

## February Employee of the Month



Congratulations to Melissa Felgar, BRIDGE Family Success Coach as February's Employee of the Month!

"Melissa always lends a helping hand to anyone who is in need. Specific examples of this is being a mentor to new staff members, but she does this outside of her immediate team as well.

She often helps individuals from other programs and departments who do similar services or work. Her caseload is always full with a waitlist. She fills in when there are vacancies, again, not just within her own department. She is available to those who have questions and is able to communicate effectively.

Melissa has some high needs on her caseload this year and is still always willing to offer help to others. Melissa is always one of the first to volunteer to do extra tasks (aka other duties as assigned), but also when she knows something needs to be done, she just does it. It is hard to put into words how supportive she is to others, but those who interact with her or have common space would say the same.

She really is a great asset to the program and agency as a whole. Job skills you can teach, but work ethic and passion is a lot harder to come by in today's world. Melissa represents all traits regularly."

Congratulations, Melissa on being selected as the February Employee of the Month! We'd also like to again acknowledge Tracy Pistel, our *March* Employee of the Month, who was incorrectly identified as the *February* winner in the previous board report. We're proud to have both Melissa and Tracy on our team!

## Women Doing Good

Missouri Women's Business Center Director Jayme Prenger was recognized for her leadership at the Salvation Army's Women Doing Good Recognition Breakfast. Congrats!



## Employee Opinion Surveys

Each year, CMCA conducts the Employee Opinion Survey, which provides an opportunity for CMCA staff to provide anonymous feedback about their experience with the agency. This year, 85% of CMCA staff provided feedback through the survey, which is the highest participation rate to date.

Survey results were overwhelmingly positive, and a summary of results is presented on the next page of this packet.

The agency Leadership Team reviews the results and develops quality improvement plans. The Leadership Team identified the following areas for quality improvement:

- Improve internal communication and cross-training
- Create more opportunities for staff & member input
- Continue to prioritize staff safety
- Reduce duplicate data entry



# Agency Operations

## Employee Opinion Survey: Selected Results

February 2024

85% response rate

Strongly agree Agree Neutral or Not Sure Disagree Strongly disagree

I understand how my work is connected to the agency's mission and overall impact.



My supervisor and I consistently communicate.



As an agency, CMCA supports my overall health & wellness.



CMCA encourages & supports self-care.



I feel like a valued member of the team.



CMCA members have a voice in agency decisions and direction.



CMCA staff have safe ways to share their thoughts, give input, and provide feedback.



CMCA is a good place to work.



# Economic Stability

## Agency Employment & Financial Coaching Outcomes October 2023-Present



**16**

Unemployed People  
Placed in Jobs



**5**

People with an  
**Increased Level  
of Education**



**8**

People with  
**Increased  
Net Worth**



**14**

People with  
**Improved Credit  
Scores\***



**17**

People with  
**Increased Savings**



**10**

People with  
**Reduced Debt**



**11**

**New Business  
Started**



**\$33.7K**

Small business  
**Capital Infusions**



**4**

**New Full-Time  
Jobs Created  
through small business**

\* Credit scores can be retrieved every 6 months.

## The Shops at Sharp End

The Greater Missouri Leadership Challenge group visited The Shops to hear from the managing partners, learn about Designs by Neisha, and shop. Their short visit had a big impact on sales, with \$432 in sales in only 30 minutes.

The Shops also hosted an International Women's Day event, which featured pop-up shops from WBC clients. This event brought in \$290 in sales.



## March Sales

**\$3,114 in gross sales**

**121 transactions**

**236 items sold**



## Top 3 Participants:

**The One Percenters**

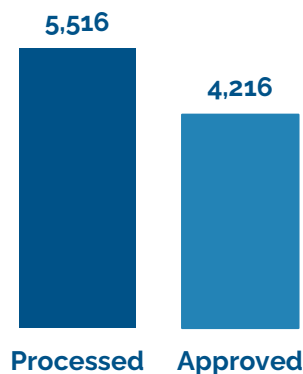
**Raw Roots Turmeric**

**Black Tea Bookshop**

# Economic Stability

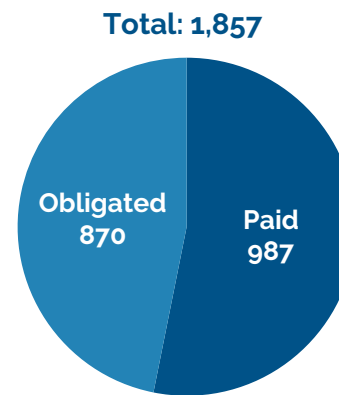
## Total Energy Assistance Applications Processed (EA)

