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 8, 1965, Community Progress Council has helped hundreds of thousands of people in York County live more self-sufficient 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.
The mission of Community Progress Council is to empower individuals and families to move toward self-sufficiency and advocate for change to promote community growth. Self-sufficiency is the ability of an individual or family to meet all of their basic living expenses without receiving public assistance. For many families living below the poverty level, accomplishing the goal of financial independence requires them to triple their income. That journey can take many years, a lot of arduous work, and a laser-like focus.

In fiscal year 2016-2017, Community Progress Council reviewed the agency mission and the array of services offered. Staff members and the board of directors evaluated existing services to determine how well our programs were aligned with our mission. Specifically, we wanted to ensure they provided the right amount of intensive coaching, education and support needed to empower families and help them thrive.

Based on that evaluation, we made the strategic decision to better align the agency’s services with our mission of empowering people to move toward self-sufficiency. This decision resulted in the closure of two community centers and the restructuring of the agency’s housing services.

While these changes were challenging, Community Progress Council is pleased with the initial results. The Hanover and Lewisberry community centers are now providing case management to families, in addition to some emergency assistance services. Centers are also working with more community organizations to expand the programming available in those regions. Examples include access to Veterans Affairs services, job fairs, support groups, and smoking cessation classes, to name a few.

The Housing Counseling and Education program has three certified housing counselors, who offer four homebuyer workshops a month. The housing staff is providing foreclosure prevention services, counseling, and information about financial assistance resources for those facing foreclosure. Financial literacy and rental counseling services are also available through the Housing Counseling and Education program.

To survive in poverty, low-income individuals become extraordinary problem-solvers. But to move beyond poverty and begin to thrive, low-income individuals need access to the tools and information necessary to build resources. Community Progress Council is committed to partnering with people in need, empowering them to make the changes needed to move forward toward self-sufficiency.

Robin K. Rohrbaugh
President and CEO
OUR VISION

All people in York County live free of poverty.

OUR 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.

OUR CORE VALUES

In carrying out our mission, we will:

• Prepare for the future
• Exhibit professionalism
• Commit to ongoing learning
• Promote relationship-based interactions; and
• Leverage the power of partnership

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

KEY LEADERSHIP

Robin Rohrbaugh  
President and CEO

Nora Carerras  
Chief Program Officer

Carolyn Lerew  
Organizational Development Director

Susan Attig  
Operations Manager

Debra Goodling-Kime  
Chief Financial Officer

Sue Yobe  
Early Childhood Education Director
BOARD LEADERSHIP

Henry Hay Nixon
Chair

Joyce Santiago
Vice Chair

Mike Buckingham
Treasurer

Vickie Chronister
Secretary

LOW-INCOME REPRESENTATIVES

Brittany Banks
Head Start of York County

Mike Buckingham
Community Representative

Kris Pollick
Catholic Harvest Food Pantry

Christy Renjilian
Head Start Early Childhood Professional

Joyce Santiago
York Area Development Corp.

Lulu Thomas
School District of the City of York

Kathleen Wolf
Housing Authority of the City of York

ELECTED OFFICIALS OR THEIR REPRESENTATIVES

Kate Downes
28th Senatorial District
(Hon. Scott Wagner)

Susan Nelson
York County Commissioners

Henry Hay Nixon
York City Council

Sully Pinos
95th House of Representatives
(Hon. Kevin Schreiber)

COMMUNITY REPRESENTATIVES

Bobbi Billman
Central York School District

Davina Dorn
Certified Public Accountant

Leslie Owens
Harley-Davidson

Stephanie Voight
WellSpan Health

Vickie Chronister
York Traditions Bank

Steven Koehler, Esq.
Stock & Leader

Curtis Tribue
Community Representative

COMMUNITY VOLUNTEERS ON BOARD COMMITTEES

Budget and Finance

Susan Ann Ruch
Selena Generett

Buildings and Grounds

Shilvosky Buffaloe
Tony Thomas
Bruce Johnson
Phil Briddell
Matthew Scarpato

Planning

Eve Gardner
Jan Herrold

Personnel

Samm Smeltzer

Head Start Policy Council Committee Volunteers

Brittany Banks
Velicia Matthews
Kelly Wallick
Jennifer Cheatham
Sareeta Barnes
Jessica Wallick
Rhonda Little
Helen Lehman
Francis Chronister
Jessica Fetrow
Elizabeth Ford
Paula Gilbert
Tammy Ravier
Connie Sirk
Bridgette Murray
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. By meeting the basic and long-term needs of low- to moderate-income households, our services embody our vision of all people in York County to live free of poverty.

