



COMMUNITY SERVICE PROGRAMS OF WEST ALABAMA

Annual Report FY 2019



Message



FROM THE BOARD CHAIRMAN AND THE EXECUTIVE DIRECTOR



The fiscal year 2019 was a time of reflection and planning for Community Service Programs of West Alabama, Inc. (CSP). The Board of Directors enhanced their ability to govern the agency through comprehensive training conducted by experienced community experts in non-profit governance and administration. The staff also made presentations which provided expanded knowledge of CSP's programs and services as well as the overall management of the agency.

Throughout the year, management staff addressed revisions to various planning documents including strategic plan, succession plan, operations and resource development plans. Supportive Services expanded its education reach to our energy assistance clients through classes addressing energy conservation measures to decrease utility bills. The Housing Department welcomed a new director who has brought renewed energy and focused expansion to that service group. In addition, the Housing Department increased its education of potential homebuyers through group homebuyers education classes as well as one-on-one sessions with HUD/NeighborWorks® certified counselors. Financial literacy is a lynchpin in the presentations related to pre and post purchase home matters. This course also enables our clients to understand the concept of overall money management, including but not limited to, budgeting and good spending practices.

The education programs, Head Start/Early Head Start and Early Intervention, provide education and ancillary services to children 0-5 years old and 0-3 years respectively. Both divisions continue to address skill building and improvement in the learning process. Head Start uses nationally recognized curricula, Teaching Strategies and Creative Curriculum. Early Intervention provides case management, service coordination and special instruction for developmentally delayed children. Support is also provided through contracted specialist care, such as speech pathology, autism adjustment techniques, occupational and physical therapy.

This year ended in double sadness for CSP, caused by the deaths of long-time board member, Nick Underwood and our beloved Head Start Director, Earnest Palmer. Tributes to both of them will follow in subsequent pages.

Cynthia W. Burton
Executive Director

Freddie L. Washington
Board Chairman

Board Member Spotlight

Ron A. Mason *Choctaw County*



Ron A. Mason is District Manager for Hardee's Food Systems and has been for 32 years. Additionally, he is a real estate broker and owner of Southern Oaks Land & Realty (www.ronmason.com) as well as the owner of The Mason (www.themason.com) – a hotel and extended stay lodging facility in Butler.

Mason, a native of Choctaw County, started working for Hardee's at 16 years old. He loves the opportunity of working with people and keeping customers happy. His real estate and hotel business started out as a hobby. He enjoys helping people realize the opportunity to own their own home.

He was asked to join the CSP Board of Directors when he was the chair of the Choctaw County Chamber of Commerce. He was excited to be a part of an organization that provides assistance to needy and vulnerable populations.

Serving on the CSP Board has given Mason the opportunity to help others. He says, "It also means helping them find a way to become self sufficient in the future. The work of CSP is important because there are people who without the assistance of CSP would not have adequate child care, nutrition, housing, or utilities. We cannot let that happen in our world today." He also said his favorite part of CSP is working with the elderly.

Mason is a 1994 Cum Laude Graduate of Livingston University (UWA) with a B.A. in English and a minor in management. He is also a graduate of the Realtor Institute, and holds the following certifications: ABR, SRS, E-Pro, CRS, and At Home with Diversity.

Ron and Hollie Mason have been married 20 years and have two children, Sophie and Adam. His hobbies include spending time with his family, and real estate. He and his son are also getting into woodworking.

He is the Mayor Pro Tem for the City of Butler, serving a third term on the City Council, and also the Sunday School Superintendent at First Baptist Church where he also sings in the Choir, assists with the youth, and serves on the Event Committee.

