

Fulfilling the Promise.

Eliminate poverty through education, services and partnerships.



Enrichment
Services Program, Inc.
A Community Action Agency

2018 ANNUAL REPORT TO THE COMMUNITY



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ENRICHMENT SERVICES PROGRAM INC. (ESP)

Vision: Eliminate Systemic Poverty

Vision Statement for Individuals: All individuals and families in the Chattahoochee Valley Region have a voice, are valuable community contributors, and have the resources needed to be healthy and self-sufficient.

Vision Statement for the Community: Communities in the Chattahoochee Valley Region are safe, produce economic growth, provide an abundance of opportunities, and strive for ongoing improvement.

Vision Statement for the Agency: Enrichment Services Program, Inc. is a national leader and a model in ending systemic poverty.

Mission: Eliminate Poverty through Education, Services and Partnerships

CORE VALUES:

- Integrity
- Excellence
- Dedication
- Respect
- Diversity
- Compassion
- Teamwork
- Hope

Core Services: Education, Employment Training, Stabilization, Family Strengthening

LONG RANGE GOALS:

Education: Develop community capacity to ensure all children receive a high quality well-rounded education and individuals and families receive educational services that lead to good health and self-sufficiency.

Self-Sufficiency: Expand community and agency capacity to ensure families and individuals are mentally (intellectually), physically, emotionally, and financially stable.

Basic Needs: Build community coalitions which address the basic needs of residents.

Agency: Establish ESP as a recognized national leader and a model to end systemic poverty.



2017 - 2018 BOARD OF DIRECTORS

John Peebles, Chair Advancement Committee Chair	Muscogee	Joyce Burton	Chattahoochee
Frederick Wolf, Chair Elect/Vice Chair	Muscogee	Joe Lee Williams	Stewart
LaChandra Brundage, 1st Vice Chair	Harris	Linda Mitchell	Talbot
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Deborah Paris, Program Ad Hoc Committee Chair	Muscogee	Lindsey Erwin	Russell
		Jose Guzman	Muscogee
		Saoussan Maarouf	Muscogee
		Lori Moore	Randolph

HUMAN RESOURCES

DEPARTMENT OF EARLY CHILDHOOD AND FAMILY SERVICES

Teaching Staff (Teachers, Teacher Assistants, Disability Classroom Aides, Substitute Teachers) **181**

Support Staff (Family Service Workers, Bus Drivers, Bus Monitors, Custodians, Center Assistants, Administrative Assistants, Kitchen Staff, etc.) **77**

Service Area Specialists (Parent, Family, Community Engagement Specialists, ERSEA Specialist, CACFP Specialist, Health & Safety Specialist, Facilities Specialist, Transportation Specialist, Education Specialists, and Health & Nutrition Specialists) **16**

Administration (Service Area Managers, Department Director, and Center Managers) **14**

COMMUNITY SERVICES DEPARTMENT

Site Coordinators **5**

Support Staff **2**

Administration (Program Manager and Department Director) **2**

G & A DEPARTMENT

Development **1**

Executive Office **2**

Finance **5**

Human Resources **4**

TOTAL 309

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EXECUTIVE LEADERSHIP TEAM MEMBERS

Belva Dorsey – Chief Executive Officer

Jamie Thomas – Director, Community Services Department

Teresa Johnson – Director, Department of Early Childhood & Family Services

Therese Soon
Chief Financial Officer

Dennis Walsh
Director, Human Resources

Marquitta Williams
Director, Development



SENIOR LEADERSHIP TEAM MEMBERS

Community Services Department

Angel Walker, Program Manager

Department of Early Childhood & Family Services

Tonya Meadows, Collaborations Manager

Tracy Belt, Quality Assurance Manager

Mary Miller, Senior Center Operations Manager

Sabrina Stephens, Early Childhood Development Manager

Rachel Campbell, Parent, Family, and Community Engagement Manager

Finance Department

Pamela Whitehead, Accountant

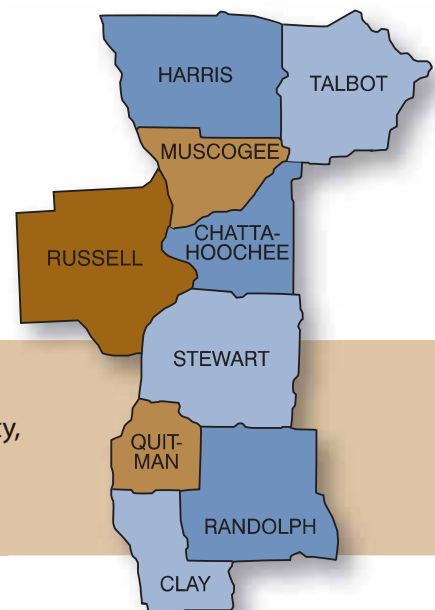
Human Resources Department

Monica Stone, Human Resources Generalist

SERVICE AREA

Georgia: Chattahoochee County, Clay County, Harris County, Muscogee County, Quitman County, Randolph County, Stewart County, and Talbot County

