

# 2023-2024 ANNUAL REPORT



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



**Empowering families to thrive through  
quality education, services, and partnerships.**

## A MESSAGE FROM THE CEO

Dear Friends and Partners,

This year, as we celebrate the 60th Anniversary of Community Action, we are reminded of the enduring truth that has carried our movement for six decades: when communities come together to lift each other up, lasting change is possible. Since 1964, Community Action Agencies like Enrichment Services Program have stood on the front lines of the fight against poverty — not only providing services, but also amplifying voices, building opportunity, and creating pathways for families to thrive.

For 60 years, this movement has been rooted in one simple but powerful idea: every family deserves a fair chance at success. At ESP, we have embraced that mission by providing early childhood education, family support services, energy assistance, employment training programs, and partnerships that reach across county lines. We have seen firsthand how lives are transformed when barriers are removed and potential is unlocked.

The 2023–2024 year has been one of both reflection and renewal. We celebrated milestones — expanding our reach in rural communities by deepening partnerships with organizations like Valley Healthcare System and strengthening our whole-family approach to empower not just individuals, but generations. We told the stories of those who embody our mission: Chelsea, who discovered her voice and her confidence; Laodecea, a Head Start alum who rose to leadership in higher education; and partners who remind us that collaboration multiplies impact. These stories are not exceptions — they are proof of what happens when community action is alive and well.

***“Thank you  
for carrying  
this mission  
forward with  
passion.”***  
– Belva



As we look ahead, our commitment is clear: to honor the legacy of the past 60 years by innovating for the future. That means continuing to adapt to the needs of families, expanding access to resources in under-served areas, and ensuring that every child, parent, and individual has the opportunity to thrive.

To our board members, staff, volunteers, and partners — thank you for carrying this mission forward with passion and dedication. To the families we serve — thank you for your trust. Together, we are not only celebrating 60 years of impact; we are laying the foundation for the next 60.

With gratitude and hope,

A handwritten signature in black ink that reads "Belva Dorsey-Mott".

Belva Dorsey-Mott  
Chief Executive Officer



**Enrichment  
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A Community Action Agency

## 2023 -2024 BOARD OF DIRECTORS

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Muscogee

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Muscogee

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Stewart

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Muscogee

Russell

Troup

Muscogee

Troup

Meriwether

Muscogee



Every **family**  
deserves a  
fair chance at  
**success.**

## A STORY OF SUCCESS

### SUCCESS STORY: LAODECEA — FROM HEAD START TO HIGHER EDUCATION LEADERSHIP

Laodecea's journey with Enrichment Services Program began in Lumpkin, Georgia, where opportunities were few and resources were scarce. Stewart County has long struggled with limited access to social services, and ESP has been one of the only consistent providers for families in the area. For children like Laodecea, Head Start was more than a classroom — it was a lifeline.

She remembers those early days fondly, not simply as a time of learning ABCs and 123s, but as a time when she was told she mattered.

"They taught me more than letters and numbers — they showed me I was worth investing in."

That investment paid off in extraordinary ways. After leaving Head Start, Laodecea continued to excel in school, ultimately graduating as the salutatorian of her high school class. Education became her path forward, and she pursued it with determination. Over the years, she has earned multiple college degrees and carved out a career in higher education, serving in leadership roles at several colleges and universities.

Her accomplishments are remarkable, but what stands out most is her continued connection to the program that first believed in her. Laodecea is a lifelong advocate for Head Start and ESP. She volunteers her time regularly, offering her skills, her voice, and her story as proof of the program's power.

"I'm not just a success story — I'm part of the story of this program."

Her journey is proof that when children in rural communities are given access to quality early childhood education and support, they can rise above systemic barriers. ESP's presence in Stewart County meant that Laodecea and many others had access to opportunities that simply did not exist elsewhere.

"Because someone cared about me then, I learned to care about myself now."

Laodecea's life is both an inspiration and a challenge: a reminder that investing in children today transforms communities tomorrow. Her story is living proof that when you plant seeds of hope in places where resources are scarce, the harvest can change generations.

