OUR MISSION

MISSION
Community Progress Council, York County’s community action agency, empowers individuals and families to move toward self-sufficiency and advocates for change to promote community growth.

VISION
All people in York County live free of poverty.

CORE VALUES
In carrying out our mission, we will:
- Prepare for the future
- Exhibit professionalism
- Commit to ongoing learning
- Leverage the power of partnership
- Promote relationship-based interactions

These values are reflected in the way we work with each other, our program participants and the broader community.

KEY STAFF LEADERSHIP 2018-2019

ROBIN ROHRBAUGH
President & CEO

GREGORY LINDEMUTH, CPA/
DEBRA GOODLING-KIME
Chief Financial Officers

RUTH ROBBINS
Chief Program Officer

CAROLYN LEREW
Organizational Development Director

SUE YOHE
Early Childhood Education Director

KAREN STONE
Director of Outcomes & Assessment

CARL WHITEHILL
Marketing/Communications Director
BOARD LEADERSHIP

JOYCE SANTIAGO
Chairperson

STEVEN KOEHLER, ESQ.
Vice-Chairperson

MIKE BUCKINGHAM
Treasurer

VICKIE Chronister
Secretary

LOW-INCOME REPRESENTATIVES

KENNETH ENGLISH
Policy Council
Chairperson

KRIS POLLICK
Catholic Harvest
Food Pantry

CHRISTY RENJILIAN
Child Care
Consultants

JOYCE SANTIAGO
York Area
Housing Group

LULU THOMAS
School District
of the City of York

JESSICA WALLICK
Policy Council

MICHAEL HORNBAKER
Logos Academy

ELECTED OFFICIALS OR REPRESENTATIVES

MICHAEL BLACK
Mayor’s Office,
City of York

KATHLEEN BRICKNER
47th Legislative
District

VINCENT CANNIZZARO
York County
Commissioners

HENRY HAY NIXON
York City Council

H. MICHAEL BUCKINGHAM
York City Council

COMMUNITY REPRESENTATIVES

STEVEN KOEHLER, ESQ.
Attorney,
Stock & Leader

JOSEPH IANDOLO
UPMC Pinnacle
Memorial Hospital

DAVINA DORN, CPA
Summerson
& Alleman PC

VICKIE Chronister
York Traditions Bank

STEPHANIE VOIGHT
WellSpan Health

LESLIE OWENS
Harley-Davidson
Motor Company
In 1964, President Lyndon B. Johnson declared a war on poverty. Out of this initiative, community action agencies were established across the country to empower individuals to rise above poverty and become self-sufficient.

Since its inception on April 12, 1965, Community Progress Council has helped hundreds of thousands of people in York County live more financially stable lives.

We firmly believe that local issues are best solved by the local people who know the problems. Our job is to provide the opportunities, resources and skills so individuals can become productive, involved citizens.

At Community Progress Council, change is constant.

For more than 50 years, the community action agency of York County has provided valuable services to low-income residents – from Hanover to Lewisberry, Red Lion to Delta, York City, and everywhere in between.

Community Progress Council’s programs have had a major impact on York County.

CPC has a unique value in that our staff is introduced to clients when their children are infants or toddlers, and some – in the cases of WIC and Early Head Start – before their child is born. This provides an opportunity to build relationships with families and maintain them for up to five years.

Our role is to help people meet their immediate needs and support them as they strive to make progress.

We must not only provide nutrition or education services to those families but build a plan for economic self-sufficiency. In that spirit, Community Progress Council continues to look at ways to adjust its model for delivering services to clients so that the agency’s full realm of programs is introduced to all low-income families who walk in our doors.

CPC’s new Self-Sufficiency Program helps residents bridge the gap from poverty to financial stability. Coaches build strong relationships with participants and serve as mentors, advocates and advisers by first helping individuals and families to set goals, and then by partnering with them to reach financial independence.

Above all, Community Progress Council is a partner in their success. We fight for progress – among our clients and their families, for the organization and the community.

Robin K. Rohrbaugh
President and CEO
BUILDING A ROAD FOR SELF-SUFFICIENCY

The journey from poverty to economic freedom is a difficult road filled with struggle, obstacles and policies that unintentionally keep low-income residents in poverty.

Low-income individuals and families need emergency assistance - help to avoid eviction, the threat of utility shut-offs, or food for the family - but they also need a partner to help them bridge that gap to live a life of financial stability.