Alabama: Russell County



2017-2018 ORGANIZATIONAL SNAPSHOT

FUNDING SUPPORT: **\$14,691,344**

TOTAL NUMBER OF EMPLOYEES: **309**

SERVICES:

TOTAL SERVED FOR LIHEAP (Low Income Home Energy Assistance Program): **4,180 Households**

TOTAL SERVED FOR EMPLOYMENT TRAINING: **16 Individuals**

TOTAL SERVED FOR FOOD DISTRIBUTION: **24,365 Food Boxes Distributed**

TOTAL SERVED FOR EARLY HEAD START AND CHILD CARE PARTNERSHIP: **267 Children & Families**

TOTAL SERVED FOR HEAD START: **901 Children & Families**



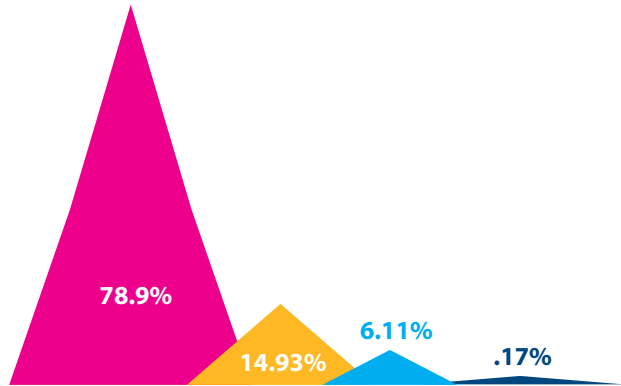
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ENRICHMENT SERVICES PROGRAM, INC. SUPPORT AND REVENUE

Based on 2017 to 2018 Program Years

Federal Funding	\$11,575,274
State Funding	\$2,194,020
Donated Supplies, Services, & Space	\$897,219
Private Donations	\$24,831
Total Support and Revenues	\$14,691,344



RESULTS OF THE FINANCIAL AUDIT

We received a clean audit with no findings.

Program Financial Information

Based on 2017 to 2018 Program Years

	BUDGET	ACTUAL EXPENDITURES
EARLY CHILDHOOD AND FAMILY SERVICES		
Head Start and Early Head Start		
Salaries	\$5,914,447	\$5,571,256
Fringe Benefits	\$1,312,259	\$1,193,090
Travel	\$6,000	\$5,222
Supplies	\$344,027	\$459,921
Contractual	\$459,866	\$361,813
Other	\$1,596,253	\$2,049,853
Indirect Cost (federally approved rate)	\$898,043	\$889,740
	\$10,530,895	\$10,530,895
In-kind Donations (20% minimum required match)		\$2,845,857
Georgia Pre-k		\$70,870
Child and Adult Care Food Program (CACFP)	No budget; reimbursable based on meals served.	\$511,963
Total		\$13,959,586
COMMUNITY SERVICES		
Community Services Block Grant		\$500,828
Energy Assistance		\$1,575,017
Total		\$2,075,845
General & Administration		\$1,099,715

DEPARTMENT OF EARLY CHILDHOOD AND FAMILY SERVICES

OUTCOMES FOR CHILDREN

The *Get Ready to Read* screening is a reliable, research-based series of questions for children 3-5 years of age, to determine whether they have the early literacy skills they need to become readers. ESP, Inc. staff administers the screening to 3- and 4-year-old children in the fall, winter, and spring of the school year.

GEORGIA

Age of Children	Fall 2017	Spring 2018	Growth Percentage
	(Percentage of children that were ready to read)	(Percentage of children that were ready to read)	
3	14%	52%	38%
4	28%	80%	52%

ALABAMA

Age of Children	Fall 2017	Spring 2018	Growth Percentage
	(Percentage of children that were ready to read)	(Percentage of children that were ready to read)	
3	20%	56%	36%
4	35%	73%	38%

TEACHING STRATEGIES GOLD INDIVIDUAL CHILD ASSESSMENT

ESP, Inc. staff assess the development of enrolled children three times a school year (Baseline, Winter and Spring) using the Teaching Strategies Gold Individual Child Assessment. This research-based observation assessment documents the teacher's observations on individual children in six (6) domains: Social Emotional, Physical, Language, Cognitive, Literacy and Mathematics.



