

# ANNUAL REPORT

Report to the  
Community  
2019



**Gulf Coast Community  
Services Association, Inc.**

9320 Kirby Drive  
Houston, Texas 77054

[www.GCCSA.org](http://www.GCCSA.org) | (713) 393-4700



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Community Representative

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Parent of HS Child(ren)

Private Sector  
GCCSA HS Policy Council

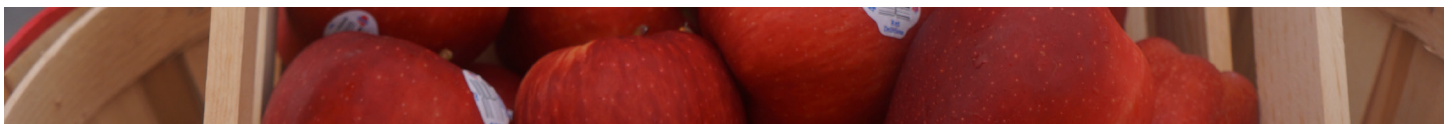
## ADVISORS TO THE BOARD

**Ola Oyedele\***  
Fiscal Expert  
City of Houston

**Charles Wilson, J.D.**  
Licensed Attorney  
Legal Expert  
Legal Counsel

**Daniel Ramirez**  
Monty & Ramirez Law Firm  
Legal Expert

\* – until term ended  
✘ – until Feb. 26, 2019



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**F**or more than fifty years, Gulf Coast Community Services Association, Inc. has been at the forefront of Community Action Agencies.

As champions of change, my team has made it our mission to build a strong coalition of community organizations and action-oriented individuals dedicated to building pathways of opportunity.

Success in our world of community action and service is a remarkable and nuanced thing – it happens on the most personal of levels in households and classrooms across the country. The triumph of community action is measured by shifts away from mass economic inequities that are concentrated in historically marginalized groups, and toward economic autonomy, sustained through generations.

When communities of working poor move to an enduring self-sufficiency and are transformed from “working poor” to “middle income” or better, my job will be done and Community Action Agencies like GCCSA, Inc. will no longer be needed. Until then, we will actively continue to network, coordinate and collaborate with other strategic partners to provide a seamless network of services to the most vulnerable in Harris County.

I see infinite possibilities in the individuals, children and families who seek our aid. The aspirations of living out the American dream – finishing an education, owning a home, starting a business, providing a better life for family – bind us all.

GCCSA is a corporation with a proven track record of providing the critical assistance needed to stabilize

families so that they can start, continue and finish their journey towards that shared dream. Advancing lives is the heart of community action, and I hope that this report inspires you, as well as enlightens you to how responsive, resilient and relevant the Agency is to the communities served.



**Dr. Jonita Wallace Reynolds**  
*Chief Executive Officer*





**T**he Gulf Coast Community Services Association, Inc. is a non-profit organization that engages community partners and forges strategic alliances in order to educate, equip and empower individuals and families in their pursuit of economic independence. Since 1965, the agency has administered diverse services and programs to hundreds of thousands of the under-served and un-served residents of Harris County. The benefits and resources provided assist in earning a living wage and aid in the advancement of education. These services propel our community into gaining financial stability.

As the Community Action Partnership's largest Texas-based Community Action Agency, GCCSA, Inc. connects the Houston-area's vulnerable community to greater opportunity. Programs such as the Food Pantry, Head Start & Early Head Start, Utility and Rental Assistance, Federal Furlough Emergency Aid, and other disaster-related assistance, all focus on empowering and equipping a more self-sustaining Houston.

By offering relevant approaches to eliminate the grips of poverty, GCCSA, Inc. aims to earn the confidence from the citizens of Houston and Harris County so that we become the exemplary model for social services in the community.

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### DID YOU KNOW?

The federal poverty level (FPL), also known as the "poverty line", is the amount of annual income earned by a household that is so low, basic human needs cannot be met. It is the level below which agencies like GCCSA, Inc. determine eligibility for services.

