



ANNUAL REPORT 2024-2025

GULF COAST COMMUNITY SERVICES ASSOCIATION, INC.

EARLY CHILDHOOD
EDUCATION



FOOD ASSISTANCE
& NUTRITION



WORKFORCE DEVELOPMENT
& STAFF APPRECIATION



EMPOWERING COMMUNITIES, TRANSFORMING LIVES

www.gccsa.org

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01 | GCCSA INTRODUCTION

Board of Directors & Leadership

The governing structure of GCCSA continues to ensure robust, strategic oversight with balanced representation across the public, private, and under-served sectors. This collaborative governance models aligns the agency's strategic vision directly with measurable community-level impact.

Board of Directors		Executive Leadership Team
Jay Griffin Chair Private Sector (H-E-B)	Pam Guthrie Vice Chair Public Sector	Debra Fisher Interim Chief Executive Officer
Vivian McKelvey Early Childhood Expert Private Sector	Raegan Carey Member Under-Served Sector	Angela Stephens Interim Chief Financial Officer
Alex Smith Member Public Sector	Ana Silbas Member Public Sector	Tiamoiya K. Lee Head Start / Early Head Start Director
Ben Herndon Member Public Sector	Alexandria Mitchell HS/EHS Policy Coucil Member	Al Maldonado Compliance & Accountability Director
Ola Olydele Fiscal Expert		Horace Grant Operations Director
		NeCee Mack-Palmer Community Services Director

Letter From the Interim Chief Executive Officer

At Gulf Coast Community Services Association, Inc. (GCCSA), we've always been driven by a core belief: that opportunity is the cornerstone of a brighter future. This fundamental idea, which has guided our work for decades, continues to be the compass for everything we do. True opportunity isn't accidental—it's something we must actively and intentionally cultivate through sound strategies, multi-sector collaboration, and effective resource management.

Throughout the 2024–2025 program year, we have heavily zeroed in on equipping individuals, educating young learners, strengthening families, and promoting long-term economic independence. Our careful stewardship of financial and programmatic resources reflects our absolute commitment to organizational precision, allowing us to successfully navigate modern complexities while remaining steadfast in our promise to deliver impactful solutions.

The measurable strides made across our classrooms, community spaces, and households this year stand as an enduring testament to the hard work and dedication of our entire team. By tightly blending rigorous early childhood education with targeted family empowerment resources, comprehensive medical/dental connectivity, and robust emergency assistance, we aren't just preparing children for kindergarten—we are actively lifting entire communities toward a brighter, more self-sustaining future.

Sincerely,

Debra Fisher

Interim Chief Executive Officer

Gulf Coast Community Services Association, Inc.

Executive Summary & Program Overview

At GCCSA, our commitment to empowering communities begins with our youngest learners and extends symmetrically to the entire family unit. As the designated Community Action Agency for our region, we deploy evidence-based initiatives designed to strengthen the educational, social, and economic well-being of local residents.

During the 2024–2025 program year, we maximized the operational potential and reach of our Head Start and Early Head Start programs through rigorous tracking, monitoring, and instruction delivery across 16 schools. By aligning our dual assessment tools directly with the federal Office of Head Start requirements and Head Start Program Performance Standards (HSPPS), we ensure continuous quality improvement, student health stability, and deep, measurable community success.



02 | OUR ANNUAL IMPACT

Services To The Community

For over 60 years, GCCSA built Direct partnership with Community & Family Specialists to complete robust needs assessments, deploy customized Service Plans, and track goals. Because the structural barriers surrounding poverty are inherently complex, a "one-size-fits-all" approach does not apply. We provide a customized, comprehensive array of community-based wrap-around programs to empower low-income families.

EDUCATE

Early Childhood:

Comprehensive development for pregnant women, infants, toddlers, and children (ages 3-5). Includes literacy, fatherhood initiatives, mental health, and disability support.

