

# *Northeast Missouri Community Action Agency*



*Many of the great achievements in the world were accomplished by tired and discouraged people who kept on working*

**Annual Report 2010**

## Front Cover:

**Ribbon Cutting Ceremony:** NMCAA Jamison Street Head Start located at 1011 S. Jamison Street, Kirksville Missouri. The center opened in the summer of 2010. The child care center will support families with children ages 6 weeks to 5 years.

**Kneeling with Children:** Natousha Sizemore

**Standing Left to Right:** Wanda Curtis, Rebecca Rollins, Doris Weibrecht, Amanda Powell, Amy Summers, Carolyn Harding, Traci Johnson, Helen Cone, Joanne Truitt, Michelle Lawrence, Terry Callahan, Mark Thompson, Rebecca McClanahan, James Robertson, Penny Miles, Lynn Kendall, Sue Burns, Terra Razo, Jeanie Drummond, Marsha Robinson, Katie Grossnickle, Tish Arbor, Becky Davis, Sandra Williams.

## Our Mission

Northeast Missouri Community Action Agency assists individuals, families, and communities achieve their greatest potential.

## Our Vision

A better way of life!

## Our Guiding Principles

### Community Outcomes

Low-income people take a stake in their community.

The conditions in which low-income people live will be improved.

### Agency Outcomes

NMCAA will increase its capacity to achieve results.

Partnerships among supporters and providers of services to low-income people will be achieved.

### Family Outcomes

Low-income people will achieve their greatest potential.

Low-income people will become self sufficient.

## Our Key Issues

1. Increase opportunities for asset development for families and individuals
2. Provide emergency and support services to families and individuals
3. Increase the availability of safe and affordable housing for families, individuals, and communities
4. Provide opportunities and quality services for children and youth





## 2010 Annual Report

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### *Community Action Promise*

*Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live.*

***Dear Northeast Missouri Community Action Agency Stakeholders:***

2010 was a year filled with high expectations for Northeast Missouri Community Action Agency (NMCAA) and the Nation. The American Reinvestment and Recovery Act (ARRA) stimulus money meant a year of hard work, innovation, and capacity building for NMCAA.

The stimulus money was allocated with the promise of putting people back to work and to help Americans endure the current recession.

In this report you will not only see general outcomes of services we provided to low-wage earning populations in the five county area, you will also meet customers with personal stories of where they began and how NMCAA helped them in achieving their immediate goals. We are proud to share our successes and achievements.

NMCAA would like to thank staff, partners, volunteers, NMCAA Board of Directors and Head Start Policy Council members as well as the community at large for their tremendous support given to the low-wage earning population of Northeast Missouri.



Penny Miles, NMCAA Executive Director



James Robertson, NMCAA Board President

***Northeast Missouri Community Action Head Start Centers and Partner Sites***

**Adair County Centers**

Jamison Street Head Start  
1011 S. Jamison  
Kirksville, MO 63501  
660-665-7780

Kirksville Part-Day Head Start  
915 West Locust  
Kirksville, MO 63501  
660-665-6284

Early Childhood Learning Center (ECLC)  
1405 South Cottage Grove  
Kirksville, MO 63501  
660-626-1459

Bright Beginnings  
1702 North Elson  
Kirksville, MO 63501  
660-665-2504

**Clark County Center**

Kahoka Head Start  
159 East Commercial  
Kahoka, MO 63445  
660-727-2622

Luray Head Start  
248 North Street, P.O. Box 278  
Luray, MO 63453  
660-866-2362

Wayland Head Start  
505 Welsh  
Wayland, MO 63472  
660-754-6288

**Scotland County Center**

Memphis Head Start  
238 North Johnson, P.O. Box 144  
Memphis, MO 63555  
660-465-2514

**Knox County Centers**

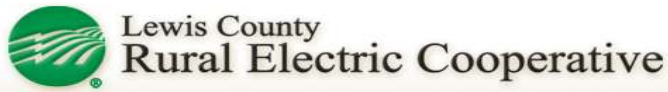
Edina Head Start  
403 North First  
Edina, MO 63537  
660-397-3428

Ashley's Day Care  
101 East North Street  
Edina, MO 63537  
660-397-3428

**Schuyler County Center**

Schuyler County Head Start  
Rt. 1, P.O. Box 7  
Glenwood, MO 63541  
660-457-3603

# Agency Services



**Weatherization Assistance Program**  
U.S. Department Of Energy  
S.C. Office of Economic Opportunity

**Weatherization Works**



Strength, Dignity, Quality of Life  
**MISSOURI HOUSING**  
DEVELOPMENT COMMISSION



**ARRA**  
**American Recovery and Reinvestment Act**

# *Agency Services*

Northeast Missouri Community Action Agency provides the following **direct** services to the Northeast Missouri region:

## **Head Start**

Head Start provides quality programs for children and families and is reflected in the emphasis placed on promoting the growth and development of children, parents and families. Services include developmental screenings and assessments, medical and dental exams and follow-up, home visits designed to support the families' role as the child's primary educator, parent involvement activities, and case management.

## **The Child and Adult Care Food Program (CACFP)**

This nutrition program is designed to improve the quality of meals and snacks served in childcare settings. CACFP provides monetary reimbursement for food purchases to licensed or registered home daycare providers who care for children 0-13 years of age. In addition to food purchase reimbursement, child care providers receive training on nutritious meal planning and healthy lifestyles.

*NMCAA's CACFP serves an additional seven counties in Northeast Missouri: Macon, Marion, Putnam, Ralls, Randolph, Shelby, and Sullivan counties.*

## **Low Income Heating Energy Assistance Program (LIHEAP)**

Includes two components and is designed to aide households in need of utility/energy assistance.

### **Energy Assistance (EA)**

A federally funded program which assists low-income households once each winter with home heating costs.

### **Energy Crisis Intervention Program (ECIP)**

Provides financial assistance to households in which utility services are disconnected or are in the immediate threat of being disconnected. The ECIP program has funds available through both the winter and summer months.

## **Other Emergency Services**

### **Dollar More**

An additional funding source for Ameren UE households in a current energy crisis. Households can receive a maximum of \$600 per year through the Dollar More program.

### **Lewis County Rural Electric Cooperative**

Provides a one time utility support to low-income Lewis County REC customers up to a maximum of \$600 per program year.

# *Agency Services*

## *Emergency Services (Continued)*

### **Federal Emergency Management Agency (FEMA)**

An eviction prevention program designed to provide eligible program participants with emergency rent/mortgage assistance, rent payments, and utility assistance. FEMA payments are designed to stabilize households and create a consistent, more permanent living situation for individuals and families.

### **Weatherization**

Provided to households in an effort to reduce energy use and expenses by installing cost effective, energy efficient measures that result in safer, healthier, and more comfortable homes.

### **Community Services Block Grant (CSBG)**

A state administered grant program designed to reduce poverty, revitalize communities and empower low-income families and individuals to become self-sufficient in both a rural and urban setting. The Community Services Block Grant enables NMCAA to custom build programs or design initiatives that are tailored to meet the changing needs of Northeast Missouri.

### **Housing Development**

A program that supports efforts to ensure affordable, adequate housing to the citizens of Northeast Missouri with tax credits and grants from Missouri Housing Development Commission.

Completed NMCAA housing projects:

- 2 Duplex housing complexes (4 units) in Kahoka
- 2 Single family homes in Kahoka
- 4 Single family homes in Memphis
- 1 Single family home in Edina
- 2 Single family homes in Kirksville
- 1 Multi-housing complex (60 units) rehabilitation of Fjeld Arms in Kirksville
- 1 Multi-housing complex (48 units) rehabilitation of Lucile Manor in Moberly
- 1 Multi-housing complex (48 units) construction of Kirksville Gardens in Kirksville



Agency Outcomes  
And  
Personal Stories



# Agency Outcomes

## Strategic Commitment:

**Provide support services to families/households**

### Achieved:

Processed **1,491** Assessment and Referral Intakes for NMCAA customers assessing customer's needs and rendering the appropriate direct services or referrals

Completed **3,414** referrals with 25% of those referrals resulting in awarded benefits

**322** families/households engaged in Case Management services

As a result of those services:

21 Individuals gained employment

10 Individuals gained employment and maintained employment for 90 days

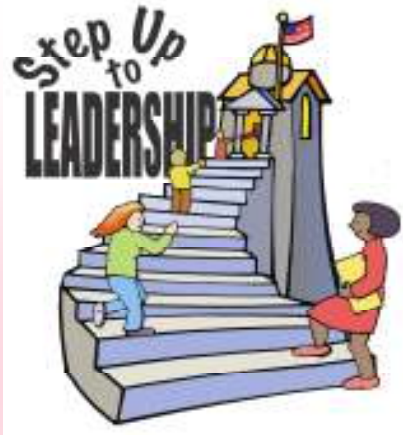
5 Individuals received an increase in employment benefits

5 Individuals received a General Equivalency Diploma (GED)

10 Individuals received post secondary degrees

77 Households were able to utilize Head Start services to acquire or maintain employment

24 Step Up To Leadership participants graduated with 1 participant successfully submitting and receiving a mini grant award for their community (See Personal Story, page 12)



*Step Up To Leadership mini grant check presented to the Memphis Downing House Museum*

# *Personal Story*

## **Margaret's Story:**

Rural communities are often dependent on their residents to sustain the community and develop initiatives that enable a community to thrive with limited resources. The small rural community of Memphis Missouri is a community reliant upon impassioned community members that invest time and resources to preserve the area culture, traditions, and historical artifacts.