***The 2019 FPL for a 1-person household is \$12,490.***

***A living wage for a 1-person, Houston-area household in 2019 is \$25,369.***

*Source: The Living Wage Calculator, MIT.*

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## Need in Harris County

**20.6%**

of Harris County residents have incomes **below the Federal Poverty Level (FPL)**.

Source: 2018 American Community Survey (ACS), 5-yr estimate; U.S. Census Bureau

**682,650**

or 14.8 percent of the population, are **Food Insecure**.

Source: Feeding America, Map the Meal Gap study, 2018 data.

**28.7%**

of **unemployed** Harris County residents **live below the FPL**. 17 percent of those who work part-time or part of the year live below the FPL.

Source: 2019 ACS, 1-yr estimate; U.S. Census Bureau

## GCCSA's Reach

**218**

Total Persons  
Transitioned Out of Poverty \*

**21,374**

Total Persons  
Served by all GCCSA Programs

## GCCSA's Service Results

**22**

10% more  
than target

Unemployed individuals who **obtained a job above living wage** and retained it for more than 90 days

**92**

22% more  
than target

Individuals who obtained employment. 85 of these adults reported retaining employment for at least 90 consecutive days. Of that, **22 adults reported earned income that exceeded Harris County's livable wage**.

**437**

46% more  
than target

Individuals who improved their **financial well-being**

\* State mandated TOP goal = 192



# SERVICES TO THE COMMUNITY

## EDUCATE

### Early Childhood

The GCCSA, Inc. Head Start & Early Head Start (HS/EHS) Program is a comprehensive, Early Childhood Development program, serving eligible children and families from economically-challenged backgrounds in the Houston, Harris County area since 1964. GCCSA, Inc. caters to over 1,900 early learners and their families; supporting pregnant women, infants and toddlers (ages 6 weeks to 30 months), and children ages 3 to 5 years.



Operating in 1 Early Head Start and 19 Head Start Centers, the GCCSA HS/EHS Program includes: early childhood education, family involvement, health advocacy, family literacy, fatherhood initiatives, mental health services, disability services, and nutrition to all enrolled children, including in the family homes of those with disabilities.

### Adult Literacy & Education

GCCSA, Inc. offers a variety of adult educational opportunities - General Equivalency Diploma, Adult Basic Education, and Career, Vocational & Technology Development tracks. The Agency provides scholarships to adults who are interested in pursuing education or vocational training certifications for career advancement.

## EQUIP

### Case Management

Individuals and families seeking to regain their economic footing work closely with Specialists. They are provided an assessment of needs, development and implementation of a Service Plan, and monitoring of goal achievement that helps them address their personal and professional development. Financial assistance is offered to qualified individuals and families.

### Food Pantry

The Food Pantry of GCCSA, Inc. distributes fresh food items through its Crisis Food Assistance and Client Select Programs.

## EMPOWER

### Parent Committees

Each HS/EHS Center establishes a Parent Committee, where parents/guardians are given the opportunity to take on leadership roles within their respective Center. Parent Committee members and officers assist their Center Administration in developing activities that address the interests and needs of their families.

### Policy Council

An important parent-led, elected governing body made up of volunteer parents/guardians and representatives of community agencies, the GCCSA Policy Council works in partnership with the Board of Directors and Agency management to develop, review and approve HS/EHS Program policies, and to oversee the quality of services that all children and families receive.

Additional services include: financial coaching, credit and budgeting classes, nutrition workshops, workforce development, transportation vouchers, and access to community partner programs.

