

Pickaway County Community Action, Org. Inc. (PICCA)
Serving Pickaway County since 1965

2 0 1 2 A n n u a l R e p o r t



PICCA
*“A good fit
for fighting
poverty”*



The Pickaway County Community Action Organization Mission is to be an active agent and partner for change in Pickaway County by providing opportunities which empower people in poverty to become self-sufficient and improve their quality of life

Letter from the Executive Director

These are precarious times we live in when it comes to finances and our abilities to sustain the valuable work that we are doing. Not only must we organize to create movements that honor and respect our communities, but we're doing so in a moment when resources seem to be ever more scant. Today social justice organizations find themselves pitted against their colleagues for resources. PICCA must work to ensure that we spotlight our collective knowledge, institute systems of support and reflection, and work collaboratively towards a more equitable future.

PICCA's vision is to provide opportunities for positive change in Pickaway County by providing opportunities which empower people to improve their quality of life. In the same way that we analyze the root causes of economic inequality and link them back to our organizing and program work, so must we strive to incorporate visions of financial independence.

We have a long way to go to achieve this vision, but we have to be ambitious about the future. I am strengthened and fortified by the new realities of social justice work. I'm inspired by knowing that in the years to come I, along with the staff and board of PICCA, will be continue to empower communities and PICCA will be an active agent and partner for change in Pickaway County by providing opportunities which empower people to improve their quality of life.

Sincerely,

Andrew Binegar

Executive Director
Pickaway County Community Action Org., Inc.

A message from the Board of Directors

Greetings,

It is my pleasure to extend to you greetings on behalf of the Board of Directors of Pickaway County Community Action Organization, Inc. We would like to express our gratitude and acknowledge your support of our Agency.

As you peruse this publication, you will receive a synopsis of the diligence and tireless efforts made serving the population of Pickaway County. The Board of Directors commends the staff for their dedication, commitment and work on behalf of those we serve.

As PICCA continues to lead the fight against the "War on Poverty", we hope that you will continue to join us in accomplishing our vision (to provide opportunities for positive change in the quality of personal and community life) while "Helping People. Changing Lives."

With Warmest Appreciation,

Asa Jay Elsea

Board President

Who We Serve

Customer Impacts

- 7156 people benefitted from PICCA services
- 2800 households benefitted from PICCA services

Geographic Breakdown

PICCA provided services to over 12.8% of our entire service area population. This means that 1 in 8 people in Pickaway County were touched by PICCA services.

Top 5 zip codes served in PICCA's service area by percentage of total population served:

- **46%** in 43113 (Circleville area)
- **15%** in 43103 (Ashville area)
- **9%** in 43146 (Orient area)
- **7%** in 43164 (Williamsport area)
- **6%** in 43137 (Lockbourne area)

Demographic Breakdown

The demographic breakdown for PICCA customers:

- 90.3% Caucasian
- 1.3% African American
- 1.2% Multi-race

Household Breakdown

- 37 % of the households had at least 1 adult working
- 26.4 % of the households were supported by Social Security Income

This means that only 1 out of every 4 households receiving services from PICCA has no adults working (where adults are able to work).

Educational Breakdown

- 15.6% of the adults seen by the agency over the age of 24 has some post secondary education or degree.

This means that 1 out of every 16 adults over the age of 24 receiving assistance from the agency has some post secondary education or degree.

PICCA "2012" Highlights

May - National Community Action Month –

135 students and 26 volunteers/supervisors gathered to participate in the first annual Student Community Action Day. During the day the group completed 32 jobs throughout the county. Sites included Pickaway County Fairgrounds, Floral Hills Cemetery, The Christian Cemetery in Williamsport and Crites Park. PICCA has served the community for 49 years.

Strategic Planning – This year agency staff, Head Start Policy Council and the PICCA Board of Directors participated in Strategic Planning. The Strategic Planning process ensures that members of the organization are working toward the same goals, to assess and adjust the organization's direction and respond to gaps in service within the county over the next five years.

Lincoln Heights – 2012 saw the purchase of the Lincoln Heights apartments by PICCA. The complex contains 9 units of two, three and four bedroom apartments as well as 8 efficiency apartments designed to provide housing for persons with special needs. With this purchase, PICCA will have purchased all three of the tax credit properties.



