



## ***Director's Report – Darin Preis***

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March 2009

### ***Central Missouri Community Action Strategic Commitments (SC)***

*SC 1. Engage the community to assure that all people have their basic needs met.*

*SC 2. Enhance community capacity to ensure all individuals have lifelong learning opportunities.*

*SC 3. Build community capacity to enhance economic and community assets.*

*SC 4. Build relationships across class and race lines.*

*SC 5. Develop an innovative, caring agency dedicated to being an influential leader in our communities.*

### **Quick Notes**

*The CMCA Katy Trail bike ride FUNDRAISER will be held on April 25. We are looking for riders, volunteers, and sponsors. I have included a brochure with this mailing for additional information and you can register online at [www.firstgiving.com/centralmissouricommunityaction](http://www.firstgiving.com/centralmissouricommunityaction).*

*Our 100 Man lunch in March was extremely successful. 512 men attended across the 8 counties! This is a new record for this event!*

*Mernell King, Early Childhood Programs Director, has been selected for the National Head Start Association Leadership Award. She will be presented with her award at the National Head Start Association Conference on May 1.*

### **Full Report**

As you know, I submit a report to the board regardless of whether a meeting is scheduled or not. The work certainly does not stop and neither should your information flow! This month I wanted to focus on our ideas for the American Recovery and Reinvestment Act (ARRA) funds that will be available to us soon. The CMCA Leadership Team met all day on Saturday March 14, to get all of our ideas on the table so that we can start detailing those that fit with our transformational plan in preparation for board discussion and funding requests. I'm going to post the raw typewritten notes in their entirety on our website with board materials but I want to focus this report on our ideas. Feel free to review the notes to get a glimpse into our workflow or to stimulate your own thinking. Obviously, with all of the ideas we have there will be infrastructure issues around training, space, equipment, and accounting and human resources capacity but I will not be discussing those issues here. Please know that they are not being ignored but will be addressed in accordance with our policies and procedures.

To get our creative juices flowing on a Saturday morning, we started by reviewing the document outlining President Obama's plans for his administration that the board discussed in February. We brainstormed how our current activities and transformational plan fit within the context of the President's plans. We are involved in activities under virtually every category of these plans! That discussion flowed into reports from each program director on what we know about funding availability. We are anticipating approximately \$5.9 million additional dollars over the next two years funded by the ARRA. The timeline for receipt and use of funds vary from approximately April '09 to June '11. Most funds however will likely be available in June '09 and have to be expended by October '10. We are still waiting for *exact* guidance on how to apply for funds, what

will be available to us, and how much time we have to spend it. The ARRA is designed specifically for the purpose of creating jobs and addressing our economic crises in the *very* near term so we know we'll have to be "shovel ready" when the funding is released. Still completely up in the air is the question of our state legislature's intent for these funds. While the funding we are expecting is basically designated for the purposes I'll describe below, most of it will pass through the state and *should* work just like our current funding through new contracts or contract amendments. The exception to this is Head Start funding that will come directly from the federal Office of Head Start and will be reviewed competitively by full application. From our discussion of what we know we went straight to brainstorming ideas for the funding. We have been bouncing these ideas around for weeks, and in some cases months, but it was important for everybody to share and discuss them at the same time to consider cross-program implications and efficiencies we might derive from shared staffing. Each of the ideas fits perfectly with our transformational plan and I have categorized them as "Shovel Ready" (SR – this is a popular term at the moment indicating we can implement immediately) and "More Planning" (MP – ideas that will require additional time to coordinate but can start as late as next fall). Regardless of the idea's status (SR or MP), we intend to apply for the funds necessary to implement the activity. Our thinking behind this is that we need to be able to immediately ramp up what we are currently doing to address the economic crises but also increase our long term capacity to generate jobs and respond to our participants' needs.