For most of her life Margaret Chinn, a senior citizen, has worked, lived, and supported the community of Memphis Missouri. She is allegiant to her small town and feels personally responsible for the community and the residents. Margaret is employed through the Experienced Works program and works as an Administrative Assistant in the local Northeast Missouri Community Action Agency Scotland County Service Center. Through her work at the Scotland County Service Center, Margaret has witnessed not only the damaging effects of poverty in her community but the joys of helping people less economically secure and seeing individuals and families' progress towards self-sufficiency.

Margaret was asked by her supervisor if she would like to participate in Northeast Missouri Community Action Agency's "Step-Up to Leadership" program. The twelve session program, supported through Community Services Block Grant funding, is designed for income eligible community-minded people wanting to make a difference. The program seeks out individuals that are willing to assume the responsibilities of board membership, who want to work well in groups and develop strong working partnerships, and who want to be good leaders in their communities. One of the 12 Step-Up to Leadership Program sessions included curriculum focused on learning how to submit grant applications for community projects.

Margaret, with her minimum salary, was eligible to participate in Step-Up to Leadership and accepted the opportunity. She completed all 12 Step-Up to Leadership sessions and graduated from the program. Graduates of the program have the opportunity to individually, in small teams, or collectively, prepare, submit and compete for a minimum of 3 mini grants to be awarded to a nonprofit organization or service project benefiting their/his/her area or community. Margaret embraced the program curriculum and decided to apply independently for a mini grant following her graduation from the Step-Up to Leadership Program.

Margaret successfully submitted and received a \$500.00 Northeast Missouri Community Action Agency Step-Up to Leadership Grant. Margaret selected the Downing House Museum as the grant recipient based on a summer visit to the museum. Margaret explained the motivation behind her grant proposal by saying, "The tour guides in the museum were all uncomfortable due to the heat. The fans in the museum were on, but blowing hot air. The curator told me that they would appreciate a window air conditioner very much!"

On September 17, 2010 the Downing House Museum in Memphis Missouri received a \$500 grant from Northeast Missouri Community Action Agency's (NMCAA) 2010 Step Up to Leadership Program Graduate, Margaret Chinn. The grant funding was used to purchase an air conditioning unit for the museum.

Kristal Phillips, the Memphis Area Step-Up to Leadership Facilitator and Grant Writing Mentor, said that: "Preparing the grant application was a lengthy process and Margaret spent numerous hours submitting grant documentation and corresponding with the Downing House Museum Board of Directors and local businesses to secure the grant funding in order to purchase and install the air conditioning unit. Margaret's hard work was well worth the effort and her success will benefit the Downing House Museum and the citizens of Memphis for years to come." Margaret stated that, "The Step-Up to Leadership program was wonderful and that she was happy to get the experience of writing her first grant application."

# *Agency Outcomes*

## **Strategic Commitment:**

**Increase opportunities for asset savings and development for families and individuals**

## **Achieved:**

Provided Life Skills training curriculum to **20** households with **100%** reporting increased knowledge (See Personal story page 10 & 11)

# *Personal Story*

## **Virginia and Joe's Story:**

Unemployment has affected thousands of residents in Missouri. In 2010 the jobless rate in Missouri was 9.5 percent. Unemployment benefits, while significant, cannot maintain a family at the same level of stability as they were while employed.

For Virginia 39, her husband Joe 38, and their only child, unemployment had a severe impact on their household.

Virginia came to Northeast Missouri Community Action Agency (NMCAA) during a cold winter day in December of 2009. Their natural gas bill had gone unpaid for several months and the family had received a disconnect notice. Joe had recently lost his employment, and the lack of income coming into the household was forcing the family to prioritize which household bills and expenses were paid each month. Virginia and Joe had never used Community Action Agency services in the past and were unsure about using support services. Virginia's sister persuaded her to visit NMCAA's Clark County Service Center in Kahoka, Missouri to inquire about getting assistance in paying the family's natural gas bill.

Virginia followed her sister's advice and came to NMCAA's Clark County Service Center where she received a comprehensive intake (Personal Interview) by Clark County Customer Resource Specialist Joy Beaird. During the Comprehensive Intake, Virginia indicated that her current living conditions were sub-standard and that her family's rental housing had cracked walls and holes in the roof. The poor condition of their rental housing created high utility costs, and now with limited financial resources it was impossible to meet the family's basic needs. Joy Beaird, Virginia's Customer Resource Specialist, encouraged her to submit an application for a NMCAA housing unit located in Kahoka, Missouri. Virginia completed a housing application, but due to fully occupied NMCAA housing units she was placed on the housing wait list. Meanwhile, the family was encouraged to attend an NMCAA Life Skills workshop presented by the United States Department of Agriculture (USDA) which disseminated information on first time home ownership programs.

Virginia and her husband Joe both attended the USDA Life Skills class. After attending the class, Virginia and Joe realized that home ownership was something that would have to be a future goal for their family. The family would have to manage their current housing situation and their dreams of being homeowners would have to remain idle until Joe regained employment.

### ***Virginia and Joe's Story Continued:***

Following the USDA Life Skills class, Virginia indicated to her Customer Resource Specialist, Joy Beard, that she would really like for her family to find better rental housing. Virginia had been newly employed at a local pharmacy during this time and stated that she was unhappy in her current employment and that she aspired to go back to college and get a better job.

Joy continued to remain in contact with Virginia and Joe and within six months after coming to Northeast Missouri Community Action Agency, in June of 2010, Virginia and Joe were at the top of the NMCAA housing wait list. Joy Beard, the Clark County Customer Resource Specialist, discussed with Virginia and Joe the possibility of acquiring one of the NMCAA housing units in Kahoka. Joy went with the family to look at the available NMCAA rental house. They discussed the rental agreement and rental payment arrangements and Virginia and Joe did not hesitate to accept the new affordable housing option for their family.

Virginia stated, "I am so much happier and I love my new home." With her housing situation no longer a barrier, Virginia decided to go to college to earn a degree so that she could one day get a better job and increase her income. Virginia started college in August of 2010 and said that she is doing very well. Joe pursued employment as an over the road truck driver and the family is very stable and progressing towards self-reliance.



# Agency Outcomes

## Strategic Commitment:

### Increase Agency Resources and Assets

#### Achieved:

**59,389** volunteer service hours were donated to Northeast Missouri Community Action Agency

**75** organizational partnerships were maintained and actively worked with NMCAA to expand resources and opportunities for low-income populations

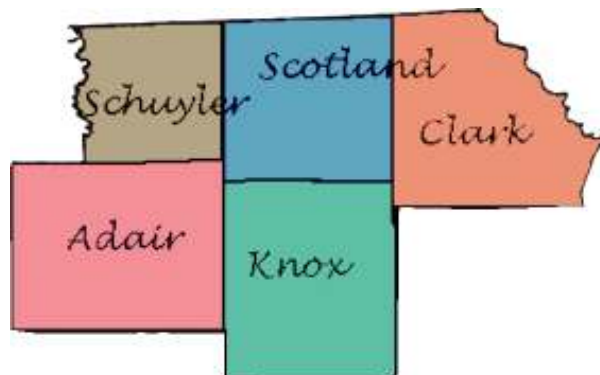
Engaged **253** community members to participate in community revitalization and anti-poverty initiatives

**11** low-income participants were engaged in formal organization and provided input to decision making and policy setting

**3** employees achieved Family Development Credentialing Facilitator certification improving their capacity to achieve agency results to better serve low-income populations and local communities (See Agency Story, Page 16)

**93%** Board of Director's positions filled and maintained with on-going agency specific training provided to all **14** board members on a bi-monthly basis

**100** NMCAA employees completed over **2,340** hours of specialized training in order to increase their capacity to achieve agency results to better serve low-income populations and local communities



# *Agency Story*

## **Family Development Trainers**

Northeast Missouri Community Action Agency is committed to improving the agency's case management delivery system, provided to low-wage earning households, through the establishment of the Family Development Credentialing (FDC) Program. Family Development Credentialing provides a practical hands-on approach to interacting in a healthy manner with individuals and families.

