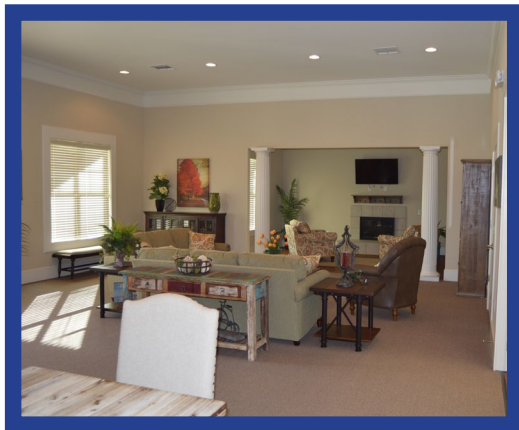




COMMUNITY SERVICE PROGRAMS OF WEST ALABAMA

Annual Report
FY 2018



MESSAGE FROM THE EXECUTIVE DIRECTOR



Fiscal Year 2018 was a year of change and transition for Community Service Programs of West Alabama, Inc. The year began without Sandra O. Fair, the agency Chief Financial Officer (CFO) for 48 years. Her successor, Heather Siavelis, who had been mentored and thoroughly trained by Sandra, has had a successful promotion to her new position of CFO. Other personnel changes included Monica Eubanks, Weatherization Coordinator, moving from full-time to part-time in order to accept a position in the private sector as Property Manager. Monica still oversees the implementation of the reduced weatherization program with assistance from other staff in the Housing Division. Eddie Sides' title has changed from Property Manager to Facilities Manager, as he assumed responsibility for all CSP facilities/developments, including single family homes, multi-family developments, as well as our commercial real estate, and Head Start facilities. Stephanie Covarrubia resigned as Early Intervention (EI) Director to accept an upgrade in position at the University of Alabama. Carla Allen, a former Service Coordinator, had already gained invaluable and comprehensive experience in EI, which allowed her to transition, with minimal difficulty into her new job duties as EI Director.

During the first few months of FY 2018, we were awarded two additional counties-- Perry and Dallas, from the Alabama Department of Economic and Community Affairs. We began service in those counties by administering the Low Income Heating Energy Assistance Program (LIHEAP) as well as providing services to the elderly through our Community Services Block Grant and State General Fund monies. Other services will be added as resources increase.

We merged our Hargrove Head Start facility with the Alberta site which now encompasses eight Head Start classrooms and six Early Head Start classrooms. We also added smart boards to all of our Head Start sites as well as in our administrative conference rooms. These boards have proven to be very good teaching and communication tools.

Closure of our Community Development Block Grant-Disaster Program culminated in the delivery of the last four replacement mobile homes to the Black Belt. As with previous units, these homes were equipped with custom-built porches. This last cycle resulted in total expenditures of \$148,000 (+) in home replacements and repairs, which brought relief to families following the tornadoes of April 2011. In addition, the two previous years provided monies for 31 replacement mobile homes and repairs, resulting in expenditures of \$1.3 million (+). We also provided down payment assistance for five Habitat for Humanity families, totaling \$125,000.00

We are entering FY 2019 with a sense of excitement and confidence as we continue to deliver excellence in our programs and promote agency growth.

A handwritten signature in blue ink that reads "Cynthia W. Burton". The signature is fluid and cursive.

Cynthia W. Burton
Executive Director

MESSAGE FROM CHAIRMAN OF THE BOARD

FREDDIE WASHINGTON ~ TUSCALOOSA COUNTY

Freddie Washington currently serves as Board Chairman of Community Service Programs of West Alabama (CSP). He assumed this role in early 2016 after the passing of former Chairman, Bobby Miller. He has served on the board for a total of six years.



Washington is also the pastor of Cornerstone Full Gospel Baptist Church. His role as pastor allows him to bring a faith-based, as well as a community-based perspective to his service with CSP. His congregation represents various backgrounds and experiences within the community. Washington is also actively engaged in community initiatives, such as his fraternity, Omega Psi Phi.