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OUTCOMES FOR CHILDREN

Individual Child Assessment Growth Report 2017/2018 (Percentage of children that are meeting or exceeding the expected growth range when compared to National Norms for children that were assessed utilizing Teaching Strategies Gold Individual Child Profile)					
GEORGIA					
Domain	Birth-12 months	13-26 months	27-36 months	3 year old	4 year old
Social Emotional	100%	96.7%	88.2%	91.3%	83.5%
Physical	92.9%	80%	81.2%	90.3%	77.9%
Language	100%	76.7%	85.9%	88.9%	75.1%
Cognitive	92.9%	100%	94.1%	88.7%	73.7%
Literacy	100%	96.7%	96.5%	91.5%	98.9%
Mathematics	100%	86.7%	96.5%	93.6%	98.9%

Individual Child Assessment Report 2017/2018 (Percentage of children that are meeting or exceeding the expected growth range when compared to National Norms for children that were assessed utilizing Teaching Strategies Gold Individual Child Profile)		
ALABAMA		
Domain	3 year old	4 year old
Social Emotional	100%	88.8%
Physical	98.5%	90%
Language	95.5%	91.3%
Cognitive	95.5%	91.3%
Literacy	94%	93.8%
Mathematics	100%	91.3%

INDIVIDUAL CHILD ASSESSMENT GROWTH REPORT 2017/2018

Transportation

ESP, Inc. transportation staff provided bus transportation for 275 children in Muscogee, Chattahoochee, Talbot, Stewart, and Russell Counties.

CUSTOMER SERVICE SURVEY RESULTS

The average satisfaction score for the Department of Early Childhood and Family Services is a composite score of 9.8 out of a scale of 1-10.

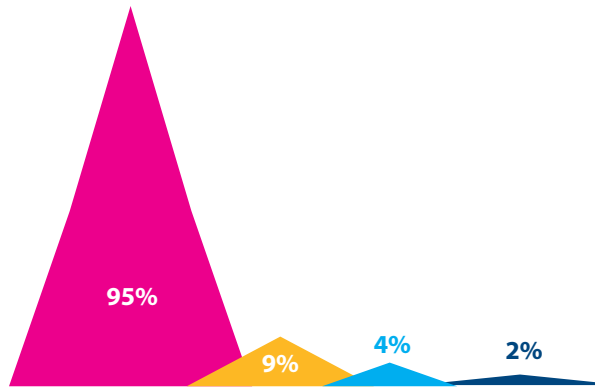
The highest rated areas were:

- Educational Services for the children and monthly Parent/Child Home Activity Sheets
- Families would recommend Head Start and Early Head Start to families and friends
- Families of Head Start and Early Head Start were highly satisfied with the program
- Families would not make any changes to the program
- Families stated they were happy with the Head Start and Early Head Start experience

HEAD START - GEORGIA

Total number of Head Start children served - 729

Income Eligible	95%
Receipt of Public Assistance	9%
Over Income	4%
Foster Children	2%



SERVICES

• Dental

98% of the children enrolled for at least 90 days received a dental exam

• Treatment

Total Number of Failed Screenings/Exams: 142

Number of Children in Treatment: 77

No Activity/ Parent Notified/Appointment Scheduled: 60



• Medical

98% of the children enrolled for at least 90 days received a medical exam

• Disabilities

Total number of enrolled children with an Individualized Education Plan (IEP) – 72

Percentage of enrolled children with an IEP – 10%

• Ongoing Health Concern

Asthma is the most prevalent health concern among enrolled children. 58 children were diagnosed as having asthma when they entered the program.

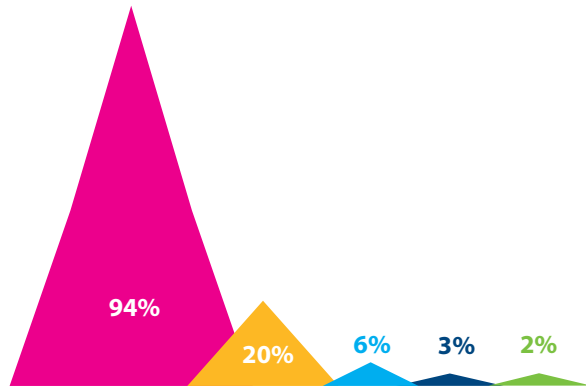
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EARLY HEAD START - GEORGIA

