

Being a Light Within Our Communities



**Enrichment
Services Program, Inc.**
A Community Action Agency



2022-2023 ANNUAL REPORT

A MESSAGE FROM THE CEO



Dear Friends and Supporters,

As I reflect on the past year, I am filled with gratitude and pride for the incredible strides our organization has made in “making communities brighter.” Thanks to your unwavering support, we’ve been able to extend our reach and deepen our impact, touching lives and bringing hope where it is needed most.

This year’s theme, “Be the Light,” is both a reminder and a call to action. Each of us holds the power to illuminate the path forward for those in need. Whether through your time, resources, or advocacy, your contributions have been the beacon guiding us toward a brighter future. Together, we have not only provided vital resources and services but also inspired individuals and families to shine in their own unique ways.

From empowering youth with educational opportunities to providing critical support for families in crisis, the stories of transformation we’ve witnessed this year are a testament to what happens when a community comes together to “be the light.” These moments remind us that our work is more than numbers; it’s about creating lasting change and fostering resilience.

As you read through the 2022 - 2023 Annual Report, I hope you see yourself in the successes we share. Every milestone achieved and every life touched reflects your dedication to our mission. Thank you for continuing to walk alongside us as we strive to brighten even more lives in the years to come.

With heartfelt gratitude,

A handwritten signature in black ink, which appears to read "Belva Perry-McIntosh".



2022 -2023 BOARD OF DIRECTORS



LaChandra Brundage, Chair	Muscogee
Savonne, Monell, Chair Elect/Vice Chair/ Governance Committee Chair	Muscogee
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A STORY OF SUCCESS



Enrichment Services Program (ESP) received a direct referral from Muscogee County School District (MCSD) because of our partnership and work with the Family Support Services (FSS) Redesign Pilot. The referral was from the Muscogee County Attendance Panel in an effort to prevent a truancy case and referral to the Division of Family & Children Services (DFCS). The referral was for assistance with childcare and transportation. Upon receiving the referral, a Family Advocate (FA) reached out to the parent, Ms. Mathes to assess her current situation. From further conversation Ms. Mathes stated that she is a domestic violence survivor. She was recently involved in a car accident which left her with no transportation. Ms. Mathes stated that she has little to no help because she is not from the area. She was having issues with taking her children to school and she fell behind on her utility bills due to loss of income. She also needed a stroller for her younger children during their walk to school.

The FA expressed that she understood Ms. Mathes's situation and was determined to give Ms. Mathes a piece of mind and try to help with her situation the best way possible. The FA set several appointments for Ms. Mathes to provide resources and for updates with the children's status with Muscogee County School District. Through a coordinated effort between United Way's Community Schools United Coordinator, MCSD, and ESP, the FA was able to get the children placed at a school closer to the home as well as secure after school care. The FA was able to provide Uber vouchers for temporary transportation, gift cards for clothing, a stroller, and food. ESP was also able to assist Ms. Mathes with her past due utility bills and provide a credit to extend her services so that she will not have to worry about disconnection.

Ms. Mathes stated that she will "forever be grateful for the assistance ESP was able to provide". Ms. Mathes continued to thank the FA for her patience and extra efforts she provided. She also stated, "I don't know how I would have been able to make it without the help of Ms. Johnson and Enrichment Services Program". Ms. Mathes is now looking for stable income and plans on buying a reliable vehicle with her income tax refund. The FA was able to schedule Ms. Mathes a VITA appointment to ensure that she is able to access free, safe, and trusted tax preparation.

After following up with the Muscogee County Attendance Panel, all school aged children are enrolled and doing well and there is no longer a truancy concern. Ms. Mathes has completed an application for her younger children to enroll in Head Start and is currently on our waitlist. An application was also submitted for Childcare and Parent Services (CAPS), so that Ms. Mathes can return to work. The FA continues to follow up with Ms. Mathes to check in and offer any additional support.

"I will forever be grateful for the assistance ESP was able to provide."



HUMAN RESOURCES



DEPARTMENT OF EARLY CHILDHOOD & FAMILY SERVICES

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

77 Support Staff (Family Advocates, Bus Drivers, Bus Monitors, Custodians, Center Assistants, Administrative Assistants, Kitchen Staff, Etc.)