Northeast Missouri Community Action Agency determined that implementation of the yearlong Family Development Credentialing Certification Training Curriculum would be more effective if the training could be completed through use of internal agency personnel and resources. In June 2010, three Northeast Missouri Community Action Agency middle management personnel completed Family Development Credentialing Facilitators training and provide training curriculum, coursework, mentoring, and portfolio reviews for all Family Development Credentialing participants.

Through yearly Family Development Credentialing programs, Northeast Missouri Community Action Agency hopes to enhance outreach and networking capacities so that families gain access to services at interagency and cross-system levels. Family Development Credentialing assessment tools will be utilized to assist families identify their own strengths, and create plans to achieve short and long-term goals to promote family self-reliance. The increased knowledge and gained capacities will be utilized in delivering improved case management and providing empowerment-based family support services to low-wage earning populations. Northeast Missouri Community Action Agency also views Family Development Credentialing as a way to increase employee self-esteem, confidence, assertiveness in helping families, improved professional communication, and positive relationship skill building. Five Northeast Missouri Community Action Agency employees are expected to receive Family Development Credentialing Certification in 2011.



# Agency Outcomes

## Strategic Commitment:

**Increase the availability of safe & affordable housing for families and individuals**

## Achieved:

As of 2010, NMCCA has constructed **5** efficient and affordable three bedroom single family housing units in Adair, Clark, and Knox Counties

Provided energy conservation housing measures to **80** households (**See Personal Story, Page 18**)

Rehabilitated **60** housing units reserved for Senior and Disabled household occupancy

Assisted **21** families in the obtainment of safe and affordable housing in support of employment stability

**1326** households were assisted with utility or rent/mortgage payments assistance to stabilize housing conditions

Independent living situations were maintained or created for **742** disabled persons or senior citizens as a result of Northeast Missouri Community Action Agency services



# Personal Story

## Joseph and Rebecca's Story

High energy costs can be burdensome for many Northeast Missouri Residents. Long cold winter months cause families to exhaust their household income on the payment of utility bills leaving very little resources for other basic needs. In addition, reasonably priced housing options for low-wage earners usually correlates with the obtainment of substandard shelter. Substandard shelter is covertly expensive, inefficient, and in certain circumstances unsafe.

Joseph and Rebecca Ramirez, both employed, were living in a small inadequate trailer with their 2 young children. The Ramirez family first came to Northeast Missouri Community Action Agency (NMCAA) in need of quality affordable childcare services. Joseph and Rebecca completed a Head Start application and were accepted into NMCAA's Kirksville Part Day Head Start Center. The family enrolled and has participated in NMCAA's Head Start Program since August of 2008.

Throughout the family's involvement in NMCAA's Head Start Program, they were assigned a Customer Resource Specialist. The Ramirez's Customer Resource Specialist, Sarah McDuff, worked with the family providing inclusive case management services. In addition to their children receiving early childhood educational supports, Joseph and Rebecca received a comprehensive intake (Personal interview), support referrals, and home visiting services. The Ramirez family, along with their Customer Resource Specialist, Sarah, identified the family's need for appropriate, safe, and affordable housing. Independently, Joseph and Rebecca established a new larger residence but the house was not well insulated, did not have a functioning furnace unit, and lacked a "set" residential propane tank. During their first winter, the Ramirez family heated their home with portable propane heaters. This method of heating was very inefficient and dangerous. Rebecca stated, "The entire family froze during the first winter in the house." Customer Resource Specialist, Sarah McDuff, while working with the family in the spring of 2010, helped Joseph and Rebecca complete a Northeast Missouri Community Action Agency Weatherization application. Sarah additionally worked with the Ramirez family to secure the resources necessary to obtain and place a residential propane tank at their residence.



Weatherization crew performing window replacement



The Ramirez family waited several months and in September of 2010 they received NMCAA weatherization supports. NMCAA's Weatherization Crew installed weatherization measures to the home, which included installation of a new energy efficient furnace. The day the new furnace was installed, Rebecca entered NMCAA's Kirksville Part Day Center smiling from ear to ear. She informed her Customer Resource Specialist, Sarah, and other NMCAA Staff members, "I now have a furnace in my home and I am thankful and blessed because it was starting to get cold and I have been worrying about my family staying warm this winter during the cold months."

Weatherization supports created a safe warm home for the low-wage earning Ramirez family. Addressing the Ramirez's housing issues has provided security for the family and stabilized their ability to maintain adequate employment income to meet their basic needs. The energy efficient furnace and increased insulation has reduced the family's utility burden and the affordable early childhood services provided to their children has increased the family's economic stability. Joseph and Rebecca Ramirez, by utilizing Northeast Missouri Community Action Agency's Head Start and Weatherization programs, are closer each day to obtaining complete financial security.

# *Agency Outcomes*

## **Strategic Commitment:**

**Provide opportunities and quality services for children & youth**

### **Achieved:**

As of 2010, NMCAA initiated full day Head Start services in the **3** communities of Edina, Memphis, and Kahoka. Daily class schedules correspond with local public school schedules to support working families

Provided 22 male focused events/activities; 186 children and 161 men participated

**77** youth improved positive daily living skills knowledge through participation in NMCAA programs

Back to School Fairs provided **481** households with schools supplies and school readiness resources

**350** children ages 0–5 received early childhood education , immunizations, and developmental screenings

**294** children participated in Head Start preschool activities to develop school readiness skills **(See Personal Story Page 20)**

**117** children who participated in Head Start programs were developmentally ready to enter Kindergarten in the Fall of 2010

Maintained **56** Head Start Prenatal and Early Head Start placement opportunities in Adair and Knox Counties

State and National Early Childhood Accreditation achieved and maintained in **3** area Head Start Centers

**45** Family Daycare Homes were retained, which provided health/nutrition education and supplemental food reimbursements to childcare facilities serving over **669** children

# Personal Story

## Tom and Cindy's Story

Lack of an education is one of the biggest barriers that individuals can face in their progression towards self-reliance. A limited education usually results in low-wage employment opportunities for many individuals.

Adults with limited job skills and education can be caught working very long hours or maintaining multiple jobs just to provide for their family's basic needs. Extended or excessive employment hours can lead to limited amounts of time to pursue increased educational opportunities or post secondary degrees which results in individuals remaining at low-wage earning jobs throughout adulthood.

Tom and Cindy Jackson found themselves in this very situation. Both Cindy and Tom were unable to finish high school and were currently underemployed, earning low-wage incomes, while trying to provide a secure environment for their children ages 10, 5, and 3. The Jackson's came to Northeast Missouri Community Action Agency (NMCAA) in need of quality affordable childcare. They enrolled their two youngest children into NMCAA's Head Start Program and through Head Start services the Jackson family received affordable childcare and comprehensive case management services from NMCAA's Kirksville Part Day Customer Resource Specialist, Karleen Curtis-Randolph. Karleen encouraged both Cindy and Tom to work towards earning their General Education Diploma (GED). The Jacksons were referred to the Kirksville Area Technical Center which provided local GED preparation program in their community. The strong pre-existing partnership built between Northeast Missouri Community Action Agency and the Kirksville Area Technical Center removed initial self-assurance barriers felt by the Jackson's as Karleen worked to provide the supports needed for Cindy and Tom to begin their progression towards obtainment of their educational goals.