Continued Education: Basic education, career/vocational training tracks, and technical certification scholarships.

EQUIP

Case Management: Community Specialists to complete robust needs assessments, Direct partnership with Family deploy customized Service Plans, and track goals.

Food Pantry: Distribution of fresh nutritional stock via Crisis Food Assistance and the innovative Food for Change Market.

EMPOWER

Parent Committees:

Center-level leadership and advisory roles enabling parents to design localized family support activities.

Policy Council: An elected, parent-led governing body partnering directly with the Board to review and approve core program policies.

Children & Families: Departmental Highlights

Direct partnership with Community & Family Specialists to complete robust needs assessments, deploy customized Service Plans, and track goals. When families encounter sudden obstacles, the Child and Adult Care Food Program ensures that nutritious breakfasts, lunches, and PM snacks are continuously served to stabilize households and ensure our children's essential daily nutrition and development remain completely uninterrupted throughout the 2024-2025 program year.

64,347

Breakfasts

65,201

Lunchs

185,115

PM Snacks

True school readiness extends beyond classroom borders. By actively partnering with parents and caregivers, we help construct long-term supportive home environments. Our Fatherhood Initiatives focus extensively on engaging male role models to maximize child development outcomes.

715

Family Goals
Established

316

Major Successes
Achieved

343

Active Father
Figures Engaged

Fatherhood Program Milestone: A total of 366 children shared direct, positive developmental impact through our targeted Fatherhood engagement initiatives this program year.



Early Childhood Education Growth Metrics

Our program utilizes industry-leading, standard-aligned assessment tools to monitor children's developmental progress, inform classroom instruction, individualize learning experiences, and support lifelong school readiness goals.

Head Start (Ages 3-5) | CLI Engage Progress

Powered by CLI Engage assessments across **73 English-language** and **47 Spanish-language** classrooms, the following data tracks significant developmental growth over three designated waves between August 2024 thorough May 2025.

Developmental Domain	Improvement Benchmark	Approx. Children Assisted
Rapid Letter Naming	42%	532 children
Listening Skills	39%	494 children
Words in a Sentence	36%	456 children
Rapid Vocabulary	28%	355 children
Story Retell & Comprehension	21%	266 children
Phonological Awareness	21%	266 children
Early Writing Skills	11%	139 children
Book & Print Knowledge	11%	139 children
Letter Sound Correspondence	8%	101 children



Early Head Start (Infants & Toddlers) | E-LAP Growth Metrics

The Early Learning Accomplishment Profile (E-LAP) measures development across five critical fields. The metrics below track the average item mastery percentage advancement from baseline assessments to the close of the program year.

Perceptual, Motor, and Physical Development: 67.15% → **79.40% Mastery**

Cognition: 63.78% → **76.29% Mastery**

Language and Communication: 63.90% → **76.13% Mastery**

Approaches to Learning: 63.62% → **75.89% Mastery**

Social and Emotional Development: 64.05% → **75.88% Mastery**

03 | STUDENT HEALTH & WELL-BEING

Comprehensive Child Health & Wellness Status

Health is the absolute foundation of long-term school readiness. A child must be healthy, safe, and physically supported to experience optimal learning. In alignment with our updated School Readiness Goals, GCCSA mandates an ambitious internal target requiring ****at least 85%**** of health requirements to be entirely up-to-date and on file.

Through robust multi-sector healthcare partnerships, GCCSA connects early learners directly with localized dental, vision, and medical networks to secure long-term physical, medical, and educational baselines.