Summer Lunch Program – The Summer Lunch Program sponsored in partnership with the YMCA, provided 4,600 lunches to children during the summer. This was 400 lunches above the count for 2011.

Tee It Up For Tots – A “Toys for Tots Golf Outing” was sponsored at the Pickaway Country Club. Ten teams paid to play and 36 golfers participated in the outing.



2012 Toys for Tots Golf Outing 1st Place Winners - (left to right) Zach Hammond, Jeff Rush, Justin Hammond, Dale Kuhlwein

May - National Community Action Month –

135 students and 26 volunteers/supervisors gathered to participate in the first annual Student Community Action Day. During the day the group completed 32 jobs throughout the county. Sites included Pickaway County Fairgrounds, Floral Hills Cemetery, The Christian Cemetery in Williamsport and Crites Park. PICCA has served the community for 49 years.

Strategic Planning – This year agency staff, Head Start Policy Council and the PICCA Board of Directors participated in Strategic Planning. The Strategic Planning process ensures that members of the organization are working toward the same goals, to assess and adjust the organization's direction and respond to gaps in service within the county over the next five years.

Lincoln Heights – 2012 saw the purchase of the Lincoln Heights apartments by PICCA. The complex contains 9 units of two, three and four bedroom apartments as well as 8



1st Place - People's Choice
The Savings Bank



1st Place - Judges Choice
Specialty Chili
Charlotte's Taco Chili



1st Place - Judges Choice
Original Chili
Pickaway County Library

Personal Experience Story

Pickaway County Community Action's Free tax clinic uses The Ohio Benefit Bank software to provide an easy-to-use resource for filing simple to moderate tax returns for no charge. For individuals who cannot afford to pay the sky high prices of private tax services, PICCA provides a useful and practical service. PICCA's Free Tax Clinic services serve as a pro-active agent in the fight against poverty. Most of our clients are in a low enough tax bracket that they are due to receive a refund; however, if they were to pay a private practice for tax services most of their refund would be spent in preparation fees. When clients are able to receive their full refund, they are given a golden opportunity to save, invest, pay off old debts, etc. It is definitely a program that allows clients to "get ahead." Such is the case with Jesse and Rebecca.

Jesse and Rebecca – both only 18 years old – were a young couple struggling to get by. With a new baby on the way, they were living in an apartment and working multiple jobs, striving to provide a decent life for their child. When they came to the free tax clinic, they couldn't believe that the services were actually free. They were even more shocked when they heard the dollar amount of their return. With an adjusted gross income of just over \$15,000, the grand total of their refund was \$5,116. This was almost a third of their yearly income. Their excitement grew as they began to discuss what they would do with the money. This money was substantial enough to purchase a better vehicle, pay for a year of college, invest in a savings account for their child, etc. Because of the free tax clinic, they were given a resource that enabled them to "get ahead" and better their lives, ultimately providing for them a way out of poverty.

A PICCA Weatherization Department Success Story!

To My Angels at PICCA,

My name is Danielle and I'm 31 yrs old with a 12 yr old daughter. In the past several yrs we have been through ups and downs, but always managed to find the positive in it all. Last year I got into a big fight with my father and he kicked me and my daughter out over a family issue. I quickly panicked as to where my daughter and I were going to go. I had a trailer that I could move into but it needed so much work due to its inability to house us in its condition. I looked into apartments and checked my status on HUD, and it just wasn't going to work out, between the wait for HUD, my financial issues, being on SSI, and limited income. So I was goanna try to make it so I could live but be a safe environment for my daughter.

THEN my prayers were answered!! I had applied for a program called weatherization and within weeks of applying I was accepted as an emergency and they fixed me immediately. Jeff took the time to teach me about energy saving and I have actually shared with family and friends. Within a respected amount of time they made my place go from unlivable to livable:

- No heat to an amazing amount of warmth from the insulation they put in under my trailer to help hold in the heat, and the most beautiful new furnace!
- A brand new water heater that I absolutely love. To have the ability to have brand new things let alone a major necessity in keeping this place going like those two items is wonderful!
- The front door was busted in yrs ago from a break in and it never felt safe. PICCA replaced the door as well.
- I was unable to cook or even turn gas on to bake; it didn't match regulations with no shut off valves. They were installed and also the stove was cleaned and serviced as well as the stove hinge being fixed.
- I had some busted pipes and no running water. They not only fixed all the piping under it but also redid my shower pipes so they worked and gave me new working faucets!
- Several other things such as an exhaust fan in the kitchen, a window in one bathroom, 2 new flush kits in the toilets and fixed my vents which were uncovered and basically falling apart.