Debra S. Clark *Sumter County*



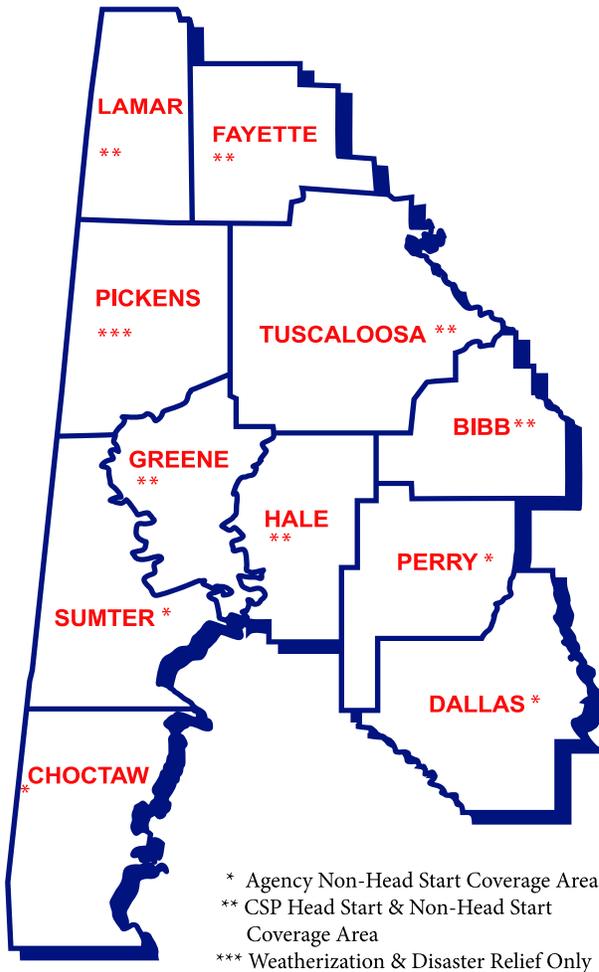
Debra S. Clark is a Sumter County native, born and raised in Emelle, AL. She is the Founder of Health and Wellness Education Center, a non-profit organization in Sumter County Alabama. She started the organization in 2001 to identify and eliminate barriers to health care by linking rural Black Belt residents to much needed health related providers and resources.

Clark has served as a CSP board member since 2012. Her work on the board allows her to help carry out the agency's mission to "provide resources and services which resolve immediate needs and lead to long-term self-sufficiency for low-income and vulnerable populations." Clark said that she takes pride in being able to provide these services to residents in Sumter County.

Debra is an undergraduate and graduate from the University of West Alabama (formerly Livingston University) and holds degrees in Social Science and Guidance and Counseling. Debra's personal mission is to help meet the needs of the community. She said that serving on CSP Board of Directors helps her fulfill this mission. She added that her position as a board member is most satisfying when she sees the direct benefits and assistance to CSP's many satisfied consumers.

Debra is married to Tyrone. They have six children and five grandchildren. She is a member of Sumterville Baptist Church, where she sings in the choir, teaches Sunday School, serves on the matron's board and is a community volunteer. Her community affiliations include: Coordinator of Sumter Senior Exercise Program, Community Health Education and Resources, AHEC COVID-19 Testing and Education, coordinates FOCUS activities for at risk youths.

CSP Service Area & Board Members



BOARD OF DIRECTORS

Officers

Elder Freddie Washington (Tuscaloosa)
President

Beverly Nickerson (Tuscaloosa)
Vice President

Mary Hodge (Hale)
Secretary

Members

JoAnn Craighead - Bibb

Ron Mason - Choctaw

Timfreit Drane - Dallas

Mayor Ray Nelson - Fayette

Johnnie Knott - Greene

Senator Bobby Singleton - Hale

Rev. Kevin Dixon - Lamar

Judge Eldora Anderson - Perry

Attorney Robert Turner, Jr. - Perry

Debra Clark - Sumter

Ottice Russelle - Sumter

Lynne Cephus - Tuscaloosa

Dr. Karen Thompson-Jackson - Tuscaloosa

Commissioner Jerry Tingle - Tuscaloosa

Mission Statement

Community Service Programs of West Alabama, Inc. (CSP) provides resources and services which resolve immediate needs and lead to long-term self-sufficiency for low-income and vulnerable populations.

Vision Statement

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

Community Service Programs of West Alabama, Inc., is required by federal law to maintain a tripartite volunteer board consisting of one-third from the business community, one-third elected officials and one-third representatives of the low income sector. The agency currently has a 18 member board with representation from each of its service counties. Leadership of the diverse Board of Directors provides proactive governance of the agency.

Client Characteristics FY 2019

Module 4, Section C: All Characteristics Report - Data Entry Form

Goal 1: Individuals and Families with low-incomes are stable and achieve economic security.