Tom and Cindy accepted the assistance provided by Karleen, their Customer Resource Specialist, and started GED preparation classes in 2009. In May of 2010, both Tom and Cindy successfully passed their GED testing and each received their General Education Diploma. Cindy, now confident in her intellectual abilities, sought to continue her educational goals. She decided to pursue post secondary education and obtain her Licensed Practical Nursing (LPN) certification which was also offered through the Kirksville Area Technical Center. Incredibly, Cindy completed her LPN certification within 3 month after earning her GED. Cindy's increased education provided her the opportunity to get a higher paying job at a Home Health Care Agency in the local community. Cindy with her LPN certification announced that,



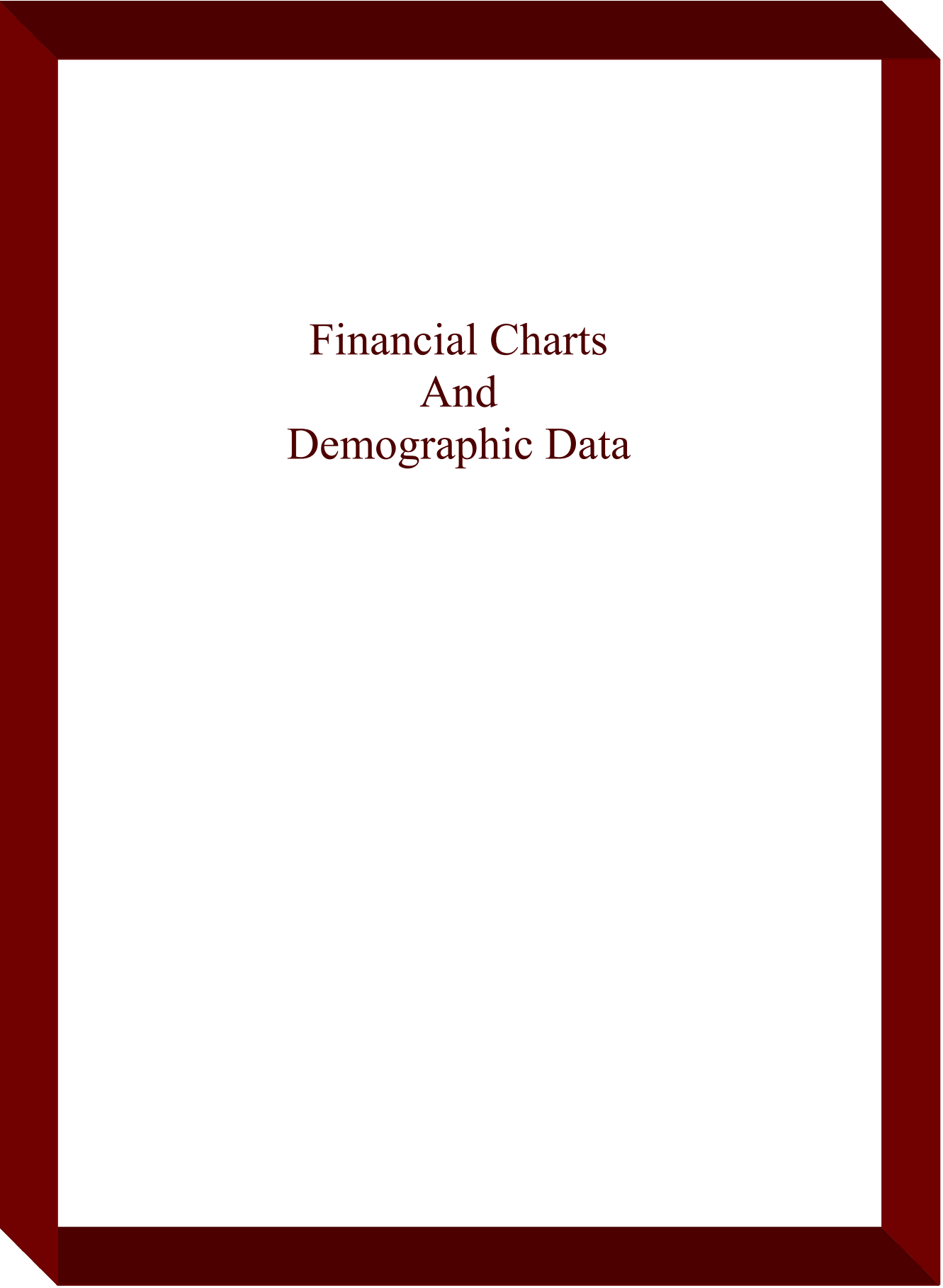
CLASS OF 2010

Kirksville Area Technical Center  
Practical Nursing Graduation

“I am excited for the pay increase to provide for my family. I could not have completed my GED or LPN certification without the push and assistance from Karleen and I am very thankful for the assistance in childcare for my children through the Head Start program.”

Cindy's husband Tom, after completing his GED, received increased employment at a higher

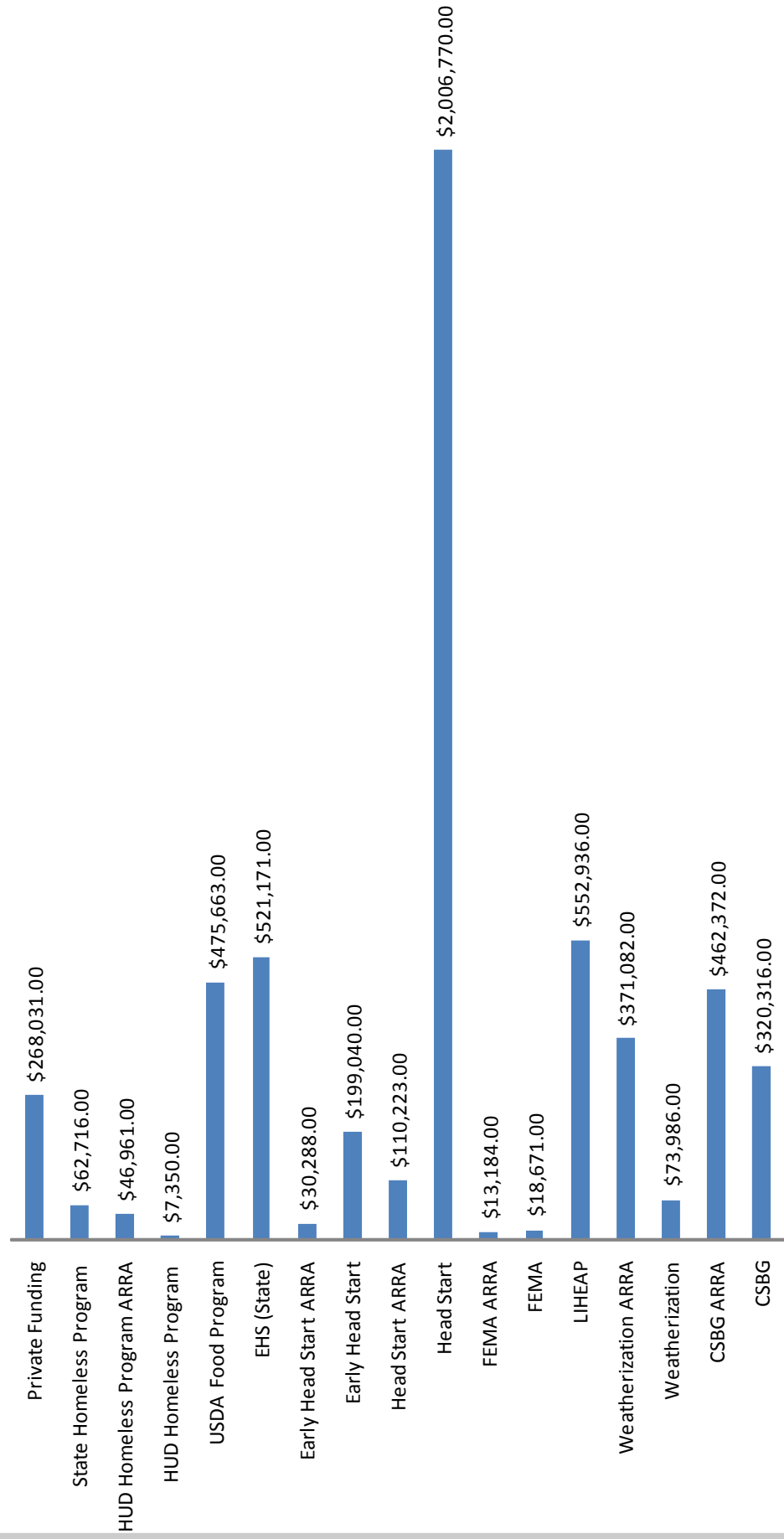
rate of pay and is looking at the possibility of also completing the Licensed Practical Nursing program as well. For Cindy and Tom the confidence and success built on their educational achievements was instrumental in obtaining increased income for their household and elevating their progression towards economic security. The positive partnerships built between Northeast Missouri Community Action Agency and community organizations, along with Head Start Early Childhood Services, removed barriers for Cindy and Tom and help them achieve goals beyond even their own expectations.



