

The background of the slide features a series of overlapping, semi-transparent geometric shapes in various shades of teal and green. These shapes create a layered, mountain-like effect. The central area is dominated by a bright green shape where the text is located.

8-County Area

County	Site Name	Projected Enrollment	Full (School) Day/Part Yr	Full Day/Full Yr	Part Day/Part Yr
Audrain	WFSC	15	-	15	-
Audrain	Community R-6	10	10	-	-
Boone	Centralia	30	-	-	30
Boone	Park	45	45	-	-
Boone	CELN	30	30	-	-
Boone	Bear Creek	15	-	15	-
Boone	Worley	15	-	15	-
Callaway	Callaway	15	-	15	-
Cole	Cole East	30	-	30	-
Cooper	Clubhouse	15	-	15	-
Howard	Glasgow	15	15	-	-
Moniteau	Moniteau	15	-	15	-
Osage	Linn	15	15	-	-

Head
Start
265



County	Site Name	Projected Enrollment	Full Day/Full Yr	Home Based	Prenatal
Audrain	WERDCC Prison	12	-	-	12
Audrain	Audrain HB	10	-	6	4
Audrain	WFSC	20	20	-	-
Boone	Bear Creek	8	8	-	-
Boone	Worley	25	16	8	1
Boone	Park	8	8	-	-
Callaway	Callaway	26	16	9	1
Cole	Capital*	12	12	-	-
Cole	Cole East	25	16	8	1
Cooper/Howard	Cooper/Howard HB	10	-	9	1
Howard	Howard	16	16	-	-
Moniteau	Moniteau HB	10	-	9	1
Osage	Osage HB	18	-	16	2

Early
Head
Start
200





\$6,607,148

Grant Application Amount

465

HS/EHS Funded Enrollment

\$1,651,787

Non-Federal Share Requirement





3-County Area



County	Site Name	Projected Enrollment	Full (School) Day/Part Yr	Full Day/Full Yr	Part Day/Part Yr
Benton	Warsaw	30	-	30	-
Hickory	Hermitage	15	-	15	-
Morgan	Morgan	15	-	15	-

Head
Start
60





County	Site Name	Projected Enrollment	Full Day/Full Yr	Home Based	Prenatal
Benton	Warsaw	18	8	8	2
Hickory	Hermitage	18	8	8	2
Morgan	Morgan	8	8	-	-

Early
Head
Start
44





\$1,730,059

Grant Application Amount

104

HS/EHS Funded Enrollment

\$432,515

Non-Federal Share Requirement





4. School Readiness Goals






Each program year, **95% of children** will
demonstrate age-appropriate

social skills and behavior

or will make progress on individual support plans
based on referrals/special services.





Each program year, **95% of children** will
demonstrate age-appropriate

language and literacy skills

or will make progress on individual support plans
based on referrals/special services.






Each program year, **95% of children** will
demonstrate age-appropriate

cognitive skills

or will make progress on individual support plans
based on referrals/special services.





Each program year, **95% of children** will demonstrate age-appropriate

physical and self-help skills

or will make progress on individual support plans based on referrals/special services.





Thanks!

Any questions?

Bethv@cmca.us



Central Missouri Community Action Grant Summary Sheet


Date presented to board	Department(s)	Staff person submitting
1-28-21	Early Childhood	Beth Vossler
Strategic Commitments	<ul style="list-style-type: none"> a. Service Integration b. Community Development c. Evaluation/Measurement d. Funding e. Excellence 	

Title:	HS/EHS Continuation Grant
Program operation dates:	May 1-April 30
Funding amount:	\$6,607,148
Staffing levels:	135
Funding Source:	DHSS-ACF-OHS
Target Population:	EHS/HS children, families and prenatal
Counties of Operation:	Audrain, Boone, Callaway, Cole, Cooper, Howard, Moniteau, and Osage
Expected number of participants/clients:	465
Summary of Program:	CMCA Head Start Operated a comprehensive program serving children and their families in the 8-county service area. We offer comprehensive, developmentally appropriate early childhood program, parenting education, prenatal services, access to literacy activities, father and male involvement activities. CMCA Head Start offers full-day/part year; full-day/full-year; part-day; and collaborative Head Start services. Services in local communities are based on the results of the annual self-assessment and annual community assessment updates. Services are provided, wherever possible, in the language of the home.
Expected Outcomes:	<ul style="list-style-type: none"> 1. Implement interventions that support families' progress toward achieving self-reliance 2. Implement interventions that support children's development and school readiness 3. Implement interventions that support programmatic use of data for quality improvements 4. Recruit and retain high quality staff 5. Quality facility environments
Collaboration with other CMCA programs:	All other programs of CMCA are considered to be integrally important to the success of the Head Start program and, as such, we partner with each of them
Community partners involved:	Thirty-five (35) School Districts, 8 county health departments, Missouri Department of Health and Senior Services, Missouri Children's Division, Columbia Public Schools, Community R-6 Schools, Glasgow Public Schools, Centralia Fair Board, Missouri Coalition for Oral Health, Missouri Head Start State Collaboration Office, MHSA, University of Missouri, Medicaid insurers, Parents As Teachers, First Steps, and more.