Name of CSBG Eligible Entity Reporting:

Community Service Programs of West Alabama

A. Total unduplicated number of all INDIVIDUALS about whom one or more characteristics were obtained:	14,867
B. Total unduplicated number of all HOUSEHOLDS about whom one or more characteristics were obtained:	8,591

C. INDIVIDUAL LEVEL CHARACTERISTICS

1. Gender	Number of Individuals
a. Male	4769
b. Female	10098
c. Other	0
d. Unknown/not reported	0
e. TOTAL (auto calculated)	14867

2. Age	Number of Individuals
a. 0-5	1449
b. 6-13	2211
c. 14-17	1051
d. 18-24	838
e. 25-44	2394
f. 45-54	1278
g. 55-59	930
h. 60-64	1366
i. 65-74	2072
j. 75+	1278
k. Unknown/not reported	0
l. TOTAL (auto calculated)	14867

3. Education Levels	Number of Individuals	
	[ages 14-24]	[ages 25+]
a. Grades 0-8	539	43
b. Grades 9-12/Non-Graduate	984	3786
c. High School Graduate	275	4072
d. GED/Equivalency Diploma	0	0
e. 12 grade + Some Post-Secondary	69	531
f. 2 or 4 years College Graduate	9	783
g. Graduate of other post-secondary school	0	0
h. Unknown/not reported	13	103
i. TOTAL (auto calculated)	1889	9318

4. Disconnected Youth	Number of Individuals
a. Youth ages 14-24 who are neither working or in school	48

5. Health	Number of Individuals		
	Yes	No	Unknown
a. Disabling Condition	6978	7804	0
b. Health Insurance*	12677	1413	530

*If an individual reported that they had Health Insurance please identify the source of health insurance below.

Health Insurance Sources

c.1. Medicaid	9581
c.2. Medicare	4886
c.3. State Children's Health Insurance Program	30
c.4. State Health Insurance for Adults	300
c.5. Military Health Care	88
c.6. Direct-Purchase	584
c.7. Employment Based	404
c.8. Unknown/not reported	0

6. Ethnicity/Race	Number of Individuals
a. Ethnicity	
a.1. Hispanic, Latino or Spanish Origins	109
a.2. Not Hispanic, Latino or Spanish Origins	14702
a.3. Unknown/not reported	56
a.4. TOTAL (auto calculated)	14867

b. Race	
b.1. American Indian or Alaska Native	11
b.2. Asian	5
b.3. Black or African American	12766
b.4. Native Hawaiian and Other Pacific Islander	0
b.5. White	1873
b.6. Other	19
b.7. Multi-race (two or more of the above)	183
b.8. Unknown/not reported	10
b.9. TOTAL (auto calculated)	14867

7. Military Status	Number of Individuals
a. Veteran	232
b. Active Military	17
c. Never Served in the Military	13549
d. Unknown/not reported	331
e. TOTAL (auto calculated)	14129

8. Work Status (Individuals 18+)	Number of Individuals
a. Employed Full-Time	587
b. Employed Part-Time	448
c. Migrant Seasonal Farm Worker	7
d. Unemployed (Short-Term, 6 months or less)	334
e. Unemployed (Long-Term, more than 6 months)	938
f. Unemployed (Not in Labor Force)	6492
g. Retired	900
h. Unknown/not reported	148
i. TOTAL (auto calculated)	9854

INDIVIDUAL AND
FAMILY DATA
PROVIDED BY
SUPPORTIVE SERVICES
DEPARTMENT

Client Characteristics FY 2019

Module 4, Section C: All Characteristics Report - Data Entry Form

Goal 1: Individuals and Families with low-incomes are stable and achieve economic security.

Name of CSBG Eligible Entity Reporting:

Community Service Programs of West Alabama

c.9. TOTAL (auto calculated)

15873

D. HOUSEHOLD LEVEL CHARACTERISTICS

9. Household Type	Number of Households
a. Single Person	5402
b. Two Adults NO Children	555
c. Single Parent Female	2048
d. Single Parent Male	61
e. Two Parent Household	147
f. Non-related Adults with Children	76
g. Multigenerational Household	230
h. Other	66
i. Unknown/not reported	0
j. TOTAL (auto calculated)	8585

10. Household Size	Number of Households
a. Single Person	5541
b. Two	1358
c. Three	796
d. Four	548
e. Five	236
f. Six or more	112
g. Unknown/not reported	0
h. TOTAL (auto calculated)	8591

11. Housing	Number of Households
a. Own	3954
b. Rent	4605
c. Other permanent housing	8
d. Homeless	5
e. Other	14
f. Unknown/not reported	5
g. TOTAL (auto calculated)	8591