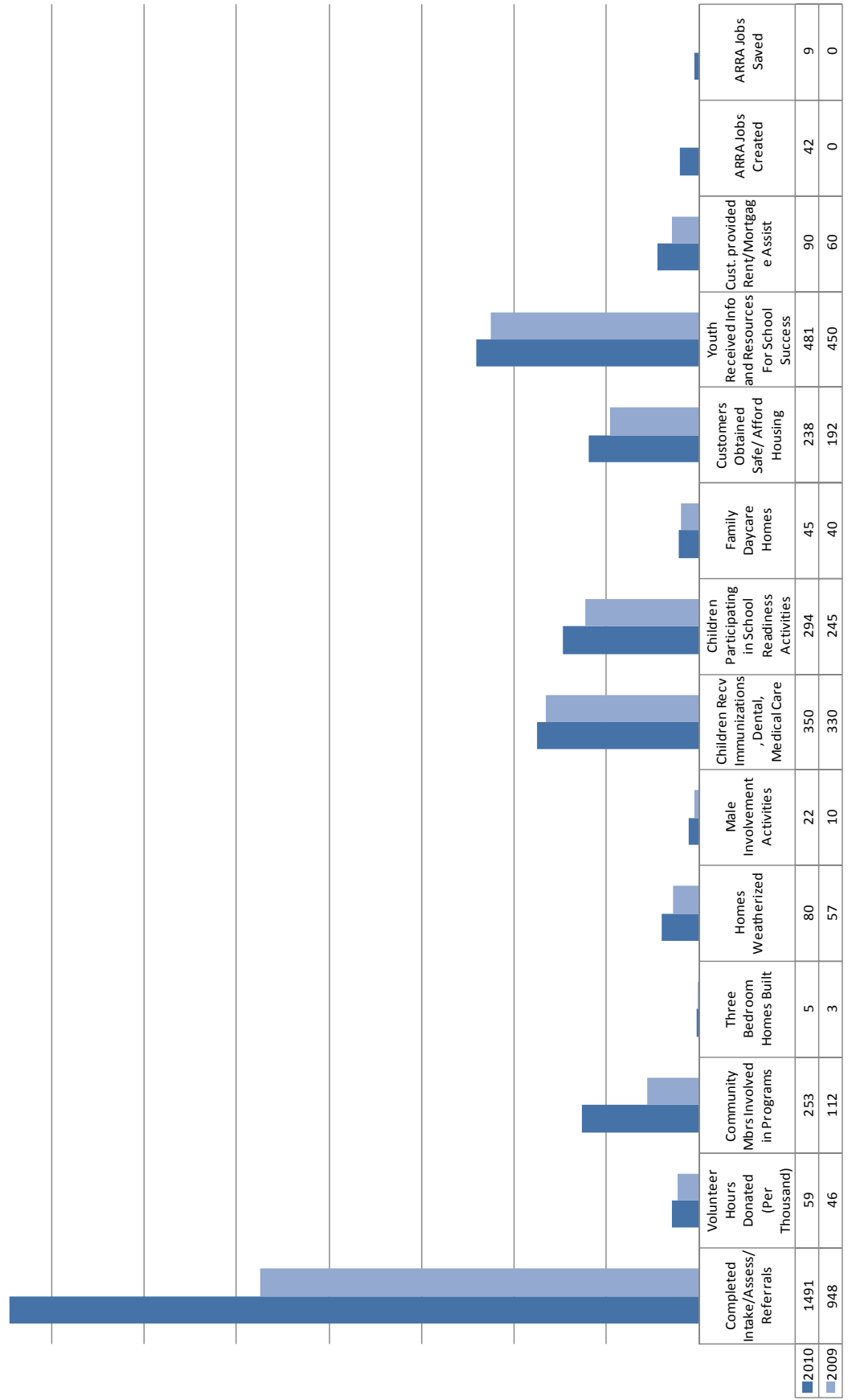
Financial Charts  
And  
Demographic Data