Hope I didn't miss anything because it is all appreciated. As corny as it may sound but I felt like a kid in a candy store, for the first time I felt safe and secure. But most importantly I had a home finally thanks to PICCA and the program they have. The people they have working for them were respectful and informational themselves. I also dealt with an amazing contractor through them that I plan on using if I ever am in need of one. Steve of Attic Toppers was a big help letting me know what he was doing and why. He then answered questions on how to fix some things around the house which as a homeowner is a great thing to know. I even had the flu during all this and he brought me a 7up! I say this because I didn't feel left out in the process. Jeff was in contact with me several times making sure things were being taking care of, and that I was happy with the work so far. At one point I had problems with a leaky toilet and he came out that day and fixed it. I am someone with health issues that keep me from working and PICCA's program left me feeling I can do this and that my daughter and I will make it as we always do. Without them, I couldn't have found the positive in this situation. I thank your program so much for giving me a place for my daughter and I both feel like we are home, safe and able to spend family time. I thank you from the bottom of my heart ! You guys are like family to me and helped make home feel like home.

Sincerely appreciated and all smiles,
Danielle

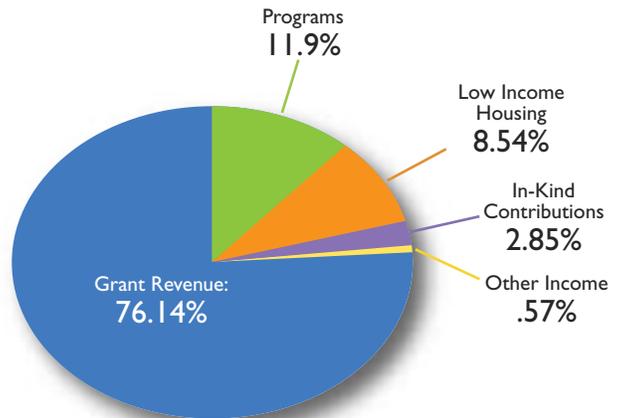
P.S. My daughter requested to write a piece: *My mommy is sick allot and we couldn't get everything done. Thank you for getting our home ready so we could be home and be happy.*



AGENCY *funding* 1.1.12 - 12.31.12

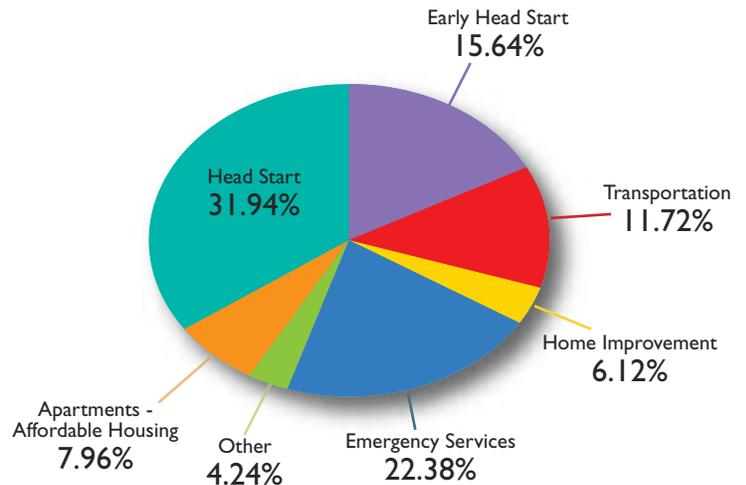
REVENUES

Grant Revenue	\$4,275,818
Programs	666,830
Low Income Housing	479,290
In-Kind Contributions	159,933
Other Income	32,820
Total Revenues	\$5,614,691



LINE ITEM EXPENSES

Salaries/Wages	\$2,154,870
Fringe Benefits	698,796
Depreciation	217,851
Contract Services	324,840
Travel, Training & Conferences	97,736
Consumables	426,719
Equipment & Maintenance	263,056
Client Assistance	578,541
Gas & Oil	\$123,535
Insurance	82,983
Other Costs	628,775
Total Line Item Expenses	\$5,597,702



FUNCTIONAL EXPENSES

Head Start	\$1,788,347
Early Head Start	875,307
Transportation	655,941
Home Improvement	342,709
Emergency Services	1,252,603
Other	237,455
Apartments - Affordable Housing	445,340
Total Functional Expenses	\$5,597,702

2012 Audit Results

There were no audit findings relating to the financial statements in PICCA for FY'2012. The numbers presented here are from the A-133 Single Agency Wide Audit for 2012.