As you read these please consider your top two or three areas of interest. At the April board meeting we'll discuss these further and explore your ideas for the use of ARRA funds. We are continuing to plan and budget around what we know today and I will present more refined ideas at the board meeting. While it is the role of the board to set direction for the agency I am concerned with the rapid turnaround we will have to finalize these ideas into action plans to receive the funding. With that in mind we have done the best we can to use the board approved transformation plan as our roadmap for planning.

**IDEAS** (Consider "shovel ready" versus more planning needed)

MP = More planning; SR = Shovel ready

**Increase intake/assessment** – Immediately hire more staff for each county office to address increased community need.

- SR   ▪ Separate LIHEAP so that designated staff work to process applications as efficiently as possible.
- Focus on Weatherization, Section 8, WIA, Head Start quick apps by cross training staff to enroll participants as quickly as possible in the appropriate service or referral.
- Offsite intake (business/library/housing authorities/internal events like Circles meetings, I CAN events, Head Start enrolment and Connecting for Children events)
- More staff in Family Resource Centers and Career Centers (Boone, Callaway, Audrain, Cole, Cooper/Howard, Osage/Moniteau)

**Circles** - This will allow us to fully utilize the national model we have been trying to piece together.

- SR   ▪ Fully staff Circles –
- 2 FTE (Coordinators in Boone and Cole)

**Micro-enterprise/social enterprise/non-profit incubator** – These ideas need further development but this section refers to our strategic commitment to “Build community capacity to enhance economic and community assets.” Underlying each of these ideas is the concept of financial literacy that we can build in to our existing staff framework (Money Smart classes, Building Strong Families training, homeownership classes, energy conservation classes, etc.).

- MP
  - Business development officer
  - Expand MBA/asset building → SR (1 or 2 FTE)
  - Economic Development (wind farm components)
  - Micro-loan program (SR by contract)

**Housing** – These are areas of economic crises that fit with our basic needs commitment but that we’re not quite sure whether or not to get into. This could fit with our financial literacy activities as described above.

- MP
  - Credit Counseling
  - Foreclosure prevention

**Expand Family Development** – Several of our special projects associated with our Head Start program fit with our commitment to “enhance community capacity to ensure all individuals have lifelong learning opportunities.” These activities increase a family’s likelihood to set and achieve their own goals.

- MP
  - Father involvement (Special projects for FDA II)
- MP
  - Health literacy (Manager?)
  - Family Development Credential
    - Designated lead (.25 FTE) job should include training
    - Pay increase/stipend for completion (see “salary plan”)
- MP
  - FDA II
  - 4 FTE (+2 FTE to cover all 8 counties)
  - Intervention teams
  - 1 FDA III (lead FDA II)

**Expand “Bridges” Training** – This training is designed to help us build relationships across race and class as we explore the realities of poverty.

- Medzou – we’d like to start by training Medzou resident doctors in this curriculum to help them build relationships with their patients.

**Head Start/Early Head Start**

- Vandalia women’s prison – we are exploring a Home Visitor model where we would work with mothers serving time in prison so that they are better equipped to support their family when they return home.
- Temporary Head Start slots

MP	▪ Host I-TV for the state
MP	▪ Re-entry (special project for FDA II)
SR	▪ Father Involvement SPECIAL GRANTS
SR	▪ Transitional Housing
SR	▪ Summer youth program
SR	▪ Increase Dislocated/adult employment placement
SR	▪ Head Start program involvement
MP	▪ Multi-agency industry

SR	<ul style="list-style-type: none"><li>• Clean energy</li><li>• OCS funding</li><li>• DED</li></ul> <hr/> <ul style="list-style-type: none"><li>• Re-entry housing production</li></ul> <ul style="list-style-type: none"><li>▪ Weatherization ramp up</li></ul>
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Some of the ideas presented above can be easily added to our existing structure and others are going to require considerable planning but they represent the whole of our leadership team's current thinking. If you know of additional funding sources through the American Recovery and Reinvestment Act that we should consider to implement our transformation plan, please send me that information. Your ideas and feedback will be greatly appreciated at the April board meeting. If you would like to visit with me about any of these concepts or other ideas you have prior to the board meeting, please contact me through Barbara Corson as she always knows how to track me down. Barbara can be reached at 573-443-8706 x226 or [barbara-corson@showmeaction.org](mailto:barbara-corson@showmeaction.org).

