and schedule return appointments to the clinic based on each child's need. This clinic is held at University Medical Center in the Pediatric clinic two times a month.

The Early Intervention program is collaborating with the University of Alabama Psychology Department and Speech Department to train special instruction staff to provide autism specific interventions to eligible children who meet diagnostic criteria for Autism Spectrum Disorders.

The Early Intervention program contracts with Alabama Department of Mental Health to provide program services. The EI program also bills Medicaid for case management services, special instruction, speech therapy, occupational therapy and physical therapy.

Stephanie Sims, Director, Early Intervention Program

Neeta Baughn- Service Coordinator, Early Intervention

Sam Burleson-Special Instructor, Early Intervention

Fertacia Chapman- Special Instructor, Early Intervention

Marilyn Edwards- Special Instructor, Early Intervention

Amy Fernandez- Special Instructor, Early Intervention

Nicole Harrington- Service Coordinator, Early Intervention

Javelin Lewis- Administrative Assistant, Early Intervention

Mildred Morgan- Service Coordinator, Early Intervention

Divya Patel-Service Coordinator, Early Intervention

Venus Washington- EI Service Coordinator, Early Intervention

# Early Intervention Client Spotlight

Ayrion Conner is an eight month old boy whose family is served by the Early Intervention (EI) Program at Community Service Programs of West Alabama, Inc. Ayrion was born at 25 weeks gestation and has been diagnosed with hydrocephalus, retinopathy of prematurity and Grade IV Intraventricular Hemorrhage. He was referred to CSP/EI by UAB Newborn Follow-up Clinic in Birmingham, Alabama. Ayrion currently lives with his mom and dad in Marengo County. His mother works as a school teacher in York, Alabama.

Divya Patel, the family's Early Intervention service coordinator, met with the family to discuss Early Intervention and their concerns with A.C's development. The service coordinator explained that due to his diagnosis, Ayrion will qualify for services through the Early Intervention program. The family was concerned about Ayrion's motor development because he was having a difficult time holding his head up, was not sitting alone or starting to crawl and because he was not moving his left arm or leg as much as his right. The family was also concerned about Ayrion's physical development because he was initially slow to gain weight and he was having difficulty focusing his eyes.

The service coordinator and family completed Ayrion's Individualized Family Service Plan to determine the child and family's needs using a Routines Based Interview. The service coordinator arranged for the physical therapist and occupational therapist to complete evaluations to further access Ayrion's motor development. After completing the evaluations, the physical therapist and occupational therapist suggested providing ongoing intervention to address motor concerns.

Ayrion's mom was concerned that she would need to miss work in order for him to receive services; however, the service coordinator explained that the Early Intervention service providers would work around the family's schedule. Mom stated that she was glad she did not need to take time off from work in order to be present for Ayrion's intervention services and that the family is happy that Early Intervention services are provided at home because traveling back and forth to Tuscaloosa or Birmingham for services would be difficult.

Since becoming involved with Early Intervention, Ayrion has made tremendous improvements. He is now focusing better with his eyes and moving his head to both sides to look at people. His head control has improved significantly. Ayrion is now eating baby food with the Nuk brush that the therapist provided and continues to gain weight appropriately. EI has provided the family with a Bumbo Seat for Ayrion to use to help with sitting and head control. Mom stated that she has seen a big difference in Ayrion's development since EI has been working with the family. "The program has been invaluable in improving my son's quality of life." EI has provided valuable information and resources to help Ayrion. Ms. Conner expressed that she had learned a lot about different developmental activities and toys to help encourage Ayrion's development.



EI is contracted to serve 149 children a month funded by Alabama Department of Mental Health

In FY 11, the Early Intervention program served a total of 292 children/families. 46 children were screened at High Risk Clinic.

In FY 12, the Early Intervention program served a total of 275 children/families. 57 children were screened at High Risk Clinic.