In the past year, the governing board approved the addition of two counties to the CSP coverage area. Service in these counties, e.g., Dallas and Perry, initiated with provision of energy assistance programs, community development and information and referral. The scope of services will gradually increase as the staff becomes more familiar with the area. During Washington's tenure as Board Chair, the governing body and executive management staff have placed an emphasis on compliance in all areas within the agency. This focus offers a broad view of departments in the agency that comport fully with grant requirements and those programs that could use improvement or enhancement.

Washington and his wife, Tomalisa, have two daughters, Jasmine and Hailah. In his spare time, he enjoys writing, reading and music. Washington checks in periodically with the Executive Director to provide support and fulfill any governance tasks that he may need to address. He derives satisfaction from the agency's ability to deliver its ongoing mission to assist low-income and vulnerable populations in improving the quality of their lives.

BOARD MEMBER SPOTLIGHT

MARY HODGE ~ HALE COUNTY

Mary Hodge, a CSP Board member for five years, represents Hale County. Before retiring in 2006, Hodge was a learning disability specialist in both Perry County (17 years) and Hale County (14 years) public schools. Currently Vice-President of the CSP board, Hodge replaced her husband, John Hodge, Sr. after his untimely passing in 2013. Though somewhat reluctant initially to become a CSP board member, she soon realized that CSP's service component would be a continuation of the work she was already doing in Hale County.



Hodge is a Hale County native, born in Newbern. She obtained a BS degree from Alabama State University and a master's degree from the University of Alabama. Hodge is very active in her church, Rising Star Missionary Baptist Church in Greensboro. She serves as secretary for Alabama State Missionary Baptist Women Auxiliary Matron's Department. She is also the president of the LABORS organization which provides educational scholarships, tutors students in local schools and assists the elderly. Hodge has two children, Johnjerica and John, Jr, as well as one granddaughter, Aubrey Noelle.

Her motivation to serve derives from her love of people. Even as a child, she loved helping others and filling a need. This is why she made the career choice to assist and support those with learning disabilities. She pays special attention to the food deficits in her area and is very supportive of the CSP food pantries throughout the agency's coverage area. In addition to her community/civic engagement, Hodge enjoys reading, quilting and solving puzzles.

MISSION AND VISION

Mission Statement

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

Vision Statement

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



* Agency Non-Head Start Coverage Area
 ** CSP Head Start & Non-Head Start Coverage Area
 *** Weatherization & Disaster Relief Only

County

Board Member

Bibb	JoAnn Craighead
Choctaw	Ron Mason
Dallas	Vacant
Fayette	Mayor Ray Nelson
Greene	Johnnie Knott
Greene	Nick Underwood
Hale	Mary Hodge, Board Vice-President
Hale	State Representative Bobby Singleton
Lamar	Kevin Dixon
Perry	Vacant
Perry	Vacant
Sumter	Debra Clark
Sumter	Ottice Russelle
Tuscaloosa	Freddie Washington, Board President
Tuscaloosa	Beverly Nickerson, Board Sec/Treas
Tuscaloosa	Dr. Karen Thompson-Jackson
Tuscaloosa	Lynne Cephus
Tuscaloosa	Commissioner Jerry Tingle

Community Service Programs of West Alabama, Inc., is required by federal law to maintain a tripartite volunteer board consisting of one-third from the business community, one-third elected officials and one-third representatives of the law income sector. The agency currently has a 15 member board with representation from each of its service counties. Leadership of the diverse Board of Directors provides proactive governance of the agency.

-- Dallas and Perry counties recently added, new board members to be named.

CLIENT CHARACTERISTICS

C. INDIVIDUAL LEVEL CHARACTERISTICS

1. Gender	Number of Individuals
a. Male	5278
b. Female	11031
c. Other	0
d. Unknown/not reported	1
e. TOTAL (auto calculated)	16310

2. Age	Number of Individuals
a. 0-5	1705
b. 6-13	2523
c. 14-17	1247
d. 18-24	924
e. 25-44	2837
f. 45-54	1433
g. 55-59	938
h. 60-64	1480
i. 65-74	1967
j. 75+	1257
k. Unknown/not reported	0
l. TOTAL (auto calculated)	16311

