

COMMUNITY SERVICE PROGRAMS OF WEST ALABAMA



CSP: Helping Others to Succeed

ANNUAL REPORT FY 2023



MESSAGE FROM BOARD CHAIR AND EXECUTIVE DIRECTOR



In 2023, we really began to realize the relief from the negative effects of the pandemic. Use of masks became very limited, people started to experience more community and outdoor activities and feel a sense of “freedom”. Community Service Programs of West AL promoted more outside gatherings, including but not limited to, in-person housing counseling sessions, promotion of our tablet/connectivity program, children’s Easter egg hunt and community events in our various developments.

From a grant perspective, we were awarded our first Healthy Homes grant for \$1.3 million to test residences for lead levels and health and safety protocols for children as well as perform minor home repairs. In addition, the Alabama Insurance Commission awarded us funding for 50 homes to install fortified roofs on the homes of qualified individuals/families. To assist in the administration of these grants, we purchased Neighborly, a highly recommended housing software.

In terms of our property management and development, we began renovation on East Side Apartments, our multi-family development in Fayette, AL. The initial construction costs estimated for these improvements are \$3.6 M. In addition, we were able to sell a building not in use that we owned in Lamar County for \$68,000.

Two other changes to our agency were the upgrade of our telephone system throughout the CSP coverage area and the hiring of a security guard in Tuscaloosa. Negative encounters with the clients amongst one another and toward the staff grew to an unacceptable level. As a result, we contracted with a security company for the services of a retired police officer for the protection of our staff, clients and facilities.

FY 2023 ended some major challenges within the agency, breathing increased energy into staff and programs preparing us for a new year.

Freddie Washington, Jr.
FREDDIE L. WASHINGTON
Board Chairman

Cynthia W. Burton
CYNTHIA W. BURTON
Executive Director

MISSION & VISION STATEMENTS

BOARD MEMBERS & SERVICE AREA

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.

BOARD OF DIRECTORS

Officers

Elder Freddie Washington (Tuscaloosa)

President

Mary Hodge (Hale)

Vice-President

Beverly Nickerson (Tuscaloosa)

Secretary-Treasurer

Members

Bibb - JoAnn Craighead

Choctaw - Ron Mason

Dallas - Timfreit Drane

Fayette - Mayor Rod Northam

Greene - Johnnie Knott

Greene - Luther Winn

Hale - Senator Bobby Singleton

Lamar - Rev. Kevin Dixon

Perry - Judge Eldora Anderson

Perry - Attorney Robert Turner, Jr.