12. Level of Household Income (% of HHS Guideline)	Number of Households
a. Up to 50%	1598
b. 51% to 75%	2049
c. 76% to 100%	2666
d. 101% to 125%	1540
e. 126% to 150%	651
f. 151% to 175%	61
g. 176% to 200%	14
h. 201% to 250%	5
i. 250% and over	7
j. Unknown/not reported	0
k. TOTAL (auto calculated)	8591

13. Sources of Household Income	Number of Households
a. Income from Employment Only	63
b. Income from Employment and Other Income Source	18
c. Income from Employment, Other Income Source, and Non-Cash Benefits	278
d. Income from Employment and Non-Cash Benefits	887
e. Other Income Source Only	496
f. Other Income Source and Non-Cash Benefits	6240
g. No Income	74
h. Non-Cash Benefits Only	535
i. Unknown/not reported	0
j. TOTAL (auto calculated)	8591

Below, please report the types of Other income and/or non-cash benefits received by the households who reported sources other than employment

14. Other Income Source	Number of Households
a. TANF	110
b. Supplemental Security Income (SSI)	2855
c. Social Security Disability Income (SSDI)	823
d. VA Service-Connected Disability Compensation	8
e. VA Non-Service Connected Disability Pension	2
f. Private Disability Insurance	8
g. Worker's Compensation	4
h. Retirement Income from Social Security	4095
i. Pension	255
j. Child Support	418
k. Alimony or other Spousal Support	2
l. Unemployment Insurance	71
m. EITC	2
n. Other	247
o. Unknown/not reported	0

15. Non-Cash Benefits	Number of Households
a. SNAP	2791
b. WIC	129
c. LIHEAP	7897
d. Housing Choice Voucher	250
e. Public Housing	368
f. Permanent Supportive Housing	0
g. HUD-VASH	8
h. Childcare Voucher	1
i. Affordable Care Act Subsidy	0
j. Other	5
k. Unknown/not reported	0

HOUSEHOLD DATA
PROVIDED BY
SUPPORTIVE SERVICES
DEPARTMENT

Memorial Tribute

JUDGE
William Sidney
UNDERWOOD, JR.
"Nick"

August 31, 1950 - September 22, 2019



The Honorable Nick Underwood was a Greene County native, graduating salutatorian of his class at Carver High School. He was the 7th black to enroll in undergraduate studies at the University of Alabama. Nick Underwood was a former Greene County Commission Chair and Municipal Judge in the City of Eutaw. For over 40 years Underwood spent his entire legal career serving residents in Greene County and Alabama's Black Belt.

Underwood served on CSP's Board from 2011-2019. He was known as a fearless board member and an advocate for those who were underserved. Underwood had a passion for helping others reach their goals. He has served as a mentor and role model for attorneys who experienced problems with addiction, and was an ardent supporter of the Alabama State Bar's Lawyer Assistance Program.

Nick was a mentor and role model

In 1972, Underwood became the youngest ever ordained deacon in his church, Christian Light Cumberland Presbyterian Church, in Lewiston, AL. In 2005 he became the attorney for the Office of General Assembly of the Cumberland Presbyterian Church in America, where he served until his passing.

Underwood's legacy and memory will be honored by CSP board members and staff through commitment to clients in our service area and interactions with one another.

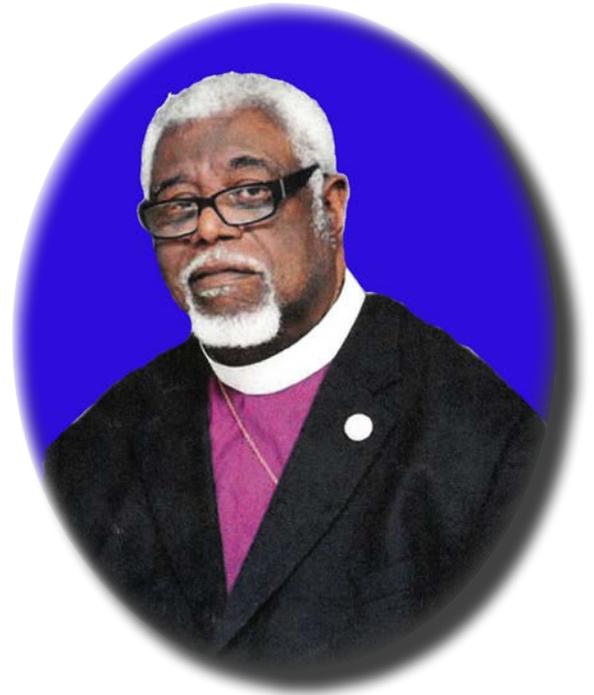
Memorial Tribute

Bishop Earnest L. Palmer

August 6, 1945 - September 19, 2019

Bishop Earnest L. Palmer, Director of Head Start/Early Head Start for CSP passed away on September 19, 2019. Bishop Palmer was an educator and community leader whose professional career spanned over 50 years:

- Bachelor of Arts from Stillman College in 1965.
- Master of Education in 1970 from Livingston College.
- Education Specialist Degree (Ed.S) from the University of Alabama.
- School Superintendent for Greene and Perry Counties.
- Placement Officer for Stillman College.
- Instructor for Shelton State Technical College, CA Fredd Technical College and Oral Roberts University.
- Palmer was an author and publisher. He founded Dunamis Publishing inspiring writers to publish their works.
- Founder and senior pastor of Cornerstone Full Gospel Baptist Church for 22 years, retiring in 2015.
- Palmer began his career with CSP in 2010. Under his leadership, the Head Start Program thrived.



During his professional career at CSP Head Start/Early Head Start Program Palmer accomplished the following:

- Collaborated with UA team to implement PATHS in the Head Start program
PATHS: Positive Alternative THinking Strategies
Developed by an experienced team of clinical psychologists and child development professionals, the PATHS® program offers a comprehensive, and evidence-based social emotional learning curriculum for pre-kindergarten through grade 5. The program provides growth for both teachers and students.
- Vice President of the Alabama Head Start Association (AHSA)
- Board member of the Region IV Head Start Association
- Served the (AHSA) for many years as liaison and advocate for the association working tirelessly to push the Head Start agenda and bring attention to the work Head Start programs are doing throughout the state
- Honored with an award in his name - Earnest L. Palmer Award from the (AHSA)

Palmer's influence at CSP Head Start/Early Head Start will be a lasting tribute to his commitment to education. He was a "big man" with a strong impact on the community. We will miss him.

Head Start

Staff Highlights



Congratulations to Natasha Spearman and Kesha Grice for receiving awards at the Alabama Head Start Association Conference.



CSP salutes Ashley Boykins (left) and Lesha Barnes (right) on graduating from University of West Alabama with a Bachelor of Science in Early Childhood Development.



Kudos to Lazeth Craig, Greene County Assistant Center Manager, who recently graduated from Grand Canyon University with a Master of Education in Special Ed.



Congratulations to Beverly Wiley, Center Manager of Moundville Head Start, on receiving her Child Development Associate (CDA)

Head Start

Parent Highlights



Recognition to Ashlee Stanfield (top) and Stephanie Turner (bottom). Ashlee received her GED, and Stephanie will complete the Universal Medical Training Services Program to become a Certified Medical Lab Assistant on February 28, 2020. ►►



Congratulations Anthony Blocker, parent of Moundville Head Start, for graduating from culinary school.



Head Start



Various Aspects of Learning

Baking Gingerbread



Making Pizza



Community Helpers Week: Ambulance and Fire



Community Helpers Week: Police



Trooper Long Visits Head Start



Early Intervention



Kiara and Kamryn Agee

Early Intervention Helps The Agee Family

CSP of West Alabama-Early Intervention (EI) continues to serve children and families Birth to Age 3 across West Alabama. Kiara Agee, mother of Kamryn Agee, noted the impact of EI services for her and her daughter. “Early Intervention meant the world to my family and me. It was such a huge help for my daughter and me- socially, mentally and physically. Everyone was very hands on and we loved them.”

There are 7 core values of Alabama’s Early Intervention System:

- 1) Family Centered
- 2) Developmentally Appropriate
- 3) Individualized
- 4) Provided in Natural Environment
- 5) Trains/Equips the Parent/Caregiver
- 6) Collaborative
- 7) Routine Based - Qualified children/families are served until their 3rd Birthday.

A transition process begins at 27 months of age to connect the child/family to their Local Education Agency for services at age 3, if deemed necessary. The transition process is in place to ensure that children who need services beyond age 3 are evaluated and have a plan in place by their 3rd Birthday. This is a collaborative effort between Alabama’s Early Intervention System and the State Department of Education to ensure that there is no gap in services.