Central Missouri Community Action Grant Summary Sheet

Date presented to board	Department(s)	Staff person submitting
1-28-2021	Early Childhood	Beth Vossler
Strategic Commitments	a. Service Integration b. Community Development c. Evaluation/Measurement d. Funding e. Excellence	

Title:	HS/EHS Continuation Grant
Program operation dates:	July 1-June 30
Funding amount:	\$1,730,059
Staffing levels:	30
Funding Source:	DHSS-ACF-OHS
Target Population:	EHS/HS children, families and prenatal
Counties of Operation:	Benton, Hickory, and Morgan County
Expected number of participants/clients:	104
Summary of Program:	CMCA Head Start Operated a comprehensive program serving children and their families in the 3-county service area. We offer comprehensive, developmentally appropriate early childhood program, parenting education, prenatal services, access to literacy activities, father and male involvement activities. CMCA Head Start offers program options that meet the needs of the community. Services in local communities are based on the results of the annual self-assessment and annual community assessment updates. Services are provided, wherever possible, in the language of the home.
Expected Outcomes:	1. CMCA Head Start will implement interventions that support families' progress towards achieving self-reliance 2. CMCA Head Start will implement interventions that support children's development and school readiness 3. CMCA Head Start will implement interventions that support programmatic use of data for quality improvement 4. CMCA will recruit and retain high-quality staff 5. CMCA will implement services in high-quality facilities
Collaboration with other CMCA programs:	All other programs of CMCA are considered to be integrally important to the success of the Head Start program and, as such, we partner with each of them
Community partners involved:	Local School Districts, county health departments, Missouri Department of Health and Senior Services, Missouri Children's Division, Hermitage Public Schools, Missouri Head Start State Collaboration Office, MHSA, University of Missouri, Medicaid insurers, Parents As Teachers, First Steps, and more.

	<p>TYPE OF ISSUANCE PERSONNEL POLICY</p> <p>SUBJECT:</p> <p>EMPLOYEE BENEFITS PROGRAMS POLICY</p>	<p>EFFECTIVE DATE: February 1, 2021</p> <p>APPROVED BY: HEAD START POLICY COUNCIL AND BOARD OF DIRECTORS</p>
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PURPOSE

The Agency provides a comprehensive package of employee benefit programs for its employees. The existence of these benefits and plans, in and of themselves, does not signify that an employee will be employed for the requisite time necessary to qualify for these benefits and plans.

GROUP INSURANCE

The Agency makes available a comprehensive health and life insurance program, which is available on a cost-shared basis to all Regular and Annual Full-Time employees, and Regular and Annual Part-Time employees working at least 30 hours per week.

The Agency pays a portion of the monthly premium for employee's enrolled in the group plan while on active employment status or while on leave eligible under the Family and Medical Leave Act; and the employee may elect to pay for dependent coverage for family members.

Participation in the group plan may be continued when a covered employee leaves employment with the Agency. The circumstances under which participation may be continued are described in Federal law. The employee will receive a detailed explanation of this benefit upon separation from the Agency.

For more details and the official terms of this coverage employees should consult the plan summary of benefits or the plan website.

STAND-ALONE HEALTH AND DENTAL BENEFIT PLANS

On occasion the Agency authorizes vendors to offer stand-alone plan coverage to employees and their dependents. The cost of participation in these plans is entirely paid by employees choosing to participate. Coverage for specific health services or treatment for specific illnesses characterize many of these plans. Others may provide disability income. The Agency does not sponsor, endorse, or participate in these plans. The choice to participate is left to the employee.