# OUR ANNUAL IMPACT

## Individual & Family Services

*Data shows number of individuals served in programs*

### Employment Services

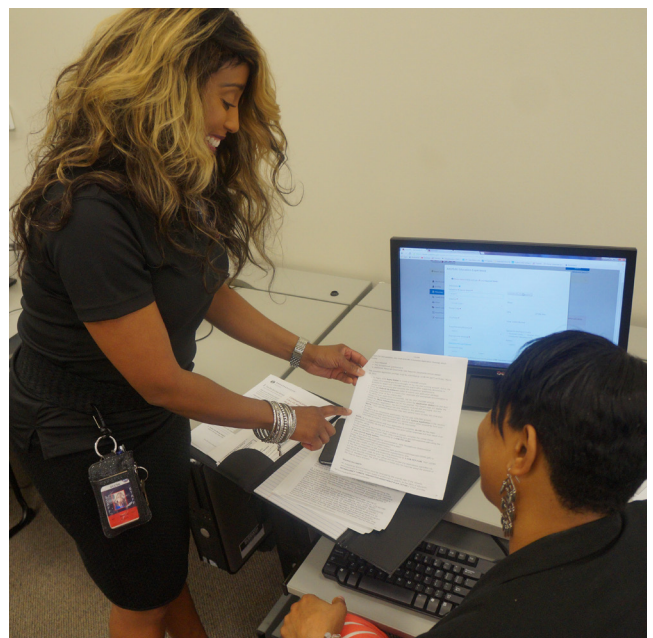
- 95** Vocational Training Scholarships
- 349** Coaching, Job Search
- 357** Resume Development
- 157** Job Referrals

### Housing Services

- 271** Utility Payments
- 1,064** Rent Payments
- 1,459** Prevented Eviction

### Income + Asset Building Services

- 437** Financial Capability Skills Training
- 416** Financial Literacy Education
- 95** Received supports for college applications, textbooks, computers, etc.



# AGENCY FINANCIAL POSITION

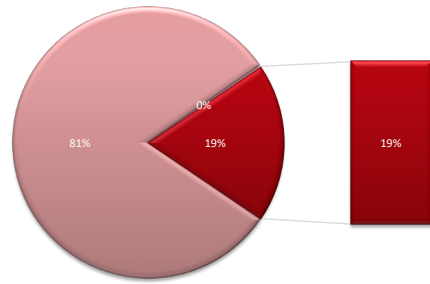
GCCSA, Inc.'s organizational impact on the community is supported via an annual operational budget that is nearly \$30 million. The statement of functional expenses for the October 1, 2018 to September 30, 2019 reporting period is reflected below.

## Expenditure for the year ended September 30, 2019

PROGRAM SERVICES					
	HS/EHS	CSGB	CACFP	Other	Total Program Services
<i>Salaries &amp; Wages</i>	10,447,916	1,773,684	-	-	12,221,600
<i>Payroll Taxes</i>	772,740	129,842	-	338	902,920
<i>Employee Benefits Costs</i>	2,369,742	285,696	-	44,938	2,700,376
<i>Contract Wages</i>	1,021,824	126,784	-	-	1,148,608
<i>Building Occupancy Costs</i>	750,000	397,197	-	-	1,147,197
<i>Utilities</i>	127,954	25,621	-	-	153,575
<i>Telephone</i>	170,054	32,688	-	-	202,742
<i>Insurance</i>	76,533	26,570	-	-	103,103
<i>Travel</i>	28,132	2,844	-	-	30,976
<i>Equipment Leasing &amp; Repairs</i>	206,340	87,661	-	-	294,001
<i>Office Supplies</i>	349,119	18,411	-	-	367,530
<i>Vehicle Operating &amp; Maintenance</i>	12,051	9,117	-	-	21,168
<i>Printing, Reproduction &amp; Publicity</i>	25,373	3,494	-	25	28,892
<i>Seminars and Workshops</i>	14,396	49,779	-	-	64,175
<i>Postage</i>	1,083	1,172	-	-	2,255
<i>In-Kind Contributions</i>	5,552,165	-	-	-	5,552,165
<i>Professional &amp; Legal Fees</i>	131,744	35,593	-	-	167,367
<i>Classroom Supplies</i>	226,315	-	-	1,183	227,498
<i>Food Supplies</i>	97,902	-	1,055,420	-	1,153,322
<i>Health Assessments &amp; Evaluations</i>	138,717	-	-	-	138,717
<i>Training &amp; Technical Assistance</i>	214,792	76	-	-	214,868
<i>Parent Activities</i>	44,380	1,029	-	-	45,409
<i>Client Direct Assistance</i>	-	2,121,273	-	-	2,121,273
<i>Other Expenses</i>	3,615	17,541	-	1,576	22,732
<i>Depreciation &amp; Amortization</i>	258,880	38,166	-	2,966	300,012
<b>TOTAL EXPENSES</b>	<b>\$23,041,797</b>	<b>\$5,184,238</b>	<b>\$1,055,420</b>	<b>\$51,026</b>	<b>\$29,332,481</b>