Such is the case with Kamryn. She entered CSP’s Early Intervention program as an infant after being born extremely premature. She and her family received Special Instruction, Occupational Therapy, Physical Therapy and Speech Therapy through EI, transitioning to school services on her 3rd Birthday. CSP-EI was happy to serve Kamryn and her family and so many other children through our coverage area, providing parent education and support to help families address their identified concerns and priorities.



Service Statistics 2019

Property Management

Rental Units	506
Section 8 Place-based homes	64
Section 8 Tenant-based homes	94
Lease/Purchase Housing	34

Supportive Services

Food Referrals	896
Food Distribution	10,800
(Includes Meals on Wheels & Mobile Food Pantries)	
Energy Assistance	8,250
Regular	5,885
Crisis	2,365
Job Coaching/ Life Skills Training	50
Employment Placement	59
WIOA = 33 - CSP Placements = 26	

Counseling Activities

Housing Education/ Group Workshops	236
Pre-Purchase Homebuyer Counseling	176
Foreclosure Prevention	57
Home Maintenance & Financial Management	10

Education

Early Head Start

Children 0 - 5 years old: EHS-144
Families: EHS-127

Head Start

Children 0 - 5 years old: HS - 375
Families: HS - 352



Early Intervention

Children 0-3 years old w/developmental delays-199
Average Number of Children per Month -149



CSP Financial Statement

COMMUNITY SERVICE PROGRAMS OF WEST ALABAMA, INC.
STATEMENT OF ACTIVITIES
Year Ended September 30, 2019

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total 9/30/2019</u>	<u>Total 9/20/2019 (Memorandum Only)</u>
<u>Support and Revenues</u>					
Contracts and Grants	\$ -	\$ 16,062,817	\$ 75,000	\$ 16,137,817	\$ 15,965,957
Local Cash Reserves	254,031	117,179	-	371,210	372,039
Local In-Kind Revenues	-	1,425,193	-	1,425,193	1,541,616
Rental Income	237,226	-	-	237,226	197,851
Interest Income	14,933	500	2,031	17,464	19,008
Total Support and Revenues	506,190	17,605,689	77,031	18,188,910	18,096,471
<u>Expenditures</u>					
Salaries and Wages	142,713	5,593,756	-	5,736,469	5,259,294
Fringe Benefits	38,900	1,570,489	-	1,609,389	1,534,381
Contract Services	20,043	107,992	-	128,035	150,602
Travel	7,089	176,001	-	183,090	204,164
Space Costs	15,520	432,109	-	447,629	425,933
Consumable Supplies	31,356	489,703	-	521,059	646,457
Other Costs	113,553	7,195,287	-	7,308,840	7,641,729
Interest	83,922	8,922	-	92,844	88,843
Local In-Kind Expenses	-	1,425,193	-	1,425,193	1,541,616
Depreciation Expense	33,780	176,692	-	210,472	210,452
Total Expenses	486,876	17,176,144	-	17,663,020	17,703,471
<u>Increase (Decrease) in Net Assets</u>	19,314	429,545	77,031	525,890	393,000
Transfers In (Out) Between Funds	-	123,031	(123,031)	-	-
<u>Net Assets - Beginning</u>	1,663,796	3,056,280	1,105,184	5,825,260	5,756,060
<u>Net Assets - Ending</u>	\$ 1,683,110	\$ 3,608,856	\$ 1,059,184	\$ 6,351,150	\$ 6,149,060

CSP is low-risk auditee; FY 2019 audit designated as unmodified

Housing

Benefits of NeighborWorks® Membership



NeighborWorks® America (NW) is a community development organization funded by the federal government and financial collaborators. NW brings together more than 250 of the best community development entities across the nation as a network to support the work of agencies like CSP. NW provides the framework to build the skills, supplement the resources, and expand the reach of CSP so it can build more houses, empower more individuals and transform more communities than the agency would be able to do on its own. CSP has been a charter member of NeighborWorks® for more than two decades.

NeighborWorks® offers a comprehensive spectrum of courses that builds skills of CSP staff, develops innovative service delivery approaches, improves performance and increases impact. Through skills-based training courses and leadership-development programs, CSP is assured that its Housing Division staff has the know-how to implement best practices throughout the Home ownership Promotion, Asset and Property Management, and Real Estate Development lines of business.

CSP can receive capacity-building and peer-exchange opportunities from NW that improve performance, increase productivity, and solidify good governance practices. Grants awarded by NW are the backbone of the CSP Housing Division. Expendable grants are used to support staff salaries and capital grants are used in real estate development projects. Most real estate development conducted by CSP has some portion of NW capital investment.