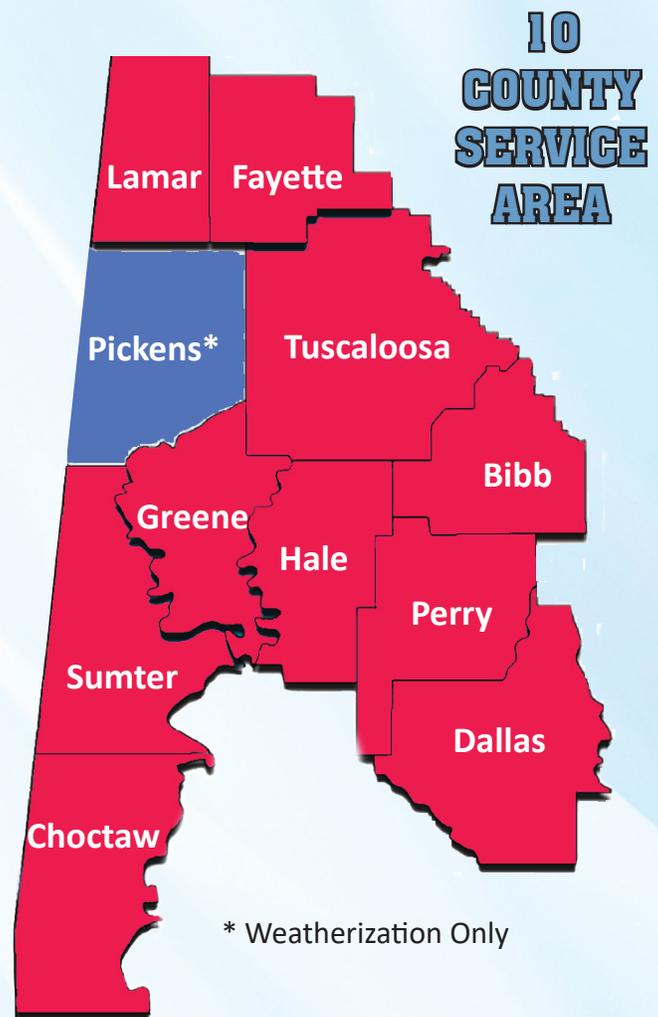
Sumter - Debra Clark

Sumter - Office Russelle

Tuscaloosa - Dr. Marianne Rosenzweig

Tuscaloosa - Dr. Karen Thompson-Jackson

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 low income sector. The agency currently has a 18 member board with representation from each of its service counties. Leadership of the diverse Board of Directors provides proactive governance of the agency.



Financials

COMMUNITY SERVICE PROGRAMS OF WEST ALABAMA, INC.
STATEMENT OF FINANCIAL POSITION
September 30, 2023

	<u>Total 9/30/2023</u>	<u>Total 9/30/2022 (Memorandum Only)</u>
<u>Assets</u>		
Current Assets:		
Cash and Equivalents	\$ 1,968,481	\$ 2,674,728
Grant Receivables	1,473,967	2,004,672
Other Receivables	427,382	402,872
Prepaid Expenses	-	-
Notes Receivable - Current	32,381	37,399
Total Current Assets	3,902,211	5,119,671
Property, Plant and Equipment, net	6,914,183	5,922,264
Total Property, Plant and Equip, Net	6,914,183	5,922,264
Other Assets:		
Investments - Low Income Housing Partnerships	488,720	552,575
Notes Receivable - Noncurrent	425,302	459,351
Total Other Assets	914,022	1,011,926
Total Assets	\$ 11,730,416	\$ 12,053,861
<u>Liabilities and Net Assets</u>		
Current Liabilities:		
Accts Payable and Accrued Expenses	\$ 821,670	\$ 995,569
Other Payables	352,441	352,441
Deferred Revenue	362,569	910,565
Current Portion of Long Term Debt	91,923	119,314
Total Current Liabilities	1,628,603	2,377,889
Long Term Debt:		
Notes Payable	1,104,382	1,182,761
Total Long Term Liabilities	1,104,382	1,182,761
Total Liabilities	2,732,985	3,560,650
Net Assets:		
Net Assets Without Donor Restrictions	8,997,431	8,493,211
Net Assets With Donor Restrictions	-	-
Total Net Assets	8,997,431	8,493,211
Total Liabilities and Net Assets	\$ 11,730,416	\$ 12,053,861

Financials



COMMUNITY SERVICE PROGRAMS OF WEST ALABAMA, INC.
STATEMENT OF ACTIVITIES
Year Ended September 30, 2023

	Net Assets Without Donor Restrictions	Net Assets With Donor Restrictions	Total 9/30/2023	Total 9/30/2022 (Memorandum Only)
<u>Support and Revenues</u>				
Contracts and Grants	\$ -	\$ 22,841,140	\$ 22,841,140	\$ 24,552,739
Local Cash Revenues	347,458	-	347,458	656,430
Local In-Kind Revenues	-	397,165	397,165	581,324
Rental Income	196,160	-	196,160	198,401
Gain on Sale of Property	-	-	-	-
Interest Income	27,751	-	27,751	18,191
Net Assets Released from Restriction:				
Restrictions Satisfied by Payments	23,238,305	(23,238,305)	-	-
Total Support and Revenues	23,809,674	-	23,809,674	26,007,085
<u>Expenditures</u>				
Salaries and Wages	7,358,785	-	7,358,785	6,949,877
Fringe Benefits	1,767,255	-	1,767,255	1,863,824
Contract Services	131,730	-	131,730	282,630
Travel	205,692	-	205,692	182,444
Space Costs	1,091,455	-	1,091,455	795,472
Consumable Supplies	588,044	-	588,044	1,061,862
Program Expenses	10,794,047	-	10,794,047	12,639,756
Other Costs	671,794	-	671,794	828,709
Interest	74,713	-	74,713	62,566
Local In-Kind Expenses	397,165	-	397,165	581,324
Depreciation Expense	224,774	-	224,774	234,758
Total Expenditures	23,305,454	-	23,305,454	25,483,222
Increase (Decrease) in Net Assets	504,220	-	504,220	523,863
Transfers In (Out) Between Funds	-	-	-	-
Net Assets - Beginning	8,493,211	-	8,493,211	7,969,348
Net Assets - Ending	\$ 8,997,431	\$ -	\$ 8,997,431	\$ 8,493,211