**TOTAL REVENUE**  
**\$29,337,342**



- FEDERAL & STATE GRANT REVENUE  
**\$23,729,290**
- IN-KIND REVENUE  
**\$5,552,165**
- OTHER REVENUE  
**\$55,887**

**2018-2019 Audit Results**

"In our opinion the financial statements referred to...present fairly, in all material respects, the financial position of the Organization [Gulf Coast Community Services Association, Inc.] as of September 30, 2019 and 2018, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America."

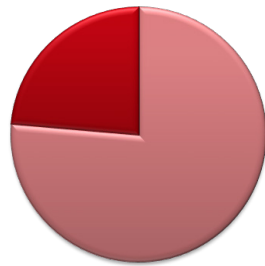
- McConnell & Jones, LLP, Certified Public Accountants

SUPPORTING SERVICES			
	Management & General	Total Support Services	Total Expenditures
Salaries & Wages	-	-	12,221,600
Payroll Taxes	-	-	902,920
Employee Benefits Costs	-	-	2,700,376
Contract Wages	-	-	1,148,608
Building Occupancy Costs	-	-	1,147,197
Utilities	-	-	153,575
Telephone	-	-	202,742
Insurance	-	-	103,103
Travel	-	-	30,976
Equipment Leasing & Repairs	-	-	294,001
Office Supplies	329	329	367,859
Vehicle Operating & Maintenance	-	-	21,168
Printing, Reproduction & Publicity	-	-	28,892
Seminars and Workshops	-	-	64,175
Postage	-	-	2,255
In-Kind Contributions	-	-	5,552,165
Professional & Legal Fees	150	150	167,517
Classroom Supplies	-	-	227,498
Food Supplies	4,382	4,382	1,157,704
Health Assessments & Evaluations	-	-	138,717
Training & Technical Assistance	-	-	214,868
Parent Activities	-	-	45,409
Client Direct Assistance	-	-	2,121,273
Other Expenses	-	-	22,732
Depreciation & Amortization	-	-	300,012
<b>TOTAL EXPENSES</b>	<b>\$4,861</b>	<b>\$4,861</b>	<b>\$29,337,342</b>

# HEAD START/ EARLY HEAD START FUNDING

Head Start and Early Head Start's impact on the families in our community is supported through public and private funds that total almost \$24 million. The financial position is reflected below.