The framework for Community Progress Council’s new Self-Sufficiency Program was built in 2018. The program provides that long-term support that so many of our neighbors, our friends and family members need to become independent from assistance programs.

CPC’s Self-Sufficiency Program, modeled after a similar program in Bucks County, Pa., begins with a “conversation” - a gathering of low-income individuals to talk about their personal struggles with poverty as well as the challenges that exist throughout the community that make getting out of poverty that much harder.

From there, participants in this program are partnered with a Self-Sufficiency Coach to begin setting goals and determining the steps to reach those goals - whether it’s buying a house, securing a better-paying job, going back to school or getting their finances in shape.

There is no one-size-fits-all plan for getting out of poverty. Our staff understands that each person, each situation is different and thus, custom plans are developed by the program participants themselves. CPC is an advocate and partner in their plan, but the responsibility of reaching financial stability lies in the hands of the client.

Through this partnership, CPC will provide financial help to individuals to help bridge gaps in assistance as they work toward achieving a long-term living wage.

SHEREEN BECKLES, a winner of Community Action Association of PA’s “Self-Sufficiency Award” for 2018. Read about Shereen on Page 7.

‘Bridges Out of Poverty’ is a framework for understanding the causes of poverty and relying on relationships as a tool for helping individuals and families. ‘Bridges Out of Poverty’ defines poverty as not only a lack of money, but a lack of resources.

By working within this framework, the staff at Community Progress Council better understands the needs and resources of those in poverty and develops client-centered approaches to empower individuals to move toward self-sufficiency.

CPC’s work through the ‘Bridges’ model helps our staff determine ways to help clients build their skills and ability to move beyond the tyranny of the moment.

The ‘Bridges Out of Poverty’ framework was created by Aha! Process Inc.
HOUSING COUNSELING AND EDUCATION

Housing counseling and education seeks to empower families and individuals to move toward self-sufficiency by providing the knowledge and tools necessary for home-ownership and rentals. Community Progress Council provides both one-on-one counseling as well as workshops on such subjects as homebuyer education, renter education, and financial literacy.

CPC’s HUD-certified counselors also work with individuals on avoiding foreclosure, creating budgets and savings, as well as teaching clients their rights when renting a home or apartment. From 2018-2019, CPC’s housing counselors worked with 576 individuals, including 189 clients who met face-to-face in hopes of owning their own homes. Fifty-five households were assisted with foreclosure counseling.

WORKFORCE DEVELOPMENT

Workforce Development empowers individuals to engage in education, skills training, job-readiness training and preparation while addressing existing barriers to employment. Individuals may be placed at non-profit agencies for hands-on job readiness training or subsidized employment through community services with the goal of connecting all participants with unsubsidized, long-term employment.

In 2018-2019, Community Progress Council’s Workforce Development program underwent a significant overall and enabled a number of individuals to reach both part-time and full-time employment, as well as creating plans for others to work toward sustainable, long-term work.

WOMEN, INFANTS AND CHILDREN (WIC)

WIC, provides supplemental food and nutrition education for pregnant and breastfeeding women, mothers who have given birth within the past six months and children up to 5 years old.

In 2018-2019, nearly $5 million in WIC checks were redeemed in local stores and approved vendors throughout York County. In addition, WIC clients were able to purchase $34,360 in fresh fruits and vegetables through farmers market checks.

In total, Community Progress Council’s WIC Program worked with 6,181 individuals in 2018-2019.

COMMUNITY CENTERS

Community Centers provide resources to address immediate needs while also building relationships to empower individuals toward self-sufficiency in the long-term. In 2018-2019, Community Progress Council offered these services at two Community Center locations - in Hanover and Lewisberry, allowing CPC to reach low-income individuals and families throughout York County.
Two York County residents were honored in 2018 by the Community Action Association of Pennsylvania (CAAP) with its Self-Sufficiency Award to recognize their accomplishments moving from poverty to economic self-sufficiency.

Both individuals were nominated by Community Progress Council.

Receiving the awards were Shereen Beckles and Stephanie Romero – both of whom moved to the area in the past several years and worked with Community Progress Council’s programs to develop a path to self-sufficiency and freedom from public assistance.

“Self-sufficiency is not an easy journey,” said Robin Rohrbaugh, President and CEO of Community Progress Council. “It’s a difficult road, but self-sufficiency can be achieved when families have access to resources, information and the long-term support of dedicated advocates. Community Progress Council is proud to have been a partner in each of these family’s journeys.”