*"I'm part of  
the story  
of this  
program."  
– Laodecea*



*Watch Laodecea's  
story by  
scanning the  
QR Code.*



# HUMAN RESOURCES

## EARLY CHILDHOOD & FAMILY SERVICES DEPARTMENT

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

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

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

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

## COMMUNITY SERVICES DEPARTMENT

**3** **Intake Workers**

**1** **Customer Service Representatives**

**9** **Family Advocates**

**4** **Administration (Program Clerk, Program Manager, and Department Director)**

**7** **Executive Office**

**6** **Finance**

**3** **Human Resources**

**360** **TOTAL NUMBER OF EMPLOYEES**

We have  
**embraced**  
the **mission**  
by **providing**  
early childhood  
education.



# PROGRAM FINANCIAL INFORMATION

## DEPARTMENT OF EARLY CHILDHOOD & FAMILY SERVICES

	BUDGET	ACTUAL EXPENDITURE
<b>Head Start and Early Head Start</b>		
Salaries	\$11,322,766	\$8,820,937
Fringe Benefits	\$3,182,817	\$1,901,056
Travel	\$151,722	\$202,696
Supplies	\$602,494	\$620,481
Equipment	-	\$9,662
Contractual	\$2,523,830	\$2,045,624
Facilities/Construction	-	-
Other	\$2,882,244	\$3,130,074
Indirect Cost (federally approved rate)	\$2,090,774	\$2,032,840
	<b>\$22,696,647</b>	<b>\$18,763,370</b>

**In-kind Donations** \$5,334,670 \$4,325,607  
**(required match of \$2,430,806)** waiver received

**Georgia Pre-K** - \$542,071

**Child and Adult Care Food Program (CACFP)** No budget; reimbursable based on meals served. \$739,959

**TOTAL** **\$24,371,007**

### COMMUNITY SERVICES DEPARTMENT

	Actual Expenditures
Community Services Block Grant	\$576,766
Community Development Block Grant	\$2,000,000
Emergency Food and Shelter	\$55,327
Energy Assistance	\$3,254,993
<b>Total</b>	<b>\$5,887,086</b>

**General and Administration** **\$2,236,616**

## 2023 - 2024 ELITE DONORS

ACOM Integrated Solutions  
 SmartQuest Technologies  
 Malone Office Environments

Casey Family Foundation  
 Callaway Foundation, Inc.

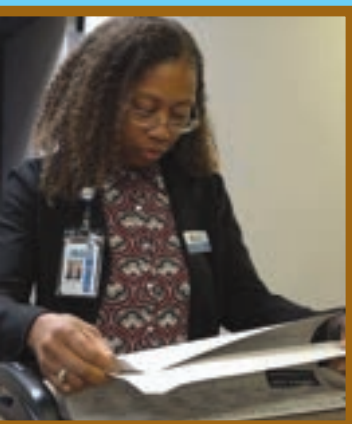
## PARTNER SUCCESS STORY

### VALLEY HEALTHCARE PARTNERSHIP STORY

When Valley Healthcare System first teamed up with Enrichment Services Program, it was clear the partnership had potential — but like any alliance, success would depend on shared vision, trust, and sustained effort. What's unfolded since then is a model of collaboration showing how two mission-driven organizations can amplify each other's reach and impact.

Valley's leadership, represented by Dr. Asante' Hilts, saw in ESP a partner that understood communities deeply, especially in rural regions where health, education, and social services overlap. The goal was not just to co-exist, but to co-achieve better health outcomes, stronger community trust, and more integrated support for families.

Valley brought medical expertise, health resources, and systems infrastructure. ESP brought deep roots in social services, strong community networks, and relational trust. According to Dr. Hilts:



*“Our partnership shifted health from being transactional to relational.”*

– Dr. Hilts

“ESP already had the relationships in places we needed to reach. Together, we could meet people where they are — not force them to come to us.”