**TOTAL REVENUE**  
\$22,661,700



GRANT REVENUE  
\$18,129,360  
IN-KIND REVENUE  
\$4,532,340

## Expenditure for the year ended May 31, 2019

	Budget	Actual
<i>Salaries &amp; Wages</i>	10,888,814	10,486,629
<i>Payroll Taxes</i>	881,746	754,616
<i>Employee Benefit Costs</i>	2,688,175	2,467,752
<i>Contract Wages</i>	846,215	1,335,715
<i>Building Occupancy Costs</i>	1,027,379	964,217
<i>Utilities</i>	143,000	124,630
<i>Telephone</i>	208,000	184,950
<i>Insurance</i>	76,800	82,279
<i>Travel</i>	27,000	28,656
<i>Equipment Leasing &amp; Repairs</i>	292,900	184,546
<i>Office Supplies</i>	50,750	313,628
<i>Vehicle Operating &amp; Maintenance</i>	32,250	28,731
<i>Printing, Reproduction &amp; Publicity</i>	28,000	32,587
<i>Seminars and Workshops</i>	-	566
<i>Postage</i>	5,100	1,149
<i>Professional &amp; Legal Fees</i>	95,050	91,909
<i>Classroom Supplies</i>	204,750	137,103
<i>Food Supplies</i>	45,000	382,875
<i>Health Assessments &amp; Evaluations</i>	146,250	125,307
<i>Training &amp; Technical Assistance</i>	224,706	212,548
<i>Parent Activities</i>	72,500	52,371
<i>Other Expenses</i>	144,975	136,596
<i>In-Kind Contributions</i>	4,532,340	4,532,340
<b>TOTAL EXPENDITURES</b>	<b>\$22,661,700</b>	<b>\$22,661,700</b>

# CHILDREN & FAMILIES



The GCCSA HS/EHS Program understands that each child comes into our program with a unique personality, various abilities and a distinctive cultural background. We believe all children can reach their utmost potential when provided with a stimulating learning environment supported and fostered by adults who are nurturing and accepting.

Our Child Development Team ensures that our classrooms provide quality Early Childhood Educational and developmental services for all enrolled children, including those who are differently abled. Our HS/EHS high quality, child-focused services and programming promotes children's cognitive, social and emotional growth for later success in school.

GCCSA's teaching staff have the guidance, training and support needed to implement developmentally appropriate curriculum and instruction that meet the needs of all our enrolled children, supporting their growth throughout their educational journey. Our child-focused program has the overall goal of increasing the school readiness of young children. We enthusiastically partner with families to ensure that the needs of our students are met.

We believe that our HS/EHS parents are the first and most important educators of their children. Parent involvement is a core value. We invite our parents to be integrally involved in the education of their children by volunteering in the classroom, attending parent meetings, serving on an advisory committee, and/or making decisions about the HS/EHS Program within the parent committees. Parents can also be elected to serve on our Policy Council - an opportunity to participate in shared decision-making about the Program.

Parents who are actively involved in their children's education ensure student success in school and in life. GCCSA's Family Empowerment Program provides many experiences at each Center aimed at empowering parents, equipping them with stronger parenting skills, and educating them on becoming full partners in their children's journey towards a superior education.

Our Centers have a host of ways parents & guardians can be involved, including:

- Site-Based Parent Committees
- Classroom Volunteer (i.e. reading a book!)
- Fatherhood Program
- Family Night, Family Fun Day, Holiday Celebrations
- Policy Council Leadership



of our HS/EHS parents enrolled in **job training** for their career advancement



of our HS/EHS fathers & father-figures were actively engaged in the **GCCSA Fatherhood Program**



of our HS/EHS parents regularly **volunteered**, dedicating **105 hours** of service to the Program



of our HS/EHS families received **Family Services** (i.e. housing assistance, adult & parenting education, and mental health services)



# EARLY CHILDHOOD EDUCATION

GCCSA, Inc. operates a total of 1 Early Head Start and 19 Head Start Centers, serving as either stand-alone centers or sites that operate in collaboration with school partnerships. There are two service options in the Program – Full Day and Double Session, which vary by site. Full Day Services are available for parents who are employed or attending job training or school on a full-time basis and have no caregiver in the home. Double Session Services are available for parents who are not employed, attending job training, or attending school, and where a caregiver is present in the home.