Number of Early Head Start children and pregnant women served – 267 (266 children, 1 pregnant woman)

Income Eligible	94%
Receipt of Public Assistance Over Income	20%
Homeless	6%
Foster Children	3%
	2%



SERVICES

• Dental

98% of enrolled children received a dental screening or exam

• Disabilities

Total number of enrolled children with an Individual Family Service Plan (IFSP) – 27
Percentage of enrolled children with an IFSP – 9.88%

• Medical

100 % of enrolled children received at least one well child check

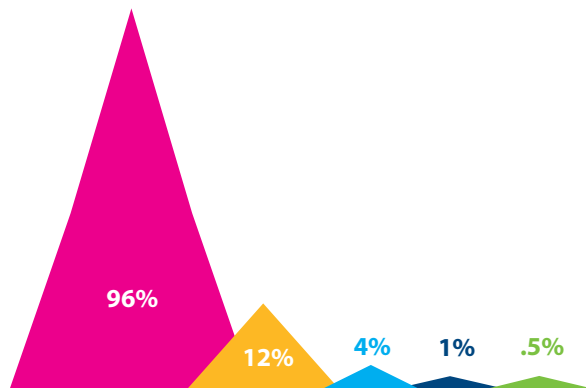
• Ongoing Health Concern

1 child required treatment for Anemia

HEAD START - ALABAMA

Total number of Head Start children served – 172

Income Eligible	96%
Receipt of Public Assistance Over Income	12%
Homeless	4%
Foster Children	1%
	.5%



SERVICES

• Dental

100% of the children enrolled for at least 90 days received an exam

• Treatment

Total Number of Failed Screenings/Exams: 6
Number of Children in Treatment: 6

• Ongoing Health Concern

14 children were diagnosed with asthma at entry into the program

• Medical

100% of the children enrolled for at least 90 days received a medical exam

• Disabilities

Total number of enrolled children with an Individualized Education Plan (IEP) – 17
Percentage of enrolled children with an IEP – 10%

DEPARTMENT OF EARLY CHILDHOOD AND FAMILY SERVICES

FAMILY ENGAGEMENT ACTIVITIES

As their child's first and most influential teacher, parents have an important role in Head Start/Early Head Start. Parents are always welcome in the classroom by helping with or leading activities or projects, attending learning trips, planning classroom activities with the teaching staff, and introducing or sharing their culture with the class. There are a number of ways that parents can help teaching staff by sharing opinions, ideas and thoughts, working on projects at home, communicating with the staff, helping other parents feel welcome, and reinforcing learning at home. In addition, Enrichment Services Program, Inc. offers parents the opportunity to participate in the following activities:



- Family Literacy Functions
- Parent Meetings
- Parent/ Teacher Conferences
- Home Visits
- Policy Council
- Board of Directors
- Volunteer opportunities
- Family Partnership Agreement
- Field Trips
- Input into curriculum
- Input into program planning
- Training or resource and referral information

KINDERGARTEN PREPARATION

SCHOOL READINESS PLAN

Enrichment Services Program, Inc. has created a School Readiness Plan that outlines numerous components necessary to prepare children and families for entry into Kindergarten. These components consist of:

- Engaging Interactions and Environments
- Research-based Curricula and Teaching Practices
- Ongoing Assessment of Child Progress
- Highly Individualized Teaching and Learning

To ensure school readiness as children enter kindergarten, staff focuses on the five areas below when educating our children:

- Cognition and General Knowledge
- Approaches to Learning
- Physical Well-being and Motor Development
- Language and Literacy
- Social & Emotional Development

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THE TARVER FAMILY: PULLING IT TOGETHER

April Tarver has been a Head Start parent since the year 2015 with her second child, Carlos Tarver. April is the single mother of three children: Lovett Tarver, Carlos and Jurnee Toole.

"I learned about Enrichment Services through my mother, Ms. Debra Tarver. Mom came home one day and told me about Head Start because of information that was learned through the Health Department. I applied and was accepted into the program at Benning Hills when Carlos was just 3 years old. Lovett was already too old for Head Start services.

"Carlos started out as a normal child. He began walking and talking very early in his development. But around the age of 2, I noticed that something was wrong. Carlos could not understand simple directions such as: put that down or don't do that. Carlos began to constantly cry and only liked to play by himself.