Through joint initiatives — health fairs, outreach in underserved zones, referrals in both directions, and shared community education — the two organizations began to see results:

- Increased health screenings in areas with limited access
- More clients connected not only to medical care but to social supports like housing, transportation, and early childhood education
- Greater trust in the health system through ESP's familiar community presence
- Coordinated strategies to address systemic barriers

Dr. Hilts reflects:

“We didn't want to do this alone. ESP made it possible to become part of the fabric of community life.”

“Our partnership shifted health from being transactional to relational.”

Valley's experience with ESP underscores a lesson: in communities with limited resources, real change rarely happens in silos. It happens through partnerships built on mutual respect, complementary strengths, and shared accountability.

This is more than a success story — it's a blueprint. We hope it inspires other agencies, health partners, and funders: when missions align, impact deepens.

*Watch Valley Healthcare's partnership story by scanning the QR code.*



## CHATTAHOOCHEE

### Number of customers served through:

- Commodities - N/A
- Low Income Home Energy Assistance Program - 165 payments totaling \$76,120

## CLAY

### Number of customers served through:

- Commodities - average of 142 households per month
- Low Income Home Energy Assistance Program - 205 payments totaling \$90,380

## HARRIS

### Number of customers served through:

- Commodities - average of 135 households per month
- Low Income Home Energy Assistance Program - 290 payments totaling \$133,420

## MUSCOGEE

### Number of customers served through:

- Commodities - average of 45 households per month\*
- Low Income Home Energy Assistance Program - 3,284 payments totaling \$1,499,040
- American Rescue Plan City of Columbus Energy Assistance Program -  
Electric: 2,191 payments totaling \$1,095,500  
Gas: 827 payments totaling \$413,500  
Water: 1,252 payments totaling \$375,600

## QUITMAN

### Number of customers served through:

- Commodities - average of 145 households per month
- Low Income Home Energy Assistance Program - 207 payments totaling \$93,480

## RANDOLPH

### Number of customers served through:

- Commodities - average of 497 households per month
- Low Income Home Energy Assistance Program - 381 payments totaling \$168,140

## STEWART

### Number of customers served through:

- Commodities - average of 144 households per month
- Low Income Home Energy Assistance Program - 233 payments totaling \$107,180

## TALBOT

### Number of customers served through:

- Commodities - average of 112 households per month
- Low Income Home Energy Assistance Program - 296 payments totaling \$139,860

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



We adapt to  
the needs of  
the family.

### HEAD START - GEORGIA (TO INCLUDE WEST GEORGIA)

Total number of Head Start children served

Central/South - 641, North - 123 = Grand Total: 764



#### SERVICES (TO INCLUDE WEST GEORGIA AND ALABAMA)

**Dental** - 99% of the children enrolled for at least 90 days have a dental home;  
 55% of the children enrolled have received dental exams.

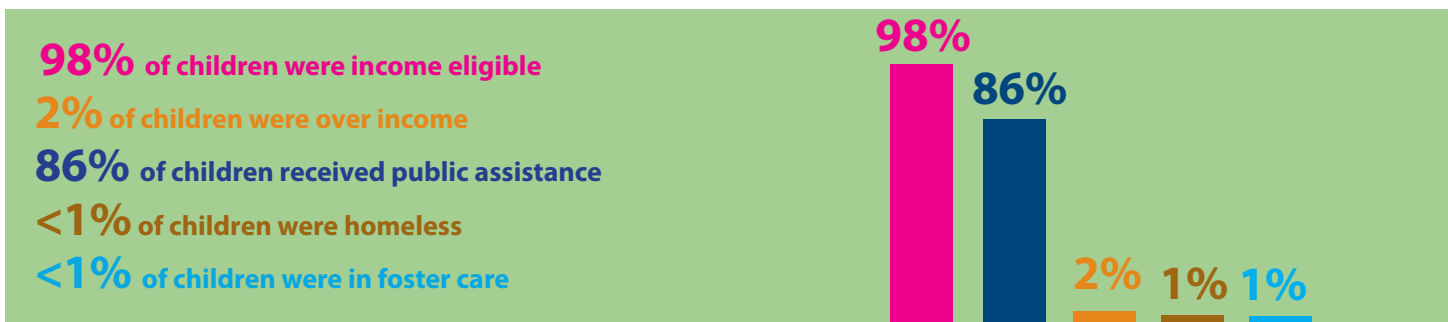
**Medical** - 97% of the children enrolled for at least 90 days have a medical home;  
 67% of the children enrolled for at least 90 days received a medical exam.