3. Education Levels	Number of Individuals
	(ages 14-24) (ages 25+)
a. Grades 0-8	498 50
b. Grades 9-12/Non-Graduate	1229 3950
c. High School Graduate/ Equivalency Diploma	326 4381
d. 12 grade + Some Post-Secondary	84 585
e. 2 or 4 years College Graduate	22 822
f. Graduate of other post-secondary school	0 0
g. Unknown/not reported	12 124
h. TOTAL (auto calculated)	2171 9912

4. Disconnected Youth	Number of Individuals
a. Youth ages 14-24 who are neither working or in school	41

5. Health	Number of Individuals
	Yes No Unknown
a. Disabling Condition	7285 8307 5
	Yes No Unknown
b. Health Insurance*	13860 1693 53

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

Health Insurance Sources

c.1. Medicaid	10581
c.2. Medicare	5046
c.3. State Children's Health Insurance Program	35
c.4. State Health Insurance for Adults	265
c.5. Military Health Care	80
c.6. Direct-Purchase	661
c.7. Employment Based	484
c.8. Unknown/not reported	0
c.9. TOTAL (auto calculated)	17152

6. Ethnicity/Race	Number of Individuals
a. Ethnicity	
a.1. Hispanic, Latino or Spanish Origins	100
a.2. Not Hispanic, Latino or Spanish Origins	16137
a.3. Unknown/not reported	73
a.4. TOTAL (auto calculated)	16310

b. Race	
b.1. American Indian or Alaska Native	13
b.2. Asian	2
b.3. Black or African American	14088
b.4. Native Hawaiian and Other Pacific Islander	2
b.5. White	2002
b.6. Other	12
b.7. Multi-race (two or more of the above)	178
b.8. Unknown/not reported	13
b.9. TOTAL (auto calculated)	16310

7. Military Status	Number of Individuals
a. Veteran	220
b. Active Military	15
c. Unknown/not reported	446
d. TOTAL (auto calculated)	681

8. Work Status (Individuals 18+)	Number of Individuals
a. Employed Full-Time	702
b. Employed Part-Time	563
c. Migrant Seasonal Farm Worker	6
d. Unemployed (Short-Term, 6 months or less)	311
e. Unemployed (Long-Term, more than 6 months)	1026
f. Unemployed (Not in Labor Force)	6693
g. Retired	898
h. Unknown/not reported	220
i. TOTAL (auto calculated)	10419

D. HOUSEHOLD LEVEL CHARACTERISTICS

9. Household Type	Number of Households
a. Single Person	5547
b. Two Adults NO Children	558
c. Single Parent Female	2352
d. Single Parent Male	82
e. Two Parent Household	165
f. Non-related Adults with Children	112
g. Multigenerational Household	217
h. Other	90
i. Unknown/not reported	0
j. TOTAL (auto calculated)	9123

10. Household Size	Number of Households
a. Single Person	5644
b. Two	1510
c. Three	984
d. Four	610
e. Five	239
f. Six or more	139
g. Unknown/not reported	0
h. TOTAL (auto calculated)	9126

11. Housing	Number of Households
a. Own	4116
b. Rent	4961
c. Other permanent housing	6
d. Homeless	7
e. Other	22
f. Unknown/not reported	14
g. TOTAL (auto calculated)	9112

12. Level of Household Income	Number of Households
(% of HHS Guideline)	
a. Up to 50%	1786
b. 51% to 75%	2355
c. 76% to 100%	2633
d. 101% to 125%	1563
e. 126% to 150%	703
f. 151% to 175%	66
g. 176% to 200%	8
h. 201% to 250%	5
i. 250% and over	7
j. Unknown/not reported	0
k. TOTAL (auto calculated)	9126

13. Sources of Household Income	Number of Households
a. Income from Employment Only	55
b. Income from Employment and Other Income Source	19
c. Income from Employment, Other Income Source, and Non-Cash Benefits	367
d. Income from Employment and Non-Cash Benefits	1084
e. Other Income Source Only	487
f. Other Income Source and Non-Cash Benefits	6496
g. No Income	40
h. Non-Cash Benefits Only	578
i. Unknown/not reported	0
j. TOTAL (auto calculated)	9126