CAFETERIA PLAN

The Agency has an IRS approved cafeteria plan available for employees to tax-shelter the payroll deductions for designated purposes. The details of this plan are available in the Human Resources Department. Participation in the cafeteria plan is voluntary.

AGENCY RETIREMENT PROGRAM

Central Missouri Community Action Agency sponsors a Tax Sheltered Retirement Program to assist employees in preparing for financial independence at the time of retirement. Employees may establish a retirement account upon hire. The Agency will pay the initial set up fee. After completion of **TWO (2) YEARS** of service with the Agency employees who are Regular full- or part-time (must work **1000** hours or more per year), will be eligible to receive the Agency's

contribution. This program is governed by IRS regulations, and allows eligible employees to establish a tax sheltered retirement account to which the Agency and the employee may contribute. Employees are not required to contribute to their accounts, but if they do their contributions are made from before-tax earnings. Taxes are deferred on the contributions as well as on the earnings until withdrawn during retirement.

Eligible employees who elect to participate in the retirement program will receive contributions from the Agency toward their accounts. These contributions immediately become the property of the employee and will be made each pay period on the following basis:

Base Contribution--The Agency will make a base contribution to the employee's account regardless of whether or not the employee elects to make his or her own contribution. *If an employee does not designate a fund for the contributions from the Agency, the contribution will be automatically invested in Class A shares until such time as the employee shall designate a fund.* The amount of the Agency's contribution will be determined each year (i.e., a discretionary contribution), and will be expressed as a percentage of the employee's gross salary in the following manner:

- a. Employees with TWO (2) to FIVE (5) years of continuous employment with the Agency will receive the minimum percentage rate approved of their gross wages/salary (overtime pay excluded) earned each pay period.
- b. Employees with SIX (6) to TEN (10) years of continuous employment with the Agency will receive the mid-level percentage rate approved of their gross wages/salary (overtime pay excluded) earned each pay period.
- c. Employees with ELEVEN (11) years or more of continuous employment with the Agency will receive the maximum percentage rate approved of their gross wages/salary (overtime pay excluded) earned each pay period.

Incentive Contribution--In addition to the Base Contribution, employees who elect to make personal contributions to their accounts will be eligible to receive an Incentive Contribution from the Agency. The match rate for this contribution by the Agency will be determined each year.

Employees may obtain further information from the Human Resources Department.

SOCIAL SECURITY

All employees are covered by the Federal Social Security Act. A required percentage of salary is deducted from each employee's pay to cover the employee's portion, and the Agency matches that deduction dollar for dollar.

STATE UNEMPLOYMENT INSURANCE

This program is funded entirely by employers in this state. The program provides weekly benefits to employees who become unemployed through no fault of their own or due to circumstances described in the law.

WORKER'S COMPENSATION

The Agency carries insurance to cover the cost of work-related injury or illness. Benefits help pay for medical treatment and part of any income lost while recovering. Specific benefits are prescribed by law depending on the circumstances of each case. To be assured of maximum coverage, work-related injuries must be reported to an employee's supervisor before the end of the workday. The immediate supervisor must contact Human Resources by the end of the workday in which the injury was sustained so that a timely claim can be filed. Failure to report accidents is a serious matter as it may preclude an employee's coverage under the Worker's Compensation Insurance.

In the event of a work related injury, a Report of Injury form must be completed immediately. The immediate supervisor is responsible for gathering witness statements from any witnesses. The supervisor must fax or email all forms to Human Resources by the end of the work day in which the injury happened. HR will submit forms to the workers' compensation insurance carrier within 24 hours. (See also Employee Safety and Health Policy.)

Missouri law states that the employer will arrange for medical treatment and select a doctor to care for an employee's workers' compensation injury. Employees will cooperate with Agency insurance plan providers, doctors, and caseworkers assigned to them by the Workers' Compensation Company. If an employee wants to change doctors, s/he must get prior authorization from HR. If an employee goes to another doctor without prior authorization, it will be at his/her own expense. Failure of an employee to report his/her injury may jeopardize an employee's ability to receive workers' compensation benefits.

In the event of a work injury, the employee who was injured must contact HR every week to give an update of the status of the injury until the workers' compensation claim is closed.

CMCA has developed transitional duties to help the injured employee return to productive work. The employee must be sure to inform his/her medical providers that CMCA offers transitional duty options so they can provide written documentation to HR about the type of work the employee can perform. Transitional duty is a temporary remedy, and the length of time allowed will be decided on a case-by-case basis.