To ensure that CSP develops and maintains healthy operations, NW conducts rigorous assessments every year through planning document review process, i.e. CSP updates its business plans, resource development plans, and production goals. These documents are used to evaluate the agency and determine grant and capital awards.

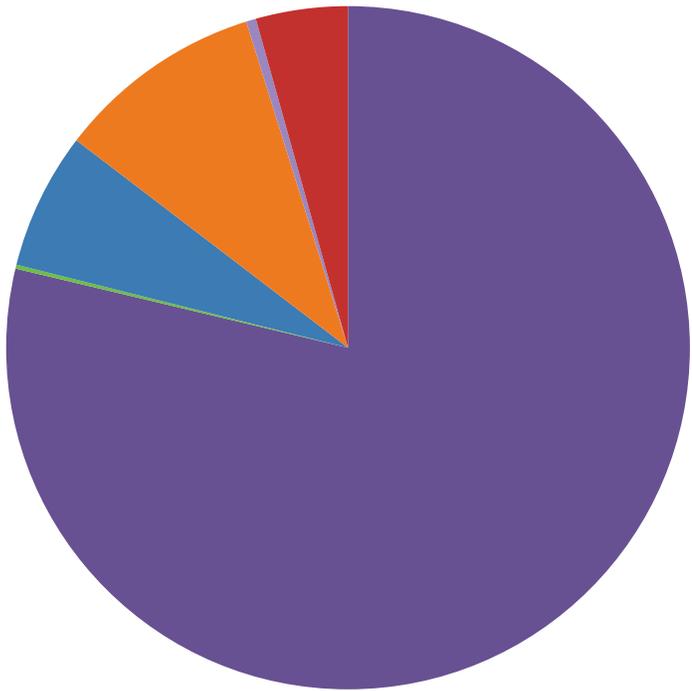
NW also conducts an on-site evaluation every three years to evaluate CSP strengths, assess weaknesses, and recommend action steps to improve any areas of concern. Reviews are performed to assess achievement and compliance in the following: **P**roduction/Program Services, **R**esource and Financial Management, **O**rganizational Management and Board Governance, **M**anagement-Staffing and Personnel, **P**lanning, **T**echnical Operating and Compliance Systems. In addition to improving performance, these processes also determine access to funding opportunities offered by NeighborWorks® America.

CSP has attained NeighborWorks® highest rating from the Organizational Assessment Division...EXEMPLARY!



Housing Statistics

Housing Counseling and Education October 1, 2018 - September 30, 2019



- Group Education (79%)
- Homeless (< 1%)
- Rental (7%)
- Pre-purchase (10%)
- Post-purchase (< 1%)
- Mortgage Delinquency (4%)

Total Counseling Activity – 1,081 Clients

YTD Production Summary Report

October 1 - September 30 2019

Total Reported Investment	\$5,866,619.96
Homeowners Created - Customers	30
Preserved Homeownership - Customers	61
Rental Homes Constructed, Acquired, and Preserved	4
Created and Preserved Homes and Customers	95
Owner Occupied Repairs - Homes	0
Rental Homes, Repaired	835
Total Repaired - Homes	835

Human Resources

Management Team as of 9/30/2019

Executive Director
Cynthia W. Burton

Chief Financial Officer
Heather Siavelis

Director of Compliance and Special Projects
Sontonia Stephens

Head Start/Early Head Start
Bishop Earnest L. Palmer
Passed 9/19/2019

Head Start Parent, Family & Community
Engagement Coordinator
Alexis Wilson

Director of Housing Resources
Antwon Prince-Sealy

Information Technology Administrator
Jewitt Bradley

Director of Supportive Services
Cathy Jones

Human Resources Director
Victoria Perry

Early Intervention Director
Carla Allen

Planning & Development Director
Jackie Standridge

Property, Facilities and Asset Manager
Eddie Sides

For the fiscal year ending September 30, 2019

30 positions filled - 23 unemployed at time of hire (13 low income)

98 Head Start (18 hires)

27 Early Head Start (4 hires)

8 for other departments

Total Employment # 130 FTEs

Part time staff 39



COMMUNITY 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

Community Service Programs of West Alabama, Inc. is one of 20 designated community action agencies in the State of Alabama. Community action agencies are committed to aid individuals and families to attain self-sufficiency.

*Thanks to our collaborators and partners
who aid in carrying out our mission.*