The Director's Report for this month and additional documents referenced above can be accessed by clicking on March 2009 (no meeting) at <http://www.showmeaction.org/board/meetings.html> and all previous reports are available at <http://www.showmeaction.org/board/archives.html>.

Leadership Team Meeting  
CMCA- Boone County  
March 14, 2009

**WARM-UP**

**Obama's Plans and Transformation**

- Fatherhood initiatives – Funding coming
  - Head Start coordinating, but anybody can come
- Green job corps – create jobs through micro-businesses
  - Weatherization
  - Clean technology
  - Youth - social center, ets
- Connecting for Children – fits with
- Transportation
  - Boonville Plan
  - Partnership with RPC
- EITC Expansion – Connect CMCA Family Development
  - Child/dependent care credits
- Micro-loans
- Ex-offender support/re-entry
  - Housing
  - Support – life skills
  - Employment and training increase part.
  - EHS prison program
  - Fathers for life
- Micro-loans
- Public Health – I CAN – Health Literacy
- Senior health issues
  - Train caretakers (adult children)
- Train Foster Grandparents on health literacy
- Community Gardens
  - Youth involvement
- ↓
- ↓
- ↓
- P.H. ↓
- \*Circles
- Obesity – food strategies
- Office of Rural Issues – Skelton
- Energy audit for commercial/government
- Energy Squad – audit
- Use CMCA vehicles for marketing
- UI Check in

Processing capacity  
▪ Social enterprise?

- Energy Project
- Grandparents raising grandchildren
  - We need to do something
- Maintain and improve benefits package (CMCA) (J)
- WIA support business needs/employer outreach (J)
- Heating/cooling – LIHEAP/Weatherization (J)
- Facility improvements – Head Start/Public Schools (J)
- Youth activities expanded
  - Savings
  - Entrepreneurial
- Summer youth program – reduce drop outs
  - Think about “green” work
- Credit union/micro-loan
  - Work with our banks – local banks
- Non-profit incubator
- Early Head Start/Head Start expansion
- Dual language training
- VISTA Coordination
- LIHEAP – prioritize sr.s

## **WHAT WE KNOW ABOUT ARRA FUNDING**

**\$5.9 Million = 1 year**

### **Weatherization**

- \$7 million spent by September 2010                      Maybe 10% up front
- 200%                      100 houses per month

### **WIA**

- CWIB = about \$2 million for summer youth (300 kids)
- June 2011                      As much up front as possible
- \$ by April '09                      Green jobs                      Health occupations

### **CWIB**

- Dislocated about \$2million
- Adult about \$800 thousand
- Doable supportive services

### **CSBG (LIHEAP increase?)**

- About \$1.2 million/year for 2 years
- What we do but more of it
- \$904 thousand reg
- \$ prior to FY10 contract

## Head Start

- COLA = 3.1% in '09  
1.8% in '10
  - Quality Improvement – management increase
  - Early Head Start – competitive – Vandalia/Laddonia/Williams Family SC
  - We likely will get state Early Head Start (Audrain/Cole)
  - Head Start – competitive – planning necessary
- Program Improvement  
▪ Facilities
- App!