"At first, I didn't know if he was imitating Lovett, his older brother. Lovett has been diagnosed with severe Autism since the age of 3. He attends Marcus Autism in Atlanta. Lovett's first few appointments were in Atlanta. Originally, Lovett had an appointment for one hour a week for 10 weeks; these were done online in a video chat. I had no car, little money and was constantly having to plan how to get Lovett to his appointments in Atlanta (at the time Lovett was not receiving SSI). I had no job, Lovett and I lived with my mother and she was the only person working. Lovett's father has not been a part of his life since he was a baby and I have not received any help or support for him. It was highly recommended that Lovett receive ABA therapy, but this therapy cost \$40 an hour and Lovett needed it 8 hours a day because he was so severely developmentally delayed. SSI was not covering the cost of ABA therapy and I could not afford that! It was horrible. By the time Carlos came along, his father has not been in the best position financially so me and the children still live with my mother."

Signs of Autism

"I took Carlos to Dr. Palmos, the child's pediatrician, and he confirmed my worst fears. Dr. Palmos didn't think that Carlos was mimicking Lovett either. Dr. Palmos's evaluation saw signs of Autism as well and referred Carlos to Babies Can't Wait. Carlos only stayed with the program for a short period of time because of his age.

"My family on my father's side has a history of medical issues. My father, two brothers and one sister have a disease called Olivopontocerebellar Atrophy. It is a mixture of MS and Cerebral Palsy. It is a disease that affects your limbs and



"During Carlos's first year with Head Start my daughter Jurnee was born. Dr. Palmos also referred her to Babies Can't Wait because she was not talking. Jurnee was only around me and my mom so she would not socialize with anyone else. She would not even socialize with her father and his mother. I wanted her to have the same opportunities that Carlos had. I felt like if she started earlier with Enrichment Services that the services could start now if she was Autistic. I filled out an application for her last year before school started but was not accepted into Early Head Start until December. Services began with Babies Can't Wait on June 1 for her and she was already singing the ABC song! She likes meeting new people. Also, Carlos and Jurnee's father started to take part in the Fatherhood Program at Benning Hills. It helped form a bond with his children; especially Jurnee. I am so pleased to say that Jurnee now enjoys the company of her father."

neurological functions as you get older. All of them are now deceased and I am the only living child from my father. I also have learned recently that I have a cousin who has a child that has been diagnosed with Down Syndrome. I felt so bad for my children because I thought they had inherited these medical issues because of me.

“When Carlos was accepted into the Head Start Program, I was so nervous. I didn’t know how he would do by himself and I was afraid of how his peers were going to treat him but my mother convinced me to let Carlos go. At this time I learned that I was pregnant with Jurnee. Since the very beginning of Carlos’s time with Enrichment Services Program, the staff has embraced him. It wasn’t until we were accepted into Enrichment Services Program that Carlos began to get services that he needed. Everything started to move! Carlos’s IEP was established very quickly and services started right away for him. Everyone from his teachers, Mrs. Williams, and his FSW, Tiffany Hardaway, worked so well with me to get everything taken care of.”

Noticeable Changes

“There were so many noticeable changes since starting Head Start. He became potty-trained and I no longer had to buy expensive pull-ups for him. His vocabulary increased. He started talking more and started completing sentences. I noticed when I would pick him up he was socializing and playing more with other children. Carlos is totally outgoing and he absolutely loves school! Carlos loves reading books, drawing and playing with his tablets. I am so pleased with the services that he received. Now that he is transitioning to kindergarten (he is attending Johnson Elementary in August) I feel that he is totally ready thanks to Enrichment Services. He is also going to be a bus rider. Can you believe that, a bus rider?!

“Carlos is so smart that he has an open case (pending) with SSI. When he was evaluated by them, they actually determined that he was so smart that he is NOT considered to have a disability. I am still fighting his case,” she added with a laugh.

“When Jurnee started EHS all my children were in school so thanks to ESP! I went back to school as well. My mother and I went in half on a car and gas. I am attending Troy University taking online classes during the day and will earn my associate degree next year. The plan is to eventually earn my bachelor’s degree in Computer Science.”

– April Tarver



Father/Daughter Dance 2018

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COMMUNITY SERVICES DEPARTMENT

LIHEAP (Low Income Home Energy Assistance Program)

Regular 3,181 households
Crisis 999 households
Total 4,180 households

\$1,448,829 was expended to help households with low incomes pay their energy bills.

Employment Training Scholarship Program

Number graduated **16**
 Number certified **15**
 Number working in the field **14**
 Average cost per person was **\$1,512**

Food Commodities Distribution

Number of food boxes distributed: 24,365, average of 2,030 per month

According to Feeding America (2017), the following food insecurity rate exists with the corresponding amounts of individuals affected.