October 2023 - Present



## Households Receiving Crisis Energy Assistance (ECIP)

October 2023 - Present

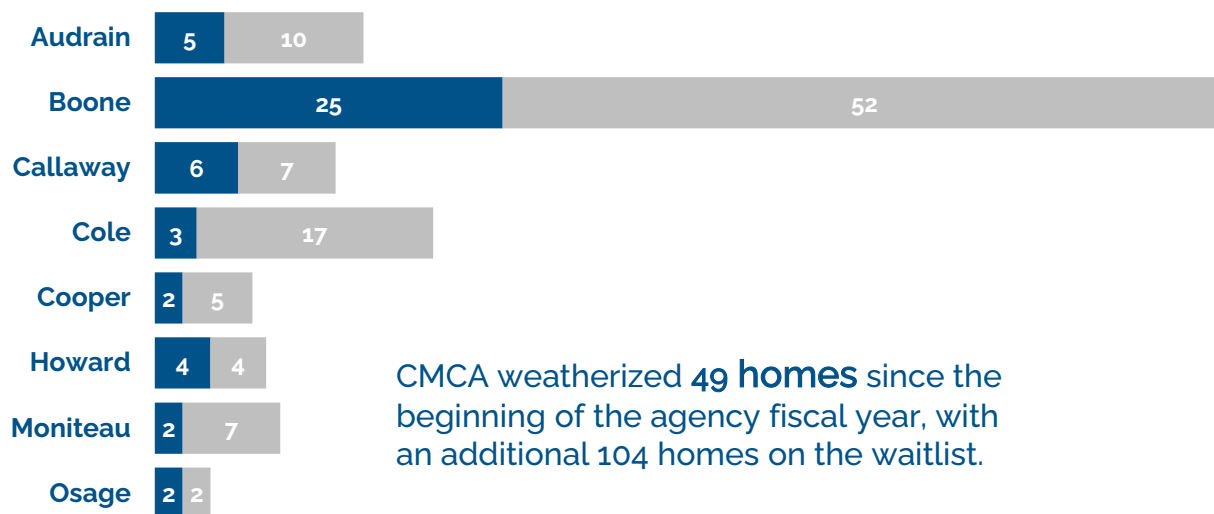


# \$9,685

Average invested in each  
**Weatherized Home**  
October 2023 - Present

## Weatherized Homes

■ Homes Completed ■ Waitlist



CMCA weatherized **49 homes** since the beginning of the agency fiscal year, with an additional 104 homes on the waitlist.