## Funded Enrollment

<b>Head Start</b>	<b>1,864</b>	<b>Early Head Start</b>	<b>84</b>
1,639	Full Day, 5 days/week	72	Center-Based, 4 days/week
165	Part Day, 5 days/week	12	Home-Based/ Pregnant women
104	Classrooms	9	Classrooms

## Average Monthly Enrollment

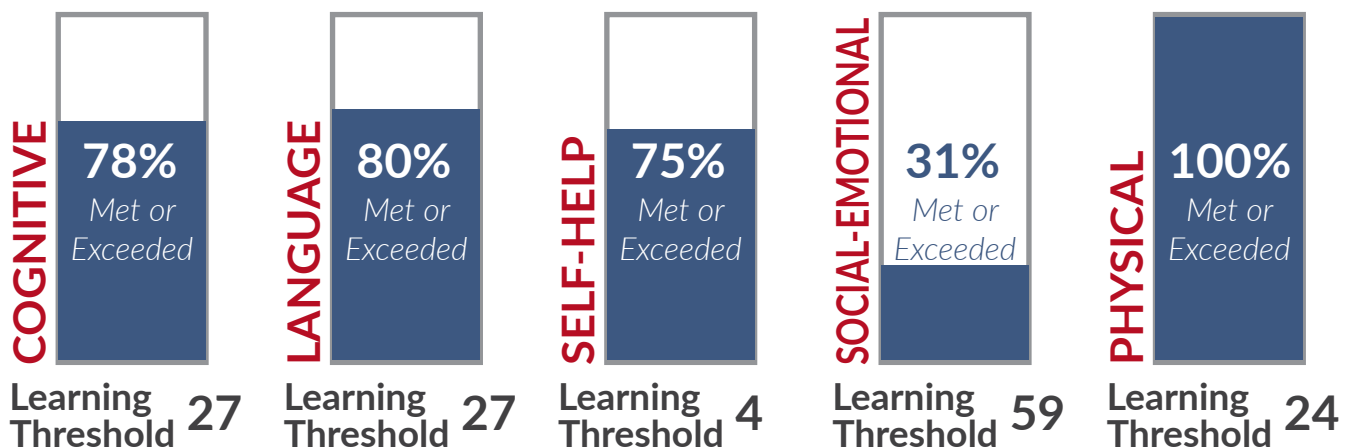
<b>Head Start</b>	<b>100%</b>	<b>Early Head Start</b>
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## Total Children Served

<b>Head Start</b>	<b>2,108</b>	<b>Early Head Start</b>	<b>119</b>
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The Head Start & Early Head Start Program promotes school readiness by enhancing the physical, social, emotional, linguistic, and cognitive development of children through the provision of educational, health, nutritional, social, and other services.

We regularly assess all children to determine their strengths, needs and progress toward school readiness goals, guiding individualized learning plans. Our teaching staff use informal observations and information from parents and guardians to assess children's progress.



# OUR ANNUAL IMPACT

## Early Childhood Health & Well-Being

### Head Start

82% of our children have Medical Homes  
 98% of our children had Well-Child Exams  
 81% of our children have Dental Homes  
 99% of our children had Dental Exams  
 98% of our children had Hearing & Vision Screening  
 83% of our children have Insurance

### Early Head Start

100% of our children have Medical Homes  
 100% of our children had Well-Child Exams  
 100% of our children have Dental Homes  
 100% of our children had Dental Exams  
 100% of our children had Hearing & Vision Screening  
 100% of our children have Insurance

Children's nutrition is no small issue at GCCSA, Inc. Our Head Start and Early Head Start Programs provide free meals sponsored by the Department of Agriculture's Child Adult Care Food Program (CACFP). GCCSA promotes lifelong healthy eating and physical habits in children enrolled in Head Start and Early Head Start. Our primary goal is to serve nutritious meals. Secondary intentions are: 1) establishing positive eating habits at the earliest stages of development; 2) reduction of future health care and education costs due to lack of proper early development; and 3) providing training and support to Head Start/Early Head Start staff.



18  
Eligible Sites

The goals of the CACFP are to improve and maintain the health and nutritional status of children and adults, promote development of good eating habits, and integrate nutritious food service with organized child and adult day care services.