**IDEAS** (Consider “shovel ready” versus more planning needed)

MP = More planning; SR = Shovel ready

## Increase intake/assessment

- SR
- Separate LIHEAP
  - Focus on Weatherization, Section 8, WIA, Head Start quick ap
  - Offsite intake (business/library/housing authorities/?)
  - GFTE (Boone, Callaway, Audrain, Cole, Cooper/Howard, Osage/Moniteau)

## Circles

- SR
- Fully staff
  - 2 FTE (Coordinators in Boone and Cole)

## Micro-enterprise/social enterprise/non-profit incubator

- MP
- Business development officer
  - Expand MBA/asset building → SR (2 FTE)
  - 2 FTE
  - Economic Development (wind farm components)

## Housing

- MP
- Credit Counseling
  - Foreclosure prevention

## Expand Family Development

- MP
- Father involvement (Special projects for FDA II)
- MP
- Health literacy (Manager?) Medicaid waver: Staff county intervention
  - FDC
    - Designated lead (.25 FTE) job should include training
    - Pay increase/stipend for completion (see “salary plan”)
- MP
- FDA II
  - 4 FTE (+2 FTE to cover all 8 counties)
  - Intervention teams
  - 1 FDA III (lead FDA II)

## Expand “Bridges” Training – new Circles coordinator

Current: Lupe Adam Angela Bryon

- Medzou

**Head Start/Early Head Start**

- Vandalia women’s prison
- Temporary Head Start slots

**IDEAS Continued**

MP	▪ Host I-TV for the state
MP	▪ Re-entry (special project for FDA II)
SR	▪ Father Involvement SPECIAL GRANTS
SR	▪ Transitional Housing
SR	▪ Summer youth program
SR	▪ Increase Dislocated/adult
SR	▪ Head Start program involvement
MP	▪ Multi-agency industry <ul style="list-style-type: none"> <li>• Clean energy</li> <li>• OCS funding</li> <li>• DED</li> </ul>
	• Re-entry housing production
SR	▪ Weatherization ramp up

Strategy Team 5: Use agency funds for 1 day per diem costs when traveling out of the area without overnight stays (this would incentivize lower travel costs AND acknowledge staff costs to show that we are indeed “recognizing staff as our most valuable resource”). Cost would be minimal as it doesn’t happen that frequently but it would be a big return from staff who wouldn’t incur out-of-pocket costs.

**STAFF**

Weatherization = 17  
 Head Start = 8 + 1 Maint + 2 Admin + 1 Data = 12  
 CSBG = 15 + 2 (FD) = 17  
 WIA = 3 Client serv. mgrs + 1 Adm + .5 FTE + 1 Bus. Rep. + 3 FTE Summer Staff = 8.5  
 Admin = 6 + 1 Maint.= 7  
 1 Quality Control Compliance Officer

Total 61.5
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**SPACE**

- Weatherization – warehouse/offices
- Central Office Parking – Yellow house – maint.
- Central Office Expansion
- Providence Office Building

MP	County Offices	AH
	<ul style="list-style-type: none"> <li>▪ Audrain</li> <li>▪ Cole</li> </ul>	

**INFRASTRUCTURE**

- Desks
- RV renovation
- Computers – immediate analysis necessary
- VoIP (Google?)
- Phones
- Supplies
- Equipment
- I-TV/Go to Meeting
- Early alerts (closures)
- Web based timesheets
- Central intake/info line
- Spruce up offices – Agency Andy, 1 FTE
  - Painting
  - Repair
  - Furniture
  - Bathrooms
  - Office cleaning
- File cabinets – for Weatherization clients
- Agency vehicle(s) – to save agency/programmatic travel expenses
- Bulk purchasing of office furniture\*
- Spring cleaning – when we start to make the staffing and space changes necessary we should seriously dig into ALL agency storage sites to remove/discard EVERYTHING that is not needed

**PROPERTY ISSUES – MAINTENANCE/EXPANSION**

- |                        |   |
|------------------------|---|
| Maintenance Agency \$s | <ul style="list-style-type: none"> <li>▪ Administration building</li> <li>▪ Worley Street Head Start – roofing/parking lot</li> <li>▪ King Street</li> <li>▪ Boonville Head Start – water retention/parking/lighting</li> </ul> |
|------------------------|---|
- 
- California Head Start
  - Cole West
  - Osage Head Start
  - Moniteau County
    - Moving to new location
    - Add modular Head Start?
    - CDBG for co-located facility
    - 3-eyear