20 Service Area Specialists (Parent, Family, Community Engagement Specialists, ERSEA Specialists, Transportation Specialist, Education Specialists, and Health & Nutrition Specialists)

25 Administration (Center Managers, Service Area Managers, and Department Director)

COMMUNITY SERVICES DEPARTMENT

2 Intake Workers

2 Customer Service Representatives

7 Family Advocates

3 Administration (Program Clerk, Program Manager, and Department Director)

G&A DEPARTMENT

9 Executive Office

5 Finance

4 Human Resources

340 TOTAL NUMBER OF EMPLOYEES



PROGRAM FINANCIAL INFORMATION

DEPARTMENT OF EARLY CHILDHOOD & FAMILY SERVICES

	BUDGET	ACTUAL EXPENDITURE
Head Start and Early Head Start		
Salaries	\$9,078,119	\$8,915,054
Fringe Benefits	\$2,050,169	\$1,762,690
Travel	\$45,188	\$82,908
Supplies	\$882,364	\$1,251,427
Equipment	-	\$36,317
Contractual	\$2,907,615	\$1,886,951
Facilities/Construction	\$15,553	\$900,793
Other	\$4,405,438	\$3,725,270
Indirect Cost (federally approved rate)	\$1,805,553	\$1,582,783
	\$21,189,999	\$20,144,193
In-kind Donations	\$5,334,670	\$3,143,677
(required match of \$2,430,806)	waiver received	
Georgia and Alabama Pre-K	\$467,544	\$467,544
Child and Adult Care Food Program (CACFP)	No budget; reimbursable based on meals served.	\$708,972
TOTAL		\$24,464,386



COMMUNITY SERVICES DEPARTMENT

	Actual Expenditures
Community Services Block Grant	\$632,627
Community Development Block Grant	\$33,520
Emergency Food and Shelter	\$102,839
Energy Assistance	\$5,018,797
Total	\$5,787,783
General and Administration	\$1,799,997

2022 - 2023 ELITE DONORS

ACOM Integrated Solutions
 AE Touch Technology
 Casey Family Foundation

Callaway Foundation, Inc.
 SmartQuest Technologies

A STORY OF SUCCESS



Shomare' Lawson is the proud mother of 3 boys who are all currently enrolled in our Head Start and Early Head Start Program at the Muscogee Child Development Center. She is also one of our Employment Training participants who has demonstrated what you can accomplish with a positive attitude, determination, and motivation!

Shomare' learned about ESP several years ago when she was pregnant with her now four-year-old, Cody. She applied for Early Head Start when Cody was one, but she remained on the wait list. Cody finally began Head Start two years later, and by then Shomare' had her two younger boys. Finally, this year, Shomare' was able to get all three boys enrolled at the same Child Development Center. Having this high-quality educational opportunity for the kids was a game changer for Shomare'. She had been considering returning to school to get her GED, but childcare was always a barrier.

August 8, 2022, was the first day of school not just for the boys, but for Shomare' as well! She started a GED program at The Bridge and for the first time in four years she was doing something for herself. Shomare' knew that getting her GED was the first step on her journey towards self-sufficiency.

Shomare' continued attending her GED classes and quickly passed two of the four GED components within the first two months. The kids were thriving in Head Start and Early Head Start. Shomare' credits this to the teachers. She said that "my sons' teachers are all amazing and they are learning so much!"

In late September of 2022, Shomare' was invited to a Mom's Wellness Pop-Up Event at the Muscogee County Neighborhood Service Center. While at the event she heard people talking about the upcoming Employment Training cohort for Head Start Parents. Although, Shomare' didn't have her GED yet, she took a chance and asked if she could still participate.

Jamie Thomas, Director of Community Services stated that, "When Ms. Lawson asked to speak to me about the Employment Training Program, she shared that she was still trying to get her GED, she had class several days a week, but she really wanted to participate. She had so much enthusiasm and positivity, I knew that with the right support she would be successful. I had to find a way to hold on to her and keep her engaged." Through coordination and partnership between The BRIDGE, GoodwillSR, and ESP Shomare' was able to continue her GED program, start the Customer Service training, and begin working at ESP in the Energy Assistance Program!