**Disabilities** - Total number of enrolled children with an Individualized Education Plan (IEP) - 78  
 Percentage of enrolled children with an IEP- 12%

### EARLY HEAD START - GEORGIA

Number of children & pregnant women served

Central/South - 149, North - 114, EXP/CCP - 192 = Grand Total: 455



#### SERVICES (TO INCLUDE WEST GEORGIA AND ALABAMA)

**Dental** - 90% of the children enrolled have a dental home;  
 51% of the children enrolled have received dental exams.

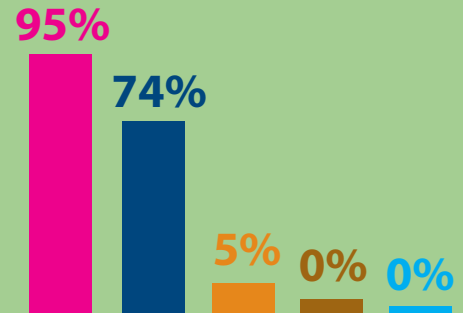
**Medical** - 96% of the children enrolled for at least 90 days have a medical home;  
 26% of the children enrolled for at least 90 days received a medical exam.

**Disabilities** - Total number of enrolled children with an Individualized Family Service Plan (IFSP) - 38  
 Percentage of enrolled children with an IFSP- 10%

## HEAD START - ALABAMA

Number of children served: 152

- 95% of children were income eligible
- 5% of children were over income
- 74% of children received public assistance
- No children were in homeless
- No children were in foster care



## TRANSPORTATION

Enrichment Services Program transportation staff provided bus transportation for **58 children** in Georgia and **37 children** in Alabama for a total of **95 children**.

Empowering families to thrive together through quality education.



**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- & 4-year-old children in the fall, winter, and spring of the school year.

**GEORGIA**

AGE	FALL 2023/2024	SPRING 2023/2024	GROWTH PERCENTAGE
3	10% ready to read	52% ready to read	42% ready to read
4	22% ready to read	75% ready to read	53% ready to read

**ALABAMA**

AGE	FALL 2023/2024	SPRING 2023/2024	GROWTH PERCENTAGE
3	30% ready to read	49% ready to read	19% ready to read
4	29% ready to read	66% ready to read	37% ready to read

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



Expanding  
access to  
resources in  
underserved areas.

# DEPARTMENT OF EARLY CHILDHOOD AND FAMILY SERVICES

## Individual Child Assessment Growth Report 2023/2024

(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	88%	63%	71%	75%	76%
Physical	88%	68%	72%	80%	76%
Language	100%	41%	61%	71%	67%
Cognitive	100%	66%	66%	76%	63%
Literacy	100%	70%	66%	66%	75%

### ALABAMA

Domain	Birth-12 months	13-26 months	27-36 months	3-year-old	4-year-old
Social Emotional	No infants this year	78%	71%	97%	81%
Physical	88%	67%	73%	100%	100%
Language	100%	56%	46%	97%	92%
Cognitive	100%	78%	62%	100%	87%
Literacy	100%	100%	62%	49%	88%
Mathematics	100%	89%	53%	51%	91%

## **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 5 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



**Providing high  
quality teaching  
and learning.**

## A STORY OF SUCCESS

### SUCCESS STORY: CHELSEA — A STORY OF EMPOWERMENT & GROWTH

When Chelsea first walked through our doors, she carried the weight of uncertainty — about her future, her capabilities, and whether change was even possible. What she found instead was a community, opportunity, and belief. Today, Chelsea stands as a testament to what’s possible when someone is given the tools and the support to thrive.