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

SERVICE STATISTICS

Housing

Housing Rehabilitation	
Weatherization	35

Property Management

Rental Units	496
Lease/Purchase Housing	55

Counseling Activities

Housing Education/ Group Workshops	1,005
Pre-Purchase Homebuyer Counseling	108
Foreclosure Prevention	36
Home Maintenance & Financial Management	21
Locating, Securing or Maintaining Residence in Rental Housing	159
Individual Counseling	64

Supportive Services

Food Referrals	896
Food Distribution	10,800
(includes Meals on Wheels & Mobile Food Pantries)	
Energy Assistance	8,250
Regular	5,885
Crisis	2,365
Job Coaching/ Life Skills Training	50
Employment Placement	59
WIOA = 33; CSP Placements = 26	
Disaster Recovery – CDBG 2	
Replacement Mobile Homes – 4	
Home Repairs - 1	

Education

Head Start/Early Head Start

Children 0 - 5 years old: HS-375; EHS-144
Families: HS-352; EHS-127

Early Intervention

Children 0-3 years old w/developmental delays-199
Average Number of Children per Month -149
Exceeded contract number of 140

FINANCE

COMMUNITY SERVICE PROGRAMS OF WEST ALABAMA, INC. STATEMENT OF FINANCIAL POSITION September 30, 2018

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total 9/30/2018	Total 9/30/2017 (Memorandum Only)
Assets					
Current Assets:					
Cash and Equivalents	\$ 450,124	\$ 1,283,191	\$ 577,567	\$ 2,310,882	\$ 2,219,273
Accounts and Other Receivables	-	785,071	-	785,071	921,202
Due From Other Funds	172,671	175,000	215,000	562,671	562,671
Notes Receivable - Current	60,508	6,731	150,000	217,239	221,101
Total Current Assets	683,303	2,249,993	942,567	3,875,863	3,924,247
Property, Plant and Equipment, net	434,426	4,655,670	45,117	5,135,213	5,026,596
Total Property, Plant and Equip, Net	434,426	4,655,670	45,117	5,135,213	5,026,596
Other Assets:					
Investments - Low Income Housing					
Partnerships	384,649	-	292,500	677,149	664,688
Notes Receivable - Noncurrent	621,550	62,342	-	683,892	775,746
Total Other Assets	1,006,199	62,342	292,500	1,361,041	1,440,434
Total Assets	\$ 2,123,928	\$ 6,968,005	\$ 1,280,184	\$ 10,372,117	\$ 10,391,277
Liabilities and Net Assets					
Current Liabilities:					
Accts Payable and Accrued Expenses	\$ 120,744	\$ 664,270	\$ -	\$ 785,014	\$ 762,507
Due to Other Funds	-	361,717	175,000	536,717	539,787
Deferred Revenue	-	1,210,871	-	1,210,871	1,228,997
Current Portion of Long Term Debt	6,315	105,888	-	112,203	429,410
Total Current Liabilities	127,059	2,342,746	175,000	2,644,805	2,960,701
Long Term Debt:					
Notes Payable	9,273	1,568,979	-	1,578,252	1,674,516
Total Long Term Liabilities	9,273	1,568,979	-	1,578,252	1,674,516
Total Liabilities	136,332	3,911,725	175,000	4,223,057	4,635,217
Net Assets:					
Unrestricted	1,987,596	-	-	1,987,596	1,969,638
Temporarily Restricted	-	3,056,280	-	3,056,280	2,681,238
Permanently Restricted	-	-	1,105,184	1,105,184	1,105,184
Total Net Assets	1,987,596	3,056,280	1,105,184	6,149,060	5,756,060
Total Liabilities and Net Assets	\$ 2,123,928	\$ 6,968,005	\$ 1,280,184	\$ 10,372,117	\$ 10,391,277