CLIENT CHARACTERISTICS FY 2023

Module 4, Section C: All Characteristics Report - Data Entry Form

Goal 1: Individuals and Families with low-incomes are stable and achieve economic security.

Name of CSBG Eligible Entity Reporting: Community Service Programs of West Alabama

A. Total unduplicated number of all INDIVIDUALS about whom one or more characteristics were obtained: 17,897
 B. Total unduplicated number of all HOUSEHOLDS about whom one or more characteristics were obtained: 10,029

C. INDIVIDUAL LEVEL CHARACTERISTICS

1. Gender	Number of Individuals
a. Male	5871
b. Female	12025
c. Other	0
d. Unknown/not reported	0
e. TOTAL (auto calculated)	17896

2. Age	Number of Individuals
a. 0-5	1953
b. 6-13	2982
c. 14-17	1453
d. 18-24	996
e. 25-44	3219
f. 45-54	1511
g. 55-59	948
h. 60-64	1235
i. 65-74	2327
j. 75+	1273
k. Unknown/not reported	0
l. TOTAL (auto calculated)	17897

3. Education Levels	Number of Individuals	
	[ages 14-24]	[ages 25+]
a. Grades 0-8	853	21
b. Grades 9-12/Non-Graduate	1152	3694
c. High School Graduate	341	5167
d. GED/Equivalency Diploma	0	0
e. 12 grade + Some Post-Secondary	48	654
f. 2 or 4 years College Graduate	19	920
g. Graduate of other post-secondary school	0	0
h. Unknown/not reported	35	57
i. TOTAL (auto calculated)	2448	10513

4. Disconnected Youth	Number of Individuals
a. Youth ages 14-24 who are neither working or in school	10

5. Health	Number of Individuals		
	Yes	No	Unknown
a. Disabling Condition	7105	10788	0
b. Health Insurance*	15782	1825	284

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

Health Insurance Sources

c.1. Medicaid	12484
c.2. Medicare	4866
c.3. State Children's Health Insurance Program	30
c.4. State Health Insurance for Adults	192
c.5. Military Health Care	80
c.6. Direct-Purchase	661
c.7. Employment Based	577
c.8. Unknown/not reported	0

6. Ethnicity/Race	Number of Individuals
a. Ethnicity	
a.1. Hispanic, Latino or Spanish Origins	185
a.2. Not Hispanic, Latino or Spanish Origins	17701
a.3. Unknown/not reported	10
a.4. TOTAL (auto calculated)	17896

b. Race	
b.1. American Indian or Alaska Native	6
b.2. Asian	8
b.3. Black or African American	15729
b.4. Native Hawaiian and Other Pacific Islander	2
b.5. White	1834
b.6. Other	44
b.7. Multi-race (two or more of the above)	267
b.8. Unknown/not reported	6
b.9. TOTAL (auto calculated)	17896

7. Military Status	Number of Individuals
a. Veteran	194
b. Active Military	21
c. Never Served in the Military	11085
d. Unknown/not reported	82
e. TOTAL (auto calculated)	11382

8. Work Status (Individuals 18+)	Number of Individuals
a. Employed Full-Time	792
b. Employed Part-Time	602
c. Migrant Seasonal Farm Worker	3
d. Unemployed (Short-Term, 6 months or less)	603
e. Unemployed (Long-Term, more than 6 months)	1200
f. Unemployed (Not in Labor Force)	7368
g. Retired	761
h. Unknown/not reported	55
i. TOTAL (auto calculated)	11384

DEMOGRAPHIC DATA
PROVIDED BY
SUPPORTIVE SERVICES
DEPARTMENT

CLIENT CHARACTERISTICS FY 2023

Module 4, Section C: All Characteristics Report - Data Entry Form

Goal 1: Individuals and Families with low-incomes are stable and achieve economic security.