Any employee who receives medical care and after an investigation his/her condition is deemed not work-related according to the workers compensation statutes, the employee or his/her insurance company will be liable for the medical charges.

This policy has been designed with the employee's best outcome in mind. Failure to follow this policy could result in a written warning, suspension or dismissal.

To Whom It May Concern,

I have known Terrance since he walked into my Head Start classroom at age three. Now his own children have attended Head Start.

Terrance has learned to be an advocate for children as he worked to get full custody of his own children when their mother was no longer providing a safe and loving environment for them. He advocates for the rights of many in our community as well. He has put together several large events in the community to raise awareness and bring people together.

Terrance's work life has always focused on caring for others. He has spent many years working with adults with special needs and is currently working at the high school as a paraprofessional.

Terrance now has a blended family with 6 children, including his brand new baby girl! In every aspect of his life, I see Terrance looking out for others and I feel like he is the perfect fit to represent our community on the CMCA board of directors.

Respectfully,

Krescenz Hundley • *Clubhouse Head Start Site Director*

Central Missouri Community Action
385 W. Ashley Rd. Boonville, MO 65233
P:660-882-7510 | F: 573-370-1081



Board Application

Name: Terrance Perry

Address: 1269 Evergreen Circle

Boonville, MO

Phone: 660-619-4065

E-mail: tperry58@live.com

I wish to be considered for the Central Missouri Community Action Board of Directors as the
Cooper County representative for the low-income population.


I have read and will observe the ethics statement below as published in the Board By-laws.

Board members shall conform to the same standards of ethics and behavior as is required of agency staff and volunteers. Board members' activities shall follow the Board of Directors' line of authority.

I will attend board meetings.

I will promote CMCA activities in my community.

I will help find friends and support for CMCA.

Signature:  Darin Preis, for Terrance Perry with his permission

Date: 1/13/2021

Please attach at least one letter of support to your application.

Board Application
(Continued)

Note: *This information will only be shared with people participating in the election process.*

Please provide a brief description of yourself by answering the following questions:

Why do you want to serve on the CMCA Board of Directors?

Serving on the board seems like something that would be good for me as I try to do good in the community. Right now some friends and I are trying to start a non-profit to help kids learn trades. The more kids know about what's out there, the better they can do. Serving on the board will give me some experience working with a non-profit so I can share that experience with others.

What qualifies you to represent people with low-income?

I am college educated and played football in college. I am well known in the community and I can relate to where people are coming from.

How long have you have lived in _____ Cooper County?

20 years

What other related life/work/education/community experiences do you think will be helpful to CMCA?

I went to college for sports management. I'm currently a para at Boonville High School and would like to teach. I am also good with organizing events. Last summer I worked with area churches to put on an event called Unity in the Park. We wanted to get people together in a positive way to respond to the riots and disunity across the country. We had political candidates and other speakers come out and address the audience.

Have you had any involvement with CMCA or similar organizations? Please describe that experience.

I have a four year old son in Clubhouse Head Start.

Why do you think people live in poverty?

For some people that's all they know. For me, my plan was to be a teacher but COVID hit and everything got put on the backburner. Some people don't know what else is out there and get comfortable where they are.

How can Central Missouri Community Action best move people out of poverty?

Give people a hand up. You don't have to give them anything but knowledge and opportunity. Some people don't know what they don't know. A lot of good can come from helping to open their eyes.

CMCA Board of Directors,

Happy 2021 to all of you! The pace of life at CMCA has increased exponentially the last few months as we continue to attract new resources. As you'll see in the following report, we have hired new staff under the CSBG CARES Act funding we have been talking about since last April. They are getting trained up this month and we will set them loose on our communities in February. I have attached a full training agenda for the next few weeks. We will be training our new Resource Coordinators on everything we do at CMCA. All of these trainings will be conducted virtually and I'd like to invite you to attend any or all of them if you would like to learn about our programs more in-depth than we can cover during board meetings. We will also record these presentations and make them available to you at your convenience.