Headstart / Early Head Start

PICCA Head Start/Early Head Start Receives Top Honors

Pickaway County Head Start/Early Head Start program received outstanding recognition following three separate assessments by outside entities which occurred within a 90-day period during the 2012-2013 school year. The Administration of Children and Families (ACF) conducted a week-long Triennial Review. Evaluators found no deficiencies, findings or concerns. There are over 2,500 performance standards that govern the program. Teachers were also rated above the cut-off scores for quality on all dimensions of the CLASS assessment scales.

A second re-certification assessment was conducted by Ohio's Step Up To Quality (SUTQ), which is Ohio's quality rating system for ODJFS licensed child care programs. Step Up To Quality recognizes early care and education programs that meet quality benchmarks over and above minimum health and safety licensing standards on a three-star rated system. The steps are based on national research identifying the program standards that lead to improved outcomes for children.



These standards include: low child to staff ratios, smaller group size, higher staff education, on-going specialized training, improved workplace characteristics, and early learning standards. Ashville Head Start Center received a 2-star rating and Circleville Head Start Center received a 3-star rating.

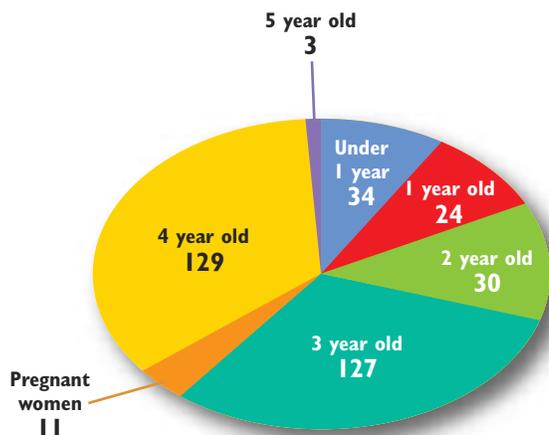
The third assessment was conducted by the National Association for the Education of Young Children (NAEYC) which resulted in re-accreditation of two Centers; Ashville Head Start and Circleville Head Start. To prepare for NAEYC Accreditation, the program went through an extensive self-study process, measuring the program and its services against the ten NAEYC Early Childhood Program Standards and more than 400 related Accreditation Criteria. The program received NAEYC Accreditation after an on-site visit by an NAEYC Assessor to ensure that the program meets each of the ten program standards. NAEYC-accredited programs are also subject to unannounced visits during their accreditation, which lasts for five years.

The PICCA Ashville and Circleville Centers are two of only fifteen Head Start centers in Ohio that have accomplished top ratings from the Administration for Children and Families (ACF), Step Up To Quality (SUTQ), and NAEYC.

The accomplishments of the positive ratings with the Federal Monitoring Review, Step Up to Quality, and NAEYC are in thanks to a dedicated staff, involvement of parents, and important community partners.

Funded Enrollment -284

Actual Enrollment - 358 (includes turnover)