# Fiscal Report

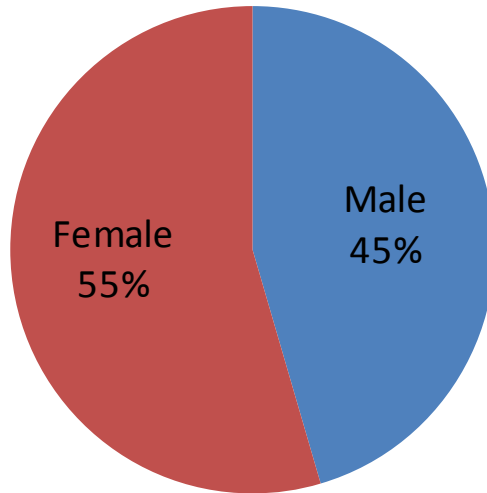


# ARRA SNAPSHOT

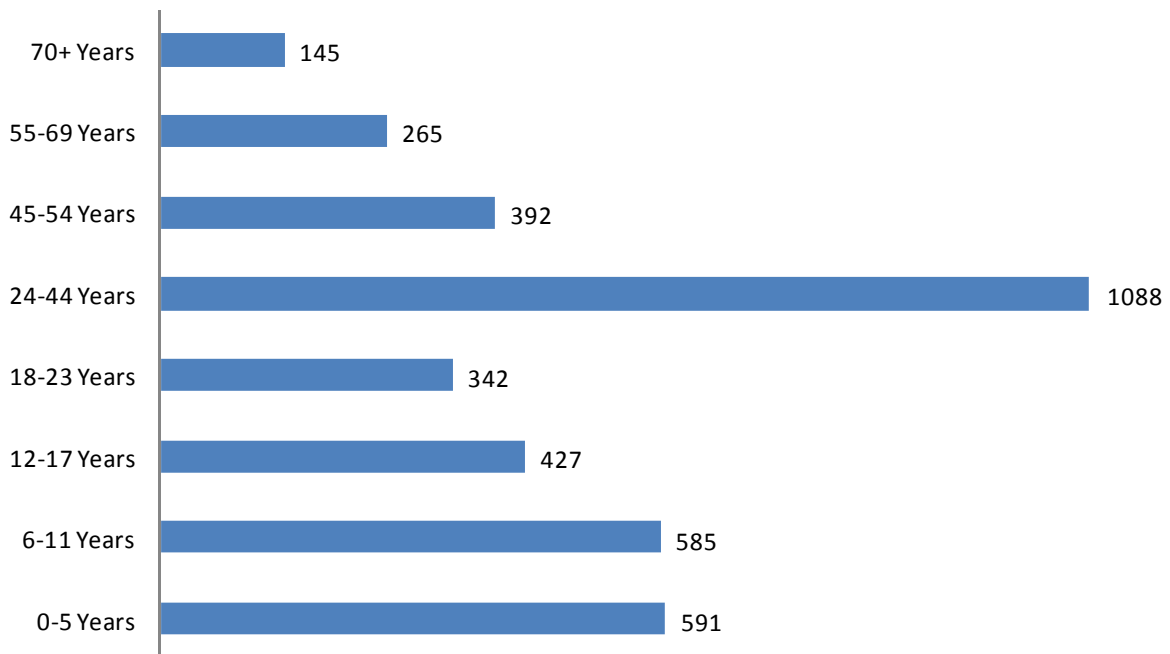


# Populations Served

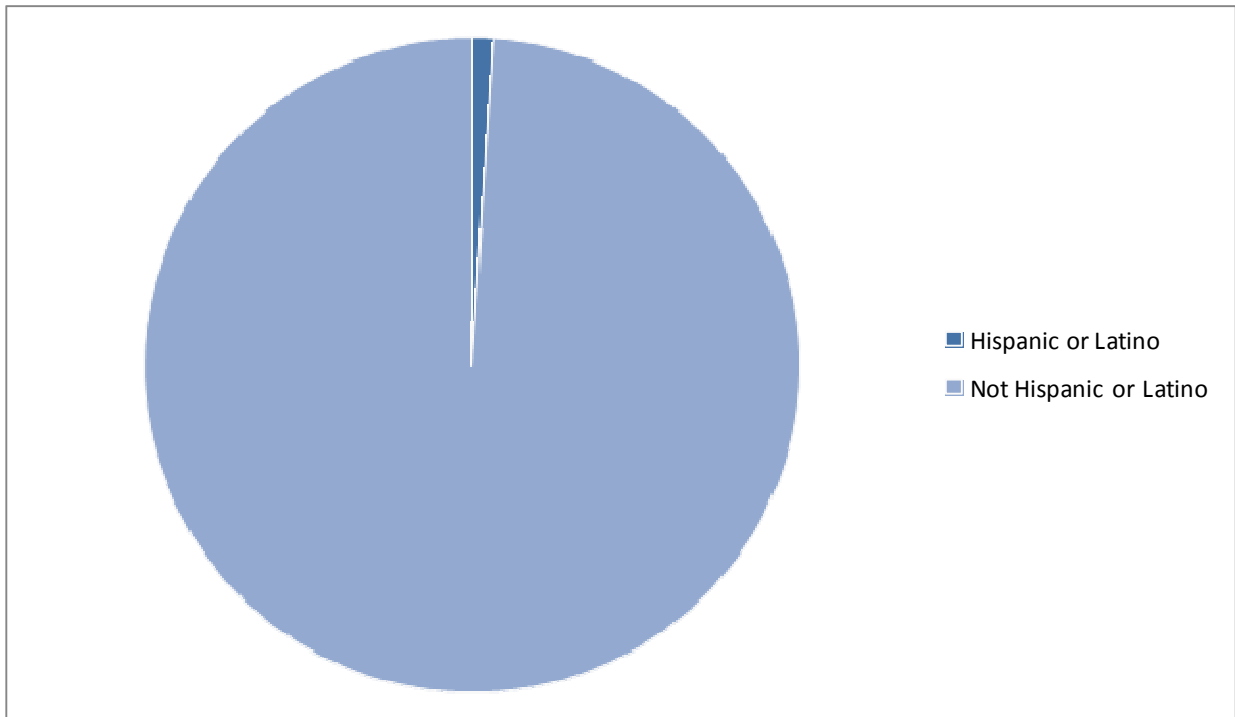
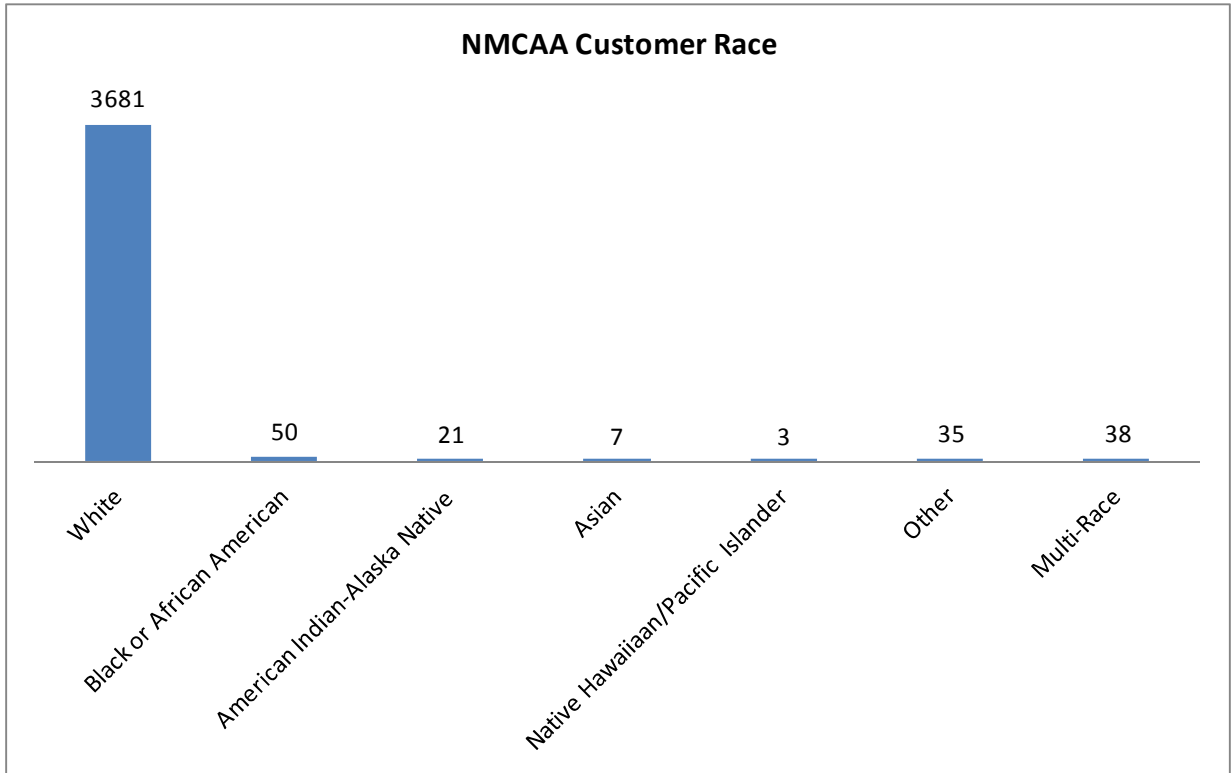
## NMCAA Customer Gender