Health & Wellness Metric	Head Start Per formance	Early Head Start Per formance
Completed Vision Screenings	97%	96%
Children with an Established Medical Home	93%	97%
Completed Growth Assessments	93%	96%
Children with an Established Dental Home	90%	96%
Children with Active Medical Insurance	82%	96%
Completed Hearing Screenings	78%	95%
Completed Up-To-Date (UTD) Immunizations	62%	49%
Completed Dental Exams	61%	100%
Completed Physicals	60%	68%

Child and Adult Care Food Program (CACFP) Overview

Nutritional stability is critical to ensuring child cognitive focus and energy. Children at our stand-alone Head Start centers are supplied with healthy breakfasts, hot lunches, and balanced PM snacks on a daily basis. At our specialized partnership collaboration sites, the respective partnering school districts manage breakfast and lunch delivery for dually enrolled children, while GCCSA continues to provide high-quality PM snacks.

The Texas Department of Agriculture's Child and Adult Care Food Program (CACFP) supports our operations by reimbursing a significant portion of these high-volume meal costs. This critical funding ensures all early learners receive USDA-regulated nutrition, establishing positive dietary habits that enrich the quality of life, reduce fatigue, and support normal physical and intellectual development timelines.

04 | REGIONAL EXPANSION & PARTNERSHIPS

Expanding Our Reach: Galveston & Brazoria Counties

As GCCSA aggressively scales its geographic footprint and community impact, the agency is actively expanding frontline service networks, strengthening regional collaboration, and establishing sustainable workforce development pipelines across neighboring Galveston and Brazoria Counties. GCCSA cultivates an integrated strategic ecosystem to provide low-income and underserved households with direct access to career pipelines and supportive safety nets:

- **Community Colleges & Trade Schools:** Forging systemic institutional connections to link residents directly with accredited career pathways, vocational tracks, and high-demand, short-term certifications.
- **Workforce Training Providers:** Collaborating closely with regional professional entities to emphasize rapid corporate skill alignment, interview preparedness, and immediate career placement.
- **Local Agencies & Community-Based Organizations (CBOs):** Establishing robust wraparound resource networks to facilitate shared advocacy, long-term economic safety nets, and seamless cross-referral communication.

Strategic Blueprint: Framework for Shared Success

What Partnerships Deliver	Core Strategic Objectives
Direct tuition assistance & short-term program referrals	Expand immediate, high-impact service delivery channels directly to high-need, rural, and underserved residents.
Co-hosting regional community outreach & resource fairs	Strengthen integrated, multi-agency alignment across complex local workforce systems and emergency safety nets.
Integrated wraparound assistance pipelines for students	Build lifelong, sustainable, and clear pathways to livable-wage employment and structural household economic stability.

Capacity Building: Food Pantry Infrastructure Redesign

Operating proudly as a **Houston Food Bank Gold Status Partner**, GCCSA's client-choice food pantry successfully finalized an expansive facility infrastructure redesign this year. Funded through a dedicated capacity grant, this modernization ensures the facility can securely and efficiently handle escalating regional food distribution demands.

Our operational velocity and logistics capacity are significantly accelerated through vital supply agreements and local partnerships, including the *Houston Food Bank*, *Costco*, *Sam's Club*, *HEB*, *Second Servings*, and *Amazon*. Structural enhancements executed include:

- **Layout Modifications & Volumetric Flow:** The professional removal of a non-load-bearing structural wall allowed the establishment of an open, modern floor layout. This adjustment significantly improves accessibility for clients, streamlines volunteer restocking logistics, and establishes smooth high-volume distribution paths.
- **Floor Upgrades & Trip Hazard Mitigation:** Contractors stripped out legacy, worn floor tiling to expose and repair the underlying subfloor. A high-durability industrial concrete coating was poured, rendering a highly hygienic, slip-resistant, and easily cleanable distribution surface.
- **Structural Wall Enforcement:** Existing sheetrock walls were structurally reinforced using thick, heavy-duty plywood backing panels, allowing the framework to safely withstand heavy warehouse carts and high-density distribution traffic.
- **Aesthetic & Visibility Overhaul:** The team completed comprehensive high-visibility interior painting across all primary client and storage zones, significantly maximizing interior ambient brightness while presenting a welcoming, dignified environment.