# HEAD START

## HEAD START BUDGET - PROGRAM YEARS 2011-2012

	<b>FY 2011 Budgeted</b>	<b>FY 2011 Actual</b>	<b>FY 2012 Budgeted</b>	<b>FY 2012 Actual</b>
<b>REVENUE</b>				
HS Federal Grant	5,926,243	5,727,267	6,372,275	6,372,275
Non Federal Share	1,481,561	1,803,999	1,593,069	1,874,095
USDA	692,857	692,857	719,980	719,980
AL Dept. of Childrens Affairs	90,000	72,349	90,000	90,000
<b>Total Revenue</b>	<b>8,190,661</b>	<b>8,296,472</b>	<b>8,775,324</b>	<b>9,056,350</b>
<b>EXPENSES</b>				
Personnel	3,513,520	3,310,994	3,679,653	3,527,914
Fringes	1,374,739	1,272,347	1,337,140	1,236,623
Travel	500	500	700	873
Equipment	-	-	-	-
Supplies	111,970	94,073	154,251	98,118
Contractual	48,550	55,128	63,700	92,410
Other	791,550	908,811	941,221	922,714
Construction	-	-	100,000	100,000
Training/Technical Assistance	85,414	85,414	95,610	84,268
<b>Total HS Federal Share</b>	<b>5,926,243</b>	<b>5,727,267</b>	<b>6,372,275</b>	<b>6,062,920</b>
Non Federal Share	1,481,561	1,803,999	1,593,069	1,874,095
USDA	692,857	692,857	719,980	719,980
AL Dept. of Childrens Affairs	90,000	72,349	90,000	90,000
<b>Total Expenses</b>	<b>8,190,661</b>	<b>8,296,472</b>	<b>8,775,324</b>	<b>8,746,995</b>
<b>EXCESS REVENUE OVER EXPENDITURES</b>				<b>309,355 *</b>

\* \$309,355 Revenue Over Expenditures carried over to FY 2013

# HEAD START/EARLY HEAD START

Head Start (HS) and Early Head Start (EHS) comprehensive child development programs serve low-income children 0-5 and their families, including pregnant women. Authorized under the Federal Economic Opportunity Act of 1964, Head Start addresses children and their families with the goal of improving school readiness and preparing children for future success. Early Head Start, established by the 1994 reauthorization of the Head Start Act, extends vital services to low-income, pregnant women and families with infants and toddlers.

As a Head Start and Early Head Start grantee and agency, CSP provides a range of individualized services in the areas of early childhood development, health, nutrition, parent involvement, and family development. The entire range of Head Start services is responsive and appropriate to the family's ethnic, cultural, and linguistic heritage as well as life experiences.

## Collaborations

Essential collaborations have been established with Whatley Health Services, Tuscaloosa City Schools, Tuscaloosa County Schools, Fayette Education Foundation, Town of Moundville, Regions Bank, University of Alabama SGA and Student Volunteer Centers, Cornerstone Ministries, Plum Grove Baptist Church, PNC Bank, Dell Foundation and other agencies and groups that foster a continuing interest in Head Start.

## Parent/Community Involvement

In FY2011-FY2012 parent involvement was focused on the continuous engagement of parents in the development of the enrolled children. The Policy Council for Head Start requires the inclusion of community representatives and parents. The selection of these individuals is based upon their interest in the Head Start Program and the promotion of Head Start activities in the communities served.

CSP's Head Start/Early Head Start programs establish and maintain relationships with each child's family. These relationships are sensitive to family composition, language and culture because the family is an essential part of a child's learning and development and must be supported and based upon trust and respect.

Center	No. Enrolled	No. of Teachers
Bibb County	60	6
Fayette County	94	10
Greene County	161	18
Hale County	140	16
Lamar County	57	6
Martin Luther King	120	14
Moundville	40	4
Tuscaloosa	215	22
Total	887	96

## Parent's Story

"Moundville Head Start has helped my child Alyssia increase her confidence and self-esteem. The staff in classroom B at the learning center have helped her with recognizing the alphabet and numbers, along with enhancing her eagerness to learn how to read and solve everyday problems. I have been so thrilled with the staff at Moundville especially with Ms. Gowdy and Ms. O'Neil. They asked me while participating in a home visit, what would I like to see my child accomplish while in the program? I mentioned helping her (along with myself) to recognize all the correct alphabet letters so that she would be able to read more words, recognize site words and learn to tell time. I also wanted them to help introduce her to the beginning stages of addition and subtraction. Ms. O'Neil and Ms. Gowdy did exactly that and I'm very grateful for them for adapting to my child's needs. The center staff have made this a very successful school year for my child; she's excited and looking forward to kindergarten."

Thank you, Head start for the Jump Start!

Angela Wells  
CSP Policy Council

CSP Policy Council is comprised of parents of currently enrolled children and community representatives. The Policy Council serves as a link to the Parent Committees, and grantee agency governing body, public and private organizations, and the communities they serve.