"My children being accepted into Head Start and Early Head Start has been life changing for me. This experience has reminded me to never stop trying. Everything is starting to fall in place and now I am making progress with the goals I have for myself and my family. Being part of the Employment Training Program has helped with my self confidence. I love coming to work everyday. I am learning valuable work skills that I know I will be able to use not only at ESP, but anywhere I go." says Shomare'.

Shomare' completed all four components of the GED and graduated on December 9, 2022. She was named the "BRIDGE Honor Student" and was awarded the "BRIDGE Certificate of Excellence". She also completed the Customer Service Certification and is currently working as an intake worker for ESP's Energy Assistance Program.

COMMUNITY SERVICES



CHATTAHOOCHEE

Number of customers served through:

- Low Income Home Energy Assistance Program - 278 payments totaling \$130,100
- Low Income Household Water Assistance Program - 119 payments totaling \$36,451

CLAY

Number of customers served through:

- Commodities - average of 155 households per month
- Low Income Home Energy Assistance Program - 275 payments totaling \$130,700
- Low Income Household Water Assistance Program - 38 payments totaling \$10,515

HARRIS

Number of customers served through:

- Commodities - average of 126 households per month
- Low Income Home Energy Assistance Program - 265 payments totaling \$128,100

MUSCOGEE

Number of customers served through:

- Commodities - average of 107 households per month*
- Low Income Home Energy Assistance Program - 5,456 payments totaling \$2,521,400
- Low Income Household Water Assistance Program - 1,232 payments totaling \$503,650
- Employment Training - 10

QUITMAN

Number of customers served through:

- Commodities - average of 160 households per month
- Low Income Home Energy Assistance Program - 245 payments totaling \$116,350
- Low Income Household Water Assistance Program - 51 payments totaling \$14,285

RANDOLPH

Number of customers served through:

- Commodities - average of 500 households per month
- Low Income Home Energy Assistance Program - 516 payments totaling \$243,000
- Low Income Household Water Assistance Program - 174 payments totaling \$69,790

STEWART

Number of customers served through:

- Commodities - average of 224 households per month
- Low Income Home Energy Assistance Program - 329 payments totaling \$156,800

TALBOT

Number of customers served through:

- Commodities - average of 158 households per month
- Low Income Home Energy Assistance Program - 307 payments totaling \$149,400

**ESP's commodity distribution in Muscogee County is limited to Head Start & Early Head Start families*





HEAD START - GEORGIA (TO INCLUDE WEST GEORGIA)

Total number of Head Start children served

Central/South - 550, North - 128 = Grand Total: 678

- **94%** of children were income eligible
- **6%** of children were over income
- **6%** of children received public assistance
- **4%** of children were homeless
- **1%** of children were in foster care

SERVICES:

Dental - **97%** of the children enrolled for at least 90 days have a dental home; **669** of the children enrolled have received dental exams.

Medical - **98%** of the children enrolled for at least 90 days have a medical home; **542** of the children enrolled for at least 90 days received a medical exam.

Disabilities - Total number of enrolled children with an Individualized

EARLY HEAD START - GEORGIA

Number of children & pregnant women served

Central/South - 109, North - 97, EXP/CCP - 179 = Grand Total: 385

- **94%** of children were income eligible
- **6%** of children were over income
- **6%** of children received public assistance
- **4%** of children were homeless
- **1%** of children were in foster care

SERVICES:

Dental - **44%** of the children enrolled have a dental home; **385** of the children enrolled have received a dental screening or exam.

Medical - **57%** of the children enrolled have a medical home; **385** children received preventive and/or primary health care.

Disabilities - Total number of enrolled children with an Individualized Family Service Plan (IFSP) - **29 or 7%** of enrolled children



HEAD START - ALABAMA

Number of children served: 145

- **95%** of children were income eligible
- **5%** of children were over income
- **8%** of children received public assistance
- **1%** of children were in foster care

SERVICES:

Dental - **100%** of the children enrolled for at least 90 days have a dental home; **145** of the children enrolled have received a dental exam.

Medical - **100%** of the children enrolled for at least 90 days have a medical home; **145** children received a medical exam.

Disabilities - Total number of enrolled children with an Individualized Education Plan (IEP) - **16 or 11%** of enrolled children.

TRANSPORTATION

ESP transportation staff provided bus transportation for 56 children in Georgia and 67 children in Alabama for a total of **123 children** receiving transportation 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 staff administer the screening to 3 & 4 year old children in the fall, winter, and spring of the school year.