Name of CSBG Eligible Entity Reporting:	Community Service Programs of West Alabama
c.9. TOTAL (auto calculated)	18890

D. HOUSEHOLD LEVEL CHARACTERISTICS

9. Household Type	Number of Households
a. Single Person	6107
b. Two Adults NO Children	442
c. Single Parent Female	2847
d. Single Parent Male	105
e. Two Parent Household	150
f. Non-related Adults with Children	41
g. Multigenerational Household	282
h. Other	54
i. Unknown/not reported	0
j. TOTAL (auto calculated)	10028

10. Household Size	Number of Households
a. Single Person	6321
b. Two	1534
c. Three	1045
d. Four	692
e. Five	294
f. Six or more	143
g. Unknown/not reported	0
h. TOTAL (auto calculated)	10029

11. Housing	Number of Households
a. Own	4525
b. Rent	5485
c. Other permanent housing	7
d. Homeless	4
e. Other	2
f. Unknown/not reported	6
g. TOTAL (auto calculated)	10029

12. Level of Household Income (% of HHS Guideline)	Number of Households
a. Up to 50%	2572
b. 51% to 75%	2003
c. 76% to 100%	2929
d. 101% to 125%	1705
e. 126% to 150%	740
f. 151% to 175%	50
g. 176% to 200%	13
h. 201% to 250%	11
i. 250% and over	6
j. Unknown/not reported	0
k. TOTAL (auto calculated)	10029

13. Sources of Household Income	Number of Households
a. Income from Employment Only	37
b. Income from Employment and Other Income Source	8
c. Income from Employment, Other Income Source, and Non-Cash Benefits	209
d. Income from Employment and Non-Cash Benefits	1263
e. Other Income Source Only	100
f. Other Income Source and Non-Cash Benefits	6943
g. No Income	37
h. Non-Cash Benefits Only	1432
i. Unknown/not reported	0
j. TOTAL (auto calculated)	10029

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

14. Other Income Source	Number of Households
a. TANF	80
b. Supplemental Security Income (SSI)	2906
c. Social Security Disability Income (SSDI)	1581
d. VA Service-Connected Disability Compensation	7
e. VA Non-Service Connected Disability Pension	1
f. Private Disability Insurance	5
g. Worker's Compensation	7
h. Retirement Income from Social Security	3327
i. Pension	174
j. Child Support	316
k. Alimony or other Spousal Support	1
l. Unemployment Insurance	38
m. EITC	0
n. Other	209
o. Unknown/not reported	0

15. Non-Cash Benefits	Number of Households
a. SNAP	7356
b. WIC	247
c. LIHEAP	9821
d. Housing Choice Voucher	612
e. Public Housing	1302
f. Permanent Supportive Housing	1
g. HUD-VASH	13
h. Childcare Voucher	23
i. Affordable Care Act Subsidy	7
j. Other	13
k. Unknown/not reported	1

Community Service Programs of West Alabama, Inc. is one of 18 designated community action agencies in the State of Alabama.