1,656  
Eligible Children

Head Start & Early Head Start children are benefited by being fed nutritious USDA regulated meals that ensure their proper development. These children gain from early nutrition education that helps them establish positive eating habits that will enrich the quality of their diet throughout their lives.



103,751  
Breakfasts

The program makes healthy eating an integrated part of their active play as they learn and experience new things. Parents are assured that their children receive high quality meals. With proper nutrition, the child is less likely to experience illness, fatigue or obesity and will develop at a normal physical and intellectual pace. Good nutrition is the recipe for an all-around happier child!



109,201  
Lunches

Health is the foundation of school readiness. Our early learners' overall health and development is necessary for a happy and healthy child, ready to experience new things. We work with community partners so our families can access health services and development screenings. In this manner, they learn the importance of setting a strong physical, medical, and educational foundation for their children.



3,459  
A.M. Snacks



199,737  
P.M. Snacks



**\$822,352.67**  
Reimbursement to GCCSA

# OUR ANNUAL IMPACT

## Emergency Pantry & Food Scholarship Program

Food Pantry Emergency Groceries 11,139

Good Neighbor & Nutrition Program 1,286

**12,425**  
INDIVIDUALS

Received assistance through  
the GCCSA Food Pantry



The GCCSA Food Pantry is a Houston Food Bank partner. We serve an average of 700 - 1,000 individuals and families per month. Our customers go from food insecure to fed because of the generous donations received by our Pantry from retail partners and individual donors.

In 2019, the Food Pantry underwent an expansion that significantly increased the square footage. This transformation has allowed us to increase traffic flow and provide a farmer's market atmosphere that mirrors the WeThrive Markets we participate in every summer.

In partnership with Houston Food Bank, GCCSA, Inc. offers a **Food for Change Market** as part of our Food Pantry. This is a strategy designed to assist those who are facing difficulties in their efforts to further their education or health and well-being. The two components that GCCSA offers are Food Scholarship and Food Rx.

The **Food Scholarship** assists with lowering the financial stress of grocery costs when customers commit to and maintain participation in programs that can improve their lives. By doing so, the individual is in a better position to get the training or education they need to achieve independence.

- Recipients receive groceries twice each month through designated Food for Change Markets like GCCSA, that are strategically located throughout the Greater Houston.
- A typical food distribution includes up to 40lbs of healthy food, half of which is produce.
- GCCSA's Food Pantry resembles a farmers market, allowing participants the dignity of comfort and familiarity.

**Food Rx** participants receive a food prescription from a designated Healthcare Partner or when they commit to a Community Health Program designed to improve their health & well-being.

- Participants redeem their Food Rx twice a month at GCCSA's Food for Change Market, where they can select 30lbs of fruits and vegetables, plus 4 additional healthy items.
- Clients may attend educational events, such as cooking demos, at the GCCSA Food Pantry. Nutrition education material, with new ideas on healthy food preparation, is also available.
- By having increased access to nutritious food, individuals can better manage their health while lowering the financial stress of household grocery costs, which can result in improved health outcomes and decreased food insecurity.

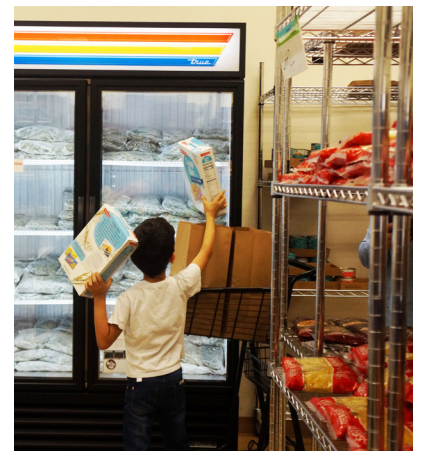




*Community Action...*



*...changes people's lives*



# Gulf Coast Community Services Association, Inc

## **GCCSA**

INCORPORATED

Educate.  
Equip. Empower.

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Houston, TX 77054

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*A Community Action Agency*