Georgia

AGE	FALL 2022/2023	SPRING 2022/2023	GROWTH PERCENTAGE
3	10% ready to read	40% ready to read	30%
4	33% ready to read	76% ready to read	43%

Alabama

AGE	FALL 2022/2023	SPRING 2022/2023	GROWTH PERCENTAGE
3	7% ready to read	47% ready to read	40%
4	42% ready to read	74% ready to read	32%

Teaching Strategies Gold Individual Child Assessment

ESP 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 (gross and fine), Language, Cognitive, Literacy and Mathematics.



Individual Child Assessment Growth Report

(Percentage of children that are meeting and/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%	80%	76%	87%	71%
Physical	80%	76%	81%	88%	72%
Language	80%	61%	71%	84%	65%
Cognitive	100%	80%	71%	86%	61%
Literacy	100%	81%	64%	81%	73%
Mathematics	100%	63%	61%	87%	44%

ALABAMA

Domain	3-year-old	4-year-old
Social Emotional	67%	85%
Physical	58%	70%
Language	55%	70%
Cognitive	68%	100%
Literacy	89%	96%
Mathematics	87%	63%





**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:

- School Readiness Goals
- High Quality Teaching and Learning – This component is comprised of the following four areas:
 1. Engaging Interactions (both teacher-child and peer-peer) and Environments
 2. Research-based Curricula and Teaching Practices
 3. Ongoing Assessment of Child Progress
 4. Highly Individualized Teaching and Learning

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

1. Cognition and General Knowledge
2. Approaches to Learning
3. Physical Well-being and Motor (gross and fine) Development
4. Language and Literacy
5. Social & Emotional Development





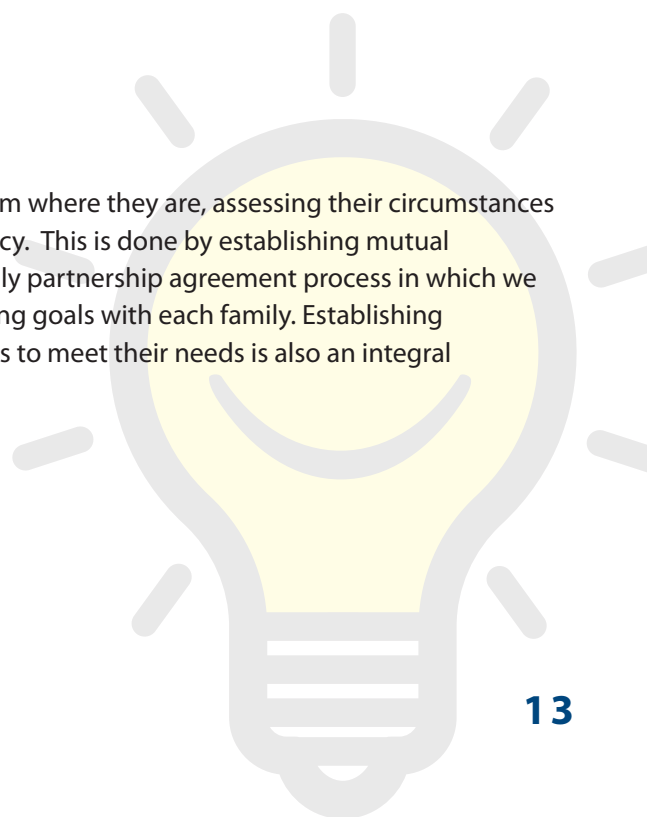
FAMILY ENGAGEMENT SUMMARY

Parent and family engagement is important to a child's school readiness. Research based practices have proven that children whose parents are engaged in their school activities are more confident and tend to excel academically. With that in mind, ESP realizes the importance of developing family engagement behaviors early on, and in our early childhood education programs, parents are afforded opportunities to engage with their children and with program staff. Our family partnership process is built around our shared commitment to work together to assure that every family's child is ready for school when they leave our program.