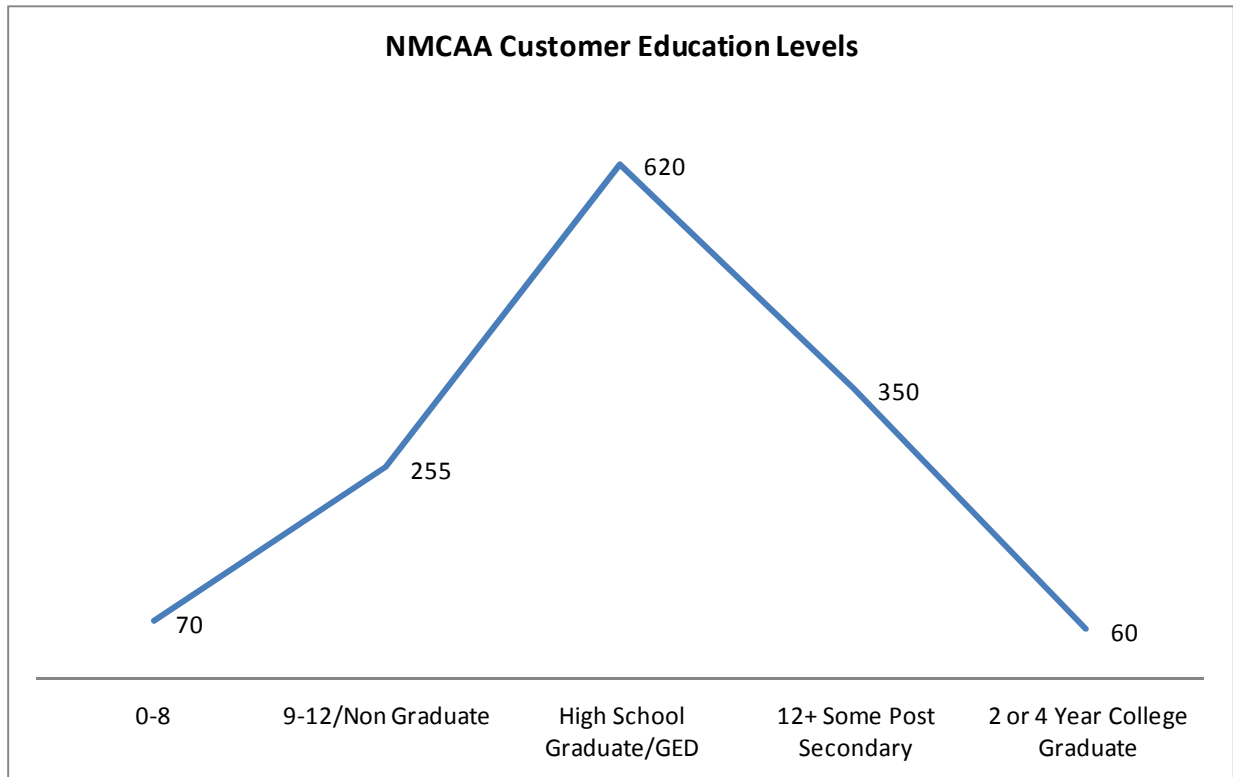
## NMCAA Customer Ages



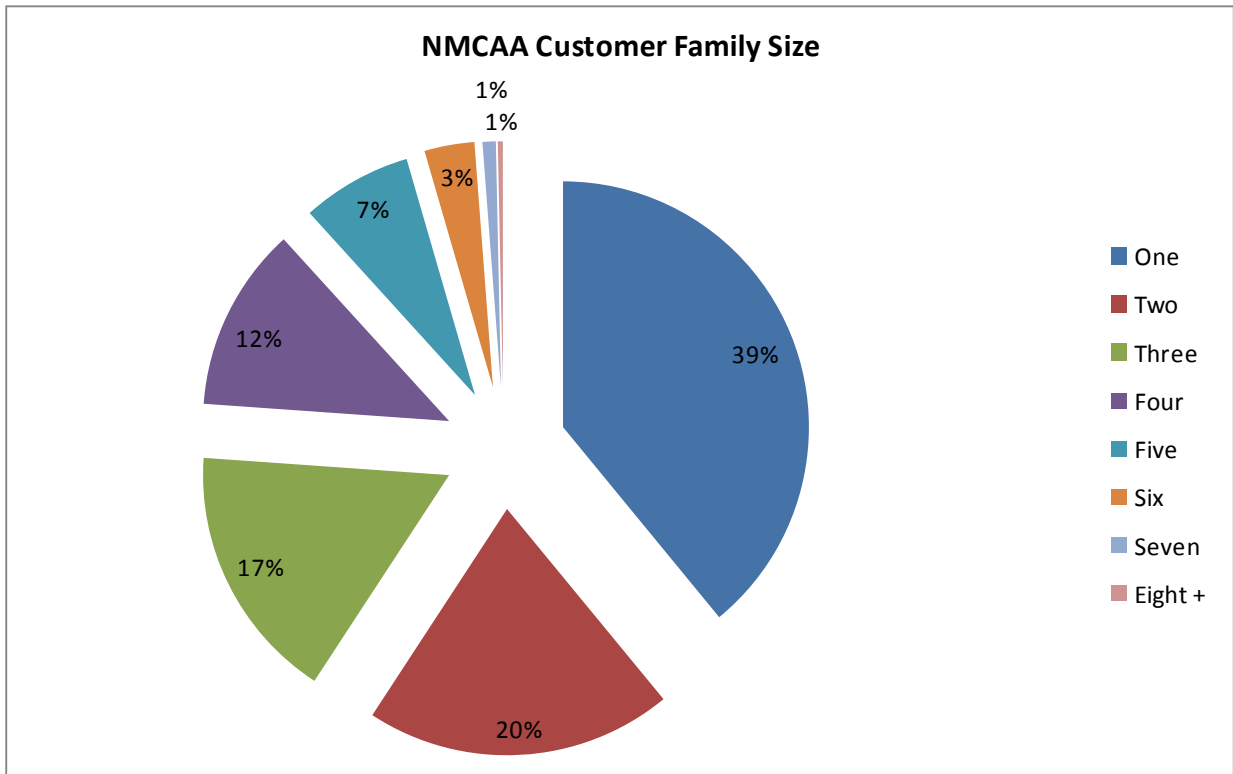
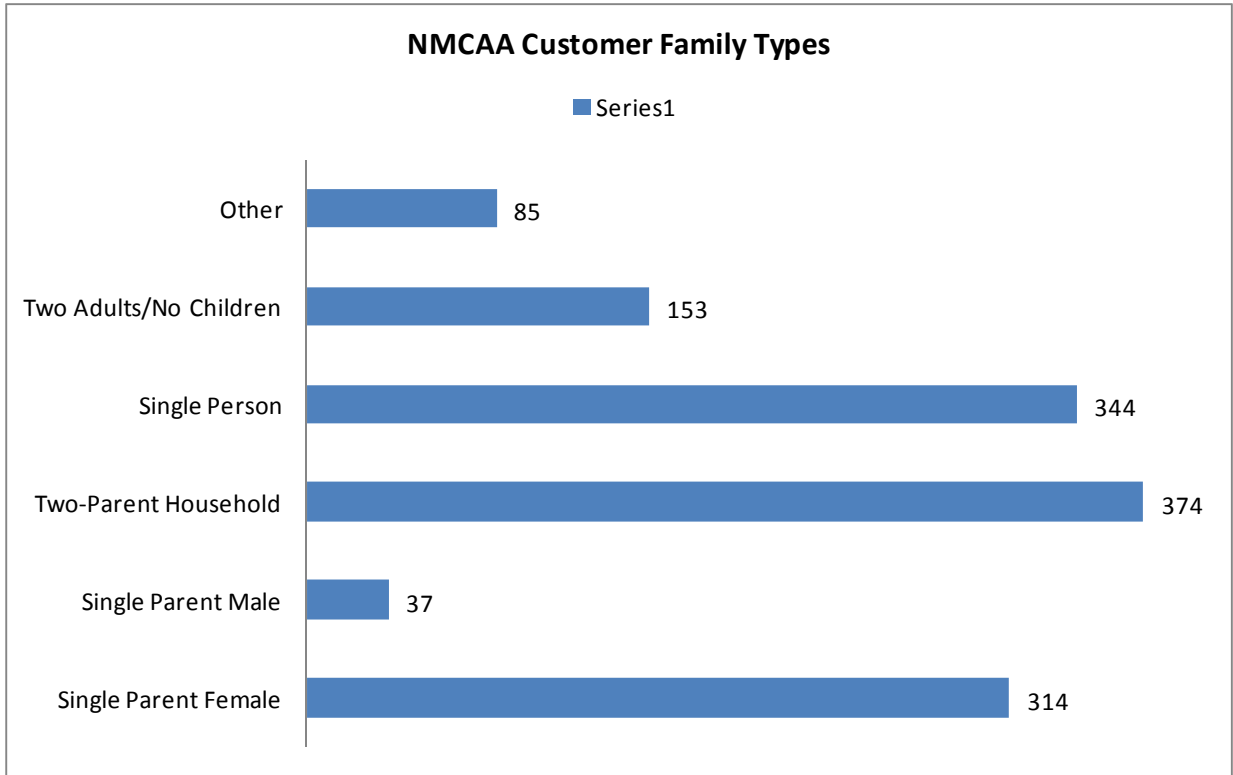
# Populations Served