- Tawnya make connections
- DM. AH, TA
- VFW Building

**PARKING LOT**

**\*Community Assessment – DM**

**How do we quantify outcomes?**

- Number of jobs created/retained
  - Amount of energy/cost saved
  - Can we track job creation outside of our network?
- \ /  
> We will probably get guidance  
/ /

**What is “shovel ready” for our plans?**

**\*Quality assurance/internal audit/compliance officer**

**Who does what? Planning contractors?**

- CA
- Grant writing

**Training**

- AIT (Advanced Individual Training)
- Bridges
- I CAN, Circles, Connecting for Children, etc.

**Marketing**

- 200%

**How much LIHEAP?**

**Salary Plan – matrix/career ladder**

**Things that Need to be Coordinated**

- Application/Eligibility
- FDA II
- Training
- FDC

Central Missouri Community Action  
807-B N. Providence Rd.  
Columbia, MO 65203

## Donations

Donations for Riding Out Poverty in Mid-Missouri is being facilitated online. The website offers online transactions and real-time donation tracking. Each rider that participates will be provided with an individual website that can be used to communicate with friends and family. CMCA staff can assist riders in managing these sites. For those riders that choose not to use the website tools, we will mail donor sheets and incorporate donation information on the main event page.

[www.firstgiving.com/  
centralmissouricommunityaction](http://www.firstgiving.com/centralmissouricommunityaction)



# Riding

# OUT

# Poverty in Mid-Missouri

Date: 4/25/2009



## A Charity Bike Ride

The mission of Central Missouri Community Action is to empower individuals and families to achieve self-reliance. We offer a number of programs that assist people in attaining education, employment, and accessing one's full potential; however, there are often systemic barriers that can impede a person's ability to fully capitalize on what we offer. Things like availability of competitive jobs; accessibility of quality, affordable housing; and reasonable transportation are all factors that need to be addressed when linking our clients to opportunity. In order to address these issues, CMCA has embarked on a journey to engage the community in creating affordable solutions and increasing the community's capacity to offer prosperous opportunities to all of its residents. Riding Out Poverty is a break-out event in this effort and we hope that you will join us in making it an annual tradition.



### 4 Legs

Riding Out Poverty features 4 legs of the Katy Trail that will accommodate riders of all levels. As a provider that serves the 8-county area that comprises mid-MO, Central Missouri Community Action will be celebrating four of its counties within the legs.

Leg One North Jefferson to Cooper's Landing  
20.8 miles  
Start Time: 9:00 a.m.

Leg Two Hartsburg to Cooper's Landing  
10.4 miles  
Start Time: 10:30 a.m.

Leg Three Rocheport to Cooper's Landing  
14.3 miles  
Start Time: 10:00 a.m.

Leg Four New Franklin to Cooper's Landing  
24 miles  
Start Time: 8:30 a.m.

Online registration is encouraged at  
[www.firstgiving.com/centralmissouricommunityaction](http://www.firstgiving.com/centralmissouricommunityaction)

Sign up for:	Time
<input type="checkbox"/> North Jefferson	9:00
<input type="checkbox"/> Hartsburg	10:30
<input type="checkbox"/> Rocheport	10:00
<input type="checkbox"/> New Franklin	8:30

Riders are asked to seek individual donations of \$5 per mile ridden.

Registration Fee (circle one) Individual: \$30.00  
Team of Four: \$40.00

Miles Chosen \_\_\_\_\_ x\$5 = \_\_\_\_\_

Total \_\_\_\_\_

Name \_\_\_\_\_

Address \_\_\_\_\_

E-Mail \_\_\_\_\_

Phone \_\_\_\_\_

Method of Payment

Check  Visa  MasterCard

Credit Card # \_\_\_\_\_ Exp. date \_\_\_\_\_

Signature \_\_\_\_\_



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