Funding for Community Progress Council programs is provided in part by:

- City of York
- Corporation for National and Community Service
- County of York
- Pennsylvania Department of Community and Economic Development
- Pennsylvania Department of Education
- Pennsylvania Department of Health
- Pennsylvania Department 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

01 CASE MANAGEMENT

Case Management
Case Management offers strategic help to individuals who face multiple challenges. A liaison helps to design and implement a set of customized steps to move the individual toward self-sufficiency over an extended period of time.

Work Ready
Work Ready empowers individuals to engage in education, skills training and job-readiness preparation while still addressing existing barriers to employment. Clients not ready for employment may participate in community service, work experience or education activities.

02 EARLY CHILDHOOD EDUCATION

Pre-K Counts
Under a cooperative partnership with the School District of the City of York, Pre-K Counts provides free pre-school to 4-year-old children who live in York City and whose family income falls within 300 percent of the federal poverty income guidelines.

Early Head Start
Early Head Start provides opportunities to pregnant women and families with children up to 3 years old. Our home-based and center-based services — including family engagement, nutrition, safety, mental health and education — support the physical, social, emotional, cognitive and language development of each child while empowering positive parent-child relationships.
Head Start of York County
Head Start of York County offers comprehensive services to income-eligible pre-school children and their families throughout York County: nutrition, education and health, including vision, hearing and dental screenings. The program also serves children with disabilities and engages family advocates who work with parents to enrich their participation and to help them understand their child’s development.

Foster Grandparents
A subsidized volunteer program, the Foster Grandparent Program provides opportunities for older adults to build positive relationships with children based on sharing, communications and trust. Adults 55 years and older who meet federal income guidelines are assigned to schools and Head Start centers throughout the county.

03 HOUSING EDUCATION

Housing and Rental Counseling
Housing Counseling provides first-time homebuyers one-on-one counseling in the home ownership process, foreclosure-prevention counseling, and foreclosure workshops. Rental Counseling provides renters one-on-one counseling to understand lease and rental terms, security deposits and renter's insurance.

Housing and Rental Education
Housing and Rental Education seeks to empower families and individuals to move toward self-sufficiency by providing the knowledge and tools necessary for home ownership and rental relationships.

Community Progress Council offers Pennsylvania Housing Finance Agency (PFHA)-approved homebuyer education workshops, which are a pre-requisite for several housing assistance programs, such as First Front Door, Keystone Advantage, PHFA mortgage options and York Homebuyer Assistance Program (YHAP).

Financial Counseling
Helping individuals integrate financial goals, habitats and values, counselors work with individuals to create an action plan. This empowers participants to achieve financial goals and work toward financial stability.

04 NUTRITION AND EMERGENCY SERVICES

Woman, Infants and Children (WIC)
WIC provides supplemental foods and nutrition education for pregnant and breast-feeding women, mothers who have given birth within the last six months and children up to 5 years old. Eligibility for WIC is based on income, residency and medical/dietary-based conditions.