The partnership is discussed during our initial Parent Teacher Home Visits, as well as during Intake meetings when Family Advocates and families discuss and sign the agreement. Families attend orientation sessions that continue to establish the urgency of this partnership – introducing families to information on the achievement gap, and the work we will do together with the parenting curriculum. Families enter our program with aspirations and needs that could enhance their self-efficacy or family stability and assist them to maintain the kinds of family environments most conducive to their children's healthy development. A welcoming environment is provided to our families virtually or in person, so that they feel comfortable advocating for their child and have a voice in their child's early learning experience through activities such as:

- Policy Council
- Board Meetings
- Virtual Family Engagement Network Meetings
- Parent Committee Meetings
- Family Learning Parties
- Family Literacy Events
- Virtual Volunteerism (recruitment & virtual story time)
- Advisory committees for curriculum and program planning
- Virtual Parent/Teacher Conferences and Home Visits
- Virtual Training Opportunities
- Parent Feedback Surveys
- M.A.L.E Programming (Men, Achieving, Leading and Empowering)

In addition, we are committed to partnering with families and meeting them where they are, assessing their circumstances and working alongside them to move them toward achieving self-sufficiency. This is done by establishing mutual expectations and shared responsibility through the completion of our family partnership agreement process in which we complete a family engagement contract, family assessment, and establishing goals with each family. Establishing collaborative partnerships and connecting families to community resources to meet their needs is also an integral part of our engagement of families.





FAMILY ENGAGEMENT SUMMARY

ESP has fully-implemented a research-based parenting curriculum called Shine On Families that is designed to be fully integrated into our overall educational model. Education and Family Services teams work together with families to engage and support them. Education and Family Services teams work together to communicate with families regarding children’s development when teacher’s conduct home visits and parent teacher conferences. Using data, we monitor the percentage of parent participation in our family engagement strategies over the course of the year.

Our families are supported with the necessary tools and resources to be empowered as their child’s first and most influential teacher. Through the implementation of our family engagement curriculum, peer activity cards are provided that align with our program’s school readiness goals, family life practices and developmental milestones that allow for the home environment to be an extension of the classroom. The peer activities also foster positive parent and child relationships by encouraging parents to Pause, Engage, Encourage and Reflect with their child as they complete them with their child.

At Enrichment Services Program, our high-quality family engagement practices strengthen our families and help to close the achievement gap. Through our Whole Family Approach, we ensure that not only the child, but the entire family is ready to transition and succeed in life. Our individualized family support aims to motivate families based on their self-identified needs, resources, and aspirations, and build social capital amongst families and communities to sustain engagement and support over time.



FACILITY LISTING



Neighborhood Service Centers

Chattahoochee

215 McNaughton 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) 596-0504

Quitman

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

Randolph

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

Stewart

2141 Broad St
Lumpkin, GA 31815
(229) 838 - 4269

Talbot County

159 Park Street
Talbotton, GA 31827
706) 665-8580

Childhood Development Centers

Chattahoochee County

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

Clay County

Clay County CDC
202 Wilson Street, Suite 4
Fort Gaines, GA 39851
(229) 938-4751

Harris County

Carver CDC
757 Carver Circle
Hamilton, GA 21811
(706) 780-5892

Muscogee County

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

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

Child Development Center
2701 11th Avenue
Columbus, GA 31904
(706) 801-9428

Muscogee CDC
3900 Baker Plaza
Columbus, GA 31903
(706) 649-0780

Meriwether County

Greenville CDC
2204 Moreland Street
Greenville, GA 30222
(706) 775-8068

Quitman County

Quitman County CDC
213 Kaigler Road
Georgetown, GA 39854
(229) 334-9214

Stewart County

Stewart County CDC
15582 GA Hwy. 27 East
Lumpkin, GA 30241
(229) 838-4135

Talbot County

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

Troup County

North Cary CDC
41 North Cary Street
LaGrange, GA 30240
(706) 407-0524

Lower McGregor CDC 112 McGregor Street
LaGrange, GA 30241
(706) 407-0534

Upper McGregor CDC 104 McGregor Street
LaGrange, GA 30241
(762) 323-1122

Russell County (Phenix City, AL)

Higginbotham CDC
2605 College Drive
Phenix City, AL 36869
(334) 219-2655

Agency - Central Office

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

ESP did not receive any federal reviews during this 2022 - 2023 timeframe.



Enrichment Services Program empowers families to thrive through quality education, services, and partnerships.



Enrichment
Services Program, Inc.
A Community Action Agency

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