I am very excited to announce that we were awarded an RSVP grant (Retired Seniors Volunteer Program) in Cooper County! You may recall approving our application last summer and I am proud that we'll be hosting this initiative. RSVP grants are hard to come by and this was an important window of opportunity for us. We applied for RSVP as part of our effort to achieve CMCA Strategic Priority 2: Community development – Outcome 2) Enhanced community engagement – local community members will develop local solutions to the causes and conditions of poverty through CMCA facilitated efforts. RSVP is a program of SeniorCorps and is a sister program to the Foster Grandparent Program. CMCA was awarded a \$75,000 grant to recruit 75 volunteers to serve in Cooper County. The grant starts on April 1st. Volunteers will assist the senior center, food pantries and CMCA with our new Financial Opportunities staff. Volunteers can also serve in other volunteer capacities as those needs are identified in the community. This program does not have income criteria to participate but it does require a local match of 10% of the grant in year one, 20% in year 2 and 30% in year 3. We will be hiring one new employee who will have an office at the new Cooper County Family Resource Center.

Please read through the Head Start presentation slides in the board packet. Some of this material has been presented before but it is important for you to be familiar with it. I have asked Beth to include the information about the Head Start Goals again but I'd like to focus on any questions or comments you have about the information rather than just presenting it again.

At the end of the meeting we will go into closed session to consider a purchase of property per Sunshine Law provisions listed on the agenda. Last year you approved three housing development projects. 1) The Woodridge Apartments project was approved by the Missouri Housing Development Commission (MHDC) in December! We have started the process of taking ownership of the property in Brunswick, MO and will completely renovate the 24 units by next December. 2) Unfortunately, the Columbia Public School partnership for the Geometry In Construction project has been put on hold. CPS has not had enough in person high school classes to implement the program this year and next year they will be building an outbuilding for their new Boone County Nature School. 3) Regardless, we will break ground on a single-family

home on 8th Street in Columbia (known as Cullimore Cottages) as soon as the weather allows. With HOME funding from the City of Columbia, half of the construction costs will be subsidized and 20% of the sale price will be offered to a qualified buyer as a “gift of equity”. The land will be given back to the Columbia Community Land Trust at closing to maintain this property as permanently affordable housing. This background is provided as a reminder of our intent to ramp up our efforts to increase the availability of affordable housing and to set the stage for a discussion about an opportunity in Jefferson City that we will discuss in the closed session.

Your questions and comments are always welcome. While I am quarantined at home (my wife had to work in the Capitol last week and came home with COVID-19 – she has very mild symptoms) I am busy as ever and you can reach me on my cell 24/7 at 573-864-2281.

A handwritten signature in black ink that reads "David Preis".

Executive Director

Family and Community Development Department

Community Services Block Grant (CSBG)

Brooke Eskridge, Family and Community Services Director

Staff Work Schedules

Family & Community Development Department staff continue navigating an alternative service delivery model, flexing between working remotely from their homes and in the office.

- Family Success Coaches are preparing for their 2nd home visit. Home visits continue to be virtual or at CMCA sites with scheduled appointments.
- All County Family Resource Centers remain closed to the public. Members and those seeking services are served via phone or in person when necessary by appointment.
- Community-based activities continue to be conducted through virtual methods including Zoom, Google Meets or teleconferencing.

Staff Training

The following is the schedule for the CMCA programs “bootcamp” for new hires and existing staff. **Board members are invited to attend:**

2/4/2021 Thursday	CMCA program bootcamp 9:00 am - Head Start / Early Head Start 10:00 am - Show Me Healthy Relationships 11:00 am - Weatherization 12:30 pm - Foster Grandparents / RSVP 1:30 pm - Housing Choice Voucher 2:30 pm - Low Income Home Energy Assistance Program	Virtual 9:00 - 3:30
2/5/2021 Friday	CMCA program bootcamp 9:00 am - Housing Development 10:00 am – Whole Family Approach 11:00 am - Home Based Early Head Start 12:30 pm – Missouri Women’s Business Center 1:30 pm – SkillUP / Financial Opportunity Center	Virtual 9:00 - 2:30

Community Services Block Grant (CSBG)

FY21 CSBG CARES Act funding

- Resource Coordinators & Financial Coaches started early January 2021

Name	Position	Location
Larraine Lamb	Resource Coordinator (PT)	Audrain
Emily Zapata	Resource Coordinator (FT)	Boone
Cristi Matthews	Resource Coordinator (FT)	Callaway
Patricia Myers	Resource Coordinator (FT)	Cooper/Howard
Julie Minx	Resource Coordinator (FT)	Cole
Michael Webb	Resource Coordinator (PT)	Moniteau