COMMUNITY SERVICE PROGRAMS OF WEST ALABAMA, INC. STATEMENT OF ACTIVITIES Year Ended September 30, 2018

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total 9/30/2018	Total 9/30/2017 (Memorandum Only)
Support and Revenues					
Contracts and Grants	\$ -	\$ 15,915,957	\$ 50,000	\$ 15,965,957	\$ 13,219,567
Local Cash Revenues	216,326	155,713	-	372,039	540,826
Local In-Kind Revenues	-	1,541,616	-	1,541,616	1,156,527
Rental Income	197,851	-	-	197,851	198,467
Interest Income	18,085	119	804	19,008	22,348
Total Support and Revenues	432,262	17,613,405	50,804	18,096,471	15,137,735
Expenditures					
Salaries and Wages	120,128	5,139,166	-	5,259,294	5,037,331
Fringe Benefits	33,640	1,500,741	-	1,534,381	1,532,711
Contract Services	16,504	134,098	-	150,602	87,980
Travel	1,045	203,119	-	204,164	206,286
Space Costs	9,200	416,733	-	425,933	445,286
Consumable Supplies	27,371	619,086	-	646,457	404,114
Other Costs	143,710	7,498,019	-	7,641,729	5,824,909
Interest	78,357	10,486	-	88,843	80,495
Local In-Kind Expenses	-	1,541,616	-	1,541,616	1,156,527
Depreciation Expense	35,153	175,299	-	210,452	163,998
Total Expenditures	465,108	17,238,363	-	17,703,471	14,939,637
Increase (Decrease) in Net Assets	(32,846)	375,042	50,804	393,000	198,098
Transfers In (Out) Between Funds	50,804	-	(50,804)	-	-
Net Assets - Beginning	1,969,638	2,681,238	1,105,184	5,756,060	5,557,962
Net Assets - Ending	\$ 1,987,596	\$ 3,056,280	\$ 1,105,184	\$ 6,149,060	\$ 5,756,060

HEAD START



BIBB COUNTY HEAD START ACHIEVES FOUR STAR QUALITY RATING



In 2018, Bibb County Head Start received notification that it had achieved a Four Star Rating in the Quality Rating Improvement System (QRIS).

WHAT IS QRIS?

QRIS stands for Quality Rating Improvement System. It is a method to assess, improve and communicate the level of quality in early care and education programs. Alabama QRIS is a program contracted by the Alabama Department of Human Resources in collaboration with the University of Alabama. As child care licensees, all CSP Head Start Centers participate in the QRIS program.



CSP's involvement with Alabama QRIS began in 2014, when the Fayette Head Start Center participated in the pilot assessment program. Of the 44 selected pilot programs in Alabama, Fayette Head Start had the highest rating. The regular program of QRIS assessments began in 2017. These assessments focus on: (1) Staff Qualifications and Professional Development; (2) Curriculum; (3) Environment and Interactions; (4) Family Involvement and Community Partnerships; (5) Program Administration; Health and Safety; and Child Assessment. In addition to the Fayette Head Start Center, other sites that have attained a three-star rating are Greene County Head Start and the Robert B. Lake Center in Moundville.

Participants achieve 1 through 5 Star Ratings based on achievement of certain thresholds. As an example, among the elements that must be achieved for Star 1 Rating are (1) Completion of the STARS Self-Assessment Checklist and annual sharing of information on child development and health. Increasing Star ratings have their own requirements which emphasize attaining goals within the focus areas noted above. Priority is placed on developmentally appropriate lesson plans, nutritional activities, annual parent-teacher conferences, written budget(s), and teacher certificate attainment on the Alabama Professional Development Lattice. In addition, all focus area outcomes on the children must be documented and shared/discussed with appropriate family members. All centers are striving to achieve 5 Star rating status in order to be considered excellent in their programming.

HEAD START



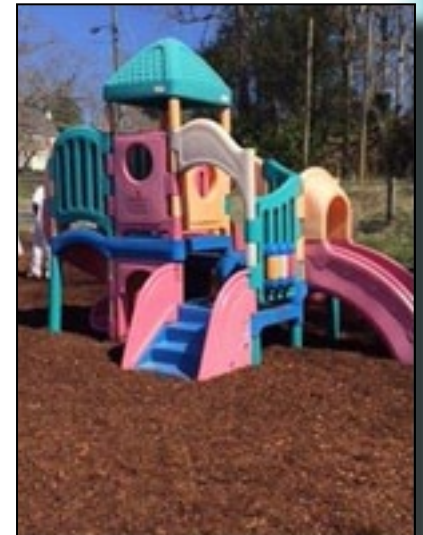
What It Takes To Make A Head Start Playground

Head Start playgrounds are unique. To the average observer, it's just an area where children play when they are on recess. That might be true in the public schools, but that is far from reality in Head Start.