# CSP MOUNDVILLE CENTER

Partnerships are essential for the success of CSP's Head Start/Early Head Program

tive leadership requires positive collaborative partnerships. The foundation of CSP's educational program are designed so that all members of the community who touch the lives of children and families are vested stakeholders. The Moundville Head Start Center demonstrates the commitment of CSP and local partnering agencies.

When CSP made the decision to close the Moundville Head Start Center in 2011, it was with much consideration. The current structure which houses the Head Start Program is over 15 years old, and structurally inadequate, according to Geraldine Walton, Head Start Director.

"In 2010, we were proposing to move the center to merge with the Sawyerville area. The parents at the Moundville Center were very vocal about the fact that they wanted a site in Moundville. Meetings were held regarding the proposed closing; parents, grandparents, elected officials, and other community members came out and listened as we shared our plan." according to Walton.

"The entire Moundville community verbalized that they did not feel that closing the center would be best for the children or their parents/families."

"The catalyst for the final decision was the entire community working together in the best interest of the children and parents in Moundville. We began looking for vacant buildings which would be able to accommodate our needs. We discussed renovations and how the current site could be remodeled to meet regulations. The cost for this option was not financially feasible. Most of the buildings we saw had problems; so we began discussions with the bank about financing for a new building. Fortunately, we were spared from damages at the Moundville site during the April 2011 storms. During the storms, we took the children across the streets to the public school buildings.

Renovating the current site would mean the addition of a safe room and this was not cost effective, and not in our budget.

I thought the coming together to solve an educational problem was great community collaboration. We all pulled together for a common goal," stated Walton.

With all of these things in the forefront, Bishop Earnest Palmer, Special Projects Director, began meeting with city officials about available property for a new center

"The Moundville Project is an example of a true partnership arrangement for Head Start. Everyone involved in this project has a vested interest." The following represent the partners for the project: Parents, families, City of Moundville, and Region IV Head Start

According to Palmer, once CSP recognized the impact of closing the site, "We (the agency) had to make some tough choices. To merge Moundville and Sawyerville meant that 50 children would need transportation to the site, which was 25 miles away. This would more than double the transportation time, which means children would leave earlier and get home later in the afternoon.

Everyone went into survivor-mode for the sake of the children and their families. The City of Moundville donated land for the site, but in order to build a new site, we had to request permission from our regulatory agency to construct, and most importantly, find funds to build the site."

# Supportive Services Disaster Case Management 2011

When an EF-3 tornado touched down in the small Sumter County town of Geiger, Alabama on April 15, 2011, more than 100 homes and structures were destroyed or damaged. The disaster left many residents homeless. On April 27, 2011, the small town of Geiger was again devastated by at least two EF-2 tornadoes, leaving an 8.6-mile path of damage that was about a mile wide. Geiger was the hardest hit in Sumter County but there were no serious injuries or fatalities. According to State Senator Bobby Singleton, who represents the area, and a CSP Board Member, the damages sustained in Geiger were “well in the millions of dollars.” Sumter County EMA Director, Margaret Bishop Gulley stated that 101 structures, including houses, mobile homes and businesses, were damaged or destroyed in Geiger, a town with a population of 140. But the closest thing to an injury that Bishop reported was an elderly woman who got trapped inside her house when a felled tree crashed into her roof and collapsed the ceiling.

Upon assessing the needs of the residents, CSP partnered with local organizations to provide much-needed assistance to the community. CSP came in and gave every resource possible for to the families.

CSP provided: 1) gas cards so that families could travel outside the area without additional financial burden, 2) cash donations to families so they could buy medicines, fill prescriptions, get new eye glasses and replace items that were lost or damaged in the storm, 3) non-perishable items such as water, paper goods, canned goods, household items, 4) new furniture and 5) new clothes. CSP Executive Director, Cynthia Burton said that it was important that families receive substantial help as quickly as possible and get back to a sense of normalcy.

Partnering agencies included: The Town of Geiger, Sumter County Commission, Sumter EMA, Sumter Red Cross, Sumter YouthBuild/AmeriCorps, WMA Group, Sumter County Board of Education, Whatley Health Services, Sumter Health and Wellness Education Center, Sumter County Sheriff, State Senator Bobby Singleton, and The Town of Emelle.





# Supportive Services Disaster Case Management 2012

The Alabama Disaster Case Management Program (ALDCMP) receives funding from the Federal Emergency Management Agency (FEMA) with the purpose of “augmenting State and local capacity to provide disaster case management services in the event of a major disaster declaration which includes individual Assistant.” This is achieved through the work of ALDCMP’s Provider Level Agencies (PLAs). Disaster Case Management does not replace an existing State or local program, but rather provides support when requested by the State and approved by FEMA.