HOUSING & SUPPORTIVE SERVICES DATA FY 2023

Counseling Activities

First Time Homebuyer Counseling	33
Foreclosure prevention	14
Homeless	4
Home Maintenance & Financial Management	144
Housing Education/ Group Workshops	69
Rental Counseling	68
Other Counseling	297

Supportive Services

Energy Assistance	
Households	10029
Individuals	17897
Food Distribution	
Food Cards & Vouchers (Households)	5773
Meals on Wheels	253/Wk
Home Repairs	
NeighborWorks®	1348
Property Work Orders	2794

Property Management

Rental Units	506
Fortified Roofs	50
New Rentals	61
Weatherization	30

DATA PROVIDED
BY HOUSING
DEPARTMENT AND
SUPPORTIVE SERVICES



CSP: Helping Others to Succeed

EARLY INTERVENTION

Community Service Programs of West Alabama, Early Intervention is dedicated to helping children 0-3 who have a diagnosis of developmental delays. Children reaching their milestones is a pivotal part of development and ensuring healthy growth. Early intervention supports and trains families and caregivers by educating them on ways to help their child learn and develop appropriately. Our eight (8) core values are:

- Family Centered
- Developmentally Appropriate
- Individualized Family Plan
- Natural Environment
- Trains and Equips the Family
- Collaborative
- Routines-Based
- Evidence Based



Early Intervention Statistics FY23

281 Families Served

In FY 2023 CSP EI served 281 families. Service areas: Bibb, Hale, Greene, Marengo, Pickens, Sumter and Tuscaloosa.

Prematurity is one of several pre-qualifying diagnosis in Early intervention. EI describes prematurity as a child born at 26 weeks or less weighing 1000g or less. Not all premature babies have health complications, but being born too early can cause both short-term and long-term medical problems. Most premature babies stay in NICU until medical providers deem the child fit to go home. That is when post hospital treatment is vital. Early Intervention has trained professionals like special instructors, speech and language pathologist, occupational therapist and physical therapists that go into the home to provide assistance. This group of professionals collaborate with the caregiver or parent to address all needs. Being proactive early gives the child the best chance for a good outcome in the future.



Early Intervention Staff

HEAD START/EARLY HEAD START



Head Start

CSP's Head Start and Early Head Start programs serve families of children Birth - 5 years old. Services are provided in the following counties: Bibb, Fayette, Greene, Hale, Lamar and Tuscaloosa. The programs focus on providing comprehensive services including education, health and family engagement. Our mission is to provide early education services that build a foundation for developmental learning, which leads to school readiness, and improves family functioning.

The program has faced ongoing staffing challenges throughout the fiscal year. Primary vacant positions include Teachers/Teacher Assistants and Center Director's. While there is still room for improvement, increases to the salary scale have been made. There has also been an increased focus on staff wellness and support.

Service Area and Centers by County

- Bibb
 - o Bibb County Head Start
- Fayette
 - o Fayette County Head Start & Early Head Start
- Greene
 - o Greene County Head Start & Early Head Start
- Hale
 - o Moundville Head Start
- Lamar
 - o Lamar County Head Start & Early Head Start
- Tuscaloosa
 - o Alberta Head Start & Early Head Start

Number of Classrooms by Center

- Head Start – 22
 - o Alberta – 8
 - o Bibb – 2
 - o Fayette – 1
 - o Greene – 4
 - o Lamar – 3
 - o Moundville – 2
 - o Sawyerville – 2
- Early Head Start – 19
 - o Alberta – 5
 - o Fayette – 3
 - o Greene – 6
 - o Lamar – 2
 - o Sawyerville – 3

Number of Children Per Classroom

- Head Start – 17
- Early Head Start – 8

Average Monthly Enrollment

- Head Start: 75%
- Early Head Start: 87%

Funded Enrollment Slots

- 526 Slots
 - o Head Start – 374
 - o Early Head Start – 152

Eligible Children Served

- Head Start
 - o 100%

Number of Children and Families Served

- Head Start – 279
- Early Head Start – 132

Income at or below 100% of Federal Poverty 100
Public Assistance (TANF, SSI, SNAP) 168
Foster Care 3
Homeless 8



HEAD START/EARLY HEAD START



- Early Head Start
 - o 100%
- Income at or below 100% of Federal Poverty 48
Public Assistance (TANF, SSI, SNAP) 72
Foster Care 3
Homeless 9



Medical and Dental Exams Received

- Head Start – 279
- Early Head Start – 132

Parent Involvement Activities

- Parent involvement activities are held throughout the program term to encourage engagement with children and community members. Parents provide input regarding activities and assist in the process. More than 235 parents participated in activities.