	2018*	2014
Chattahoochee County	16.4% (1,820)	18.5% (2,190)
Clay County	27.4% (830)	29.8% (930)
Harris County	8.8% (2,940)	10.9% (3,530)
Muscogee County	19.7% (39,230)	21.7% (42,990)
Quitman County	19.6% (420)	22.5% (540)
Randolph County	24.9% (1,790)	26.3% (1,950)
Stewart County	21.8% (1,270)	22.6% (1,340)
Talbot County	17.7% (1,140)	20.7% (1,360)

This program is provided in partnership with Feeding the Valley Food Bank.

Self Sufficiency Program

We moved **168** families towards self-sufficiency and **two** families to self-sufficiency.

Self-Sufficiency is defined as the ability to meet one's basic needs without private or public assistance.

*Please note there has been a decline between 2014 and 2018.

PARTNER HIGHLIGHT

Liberty Utilities – An Outstanding Neighbor

Enrichment Services Program benefits from its relationships with numerous community partners. One of the most significant of these is Liberty Utilities – a natural gas provider serving residents in Columbus, Harris County, Woodland, Manchester and Gainesville, Georgia, as well as Fort Benning. It serves roughly 56,000 customers in the state.



Liberty Utilities®

During the past five years, Liberty has supported ESP in a number of vitally important ways. According to Chuck Rossi, president of the company, “ESP is our primary energy assistance partner in the Columbus area. In this role, Liberty customers are referred to ESP to seek assistance with paying their natural gas bills, especially during the cold winter months. One of the key benefits in ESP’s service is this interaction allows them to engage in such a way as to provide an even deeper level of assistance to these families.”

The bottom line, he continues, is that “ESP’s care extends beyond the immediate need to pay a utility bill and focuses on the real needs in a family, seeking to meet each one at their greatest point of need.”

But that’s not all. “Not only does Liberty, the company, help fund energy assistance programs, but our employees and customers contribute as well. Whether buying raffle tickets for fundraisers or donating a little extra on monthly bills, we are collectively part of a network of neighbors helping neighbors.”

Furthermore, Liberty has partnered with ESP on several community outreach projects where community residents have been invited to a day of fun for the kids while providing information for their parents. Liberty has also joined ESP to assist with an annual raffle to raise critical funds for the organization’s mission.

“ESP’s care extends beyond the immediate need to pay a utility bill and focuses on the real needs in a family, seeking to meet each one at their greatest point of need.”

– Chuck Rossi

According to ESP CEO Belva Dorsey, Liberty contributes to the organization to assist individuals with their utility bills and is supportive of efforts such as fund development.

Given the extent of this partnership, it’s clear that Liberty Utilities recognizes ESP’s role as a vital service provider in our community. “Its targeted programs are designed to address very real needs faced by families in our community with a goal to not only help out, but to help out of,” Chuck Rossi says. “Programs are designed to assist recipients in both aspiring to and achieving self-sufficiency. I’ve always been impressed with this approach as it means ESP stands ready to guide a family through this long, difficult but very rewarding process.

“To say it is life-changing would be a gross understatement. ESP provides hope to many who may believe their opportunities have run out, but are willing to give it one last effort with a trusted partner...ESP”

ESP is exceptionally grateful for the support provided by Liberty Utilities. For information about how to partner with ESP, please contact Belva Dorsey at (706) 649-0796 or via e-mail at bdorsey@espsca.org.

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2017-2018 SPONSORS AND DONORS

Elite Donors

Susan Andrews

Ann Caggins

The Rotary Club of Columbus

Georgia Power Foundation

Minnie Carlisle

Liberty Utilities

Lisa and John Scully

Col. (Ret.) Frederick Wolf, Jr.

Albright, Fortenberry, and Ninas

Columbus Board of Realtors

Columbus Technical College Foundation

The Wade Companies

Charles Rossi

All State Foundation

Lisa Cutts



STORY OF SUCCESS

Taurean Steele: 'Sheer Determination'

When Taurean Steele first learned about Enrichment Services, he says, "I was still finding myself. I was looking for a career and was trying to better myself and those around me." Today, he proclaims, "The sky's the limit. I was boosted by the confidence I gained (through ESP). I feel really thankful and blessed."

Before ESP, "I had multiple in between jobs but no career jobs. Now I'm in control of my own destiny with all the credentials I have."

Taurean, who is 34, first completed ESP's Facilities Maintenance program, where he earned HVAC (Heating, Ventilation and Air Conditioning) certification. He then enrolled in and completed the VIP Program with Goodwill Industries, which allowed him to further expand his skill set by showing him how to handle a job interview, how to communicate with co-workers and other valuable knowledge. He also received training at Columbus Technical College.