Shereen Beckles and her husband moved to the area from Arkansas and later enrolled her children in Community Progress Council’s Head Start and Early Head Start school programs. While taking care of six children and working a full-time job, Shereen earned a degree in human services in December 2017 and was later employed as a Family Advocate for Catholic Charities in York. She is now working toward earning her master’s degree.

“Self-sufficiency (means) providing for my family with enough that they can still be comfortable,” Shereen said. “It is being able to pay my bills and still provide for my kids. No matter what adversity faced us, what struggle we are dealing with, we always face it together.”

Stephanie Romero left the Bronx, N.Y., and moved to York in 2011. She participated in Community Progress Council’s WIC (Women, Infants and Children) program and was connected to the Supplemental Nutrition Assistance Program (SNAP) through the County Assistance Office. Stephanie, her husband and children struggled to make ends meet with utility bills, medical expenses, and personal emergencies.

Stephanie was hired by CPC as a Family Engagement Specialist shortly after she moved to York and later enrolled her daughter in the Head Start Program. But it was her own Family Engagement Specialist that helped her family, as clients of CPC, develop goals to reach self-sufficiency.

“CPC empowered my change and growth, and they helped me see what resources I brought to the table,” Stephanie said.

Shereen and Stephanie were honored with Self-Sufficiency Awards during CAAP’s joint conference with the Pennsylvania Association of Non-profit Organizations in Fall 2018.
A great portion of Community Progress Council’s budget is supported by the federal government for programs including Head Start and WIC. However, the need for CPC to secure unrestricted funding for new initiatives to address needs not supported with government funds such as its Self-Sufficiency Program is becoming increasingly more important.

In 2018, a great opportunity came through Give Local York, a 24-hour giving spree to help non-profit organizations such as CPC reach the community for donations to their programs.

Collectively, over the next two years, Give Local York raised more than $4 million, and CPC brought in more than $89,342 in donations, prizes and business sponsorships.

That money was used to build the foundation for CPC’s Self-Sufficiency Program (see Page 3), designed to help lower-income residents of York County move toward financial stability.

Each year, CPC was recognized for attracting the most unique donations and received the Teamwork Award from Give Local York in the event’s inaugural year.

In addition to donations, the fundraising event brought much-needed awareness to CPC throughout the community, as well as a deeper understanding of how CPC’s programs work together.
COMMUNITY SUPPORT

HOW YOU CAN SUPPORT ‘PROGRESS’

Let’s work together to end the cycle of poverty in York County!

As a non-profit organization serving individuals and families throughout York County, Community Progress Council relies on your support to continue its mission every day. The funding we receive through federal and state grants is restricted in its use. Donations allow CPC to create more opportunities for residents to work toward self-sufficiency.

Your donation could help us to fund before and after-care for Head Start children, allowing parents more flexibility in their work schedules; create an opportunity for a Workforce Development client to afford to take a qualifying exam leading to a better job, and much more.

Please make a tax-deductible donation today! Thank you for your support!

YOU MAY DONATE ONLINE AT WWW.YORKCPC.ORG OR MAIL A DONATION TO:

COMMUNITY PROGRESS COUNCIL
226 EAST COLLEGE AVE.
YORK, PA 17403

BUSINESSES CAN SUPPORT CPC THROUGH TAX CREDITS

Community Progress Council is now eligible to receive Educational Improvement Tax Credits (EITC), as a participating Pre-Kindergarten Scholarship Organization.

Businesses and corporations of all sizes can delegate money to CPC as an alternative to the tax liability they have with the Commonwealth of Pennsylvania. This money will support CPC’s Wrap-Around Child Care Program.

For more information on how to support CPC through EITC, call (717) 846-4600, ext. 260, or at glindemuth@yorkcpc.org.

PROGRAMS

Community Progress Council offers a series of integrated programs for individuals and families across York County. Through community partnerships, resources and assistance, programs aim to assess and address the problems that lead to poverty.