Volunteers

- Head Start – 702
- Early Head Start – 271

Transition and Kindergarten Preparation

- The program maintains a partnership with the local education agency in each service area. Children who will be entering kindergarten visit schools to be acclimated with new environment and some changes. Teachers are aware and focus on a variety of key skills needed for children to be ready. Parents are provided information, assisted with documentation and connected to additional resources.

Audit Results

- The agency received a clear audit with no findings.





HOUSING

Accomplishments

The Housing Division of CSP finalized the development of its OnLocation residential communities' newsletter. OnLocation is a portfolio-level newsletter distributed to all residents of CSP's owned units (self-managed and third-party managed). The first issue, Jan/Feb 2023, is enclosed. Each issue of OnLocation provides residents with relevant information to help them grow and achieve in one or more of these areas: 1) community building and engagement; 2) financial capabilities; and 3) digital skills and broadband/internet/device access.



CSP's Housing Division recruited its first team of resident leaders (4), who live in housing communities developed and owned by CSP, to participate in NeighborWorks® America's Community Leadership Institute (CLI). NeighborWorks® America offers training and development opportunities for resident leaders to empower them to create solutions to problems facing their communities. The 2022-2023 CLI Resident Leadership Team, pictured above, served as positive change agents all year long, having engaged diverse groups of community residents in "Save The Holi-dates" events to play essential roles in strengthening their communities around various holiday engagements such as Easter EGGstravaganza, NeighborWorks® Week, Halloween Trunk or Treat, and Christmas Holiday Decorations Contest.

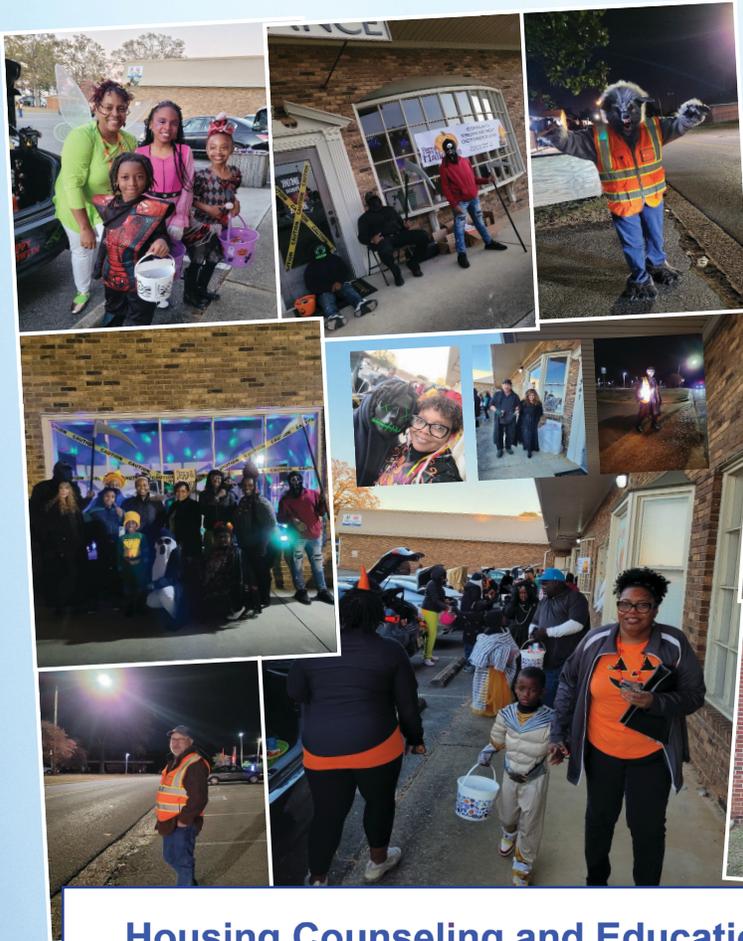


2023 Easter EGGstravaganza



HOUSING

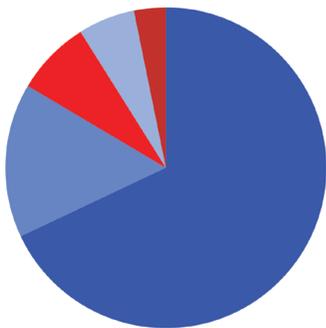
Halloween 2023



Holiday Decoration Contest



Housing Counseling and Education October 1 – September 30 2023



- Group Education (68%)
- Rental (15%)
- Pre-purchase (8%)
- Post-purchase (6%)
- Mortgage Delinquency (3%)

