



Gulf Coast Community Services Association, Inc.



2021 – 2022 ANNUAL REPORT



President Johnson signs
the Economic Opportunity Act of 1964.

Gulf Coast Community Services Association, Inc. - A Community Action Agency

In the United States, Community Action Agencies (CAA) are local private and public non-profit organizations that carry out the Community Action Program (CAP), which was founded by the *1964 Economic Opportunity Act* to fight poverty by empowering the poor as part of the *War on Poverty*.

The Great Society, as envisioned by President Lyndon Johnson, was a sweeping plan to improve the lives of all Americans, regardless of their circumstances. Inspired by President Kennedy, Johnson pledged to fulfill his promise of equal opportunity for all by enacting several comprehensive changes within the federal government. In August of that same year, the Economic Opportunity Act was signed into law by President Johnson creating the nationwide Community Action Network.

BOARD OF DIRECTORS

NAME / BOARD POSITION / CREDENTIALS	SECTOR / AFFILIATION
Jay Griffin Chair	<i>Private</i> H-E-B
Raegan Carey Member	<i>Under-Served</i> Sector B
Dr. Vanese Delahoussaye Board Secretary & Early Childhood Expert	<i>Private</i> Early Childhood Expert
Pam Guthrie Member	<i>Public</i> Mayor Jeff Wagner City of Pasadena
Elizabeth Humphrey, JD Member & Licensed Attorney	<i>Under-Served</i> Sector C
Olaniyi Oyedele, CPA Treasurer & Fiscal Expert	<i>Public</i> State Rep. Jarvis Johnson
Carolyn Scantlebury, MSW Member	<i>Private</i> NAACP
Reverend Lee Skinner Member	<i>Under-Served</i> Sector A
William-Paul Thomas Member	<i>Public</i> Mayor Sylvester Turner City of Houston
Vivian McKelvey Member & Head Start PC Chair	<i>Private</i> HS/EHS Policy Council



EXECUTIVE TEAM

Dr. Jonita Wallace Reynolds

Chief Executive Officer

Debra Fisher

Chief Financial Officer

Tiamoiya K. Lee

Head Start/Early Head Start Director

Horace Grant

Director of Operations

Al Maldonado, III

Compliance & Accountability Director

Amanda R. Shelton

Director of Client Services



LETTER FROM THE CHIEF EXECUTIVE OFFICER

The Economic Opportunity Act of 1964 laid the foundation for a national network of over 1,000 Community Action Agencies (CAA) like Gulf Coast Community Services Association, Inc. (“GCCSA”) to serve over seven (7) million families, totaling 16 million low-income persons each year.

As GCCSA’s Chief Executive Officer, I take immense pride in reporting that because of the steadfast dedication of GCCSA’s Board, Policy Council, and unmatched team of dedicated employees, President Lyndon Baines Johnson’s vision of equipping and empowering low-income individuals, educating early learners, building resilient communities, and fostering economic independence, is not deferred, even in the wake of a global pandemic.

Evidenced in this report, GCCSA provides high-quality programs and services designed to help income-eligible individuals and families residing in Harris County break down barriers and challenges to becoming self-sufficient. Our proven track record of being excellent stewards of federal dollars is a direct result of the emphasis on purposive planning, professional development, preparation, partnership, perseverance, and precision.

Without our community partners, elected officials, school districts, parents, funding sources, and volunteers, it would be impossible to uphold *The Promise of Community Action*.

Thank you so much for making 2021-2022 an unforgettable year!

With gratitude,

Dr. Jonita Wallace Reynolds
Chief Executive Officer



GCCSA is a private, nonprofit 501(c) 3 corporation designated by the federal Community Services Block Grant Act as a CAA that focuses on helping people and changing the lives of individuals, children and families living at or below the federal poverty guidelines spanning Harris, Galveston, and Brazoria Counties.

For over 56 years, GCCSA's coordinated programs and services were intentionally designed to promote self-sufficiency, not dependency. As a CAA GCCSA is uniquely situated to be flexible in providing our low-income customers a customized bundle of support, services, assistance, encouragement, and incentives to become self-sufficient. In short, the *one-size-fits-all* approach does not apply.

We are committed to eliminating poverty by empowering individuals and families to achieve economic self-sufficiency through a comprehensive array of community-based programs.

➤ **HELP AND ENCOURAGE CHILDREN AND YOUTH**

- Head Start
- Early Head Start
- Nutrition Program for Women, Infants & Children
- Child and Adult Care Food Program

➤ **SUPPORT THE WORKING POOR:**

- Childcare
- Adult Education & GED Preparation
- Job Training and On-The-Job Support
- Job Search Assistance
- Job Placement
- Job Creation
- Financial Planning and Budget Counseling

➤ **SUPPORT THE POOR FACING CRISIS:**

- Food Pantry Assistance
- Energy Assistance
- Emergency Food Baskets
- Rental Assistance
- Eviction Prevention
- Referral to Domestic Violence Programs & Shelters
- Referral to Transitional Housing

➤ **STRENGTHEN THE WHOLE FAMILY:**

- Comprehensive Family Development Support
- Nutrition Education
- Parenting Education
- Community Gardens
- Energy Assistance
- Rental Assistance
- Referral to Home Ownership and Affordable Housing Programs
- Internet Training and Access to Technology
- Referral to affordable dependent care
- Workforce development and Skill Attainment

Need in Harris County

16.4%

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

Source: July 1, 2021, (1/2021), U.S. Census Bureau

1 in 4

children under 18 years of age is food insecure and don't receive proper nutrition, even with working adults in the household.