First there has to be the required amount of ground space to accommodate the number of children that will be on the grounds at the same time. The licensing of the center depends on the precise adherence to the ground measurements and proposed equipment that would be installed. This is determined by calculations based on national safety and health standards. These calculations have to include fall space and a determination of the kind of ground material that can be used to fill this space.

Secondly, there is the selection of age-appropriate equipment. For this reason, each playground piece has to be commercial grade, durable, coated, and secure for use in Early Learning. Standard home play equipment is less expensive, but usually unacceptable.

The final consideration is delivery, installation, and fencing. Head Start playground equipment require skilled installers for assembly and the equipment is delivered on special equipment directly from the manufacturer. Accommodations have to be made for mulch and installation of borders that permit natural drainage. Depending on size, Head Start play ground areas can cost more than \$50,000.



HEAD START



Head Start



Early Head Start

Head Start in Review - Activities FY 2018



**Dying
Easter
Eggs**



Moundville HS Students get their teeth
screened by UAB School of Pediatric Dentistry



HEAD START



Head Start in Review - Activities FY 2018



**Moundville
Visit to the Library ▶**



**Bibb County ▲
HS/PreK**



EARLY INTERVENTION

Community Collaborations in FY18

CSP's proximity to the University of Alabama has allowed for collaboration with and participation in various research projects and professional development opportunities. Alabama's Early Intervention (EI) System began a transition in 2018 to the Routines-Based home visiting approach to services. This collaboration with Dr. Robin McWilliam, creator of the Routines-Based Model and Chair of the Department of Special Education and Multiple Abilities (SPEMA), is enhancing services with an increased focus on the family, on functioning in everyday routines, and on a team approach to intervention. Several CSP-EI service coordinators attended the certification boot camps for the Routines-Based Interview, the initial step in the routines-based model.

CSP-EI served as an implementation site for Dr. McWilliam and his research assistant on a study examining the effectiveness of coaching early interventionists through performance-based feedback when implementing the routines-based home visiting approach. EI home visitors received individual observations and checklist-based feedback to enhance service delivery.

Finally, CSP-EI has partnered with Dr. Angie Barber, Chair of the UA Department of Communicative Disorders, and Dr. Sally Rogers, Professor at UC Davis MIND Institute and creator of the Early Start Denver Model (ESDM), an intervention for children with autism. This collaboration is focusing on the adaptation of the ESDM for use in early intervention services, particularly in low-resource, ethnically-diverse communities. CSP-EI personnel served on the committee that recommended adaptations and is now serving as a pilot site for the implementation of the revised model, Community Adapted Early Start Denver Model (C-ESDM).

These opportunities have put the CSP-EI program at the forefront of quality services in Alabama through professional development opportunities not available to most individuals.



From Carrie, mother of Lilly (age 2, pictured):
"We have had an amazing experience with Early Intervention (EI) . You will NEVER know how much [services] helped us. I know this was all for Lilly, but let me tell you...being a first time mom, and navigating through [an autism diagnosis] is scary. You guys gave me so much support when I didn't have that kind of knowledge and understanding from anywhere else. The EI team were angels on earth!"

SUPPORTIVE SERVICES

Utility Assistance

CSP administers several programs to assist families with high/delinquent energy bills, ie, Low Income Home Energy Assistance Program (LIHEAP), Alabama Business Charitable Trust Fund (ABC Trust), Emergency Food & Shelter (EFSP), and PROJECT SHARE. The programs provide support to income-eligible clients. Once the amount of award is determined and approved, the payments are made directly to the utility companies. Monies are granted for both heating and cooling seasons.

Workforce Development

CSP was awarded a Workforce Innovation & Opportunity Act (WIOA) grant to provide employment skills training to eligible individuals. Program eligibility is comprised of unemployed, low-income individuals, ages 16-24 years old. The other requirement is that the applicant for the Learn and Earn Employment (LEEP) program not be enrolled in high school or college.