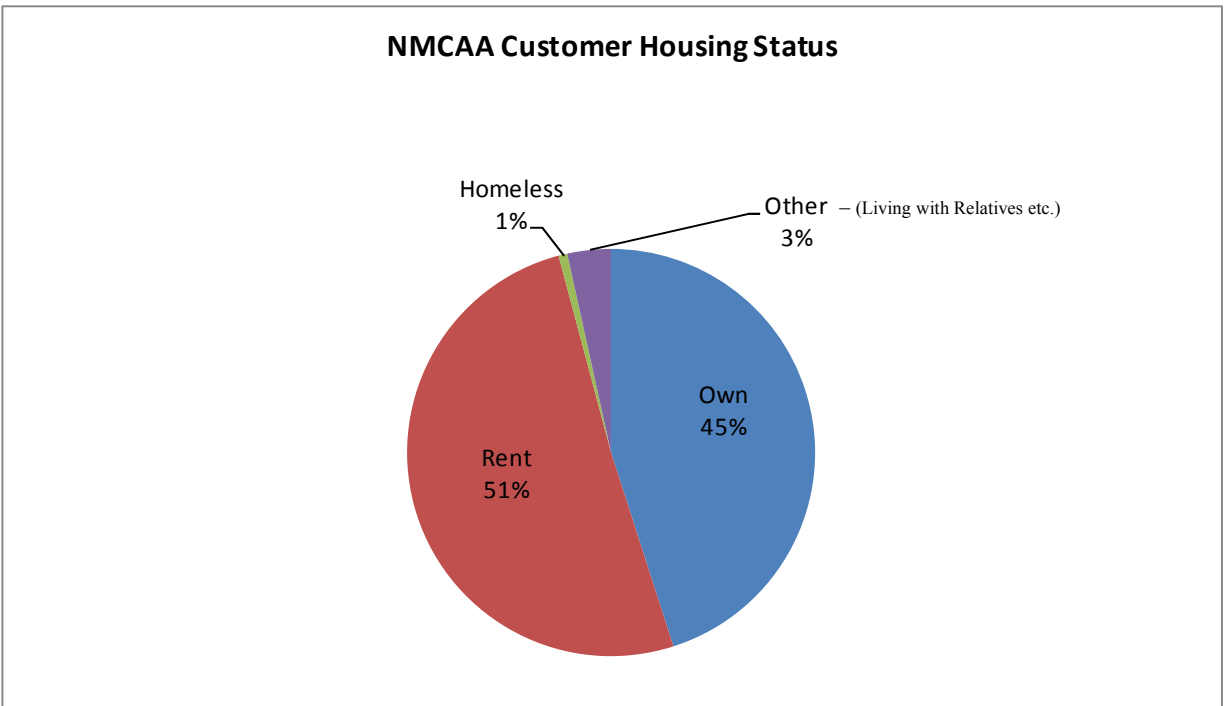
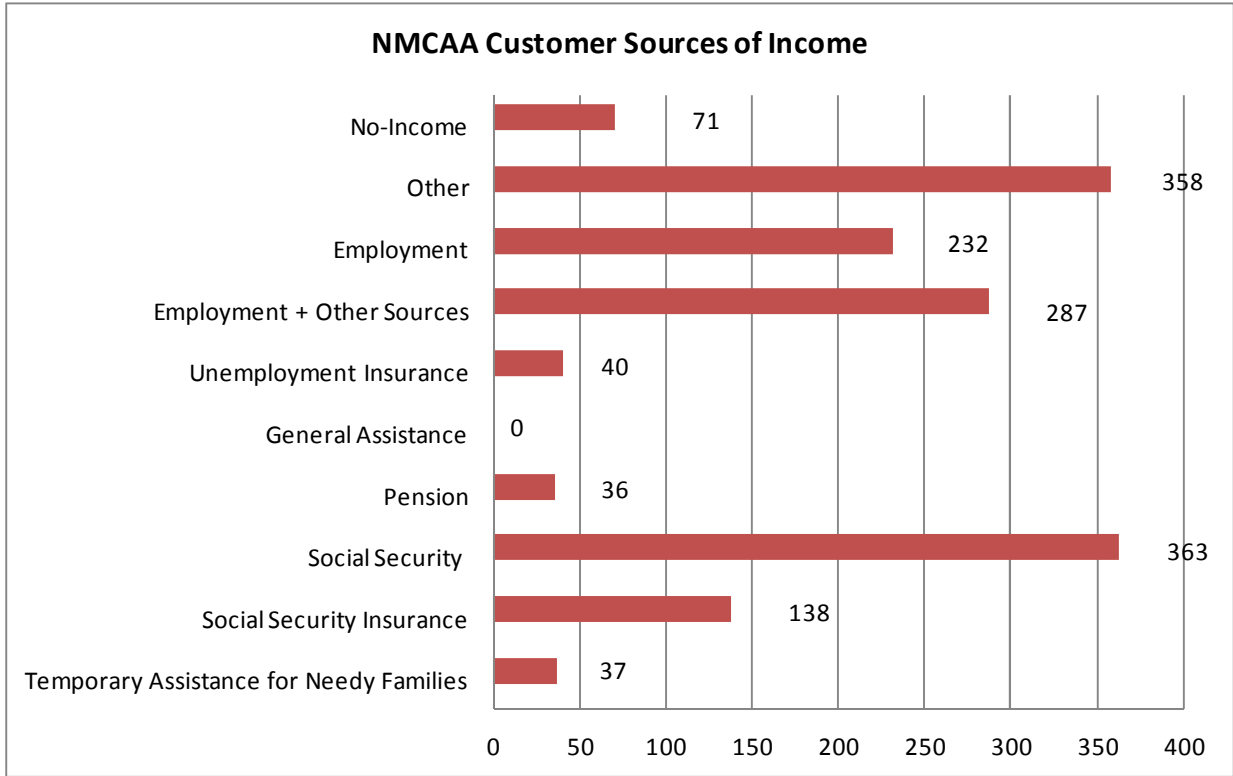
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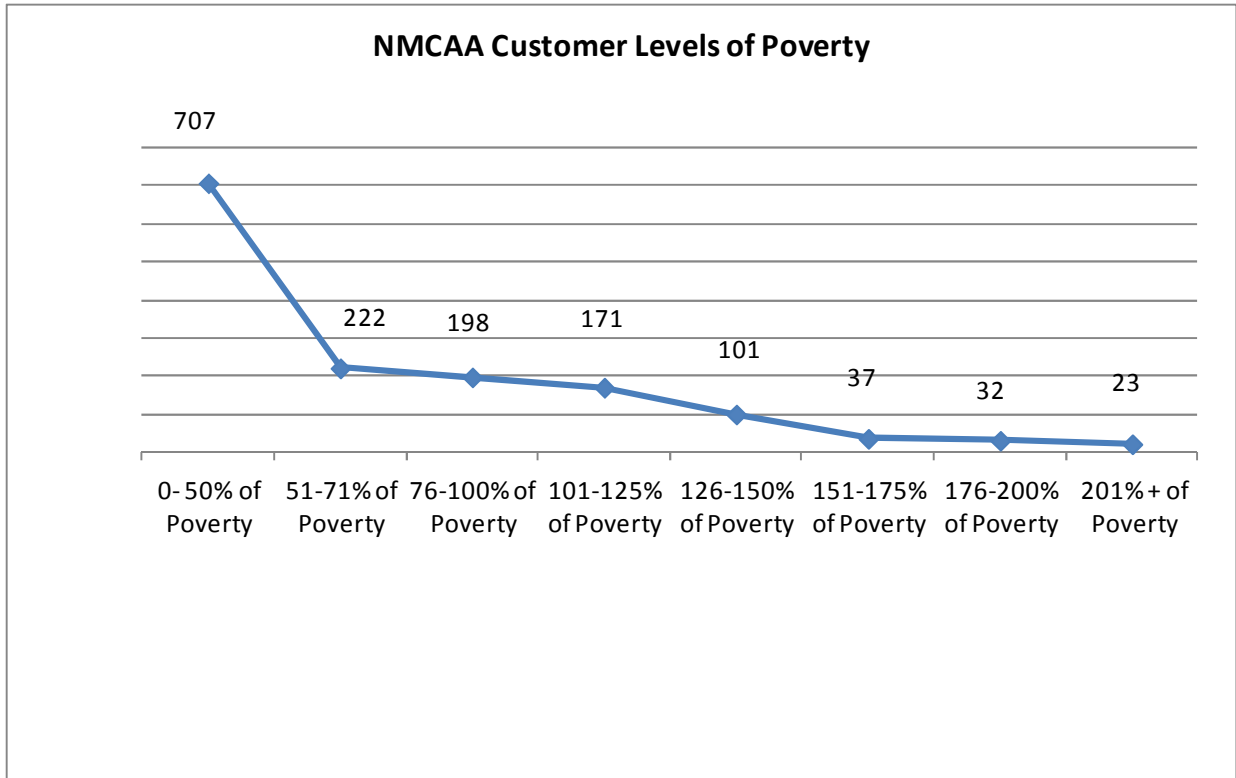


# Populations Served



# Populations Served





### 2010 Program Eligibility Guidelines (Levels of Poverty)

Family Size	100%	125%	150%	175%	185%	200%
1	10,830	13,538	16,245	18,953	20,036	21,660
2	14,570	18,213	21,855	25,498	26,955	29,149
3	18,570	22,888	27,465	32,043	33,874	36,620
4	22,050	27,563	33,075	38,588	40,793	44,100
5	25,790	32,238	38,685	45,133	47,712	51,580
6	29,530	36,913	44,295	51,678	54,631	59,060
7	33,270	41,588	49,295	58,223	61,550	66,540
8	37,010	46,263	55,515	64,768	68,469	74,020

For families with more than 8 persons, add \$3740 for each additional person

## Northeast Missouri Community Action Agency Board of Directors

*Northeast Missouri Community Agency Board of Directors is responsible for the overall direction, oversight and development of policies of the agency, selecting, evaluating and dismissing the agency executive director, approving all agency contracts and budgets, assessing community and agency needs, and evaluating agency programs.*

Mark Thompson Public Sector Adair County	Jamey Blake Consumer Sector Knox County	Vacant Consumer Sector Clark County	Helen Cone Consumer Sector Scotland County
Lynn Kendall 1307 Bishop Drive Adair County	James Robertson-President Private Sector Knox County	Donna Welte-Secretary Consumer Sector Schuyler County	Kathy Kiddoo Private Sector Scotland County
Mary Playle Private Sector Adair County	Keith Zinnert-Treasurer Private Sector Clark County	Sherry Slaughter Private Sector Schuyler County	Danette Clatt Public Sector Scotland County
Terry "Red" Callahan Public Sector Knox County	Ron Brewer-Vice President Public Sector Clark County	Donald Crabtree Public Sector Schuyler County	

## Northeast Missouri Community Action Agency Head Start Policy Council

*Head Start Policy Council members have broad authority and review over both the policy goals and the day-to-day operations of Head Start centers, including the establishment of enrollment criteria, the hiring and termination of staff and budgeting.*

Christine Reed Parent Representative Adair County	Danell Vineyard Parent Representative Clark County	Sheri Jones Parent Representative Schuyler County
Jillian Coffman-Veach Parent Representative Adair County	Ronda Flynn Parent Representative, Alternate Clark County	Terra Razo Parent Representative, Alternate Schuyler County
Ashley Hennke Parent Representative, Alternate Adair County	Helen Hettinger Parent Representative Knox County	Kelly Cochran Parent Representative Scotland County
Lynn Kendall Community Representative Adair County	Karen Hall Community Representative Knox County	Kathy Small Parent Representative, Alternate Scotland County

# *Northeast Missouri 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.**



Northeast Missouri Community  
Action Agency  
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