2012-2013 Enrollment and Attendance

Head Start Average Monthly Enrollment: **100%**

Head Start Average Monthly Attendance: **85.64%**

Early Head Start Average Monthly Enrollment: **100%**

Early Head Start Average Monthly Center Based Attendance: **85.13%**

Sequestration

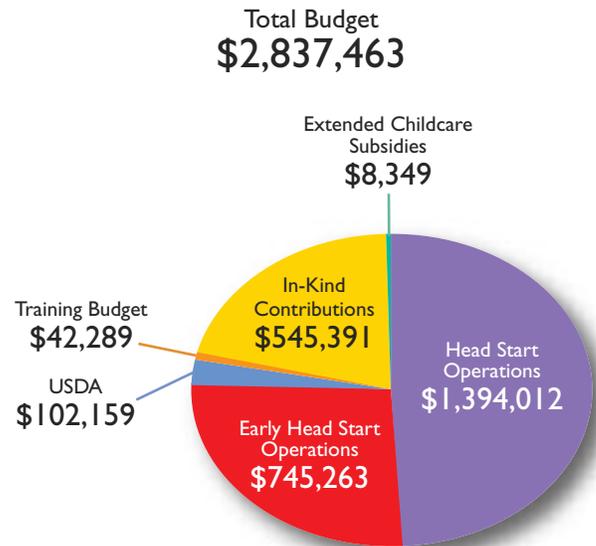
During the spring of 2013 Head Start / Early Head Start was included with the “sequestration cuts” made across the nation in a plan by Congress to balance the nation’s budget. Our local program sustained a reduction of \$119,011 (5.27%) in federal funding for 2013. Programs were given flexibility to decide how they would make the local reduction in funding with the least disruption to enrolled children. The following measures were used to reduce our local budget:

- reduced one week of services to children and families
- reduced all Head Start staff positions in pay by one week
- reduced the number of operating days for three centers to the minimum required of 128 days
- avoided one-time expenditures
- discontinued fees to the Youth Mentoring Initiative
- re-negotiated transportation services and other service contracts
- reduced overall program purchasing
- reduced hours of work time for two Early Head Start manager positions

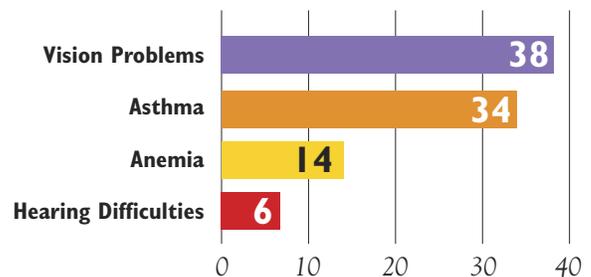
Nationally, the amount of funding sent back to the government through sequestration totaled \$405,000,000 for fiscal year 2013. Nationally 57,265 children lost services and more than 18,000 staff suffered job losses or pay cuts.

In 2013, PICCA was the only agency operating both Head Start and Early Head Start that did not reduce children or lose staff through sequestration in the State of Ohio. (Source: *Ohio Head Start Association 8/21/2013: Sequestration Reductions – Ohio programs*) **We will be unable to sustain these reductions over time.**

Proposed 2013 Head Start/ Early Head Start Budget



Number of all children who received medical treatment for the following chronic health conditions



Dental Services (Head Start only)

Number of children who completed a professional dental examination – **218**

Number of children diagnosed as needing dental treatment – **51 (23%)**

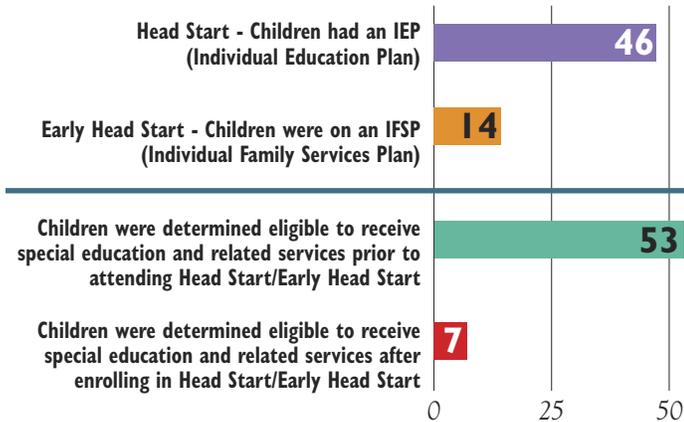
Number of children who completed dental treatment – **47 (92%)**

2012 Head Start/ Early Head Start Budget/Expenditures

Authorized Funds –	\$2,346,180
*Expenditures –	\$2,349,021
Over Expanded –	\$2,841
Local In-Kind Contributions –	\$586,545
USDA and Child Care Subsidies –	\$122,320
Administrative Costs –	14.7%

*Expenditures include \$24,752 for disability services

Disabilities Services



Pregnant women/teens served: 11

- 1st trimester (0-3 months) – 2
- 2nd trimester (3-6 months) – 5
- 3rd trimester (6-9 months) – 4
- Number medically high risk – 2

Pregnant women/teens received:

- Prenatal and postpartum health care – 11
- Mental health interventions and follow up – 4
- Prenatal education on fetal development – 10
- Information on benefits of breastfeeding – 10
- Substance abuse prevention – 0
- Substance abuse treatment – 2

School Readiness Goals

Our School Readiness Goals guide our program to prepare children for school success, prepare families to support their children's learning, and partner with schools to be ready for children.