LEEP delivers eight weeks of classroom training and entry-level work experience for these youth. Included in the classroom sessions is a nationally certified Job Coaching/Life Skills curriculum. These classes included resume building, job interviews, proper presentation in the workplace, as well as access to educational training and vocational skill development.

Meals on Wheels

The goal of Meals on Wheels (MOW) is the eradication of hunger and malnutrition among Tuscaloosa's senior citizens and others in need. The CSP Meals on Wheels program provides weekday nutritious meals for its recipients as well as the human connection to enable them to live independently.

Program recipients are homebound, disabled and/or unable to prepare meals for themselves. The program is administered by 1.5 staff members as well as host of volunteer delivery people. The program has multiple funding sources, ie, City of Tuscaloosa, Tuscaloosa County, Emergency Food and Shelter (EFSP) and private donations. Inherent in the CSP MOW is a sense of security and caring for its recipients. Local churches collaborate with CSP by assuming responsibility for delivery of meals on weekends.-



HOUSING

Housing Counseling

Housing counseling services include pre- and post-purchase counseling, mortgage default and foreclosure prevention, rental counseling, home improvement and rehabilitation and counseling to the homeless. CSP utilizes budget and debt management, energy conservation and home maintenance information in the housing counseling process.

In the case of default and delinquencies, CSP first works with the clients to identify the source(s) of the problem and then helps the clients search for resources within their means to correct the financial deficiency. When necessary, clients are counseled about avoiding potential eviction proceedings and/or foreclosure. CSP utilizes internal resources so that the family can make rent or mortgage payments. Housing counseling staff may help clients apply for occupancy and rent subsidies. CSP also provides counseling to tenants with regard to Section 8 and guidance in seeking alternative voucher housing, as needed.

Homebuyer's Education

The CSP Affordable Housing initiatives provide a comprehensive set of services to low- and moderate-income households which include education and counseling. CSP emphasizes asset building by encouraging the purchase of a home.

Participants in the Homebuyer Education Program must attend an orientation class to enroll in this program. Orientation classes are held in each service county. The following topics are covered:

- Homebuyer Readiness
- Managing Your Money
- Understanding Credit
- Shopping for a Home
- Getting a Mortgage Loan
- Keeping Your Home & Managing Finances
- Personal Finance and Wealth Creation

NeighborWorks® America

NeighborWorks® is a non-profit organization chartered by Congress. The primary goal of NeighborWorks® is to provide supplemental financing, technical training and other resources to promote affordable housing within its 250 accredited entities. CSP is one of those agencies.

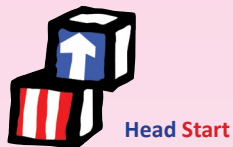


FIRST-TIME HOMEBUYER PARTNERSHIP PROGRAM: TEN STEP PROCESS TO HOMEOWNERSHIP

CSP's First-time Homebuyer Partnership Program is designed to help persons meet standard requirements (i.e., capital, capacity, credit, and collateral) associated with qualifying for a conventional or government-insured home loan program. No income or property restrictions to participate.



Head Start Staff



HUMAN RESOURCES

A significant challenge this year has been in recruiting teachers. We are not alone. Head Start programs and school districts throughout the state have been addressing teacher shortages. As we work to meet this challenge, we continue to be extremely proud of CSP Head Start's qualified and dedicated teaching staff. We wanted to know what motivates them to work with young children and below are their brief answers.



Sandra Anderson
Bibb County

"I discovered working with young children was my calling since I was responsible for my younger siblings."



Heather Hollifield
Bibb County

"I enjoy seeing their smiling faces each morning and their learning progression throughout the year."



Jennifer Bowles
Fayette County

"The love I have for the kids lets them know they are loved and encouraged to learn new things."



Alma Wells
Fayette County

"The desire to see them grow and learn motivates me."



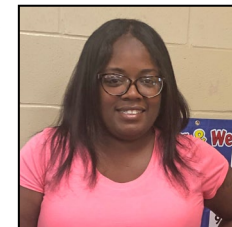
Jasmyne Wilson
Fayette County

"I'm motivated knowing that I can make a difference in their lives."