# Economic Stability



**9** Tenants Paying Full Rent

Will graduate HCV after six months of paying full rent



**209**

Households on HCV Waitlist

Housing Choice Voucher

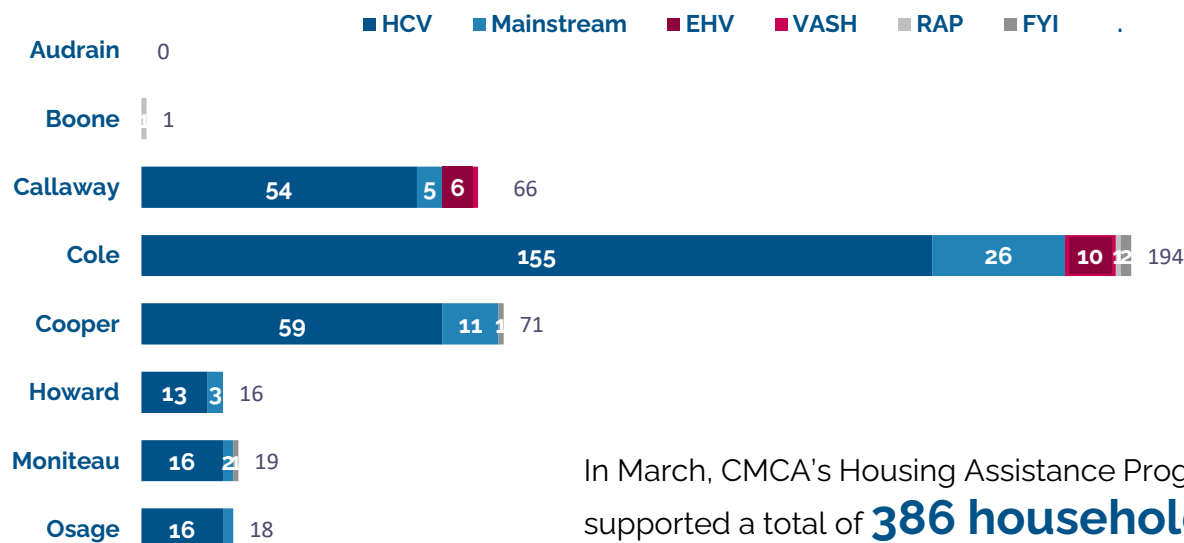


**45**

Outstanding Housing Vouchers

Includes **27** households who are unhoused and **18** who are presently housed

## Households Receiving Housing Assistance Payments



In March, CMCA's Housing Assistance Program supported a total of **386 households**.

## A New Lease on Life

Chris was a frequent guest at JCRATI (Jefferson City Room at the Inn) that was open Dec 1-March 17th. Chris was always a very kind gentleman in the shelter. He is a Navy veteran. About a month into the season, Chris disclosed to a volunteer that he had tried to commit suicide recently but wasn't able to go through with it. A lot of things had happened in Chris' life including his mental health affecting his goals and ability to keep employment, thus keeping shelter.

Colita Harvey and Nichole Hunt from HCV connected with the Veteran's Administration in Columbia and reached out to Community Organizer Stefani Thompson about wanting to host an HCV event for veteran's and the opportunity to receive a VASH voucher. We created the event and disbursed the flyers to veterans who had previously attended Project Homeless Connect, JCRATI residents and other outreach measures.

Chris learned of the event and was so excited about the possibility of getting his own apartment. Chris was so excited, he told the volunteer that he was so glad he wasn't able to go through with the suicide. On March 14, Chris was the first one in line for the VASH event. Colita, Nichole and other local resources who were present spent a few hours to work with Chris on his application. Chris walked out with a voucher. The shelter closed on the 17th and by the 19th, Chris got the keys to his apartment! Since then, he has been able to get back to work, get his truck fixed, and reconnect with his daughter. We are so happy for Chris and so thankful to Colita, Nichole, Stefani and other community resources who worked together to help Chris have a home.



## Strengthening Communities



### Audrain County

Community Organizer Tad Dobyns assisted with the Mexico High School Mock Interviews event hosted by MHS FBLA. Students had the chance to practice their interviewing skills with local employers and volunteers.



### Boone County

The City of Columbia Employment & Training Initiative is now taking referrals. This grant can serve individuals living within the Columbia city limits, who seek employment & training services, and whose income does not exceed 185% of the FPL. It is particularly focused on those who need to enhance their job skills, obtain vocational training, and overcome barriers to employment.



### Callaway County

Community Organizer Kellie Pontius presented to the City of Fulton Council about the Callaway Housing Task Force and the Show Me Strong Communities community planning process. She also presented to the Kiwanis Club and highlighted several programs including Housing Services, Poverty Simulations, Getting Ahead classes, and Head Start 100 Man Lunches. Kellie's presentation to the Kiwanis also received a lengthy article in the Fulton Sun.

Building Strong Families, CAREERS, FOC, and Getting Ahead Classes are still going strong in Callaway. Participants also assisted with the Westminster College Poverty Simulation along with females from the Department of Corrections Reentry program.



## Strengthening Communities



### Cole County

CMCA hosted an event for veterans, Jefferson City Room at the Inn residents, and other community members to learn more about the Housing Choice Voucher program and opportunities for VASH vouchers. See Chris's story, A New Lease on Life, on how this even changed everything for him.



### Cooper & Howard Counties

The fifth annual Boonslick Education & Employment Expo was held at the end of March. The Expo was moved to the spring to better serve students finishing their high school careers who plan to enter the workforce or enroll in apprenticeships or other training programs. While students made up two-thirds of the attendees, many community members were on-site and connected with area employers.

The Expo was arranged by career paths including agriculture, business, health & human services, manufacturing & construction, plus a resource area for attendees seeking career guidance and training. Nearly 80 students and job seekers attended the event, which drew media attention.



### Moniteau & Osage Counties

Community Organizer Jennifer Millard participated in Moniteau Leadership, hearing from the Department of Corrections while getting a tour. People with the ReEntry 2030 spoke at the event and there may be opportunities for partnership.

In Osage County, the planning & setting up of Free Fresh Food Box Distribution took place with the Chamois Lions Club.