Source: Household Food Security in the United States in 2021, USDA Economic Research Service, Sep 2022

19.9%

of the Harris County population live with severe housing problems, though this number has declined 1.18% since 2014.

Source: County Health Rankings & Roadmaps, County Health Rankings

GCCSA'S Reach

73%

of participating individuals GCCSA served avoided eviction

100%

of participating individuals obtained employment, up to a living wage

2,910

Total Persons
Served by all GCCSA Community
Service Block Grant Programs

EDUCATE

Early Childhood

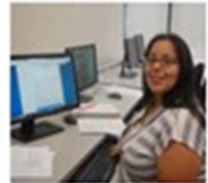
The GCCSA, Inc. Head Start & Early Head Start (HS/EHS) Program is a comprehensive, Early Childhood Development program, serving eligible children and families from economically-challenged backgrounds in the Houston, Harris County area since 1965. GCCSA, Inc. caters to over 1,900 early learners and their 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 20 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

At GCCSA, we know that making an impact is about so much more than numbers in a report. However, we hold ourselves to our core values of **excellence** and **integrity** when it comes to measuring our work in Greater Houston. Here is a snapshot of our annual impact:

1,200

Households served using variety of Individual and Family Services provided through the Community Services Block Grant.

4,951

Individuals received food distribution (i.e. food bags, food boxes, Food Share Program, bags of groceries) through the Health & Social/ Behavioral Development Services.

663

Harris County residents participated in Vocational Training, Resume Development, and Job Placement employment services.

1,528

Individuals received housing payment assistance, including emergency rent payments.

666

Person participated in Financial Management Programs, including budgeting, credit management, credit repair, and credit counseling.

348

Individuals received utility payment assistance, including LIHEAP and emergency utility payments.

94%

Engaged individuals who obtained a recognized credential (i.e. credential or degree) in order to achieve educational or vocational skills.

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

EARLY CHILDHOOD EDUCATION

Funded Enrollment

Head Start **1438** Early Head Start **80**

Average Monthly Enrollment

Head Start **91%** Early Head Start **99%**

Total Children Served

Head Start **1807** Early Head Start **95**

GCCSA, Inc. operates twenty (20) full day Head Start centers and one (1) full day Early Head Start center serving as either stand-alone centers or sites that operate in collaboration with school partnerships. Full Day Services are available for parents who are employed or attending job training or school and have no caregiver in the home.

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. This pandemic year was challenging. But we are nothing if not determined to meet our scholars where they are, recalibrate where necessary, and help them excel and soar.

The following outlines the average growth of children within the Head Start program during the 2021 - 2022 program year:

	On Track	Needs Support
Vocabulary	65%	30%
Phonological Awareness	77%	17%
Math	83%	13%
Language	83%	11%
Social Studies/Science	85%	9%
Social Emotional	79%	16%
Approaches To and Science	83%	9%

OUR ANNUAL IMPACT

Early Childhood Health & Well-Being

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.

Children enrolled in our Head Start/Early Head Start program received the following services:

GCCSA Head Start children	GCCSA Early Head Start children
92.4% have Medical Homes	99% have Medical Homes
62% had Well-Child Exams	70% had Well-Child Exams
91.3% have Dental Homes	100% have Dental Homes
79% had Dental Exams	62% had Dental Exams
82% had Hearing & Vision Screening	91% had Hearing & Vision Screening
86.9% have Insurance	91% have Insurance

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 goals 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) Training and support to Head Start/Early Head Start staff.

54,687
Breakfasts

56,069
Lunches

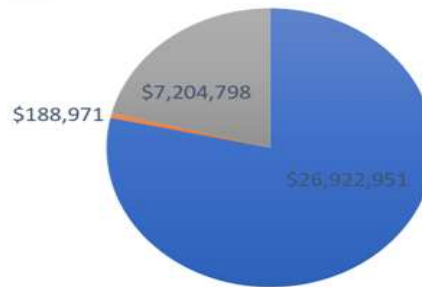
164,838
P.M. Snacks

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. The program makes healthy eating a fun learning experience. Additionally, parents are assured that their children receive high quality meals. With proper nutrition, the child is less likely to experience illness and fatigue and will develop at a normal physical and intellectual pace. Good nutrition is the recipe for an all-around happier child!