Total Counseling Activity – 441 Clients

YTD Production Summary Report October 1 - September 30 2023

Total Reported Investment	\$12,104,284.93
Homeowners Created - Customers	3
Preserved Homeownership - Customers	95
Rental Homes Constructed, Acquired, and Preserved	0
Created and Preserved Homes and Customers	98
Owner Occupied Repairs - Homes	0
Rental Homes, Repaired	1,348
Total Repaired - Homes	1,348

III. Rental Homes Portfolio

a. Owned	506
b. Managed not Owned	0
c. Number of units covered by project-based rental assistance program	64
d. Number of units covered by tenant-based rental assistance program	105

Credit Building is Asset Building

In this new year, let us help you build assets by building your credit. What does it mean for credit to be an asset?

Definition of 'Asset'

A resource with economic value that an individual, corporation, or country owns or controls with the expectation that it will provide future benefit.

HOUSING



www.cspwal.com



A Monthly Insight of what's going on around you!



on location

in this issue >>>

January/February 2023

- ❖ Credit Building is Asset Building
- ❖ Digital Navigation
- ❖ 2023 Resident Experience Survey
- ❖ At Your "Disposal"

2023 Resident Experience Survey

Your feedback and overall resident experience is important to us! We care to learn of your experience since your lease signing. Please take five (5) minutes of your time to complete our current resident experience survey by scanning (with your smartphone camera) the QR code below.



Take picture or print proof of survey completion and bring to an upcoming Community Fun Day to be entered for a grand prize. Must be present to win!

Happy New Year!

We, here in the Housing Office of Community Service Programs of West Alabama, Inc. (CSP), are excited about this first release of our resident services newsletter titled, *OnLocation*. Because you are a resident in a housing community or single-family home owned by CSP, on a bi-monthly schedule, *OnLocation* will come to you directly from our office. CSP is committed to building stronger families and communities and we have carried this commitment since 1967.

CSP's resident services agenda will focus on the following three areas: 1) community building and engagement; 2) financial capabilities; and 3) digital skills and broadband/internet/device access. Each issue of *OnLocation* will provide you with relevant information to help you grow and achieve in one or more of these areas. Our goal, overall, is to build stronger families and communities.

Wishing you and yours a safe, healthy, and prosperous new year!

Antwon Prince-Sealy
Director of Housing Programs
Community Service Programs
of West Alabama, Inc.
527 Black Bears Way
Tuscaloosa, AL 35401

Cynthia W. Burton
Executive Director
Community Service Programs
of West Alabama, Inc.
601 Black Bears Way
Tuscaloosa, AL 35401



HUMAN RESOURCES

Executive Director
Cynthia W. Burton

Chief Financial Officer
Heather Siavelis

Director of Compliance and Special Projects
Sontonia Stephens

Head Start/Early Head Start Director
Alexis Wilson

Associate Director, Head Start/Early Head Start
Kesha Grice

Director of Supportive Services
Stacey Taggart-Cotton

Director of Housing Programs
Antwon Prince-Sealy

Property, Facilities and Asset Manager
Eddie Sides

Early Intervention Director
Marketta Walton

Information Technology Administrator
Jewitt Bradley

Human Resources Director
April Horton

Planning & Development Manager
Kimberly Montgomery

FOR FISCAL YEAR
ENDING
SEPTEMBER 30, 2023

<u>Full time employment</u>	<u>125</u>
<u>Part time staff</u>	<u>49</u>

NeighborWorks®

CHARTERED MEMBER



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.

Thanks to our families, funders, collaborators and partners who contribute to carrying out our mission.