Community Centers
Located in Hanover and Lewisberry, these community centers provide resources to address immediate needs while also building relationships to empower individuals toward self-sufficiency in the long term.
### PEOPLE SERVED

<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
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<tbody>
<tr>
<td>CASE MANAGEMENT</td>
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<tr>
<td>COMMUNITY CENTERS</td>
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<td>EARLY CHILDHOOD EDUCATION:</td>
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<tr>
<td>Head Start</td>
<td>608</td>
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<tr>
<td>Pre-K Counts</td>
<td>247</td>
</tr>
<tr>
<td>Early Head Start</td>
<td>138</td>
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<tr>
<td>TOTAL</td>
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<tr>
<td>FOSTER GRANDPARENT PROGRAM</td>
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<td>Locations</td>
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<td>Volunteers</td>
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<tr>
<td>RENTAL ASSISTANCE</td>
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<td>Services</td>
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<td>Payments</td>
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<tr>
<td>WIC</td>
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<tr>
<td>WORK READY</td>
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<td>YORK HOMEBUYERS EDUCATION:</td>
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<td>One-on-One Counseling</td>
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<tr>
<td>Homebuyer Workshop Participants</td>
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<td>YHAP Payments</td>
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### BY THE NUMBERS

<table>
<thead>
<tr>
<th>Number</th>
<th>Description</th>
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<tbody>
<tr>
<td>205</td>
<td>Obtained skills and competencies required for employment</td>
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<tr>
<td>75</td>
<td>Unemployed and obtained a job</td>
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<tr>
<td>2,390</td>
<td>Obtained food assistance</td>
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<tr>
<td>813</td>
<td>Obtained energy assistance</td>
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<tr>
<td>962</td>
<td>Obtained and/or maintained safe and affordable housing</td>
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<tr>
<td>10</td>
<td>Completed GED and received certificate or diploma</td>
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<td>855</td>
<td>Children participating in pre-school activities to develop school readiness</td>
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<td>129,525</td>
<td>Breakfests, lunches, snacks served to Early Head Start and Head Start of York County children</td>
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<tr>
<td>330</td>
<td>Fathers/father figures who participated in specially designed Men of Head Start activities</td>
</tr>
<tr>
<td>13</td>
<td>Pre-K Counts Classrooms</td>
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LEARNING AND GROWING: HOW COMMUNITY PROGRESS COUNCIL WORKS TO EMPOWER AND INSPIRE

Victoria Doyle began her career path attending the Art Institute of York, majoring in graphic design. She quickly realized she wouldn’t thrive in a work environment as a graphic designer, and then in August 2014, she lost nearly all her possessions, clothes, shoes and art portfolio in a house fire. Within a week of the fire, she also lost her job.

Victoria was referred to Community Progress Council by the York County Assistance Office. We paired her with a case manager in what is now known as the Housing Education Program, who worked with her to find an affordable home.

In May 2015, her career prospects also took a turn for the worse, when the York campus she was attending closed. Victoria used her graphic design experience to pick up a few freelance jobs to get by. Still, she didn’t feel that graphic design was the career choice for her.

Victoria had a passion for wildlife and the outdoors. When a friend of hers was hired at the National Aquarium she thought, ‘I can do that.’ In 2016, she began attending Harrisburg Area Community College to pursue a biology degree. She returned to us and joined our Work Ready program to gain some additional guidance on her new career path. Victoria was able to enhance her interview skills, work on her resume and cover letter, and so much more.

Victoria was watching the National Geographic channel when she discovered the opportunity of a lifetime. The show she was watching highlighted a moose rescue ranch in Alaska.

“It was love at first sight,” she said. “I called the owner and we clicked immediately. Her explanation of the job and even the area was music to my ears. I was offered a spot in her intern program. All that was left was thinking about leaving all I have ever known here in York, Pennsylvania.”

Victoria brought the exciting news back to us and expressed her concern that she would be unable to go, due to the travel expense. Inspired by her story and commitment, Robin Rohrbaugh, our president and CEO, knew she had to find a sponsor.

Robin reached out to Joni Norton, a York County resident and fellow animal lover, who was eager to help a fellow community member. “Single mothers don’t get a lot of lucky breaks in life as they sacrifice to raise their children and support their household,” Joni said. “When this opportunity approached me, I wanted not only to help Victoria launch her dream and advance her new-found focus in life, but also to help take care of one of our own York County women. I am grateful that Community Progress Council presented me this chance to make a difference and foster hope! Women helping women — and animals.”

Victoria was overwhelmed with excitement and gratefulness. “I feel a tremendous amount of gratitude towards the person who sponsored me,” she said. “I can’t tell you how much I owe to this person, because they have given me the biggest gift to pursue something only a few dream of.”