These goals were developed considering the:

- Head Start Framework
- The Ohio Early Learning Standards Birth to Five (ODE)
- Input from Families
- Input from local school districts

Child Outcomes

During the 2012-13 school year we compared four year olds who were in the program for the first time to four year olds who were enrolled as three year olds and returned for a second year of Head Start. As a group, the first year four year olds had the lowest percentage of children meeting or exceeding widely held expectations at the end of the year when we looked at phonological awareness and letter recognition, social-emotional skills related to forming relationships with adults and self-regulation, approaches to learning requiring sustained attention and persistence, and language skills including appropriate conversational skills, expressing thoughts and needs, and forming and answering questions.

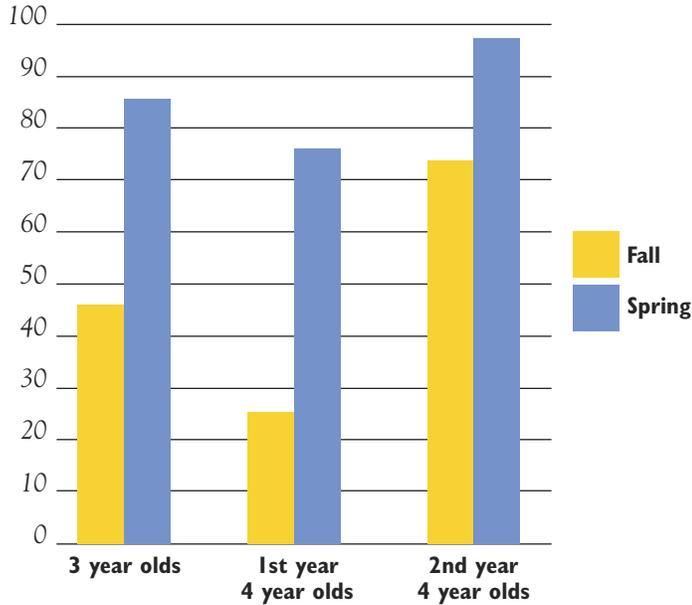
These areas are important for all our children, and our program's response to our child outcome findings has been to build capacity to meet these needs through professional development and improved programming. We have added more service time for speech and language therapy. We plan to pilot the Phonemic Awareness in Young Children classroom curriculum in the 2013-2014 school year. We are engaging parents to become more involved with reading books with their children on a regular basis. We are working with our mental health consultants to provide staff training for challenging behavior and to consult with parents to develop intervention plans for social-emotional needs. Early Head Start is sponsoring extensive Conscious Discipline training for our program and community partners. We are building a stronger team approach to intervention for children with identified disabilities. Our School Readiness leadership Team will continue to explore program improvement strategies and track progress.



These graphs show key findings of selected school readiness goals.

Social Emotional Development

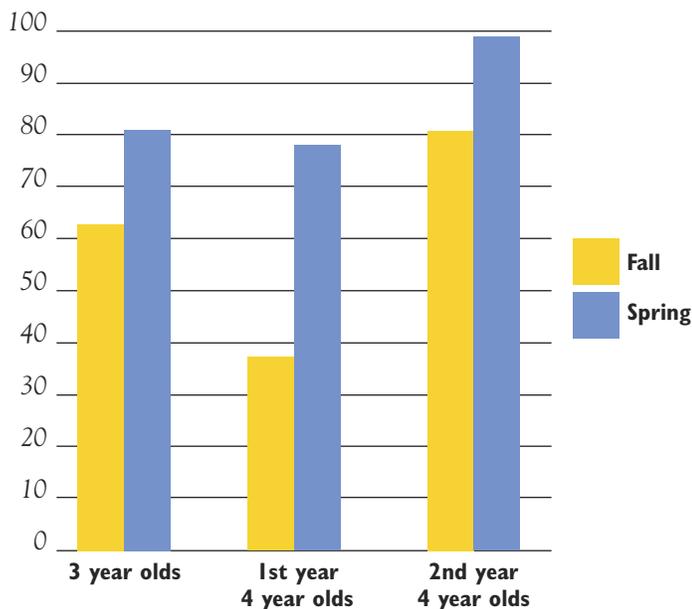
- Children will develop positive relationships with adults and peers
- Children will regulate their attention, impulses, emotions and behaviors.
- Children will participate cooperatively and constructively in group situations



This graph shows percentage of children meeting widely held expectations For their age based on teacher documentation.