He came back to ESP for its Commercial Driver's License Program. "I want to drive 18-wheelers," he notes.

Driving big rigs is just one of Taurean's big ideas at the moment. "My dream job is owning my own business. I would like to have a towing business. I'm putting a U-Haul business together. I'm organizing a plumbing and facilities business.

"I'm still growing... still learning... I am going to follow all the way through," he says with confidence.

Taurean is quick to credit ESP's Administrative Assistant, Janice Lowe, for her contributions to his success. "She guided me all the way through.

Anything she needed me to do I'd do for her. She

boosted my confidence." Janice Lowe remembers Taurean well. When asked why she thought he had accomplished so much in a short time, she replies "sheer determination. He has some good ideas and plans for the future. That impressed me, so I took a chance on him."

"Our goal is to take people from being in crisis and vulnerable to stable and thriving," she explains. "We mentor and bring them along with what they love." She also continues to monitor the success of ESP's clients following the program. "Once a client, always a client," she says. She continues, "I do love people.. I like to see young people do well." She's had plenty of opportunities to do so during more than 21 years with ESP.

As for Taurean, "My goal is to continue gaining knowledge as I can and surround myself with the right people."

Taurean, who has one son and two godsons, is the youngest of three brothers. He says his parents are proud of what he's accomplished. He also has "a lot of friends who look up to me. This is the greatest opportunity I ever had. Without Enrichment Services I'd still be scrubbing dishes. I'm really thankful."

"My dream job is owning my own business. I would like to have a towing business. I'm putting a U-Haul business together. I'm organizing a plumbing and facilities business."

– Taurean Steele

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2017-2018 PARTNERS

Alabama Cooperative Extension System Expanded
Food Nutrition Education Program
Amerigroup
Autism Speaks
Babies Can't Wait (BCW)
Boyz Barbershop
CareSource
Chattahoochee Board of Education
Chattahoochee County Department of Family and Children Services (DFACS)
Chattahoochee Valley Community College
Chattahoochee Valley Libraries
Childcare Network (Farr Road)
Childcare Network (Floyd Road)
Children and Family Connection of Russell County Inc.
Children First (GA Department of Public Health)
Children's Medical Services
Clay County Board of Education
Clay County Department of Family and Children Services (DFACS)
Clay County Family Connection
Clay County Health Partnership
Clay County Library
Clay County Pre-Kindergarten
Columbus Department of Public Health
Columbus State University Cunningham Center
Columbus Technical College (Information Center)
Communities of Transformation
Cusseta-Chattahoochee Family Connection
Family Guidance Center of Alabama
Feeding the Valley Food Bank
First Steps
Georgia Department of Labor (DOL)
Georgia Department of Public Health for Women, Infants, and Children (W.I.C)
Goodwill Industries of the Southern Rivers
Greater Columbus Chamber of Columbus
Hands On Columbus
Harris County Department of Family and Children Services (DFACS)
Harris County Family Connection
Helping Families Initiative of Russell County
Literacy Alliance
Muscookee County Department of Family and Children Services (DFACS)
Columbus Family Connection and Early Language and Literacy Coalition
Muscookee County School District
NeighborWorks Columbus
New Horizon Behavioral Health
Omalee Dental
Operation Hope
Parent to Parent of Georgia
Parents as Teachers (Muscookee County Cooperative Extension)
Parks Memorial Library (Stewart County)
Partnership In Caring
Pastoral Institute
Pediatria Health Care for Kids
Pine Mountain Regional Library System
Project Rebound
Quitman County Board of Education
Quitman County Department of Family and Children Services (DFACS)
Quitman County Family Connection
Quitman County Library
Quitman County Public Health
Randolph County Department of Family and Children Services (DFACS)
Randolph County Family Connection
Right from the Start
Rotary Club of Columbus
Rotary Club of Quitman
Russell County Board of Education
Safe Kids of Columbus
Sarrell Dental Center
Seneca, Choices for Life
Sons of King Solomon
South Columbus Family Practice
Southwest Georgia Health Care
St. Anne's Community Outreach
St. Thomas Episcopal Church
STAT Medical Services, Inc.
Stewart County Board of Education
Stewart County Department of Family and Children Services (DFACS)
Stewart County Family Connection
Stewart County Sheriff's Office
Talbot County Board of Education
Talbot County Department of Family and Children Services (DFACS)
Talbot County Health Department
Talbot County Library
Talbot County Family Connection
Tree of Life Healthcare
Tri-City Housing Authority
U.S. Housing and Urban Development
UGA Cooperative Extension
USDA Rural Development
Valley Health System
Wallace College
WellCare
Wells Fargo
West Central Dental Health