Fast forward to 2018: Victoria is now a student at Millersville University, majoring in biology with a focus on environmental biology with a minor in physical anthropology. After sharing her journey with Dr. John Wallace, her forensic entomologist advisor, he offered her a research position in the biology department.

“If you think about all the things you want and how you can get them, it really ends with you being the conclusion,” Victoria said. “You’re the driving force of your own dreams and you shouldn’t let anything take that from you. Don’t give up because things get hard, keep going, ’cause at the end it is so much more worth it. The CPC staff have become like family to me. We still keep in touch, even after I completed Work Ready program.”

Victoria is proof that the commitment to ongoing learning and leveraging the power of partnerships can help you reach your dreams.

We are so proud of her and thrilled to know she gained knowledge and experience from the CPC team, its supporters and programs.

“Community Progress Council helped me become a more outgoing person, and able to accept other individuals,” she added. “My internship was the most amazing experience I’ve ever had. I learned so much about myself, how to be independent, work hard, and above all live for every moment, like it’s going to be taken away.”
## FINANCES

### Support & Revenue 2017
- Grant & Contract Revenue: $11,507,338
- Contributions: $23,831
- Other Income: $13,524
- In-Kind Contributions: $285,177
- **TOTAL**: $11,829,870

### Functional Expenses 2017
- Program Services: $10,601,435
- Supporting Services: Management & General: $1,135,800
- **TOTAL**: $11,737,235

### Support & Revenue 2016
- Grant & Contract Revenue: $11,246,274
- Contributions: $22,073
- Other Income: $117,173
- In-Kind Contributions: $260,390
- **TOTAL**: $11,645,910

### Functional Expenses 2016
- Program Services: $10,512,156
- Supporting Services: Management & General: $1,082,611
- **TOTAL**: $11,594,767

### Liabilities & Unrestricted Net Assets 2017
- Unrestricted Net Assets: $1,125,482
- Accounts Payable: $71,120
- Payroll Taxes & Employee Withholdings: $89,499
- Refundable Advances: $140,412
- **TOTAL**: $1,426,513

### Liabilities & Unrestricted Net Assets 2016
- Unrestricted Net Assets: $1,032,847
- Line of Credit: $611,979
- Accounts Payable: $114,940
- Payroll Taxes & Employee Withholdings: $76,351
- Refundable Advances: $151,353
- **TOTAL**: $1,987,470

### Assets 2017
- Accounts Receivable: $977,592
- Cash: $220
- Other Assets: $2,761
- Property & Equipment: $444,286
- Prepaid Expenses: $1,654
- **Total**: $1,426,513

### Assets 2016
- Accounts Receivable: $1,425,329
- Cash: $320
- Other Assets: $2,761
- Property & Equipment: $472,103
- Prepaid Expenses: $86,957
- **Total**: $1,987,470
YOUR SUPPORT MATTERS

Thank you for believing in your community and supporting our mission to empower individuals to move toward self-sufficiency and advocate change to promote community growth.

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. Your donation will allow us to create more opportunities for York residents to work toward self-sufficiency.

Your donation could help us to fund a before and aftercare for Head Start children, allowing parents more flexibility in their work schedules, create an opportunity for a Work Ready client to afford to take a qualifying exam leading to a better job, improve a new mother and child’s health through the WIC program, and so much more. Every dollar donated creates opportunities to help your neighbors improve their life and the lives of those around them. Let’s work together to end the cycle of poverty in York County. Thank you for your support.

YOU MAY DONATE ONLINE VIA OUR SECURE PAYPAL FORM AT WWW.YORKCPC.ORG

YOU MAY ALSO MAIL YOUR DONATION TO:
Attention: Christine Chew, Executive Assistant
Community Progress Council, Inc.
226 E. College Ave.
York, PA 17403

For more information about Community Progress Council, our programs and how you can support our work throughout York County, please visit www.yorkcpc.org or find us on Facebook at facebook.com/CommunityProgressCouncil.