Tracy Pistel (<i>existing staff</i>)	Family Success Coach (FT)	Osage
Brittany Brandt	Financial Coach (FT)	Boone/Cooper/Howard
Zachary Kelley	Financial Coach (FT)	Audrain/Callaway
Emma Whitstruck-Call	Financial Coach (FT)	Cole/Moniteau/Osage

Resource Coordination

- Coach families referred intra-agency or by community referrals.
- Resource Coordinators work with families who have been impacted by COVID in areas such as housing, employment, income, etc.
- Voluntary participation-families may work toward short-term targeted goals or engage in long term family development.
- Intensive training planned 1/19 – 2/12/2021 (*see attached FCD-CARES training plan*)

Financial Opportunity Model (FOM)

- Draft Client Flow complete and working to obtain Salesforce Training License
- \$55K General Motors (GM) contract signed to offset Financial Coaches' salaries to provide services for those over 125% FPL.
- Financial Opportunity Coaches will complete Salesforce Data system training 2/8-2/12/21. Salesforce training is the final step before we can begin implementing the FOM model, input member data and begin tracking outcomes.
- Rural LISC Implementor, Emily Avery, will work with CMCA in the month of February to educate staff on the culture change of becoming a Financial Opportunity Model and best practices for implementing the FOM effectively.
- FOM will be piloted with current CMCA members in WFA (HS/EHS/HCV) and WBC in year 1.
- *We will provide a full update to the Board at our February meeting.*

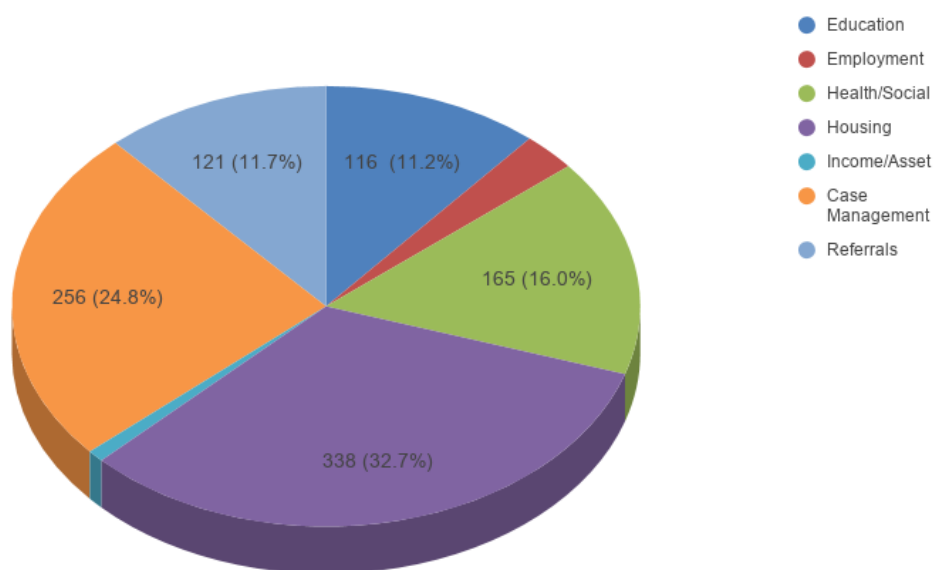
FY21 CSBG funding

- CMCA has not received a FY2021 CSBG contract.
- CMCA will utilize FY20 funding to support the work submitted to the state.
- CMCA will have enough funding carried over from FY20 to support FY21 work through January 2021.

CMCA Services FY21-Quarter 1

Family Success Coaches began inputting data in late October FY21. The chart below shows services provided to our CMCA Whole Family Approach, HCV & SkillUP members in FY21 first quarter (Oct 2020-Dec 2020). This does not include an additional 1,291 eligibility determinations from our LIHEAP department.

FY21-Quarter 1: CMCA Services



Whole Family Approach:

- The CSBG State office and Adsystech staff will be jointly hosting a WebEx call on January 28, 2021 to share MIS system enhancements and to discuss the future of the MIS committee. Topics include: Data Quality & Reporting, Tele Portal Progress, Head Start Bridge.

Positive events for the month of December 2020-as reported from FSC's:

- A parent has been unemployed for several years and on my last monthly connection with her she shared with me that she is starting a job with US bank, answering the phone lines! I am so excited to reach out to her again to see how the job is going for her. This is a huge success to see someone striving to achieve a huge goal.