Chelsea came to Enrichment Services Program at a time when she needed direction and meaningful support. She was seeking more than just services — she was seeking a partner in her journey.

From day one, our team worked with Chelsea to get her into programs that spoke to her strengths and goals. Through personalized coaching, skill-building workshops, and consistent encouragement, she began to see tangible progress. She says:

“They didn’t just see my situation; they saw me — my potential.”  
“Every time I thought I couldn’t, someone was there to remind me I could.”

These weren’t just feel-good phrases — they became part of her growth blueprint.

Over the program’s duration, Chelsea achieved important milestones: she completed specialized training in Customer Service, built her confidence in communication and decision-making, and ultimately created new opportunities for herself. Each step forward was met with support from our staff and encouragement from her peers.

Reflecting on her journey, Chelsea says:

“I look back and hardly recognize who I was. Now, I feel equipped to build a future — not just survive today.”

“The support didn’t end when the program ended. They created a lasting foundation.”

Her story illustrates the mission of Enrichment Services Program in action: when we meet individuals where they are, offer consistent support, and celebrate progress along the way, transformation happens. Chelsea’s success reminds us that empowerment builds resilience — and resilience fuels lasting change.

*“I feel  
equipped  
to build  
a future.”*  
– Chelsea



*Watch Chelsea’s  
story by  
scanning the  
QR Code.*



## FAMILY ENGAGEMENT SUMMARY

ESP embodies a Whole Family Approach that focuses on strengthening partnerships between families and program staff that support children's learning, development, and family well-being.

Family engagement in the Head Start Preschool and Early Head Start programs focuses on empowering parents and caregivers as their child's first and most important teachers.

Through ongoing communication, educational opportunities, and supportive services, families are encouraged to take an active role in their child's education and overall development.

A welcoming environment is provided for 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:

**Family Engagement Curriculum:** Through the implementation of our Shine, On Families family engagement curriculum, Digital PEER activities 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. These activities 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.

**Home Visits and Family Conferences:** Staff conduct individualized home visits and family conferences to set goals, assess family needs, and build trusting relationships that promote positive outcomes for children and parents.

**Parent Workshops and Trainings:** Families participate in workshops covering topics such as child development, positive parenting, health and nutrition, financial literacy, and workforce readiness.

**Family Events:** Centers host family literacy nights, classroom celebrations, and community resource fairs to strengthen family-school partnerships and create a sense of belonging.

**Parent Leadership Opportunities:** Our program offers meaningful parent leadership opportunities where families can help shape our services. By joining the Policy Council, center committees, and planning groups, parents gain valuable experience in program planning and decision-making, while ensuring family voices are at the center of our work..

**Resource and Referral Support:** Family advocates provide referrals and follow-up for services such as housing, employment, health care, and mental health supports.

**Volunteerism:** Parents and guardians volunteer in classrooms, on field trips, and during special events, contributing to their child's learning environment and the program's success.

**M.A.L.E Engagement (Men, Achieving, Leading and Empowering):** Males and male figures are invited to participate in signature activities that are held throughout the program year that promote positive child outcomes, and encourage consistent male involvement in early learning.

Using data, we monitor the percentage of parent participation in our family engagement strategies over the course of the year. At Enrichment Services Program, our individualized family support aims to motivate families to become economically self-sufficient 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) 575-0274

### 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

Columbus Tech CDC  
928 Manchester Expy  
Columbus, GA 31904

Edgewood CDC  
3835 Forest Road  
Columbus, GA 31907

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

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

### Meriwether County

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

Luthersville CDC  
104 Wortham Road  
Luthersville, GA 30251  
(229) 573-4494

### Quitman County

Quitman County Early Childhood  
Development & Education Center  
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

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

Upper McGregor CDC  
104 McGregor Street  
LaGrange, GA 30241  
(706) 415-1518

Administrative Support Office  
1955 Roanoke Road  
LaGrange, GA 30241

### 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



## THE PROMISE OF COMMUNITY ACTION

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** and **each other**.



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