Approaches to Learning

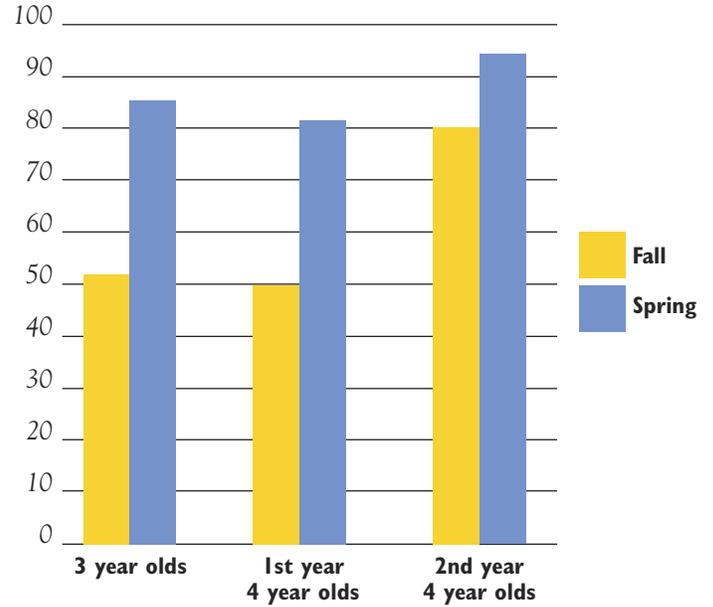
- Children will improve their ability to finish activities with persistence and attention.



This graph shows percentage of children meeting widely held expectations For their age based on teacher documentation.

Language

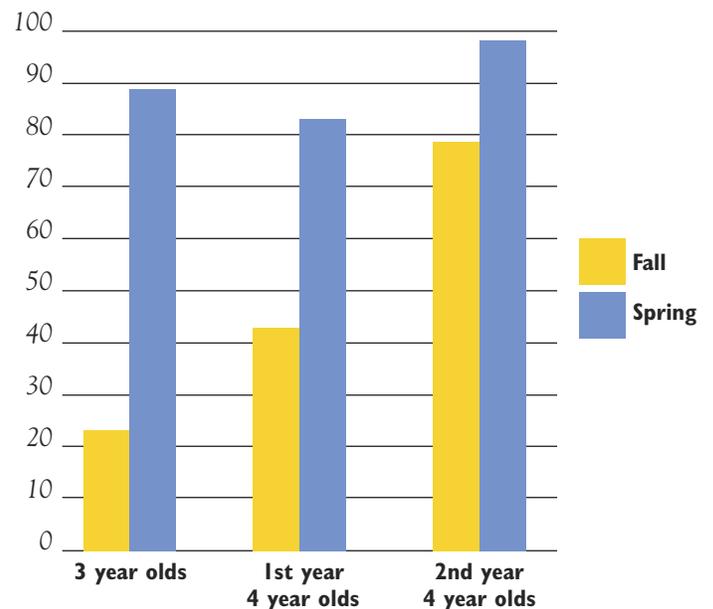
- Children will understand increasingly complex language.
- Children will increase their ability to communicate, using language to express wants, needs, thoughts and ideas.



This graph shows percentage of children meeting widely held expectations For their age based on teacher documentation.

Literacy

- Children will develop early reading and early writing skills.
- Children will demonstrate increasing knowledge of print concepts and decoding.



This graph shows percentage of children meeting widely held expectations for their age based on teacher documentation.