## Early Childhood Program Updates

We are proud to announce that Head Start has two – yes, two! – staff that have been selected to receive an award from the Missouri Head Start Association. Elonda Blanchard, Teacher at Cole East Head Start, won Teacher of the Year for Missouri. Amber Snyder, Prenatal Parent Educator, won Family Advocate of the Year for Missouri. Both staff will be honored at the annual MHSA banquet and both will advance to the Regional level for consideration. Congratulations to Elonda & Amber!

Several Head Start staff attended the Conference of the Young Years. It was a great conference, and a wonderful opportunity for team building.

Our 100 Man Lunches are well underway, with a big response from the community. We hope you enjoy a few pics from the activities!

*Right:* A police officer smiles and plays with the children at Bear Creek Early Head Start.

*Below:* Families enjoy the 100 Man Breakfast at Glasgow Head Start.



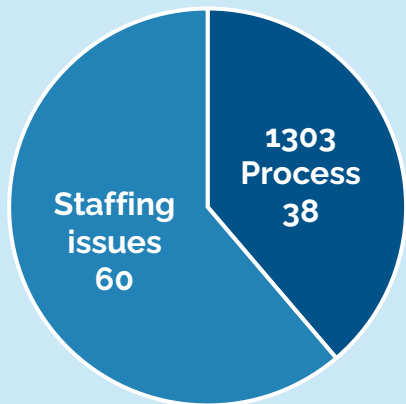
# Family Well-Being

## Head Start Enrollment & Attendance March 2024



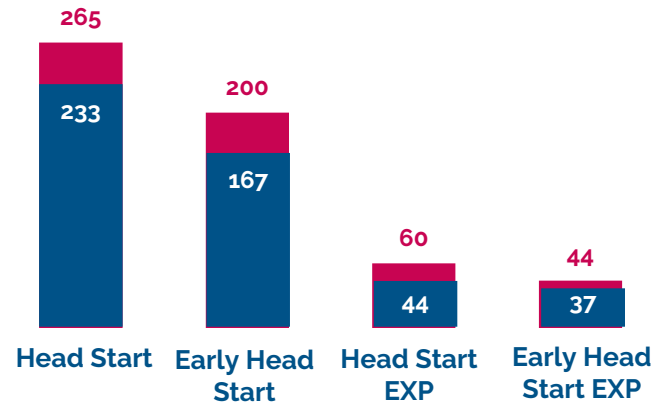