Funding for CPC programs is provided in part by:

- PA Housing Finance Agency
- Corporation for National and Community Service
- PA Dept. of Community and Economic Development
- PA Dept. of Education
- PA Dept. of Health
- PA Dept. of Human Services
- School District of the City of York
- U.S. Department of Health and Human Services
- U.S. Department of Housing and Urban Development
- United Way of York County
- York County Community Foundation
- Powder Mill Foundation
- The Donley Foundation
- Rice Family Foundation
- Wells Fargo Foundation
- Diocese of Harrisburg
## FINANCES

### Support and Revenue - 2019

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*WITH AND WITHOUT RESTRICTIONS

### Functional Expenses - 2019

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### Net Assets - 2019

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### Change in Net Assets 2014-2019

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<td>2017</td>
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<td>2018</td>
<td>$1,268,259</td>
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<td>2019</td>
<td>$1,581,551</td>
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**INNER ASSETS**

<table>
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<tr>
<th>Year</th>
<th>Amount</th>
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<td>Change</td>
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<td>Ending</td>
<td>$1,268,259</td>
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*WITH AND WITHOUT RESTRICTIONS

**FUNCTIONAL EXPENSES - 2018**

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<thead>
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**NET ASSETS - 2018**

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<th>Year</th>
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<tbody>
<tr>
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<tr>
<td>Change</td>
<td>$142,777</td>
</tr>
<tr>
<td>Ending</td>
<td>$1,268,259</td>
</tr>
</tbody>
</table>

**WITHOUT RESTRICTIONS**
HEAD START AND EARLY HEAD START

Head Start of York County provides high-quality, comprehensive preschool services to children, ages 3 to 5 years old and their families throughout York County. The program runs from August through May and uses research-based curricula to support preschoolers’ intellectual, physical, social and emotional growth and to help them prepare to enter school as competent learners. In 2018-2019, the program served 609 children across 30 classrooms in York County.

Early Head Start serves pregnant women and families with children up to 3 years old, with a special focus on teen parents. Our home-based and center-based services run full day/full year to offer developmentally appropriate experiences to support physical, social, emotional, cognitive and language development while empowering positive parent-child relationships. In 2018, one additional Early Head Start classroom opened to serve additional young toddlers.

In January 2019, Community Progress Council launched a Wrap-Around Child Care Program to help extend the work day for parents whose children were enrolled in Head Start/Early Head Start. This program is offered at Hannah Penn in York City and continues to grow.

PRE-K COUNTS

Through a partnership with the York City School District, Community Progress Council provides Pre-K Counts classrooms to provide high-quality preschool services to 4-year-olds at all elementary schools in York City. Research-based curriculum supports preschoolers’ intellectual, physical, social and emotional growth and helps children prepare to transition successfully into kindergarten.

In 2018, Pre-K Counts achieved program-wide PBIS Tier I Fidelity, meaning that all 14 of Community Progress Council classrooms are providing positive, nurturing, and safe learning environments for our students. Also, in 2018, CPC opened its first Pre-K Counts classroom outside of its partnership with York City School District, providing education to an additional 18 students, ages 3-4 years old.

FOSTER GRANDPARENTS

Foster Grandparent Program is a subsidized, national service program for low- to moderate-income adults age 55 and over. Participants are placed in learning centers throughout York County where they tutor special and/or exceptional needs children one-on-one. Over the past year, 50 participants served nearly 52,000 hours working with over 250 children.

During the 2018-19 school year, 93 percent of the school aged children assigned to a Foster Grandparent demonstrated improved academic performance and 81 percent of the preschool students demonstrated growth in social/emotional development giving them the tools they need to be successful when entering school.
HEAD START/EARLY HEAD START OF YORK COUNTY

MISSION STATEMENT

Early Head Start/Head Start of York County, in partnership with community, recognizes and supports families as the primary educators of their children. Early Head Start/Head Start provides comprehensive services to assist families to move toward self-sufficiency and to prepare children to enter school as competent learners.

VISION

Early Head Start/Head Start of York County, in partnership with families and communities is the leader in providing excellence in early childhood education and empowering families to achieve self-sufficiency through personal and professional growth.

MAKING PROGRESS - 2018-2019

NUMBER OF CHILDREN ENROLLED IN HEAD START - 609
NUMBER OF CHILDREN ENROLLED IN EARLY HEAD START - 144

THE FAMILIES SERVED IN HEAD START PROGRAM - 558
THE FAMILIES SERVED IN EARLY HEAD START PROGRAM - 112

MONTHLY AVERAGE ATTENDANCE IN HEAD START - 85 PERCENT
MONTHLY AVERAGE ATTENDANCE IN EARLY HEAD START - 88 PERCENT

CHILDREN ENROLLED IN HEAD START UNDER FEDERAL POVERTY RATE - 560
CHILDREN ENROLLED IN EARLY HEAD START UNDER FEDERAL POVERTY RATE - 135
EARLY CHILDHOOD EDUCATION
HEAD START AND EARLY HEAD START