Fiscal Performance Update: Beyond the original baseline capacity grant allowance, GCCSA proactively allocated internal resources to fully cover the remaining financial balance. This strategic measure ensured that frontline relief delivery experienced absolutely zero disruption or delay.



05 | FINANCIAL REPORT

Statements of Activities & Financial Position

GULF COAST COMMUNITY SERVICES ASSOCIATION, INC.
(A Texas Nonprofit Organization)

STATEMENTS OF FINANCIAL POSITION
SEPTEMBER 30, 2025 AND 2024

	<u>2025</u>	<u>2024</u>
ASSETS		
CURRENT ASSETS		
Cash	\$ 702,504	\$ 862,870
Grants receivable	294,474	1,410,510
Other receivables	1,157,436	497,705
Inventory	14,104	19,665
Prepaid and other assets	319,102	388,358
Total Current Assets	<u>2,487,620</u>	<u>3,179,108</u>
NON-CURRENT ASSETS		
Property and equipment, net	1,619,534	1,917,052
Right-of-use assets for finance lease	93,796	155,499
Right-of-use assets for operating lease	3,645,842	4,281,349
Total Non-current Assets	<u>5,359,172</u>	<u>6,353,900</u>
TOTAL ASSETS	<u>\$ 7,846,792</u>	<u>\$ 9,533,008</u>
LIABILITIES		
CURRENT LIABILITIES		
Accounts payable and accrued expenses	\$ 725,413	\$ 896,877
Salaries and related liabilities payable	686,770	780,770
Unearned revenue	390,049	464,698
Finance lease liabilities - current portion	60,798	62,884
Operating lease liabilities - current portion	682,420	803,209
Total Current Liabilities	<u>2,545,450</u>	<u>3,008,438</u>
NON-CURRENT LIABILITIES		
Finance lease liability - net of current portion	39,577	96,856
Operating lease liability - net of current portion	3,067,753	3,567,785
Total Non-current Liabilities	<u>3,107,330</u>	<u>3,664,641</u>
TOTAL LIABILITIES	<u>5,652,780</u>	<u>6,673,079</u>
NET ASSETS		
Without donor restrictions	<u>2,194,012</u>	<u>2,859,929</u>
TOTAL NET ASSETS	<u>2,194,012</u>	<u>2,859,929</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 7,846,792</u>	<u>\$ 9,533,008</u>

05 | FINANCIAL REPORT CONTINUED

Statements of Activities & Financial Position

GULF COAST COMMUNITY SERVICES ASSOCIATION, INC.
(A Texas Nonprofit Organization)

STATEMENTS OF ACTIVITIES
FOR THE YEARS ENDED SEPTEMBER 30, 2025 AND 2024

	<u>2025</u>	<u>2024</u>
Revenues without donor restrictions		
Government grants	\$ 29,613,610	\$ 28,627,361
In-kind contributions	7,459,770	7,018,473
Other revenues	<u>36,542</u>	<u>1,005,375</u>
Total unrestricted revenues	37,109,922	36,651,209
Expenses		
Program expenses:		
Head Start/EHS	29,569,845	29,432,373
Community services block grant	7,282,606	5,819,774
Child and adult care food program	854,130	987,440
Other programs	<u>2,383</u>	<u>4,708</u>
Total program expenses	37,708,964	36,244,295
Supporting services:		
Management and general expense	<u>66,875</u>	<u>3,607</u>
Total expenses	37,775,839	36,247,902
CHANGES IN NET ASSETS	(665,917)	403,307
NET ASSETS WITHOUT DONOR RESTRICTIONS, BEGINNING OF YEAR	<u>2,859,929</u>	<u>2,456,622</u>
NET ASSETS, END OF YEAR	<u>\$ 2,194,012</u>	<u>\$ 2,859,929</u>

06 | COMMUNITY ACTION PARTNERSHIP

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 create an environment that pursues innovation and excellence through multi-sector partnership and collaboration.

Gulf Coast Community Services Association, Inc.

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