Primary activities recently implemented by the PLA Staffing

- Hired three (3) estimators
- Interviewed and hired one (1) supervisor and two additional case managers for Greene and Sumter counties
- Termination of one case manager - Sumter County
- Presented lists to estimators for assessments
- Implemented weekly case closures
- Completed 90 day evaluation for DCMP staff
- Bi-weekly case staffing for presentation at Un-Met Needs Table
- Scheduled appearance on WVUA for presentation re: DCMP
- Meeting with United Way to discuss possible outcomes after ending FEMA payments
- Participation on weekly DCMP conference calls

## ONE SUCCESS STORY

Mr. T, a divorced, war veteran of three (3) children was referred to CSP’s Disaster Case Management Program (DCMP) for the replacement of household items, furniture and utility assistance while United Methodist Committee on Relief (UMCOR) was building his home. One DCMP Supervisor began to interface with Mr. T and wanted to ensure that he received adequate items to furnish his home, as all were destroyed by the tornado. The collaborative efforts of CSP, The Salvation Army and UMCOR resulted in Mr. T. receiving a new home, new furniture for all rooms of his home, new major appliances and national media coverage. Continued partnerships with other community agencies afforded Mr. T landscaping. CSP’s total contribution to Mr. T. was \$10,613.20.



# Housing Division Rehabilitation 2011

# Property Management

In 2010, CSP began a Green Retrofit Project at Pinefield Apartments, a Housing and Urban Development (HUD) 811 property for residents with disabilities. Renovations were made possible through a grant funded by HUD and when completed, will be the agency's first "Green Project."

Located in west Tuscaloosa, the buildings were being rehabilitated for energy efficiency. According to project contractor, Joe Hughes, "the buildings are environmentally responsible, and will provide a healthy place to live for CSP residents."



*Pinefield after new roofing installed*

Under the leadership of L & H Contractors, Pinefield Apartments received the following improvements: replaced 9 refrigerators with Energy Star Rated models; replaced 10 kitchen exhaust fans with Energy Star Rated models; replaced kitchen cabinets in all units with low VOC hardwood face units; replaced kitchen counter tops in all units with low VOC units; installed water saving units for kitchen faucets and shower heads in all units; replaced old thermostats with new Energy Star digital thermostats in all units and in office; replaced 10 water heaters with new Energy Star gas units and thermal blankets; installed new Armstrong, Migrations Biobased floor tile in all units; all 14 apartments were painted with low VOC interior paint; replaced exterior siding with new cementitious siding; replaced all front doors with Energy Star rated Therma-Tru fiberglass doors; replaced roofs on all units with reflective metal roof; replaced all windows with Energy Star rated windows and caulked using low VOC caulking; replaced light bulbs with CFL energy efficient bulbs through out apartments; installed combination smoke/carbon monoxide detectors in all units; replaced bulbs in exterior light fixtures with mercury vapor bulbs and replaced photo cells on fixtures; painted exterior metal fencing with low VOC paint; repair parking lot and seal with low VOC asphalt sealer; and restriped parking lot upon completion of apartment renovations.



*Upgraded energy efficient kitchen*



## **A Happy Tenant**

Cody Haddock, a resident for two and a half years, is very pleased with the improvements. He commented that the roof made all the difference. The environment is much more welcoming and feels like home. Cody said, "Pinefield now feels like a place where anyone would want to live."

## Weatherization

Number of Houses Completed by County				
County	2010	2011	2012	Total/Co.
Bibb	19	14	10	43
Fayette	10	17	3	31
Greene	15	15	18	48
Hale	23	15	27	65
Lamar	12	9	7	28
Pickens	15	20	17	53
Sumter	26	14	30	69
Tuscaloosa	125	44	92	260
Total	245	148	204	597

### Weatherization

On October 31, 2012, the ARRA grant for the Weatherization program ended. CSP completed 597 houses in its eight county service area. Unfortunately, over 1000 eligible houses remain on the waiting list.

The weatherized houses represent some of the best savings. Weatherization makes an immediate and dramatic impact on mobile homes and older houses. These houses are examples of the extreme differences in before and after. The average household saving is around \$500 a year.

## Agency Mission Statement

CSP provides resources and services which resolve immediate needs and lead to long-term self-sufficiency for low-income and vulnerable populations.

## Agency Vision Statement

All constituents have reduced barriers and increased potential to become self-sufficient.