HEAD START/EARLY HEAD START FACILITIES

CANADOCHLY ELEMENTARY - EASTERN YORK SCHOOL DISTRICT
CLEARVIEW ELEMENTARY - RED LION AREA SCHOOL DISTRICT
COMMUNITY PROGRESS COUNCIL (NOELL BLDG.) - YORK CITY SCHOOL DISTRICT
ORENDORF ELEMENTARY - NORTHEASTERN SCHOOL DISTRICT
CATHY’S COTTAGE - YORK CITY SCHOOL DISTRICT
DELTA-PEACH BOTTOM ELEMENTARY - SOUTHEASTERN SCHOOL DISTRICT
HANNAH-PENN SCHOOL - YORK CITY SCHOOL DISTRICT
JEFFERSON BUILDING - YORK CITY SCHOOL DISTRICT
MAZIE GABLE ELEMENTARY - RED LION AREA SCHOOL DISTRICT
McKINLEY ELEMENTARY - YORK CITY SCHOOL DISTRICT
PLEASANT STREET - HANOVER PUBLIC SCHOOL DISTRICT
ST. MARK’S LUTHERAN CHURCH - YORK CITY SCHOOL DISTRICT
ST. MATTHEW’S LUTHERAN CHURCH - HANOVER PUBLIC SCHOOL DISTRICT
WALLACE ELEMENTARY - WEST YORK AREA SCHOOL DISTRICT
WELLSVILLE - NORTHERN SCHOOL DISTRICT
WINDSOR MANOR ELEMENTARY - RED LION AREA SCHOOL DISTRICT
YORK HAVEN ELEMENTARY - NORTHEASTERN SCHOOL DISTRICT
YORK LEARNING CENTER - CENTRAL SCHOOL DISTRICT

HEALTH AND NUTRITION

As part of Community Progress Council’s Head Start and Early Head Start programs, students are provided nutritional support and health screenings to ensure that children are growing not only intellectually and socially, but physically.

CPC’s Health and Nutrition team, including its workforce of kitchen staff, provide breakfast, lunch and snacks daily to all children enrolled in the program. Meals provided in 2018-2019 totaled 130,290.

The health staff perform hearing and vision screenings on all of our students, using the Maico EroScan Pro (hearing) and the SPOT (vision), within the first 45 days of enrollment. The results are shared with the parent/guardian and follow-up is required for all failed screenings. If the child does not pass a vision screening, then they are referred to their Primary Care Physician for follow-up. If they do not pass a hearing screening, the health team follows up with another screening as soon as possible.

CPC’s partnership with Family First Health provides dental exams for all students who do not receive services with a home dentist. In the 2018-2019 school year, more than 220 Head Start and Early Head Start students received a comprehensive dental exam that included cleaning, fluoride treatment and X-rays.
### Head Start Financials 2018-2019

**Head Start Funding**

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<thead>
<tr>
<th>Source</th>
<th>Amount (USD)</th>
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<td>State</td>
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<td>CACFP</td>
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**Head Start Budget**

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**Head Start Expenditures**

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### Early Head Start Financials 2018-2019

**Early Head Start Funding**

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**Early Head Start Budget**

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<td>Supplies</td>
<td>$24,000</td>
<td>2%</td>
</tr>
<tr>
<td>Travel</td>
<td>$15,938</td>
<td>1%</td>
</tr>
<tr>
<td>Transportation</td>
<td>$12,000</td>
<td>1%</td>
</tr>
<tr>
<td>Other</td>
<td>$57,251</td>
<td>4%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$1,487,025</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

**Early Head Start Expenditures**

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount (USD)</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personnel</td>
<td>$799,860</td>
<td>58%</td>
</tr>
<tr>
<td>Fringe Benefits</td>
<td>$306,447</td>
<td>22%</td>
</tr>
<tr>
<td>Operations</td>
<td>$136,384</td>
<td>10%</td>
</tr>
<tr>
<td>Prof. Development</td>
<td>$39,859</td>
<td>3%</td>
</tr>
<tr>
<td>Supplies</td>
<td>$36,768</td>
<td>3%</td>
</tr>
<tr>
<td>Travel</td>
<td>$9,268</td>
<td>1%</td>
</tr>
<tr>
<td>Transportation</td>
<td>$6,257</td>
<td>0%</td>
</tr>
<tr>
<td>Other</td>
<td>$43,059</td>
<td>3%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$1,377,902</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>