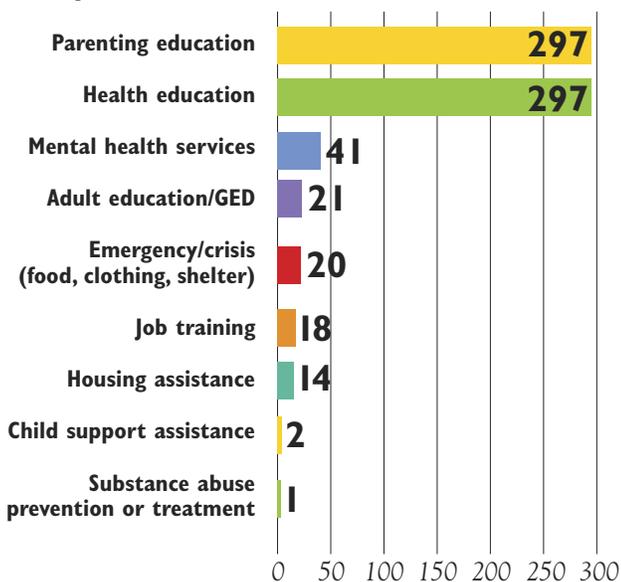
Unique Service Model: Teachers serve a dual role as Teacher and Family Advocate, thereby providing advocacy and support services to a caseload of, on average, 18 families.

Transition

24 Early Head Start children transitioned to preschool programs Fall 2013
 19 Transitioned into Head Start

114 Head Start children were eligible to transition to kindergarten Fall 2013
 66 to Circleville City Schools
 13 to Logan Elm School District
 22 to Teays Valley School District
 13 to Westfall School District

Family Services Received



A Family Engagement Advisory Committee was formed during the 2012-2013 school year to focus on goals that families develop with the support of program leadership, staff and community partners. Goals accomplished included creation of a Facebook page to strengthen communications between home and center, and the development of transition activities for children transitioning from Early Head Start to Head Start and from Head Start to kindergarten. *Like us on Facebook under Pickaway County Community Action.*

Parent/Community Engagement Activities

Parents and community representatives volunteered over **6,534** hours to Head Start/Early Head Start as:

- Classroom and field trip volunteers
- Members of Policy Council, Health Services Advisory Council, Education Committee and Personnel Committee
- Kitchen and office volunteers
- Bus Aides
- Volunteers in assisting with IEP goals

Community Collaboration

Pickaway County Head Start cannot be successful without the efforts and resources of our friends and partners. Thank you for all of your hard work on behalf of our children and their families.

- Adult Basic Literacy Education Program (ABLE)
- Andrew Solovey, ACSW, LISW-S
- Pickaway County Board of Developmental Disabilities
- Child Care Choices
- Circleville City School District
- Columbus State Community College
- Dorris Counseling & Consulting, LLC
- Family and Children First Council
- Haven House Domestic Violence Shelter
- Help Me Grow Program
- Jobs One-Stop
- Logan Elm School District
- Ohio Christian University
- Ohio State University Extension of Pickaway County
- Ohio University-Chillicothe
- Ohio University-Lancaster
- Pickaway County District Public Library
- Pickaway County Educational Service Center
- Pickaway County Health Department
- Pickaway County Job and Family Services
- Pickaway County YMCA
- Pickaway H. E. L. P. S.
- Pickaway Ross Career and Technology Center
- Drs. James J. Rocklin, Robert P. Liggett & R. Eric Liggett
- Scioto Paint Valley Mental Health Center
- Teays Valley School District
- Drs. Robert M. Tootle & Andrew C. Palmer
- United Way
- Westfall School District
- Women, Infants, Children (WIC)
- Work Experience Program (WEP)

Pickaway County Community Action, Org. Inc. (PICCA)

2012 PICCA Board of Directors

Dan Bradhurst
Connie Chamberlain
Franklin Christman
Mary Easter
Wendy Elliott
Asa Jay Elsea
Milton Emerine
Joy Ewing
Joshua Goodwin
Kim Hartinger
Barry Keller
Lonnie Kuhlwein
Jan Michael Long
Cynthia Love
Richard Schmidt
Gayle Spangler
Kendra Wickline
Jay Wippel

Dr. Ciuping Cao (contracted ECE Specialist)

Policy Council 2012-2013

Dana Chestnut
Christina Doddroe
Shawna Doddroe
Landa Dorris
Barbie Henry
Toni Jarvis
Ashli Nungester
Michelle McMannis
Michael Pelcic
Terry Scott
Aimee Roberts
Hilary Tackett
Kendra Wickline
Mary Ellen Wilson