GCCSA's Financial Position

Expenditures for the year ended September 30, 2022

GCCSA's organizational impact on the community is supported via an annual operational budget that is over \$43 million. The statement of functional expenses for the October 1, 2021, to September 30, 2022, reporting period is reflected below.



■ Federal and State Grant Revenue ■ Other Revenue ■ In-Kind Revenue

	Program Services				Total Program Services	Supporting Services	Total Expenses
	Head Start/EHS	CSBG	CACFP	Other Programs		Management and General	
Salaries and Wages	\$ 11,161,476	\$ 1,846,706	\$ -	\$ -	\$ 13,008,182	\$ -	\$ 13,008,182
Payroll Taxes	856,689	133,851	-	-	990,540	-	990,540
Employee Benefit Costs	2,208,855	367,708	-	942	2,577,505	-	2,577,505
Contract Wages	2,193,945	446,456	-	-	2,640,401	-	2,640,401
Building Occupancy Costs	1,290,342	397,587	-	-	1,687,929	-	1,687,929
Utilities	133,037	28,134	-	-	161,171	-	161,171
Telephone	179,263	24,700	-	-	203,963	-	203,963
Insurance	97,539	34,383	-	-	131,922	-	131,922
Travel	19,269	159	-	-	19,428	-	19,428
Equipment Leasing and Repairs	498,059	106,713	-	500	605,272	-	605,272
Office Supplies	155,869	128,501	-	-	284,370	11,995	296,365
Vehicle Operating and Maintenance	21,881	5,585	-	5	27,471	-	27,471
Printing, Reproduction and Publicity	162,497	1,991	-	-	164,488	-	164,488
Seminars and Workshops	2,070	118,411	-	500	120,981	-	120,981
Postage	270	103	-	-	373	-	373
In-kind Contributions	7,200,979	3,819	-	-	7,204,798	-	7,204,798
Professional and Legal Fees	256,019	38,521	-	-	294,540	161	294,701
Classroom Supplies	556,920	-	-	-	556,920	-	556,920
Food Supplies	50,215	-	718,465	-	768,680	2,963	771,643
Health Assessment and Evaluations	272,123	-	1,135	1,500	274,758	-	274,758
Training and Technical Assistance	302,157	4,171	-	-	306,328	-	306,328
Parent Activities	11,555	-	-	-	11,555	-	11,555
Client Direct Assistance	-	1,625,909	-	-	1,625,909	-	1,625,909
Other Expenses	524	18,887	-	-	19,411	-	19,411
Depreciation and Amortization	117,756	9,814	-	581	128,151	-	128,151
Total Expenditures	\$ 27,749,309	\$ 5,342,109	\$ 719,600	\$ 4,028	\$ 33,815,046	\$ 15,119	\$ 33,830,165

"In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization [Gulf Coast Community Services Association, Inc.] as of September 30, 2022, and 2021, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America."

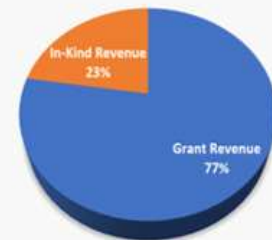
-McConnell & Jones, LLP, Certified Public Accountants

GCCSA's Head Start/Early Head Start Funding



GCCSA's Head Start and Early Head Start's impact on the families in our community is supported through public and private funds that total over \$25 million. The financial position for the June 1, 2021, to May 31, 2022, program year is reflected below.

Total Revenue: \$25,193,803



■ Grant Revenue ■ In-Kind Revenue

	6/2021 - 5/2022	
	Budget	Actual
Salaries and Wages	\$ 12,870,620	\$ 12,155,149
Fringe Benefits	3,135,432	3,060,120
Travel	25,875	18,889
Parent Services	10,575	11,855
Food Expenses	115,400	211,432
Children's Services	305,100	254,247
Supplies & Equipment	1,422,868	821,711
Equipment Leases	475,087	433,416
Contract Services	76,000	198,979
Administrative Services	1,414,177	1,915,518
Utilities	140,679	133,092
Training & Technical Assistance	224,706	297,097
In-Kind Expenses	5,054,130	5,682,298
Total Expenditures	\$ 25,270,649	\$ 25,193,803



The Promise of Community Action

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.

The Vision of Community Action Partnership

A nation that creates opportunities for all people to thrive, builds strong, resilient communities, and ensures a more equitable society.

The Mission of Community Action Partnership

To ensure the causes and conditions of poverty are effectively addressed and to strengthen, promote, represent, and serve the Community Action Network.

The Values of Community Action Partnership

We believe all people should be treated with dignity and respect and recognize that structural race, gender and other inequities remain barriers that must be addressed.

We believe that this nation has the capacity and the moral obligation to ensure that no one is forced to endure the hardships of poverty.

We believe that with hope, adequate resources and opportunities, everyone can reach their fullest potential, and we are committed to achieving that vision.

We pledge ourselves to creating an environment that pursues innovation and excellence through multi-sector partnership and collaboration.