FACILITY LISTING

Neighborhood Service Centers

Chattahoochee

439 Broad Street
Cusseta, GA 31805
(706) 989-3407

Clay

155 Wilson Street
Fort Gaines, GA 39851
(229) 768-2055

Harris

747 Carver Circle
Hamilton, GA 31811
(706) 628-4962

Muscogee

2601 Cross Country Drive, Bldg. C
Columbus, GA 31906
(706) 649-1600
Employment Training
Scholarship Program

Quitman

57 Kaigler Road
Georgetown, GA 39854
(229) 334-4108

Randolph

24 Calhoun Street
Cuthbert, GA 39840
(229) 732-6971

Stewart

507 East Broad Street
Lumpkin, GA 31815
(229) 838-4269

Early Head Start and Head Start Centers

Benning Hills Head Start

190 Munson Drive
Columbus, GA 31903
(706) 223-3901

Boxwood Place Early Head Start

1700 Boxwood Place
Columbus, GA 31906
(706) 660-5381

Child Development Center

2701 11th Avenue
Columbus, GA 31904
(706) 801-3428

Chattahoochee Educational Center

140 Merrell Street
Cusseta, GA 31805
(706) 989-1479

Clay County Head Start

200 Hobbs Lane
Fort Gaines, GA 39851
(229) 768-2234

Cusseta Road Head Start

4150 Cusseta Road
Columbus, GA 31903
(706) 649-0780

Higginbotham Center

2605 College Drive
Phenix City, AL 36869
(334) 219-2651

Quitman County Early Childhood Development & Education Center

213 Kaigler Road
Georgetown, GA 39854
(229) 334-2655

Stewart County Head Start

P.O. Box 58
GA Hwy. 27 East
Lumpkin, GA 31815
(229) 838-4135

Talbot County Head Start

159 Park Street
Talbotton, GA 31827
(706) 665-3717

Central Office

2601 Cross Country Drive, Bldg. C
Columbus, GA 31906
(706) 649-1600



Fulfilling the Promise.

Eliminate poverty through education, services and partnerships.

APPENDIX

TRIENNIAL REVIEW – FEBRUARY 12, 2012

Area of Strength

The grantee provided services to children and families in Columbus and the surrounding areas by providing well-trained staff, including Center Support Managers who were Family Development certified. In addition, all staff received Bridges out of Poverty training to assist families. The program enhanced its curriculum for children with the Woodsy Owl Environmental curriculum, 2nd Step Violence Prevention curriculum, Safety Sam Transportation curriculum, and I Am Moving, I Am Learning.

Over the years, the grantee's planning goals included upgrading centers into state-of-the-art facilities. The grantee obtained two new centers – Boxwood Place and Teenage Parenting Centers – in areas identified by the Community Assessment as in need.

Area of Noncompliance Determinations

- The grantee did not ensure its physical inventory was accurate and reconciled to its equipment records.

A comparison of the Fixed Assets Listing with an observation of the agency's vehicles found the vehicle identification numbers (VINs) for four buses at the Rosemont Bus Lot were incorrectly reflected on the Fixed Assets Listing. The Transportation Specialist confirmed the correct VIN numbers for the four buses.

- The grantee did not ensure its mortgage or security agreement for a modular unit purchased under a chattel mortgage followed all required provisions.

The grantee did not ensure the mortgage and security agreements for the purchase and refinancing of the Stewart County modular unit included all necessary provisions; therefore, it was not in compliance with the regulation.

- The grantee did not post Notices of Federal Interest in conspicuous locations on modular units and did not include the proper information on all notices. The grantee did not post a Notice of Federal Interest in a conspicuous location on six modular units for the Head Start program at three sites.

The grantee did not post Notices of Federal Interest in conspicuous locations on six modular units and did not provide complete information on three notices; therefore, it was not in compliance with the requirement.

- The grantee did not obtain criminal record checks (CRCs) on all employees prior to hire. A review of 71 employee files found 2-3 percent did not contain CRCs completed prior to employment.

The grantee did not obtain CRCs on all employees prior to hire and did not maintain correct information in its files regarding a CRC for 1 employee; therefore, it was not in compliance with the regulation.



Enrichment
Services Program, Inc.
A Community Action Agency

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Building C
Columbus, Georgia 31906
www.enrichmentservices.org