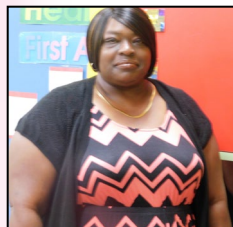
Tara Thomas
Greene County

"I enjoy watching the children grow, seeing them learn new things and try new activities."



Renee Barnes
Hale County

"It motivates me to work with children because I know one day they will be our future educators, doctors, etc."



Sandra Caddell
Hale County

"I have always loved to care for young children."



Pamela Long
Hale County

"I know that I am making a difference in the lives of young children."



Bobbie Norfleet
Hale County

"Knowing that you can make a difference in their lives and their smiling faces motivates me."



Tempestt Shaw
Hale County

"I've always had a passion for kids. Educators in my family also motivated me."



Willena Shepherd
Hale County

"I'm motivated by the smiles and hugs from my students and knowing they are listening to what I'm telling them."



Renita Moore
Lamar County

"Each child has their own unique situation so I want to add a beacon of light to their lives academically and socially."



Margit Sloan
Lamar County

"I love providing education that is fun, interesting, nurturing and age appropriate."



Shirley Smith
Lamar County

"It motivates me to see them learn new things each day. I enjoy that."



Nora Spears
Lamar County

"Knowing that I'm making a difference in their lives and teaching them to love learning is what motivates me."



Shanice Campbell
Tuscaloosa County

"I'm motivated by the delight I see when they learn new things and achieve goals."



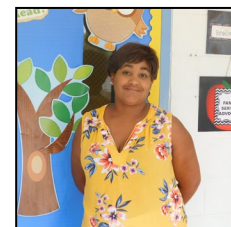
Christy Hardy
Tuscaloosa County

"My calling is to love kids and lead them to the next step of their destiny."



Prinesha Hinton
Tuscaloosa County

"I enjoy seeing their smiling faces, their first steps and hearing their adorable laughs."



Samantha Patton
Tuscaloosa County

"Helping young children build the foundation for a better education."



Kimberly Stewart
Tuscaloosa County

"I learn from the children every day. They motivate me to be a better person."

HUMAN RESOURCES

Management Team as of 9/30/2018

Executive Director
Cynthia W. Burton

Chief Financial Officer
Heather Siavelis

Director of Compliance and Special Projects
Sontonia Stephens

Head Start/Early Head Start
Earnest L. Palmer

**Head Start Parent, Family and Community
Engagement Coordinator**
Alexis Wilson

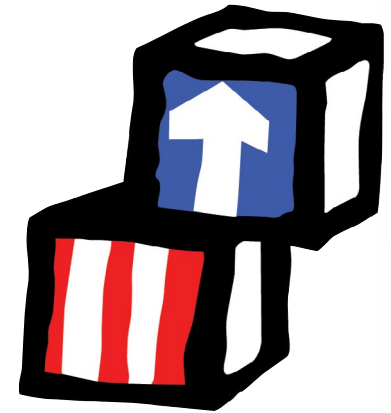
Director of Supportive Services
Cathy Jones

Human Resources Director
Victoria Perry

Early Intervention Director
Stephanie Covarrubia

Planning and Development Director
Jackie Standridge

Property, Facilities and Asset Manager
Eddie Sides



For the fiscal year ending September 30, 2018

52 positions filled - 28 unemployed at time of hire
26 Head Start/Early Head Start
26 for other departments
39 Part time staff

TOTAL EMPLOYMENT 167.5 FTEs

SUPPORTIVE SERVICES OFFICES

Bibb County

200 Second Street
Centreville, AL 35042

Fayette County

1600 Temple Ave N Unit 7
Fayette, AL 35555

Lamar County

145 Columbus Avenue
Vernon, AL 35592

Tuscaloosa County

601 Black Bears Way
Tuscaloosa, AL 35401

Choctaw County

129 N. Mulberry Ave
Butler, AL 36904

Greene County

116 Prairie Avenue
Eutaw, AL 35462

Perry County

60 Hamburg Duncan Rd.
Uniontown, AL 36786

Dallas County

518 Cahaba Road
Selma, AL 36701

Hale County

800 Hall Street
Greensboro, AL 36744

Sumter County

106 Hospital Dr, Ste 103
Livingston, AL 35470



est. 1967

www.cspwal.com



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

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

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