**9** classroom closures

### Children Affected by Site Closures

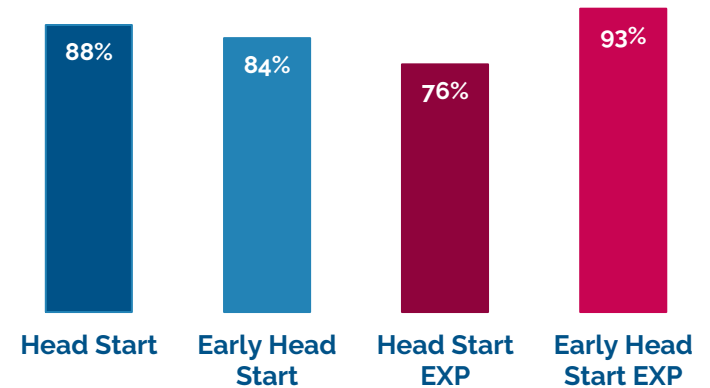


### Actual Enrollment

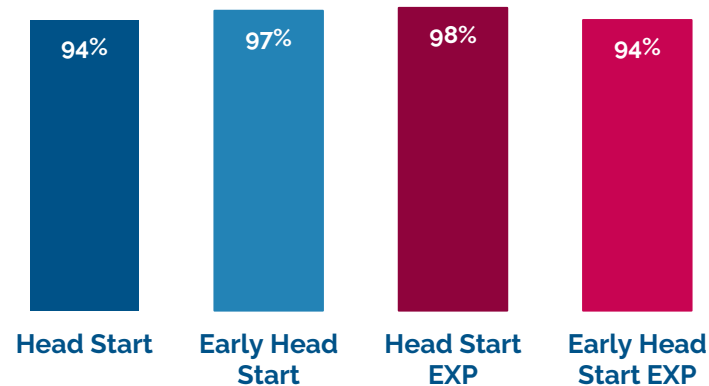
■ March ■ Target



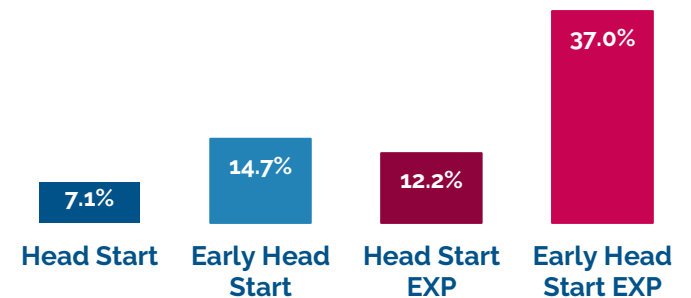
### Average Daily Attendance



### Income Eligible Enrollment



### Disabilities Enrollment





# Family Well-Being

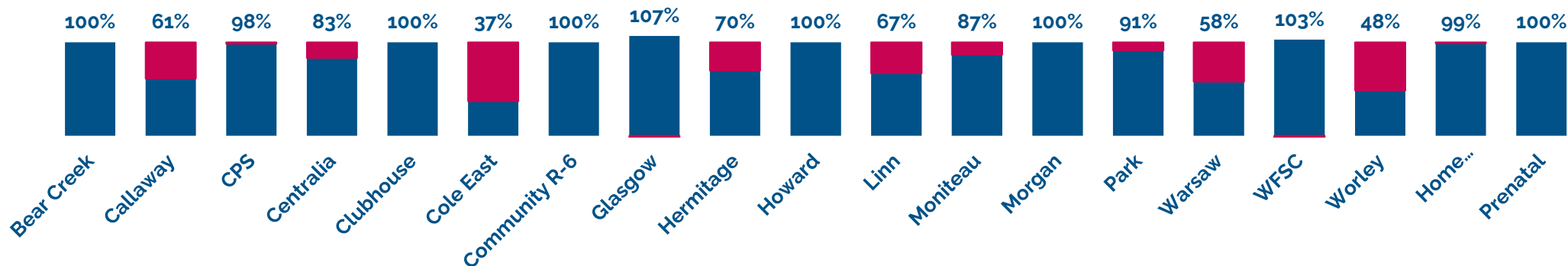
## Head Start Enrollment & Attendance by Site

March 2024

### End of Month Enrollment by Site

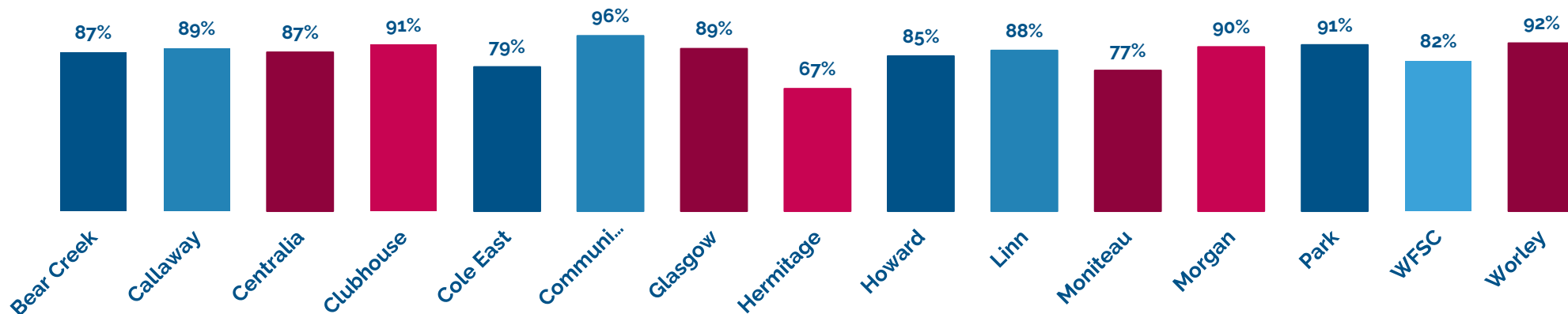
as a Percentage of Funded Enrollment

■ % of Funded enrollment ■ % Vacant



### Average Daily Attendance by Site

as a Percentage of Actual Enrollment



**Note:** Attendance for children enrolled in Columbia Public Schools is tracked by the school district.

Head Start Report requiring Board & Policy Council approval

# Family Well-Being

## Head Start Classroom Snapshot

March 2023



**70**

**Behavior Reports**  
for Classroom Behaviors



**31**

**Active Head Start  
Staff Vacancies**  
All HS Positions



**4**

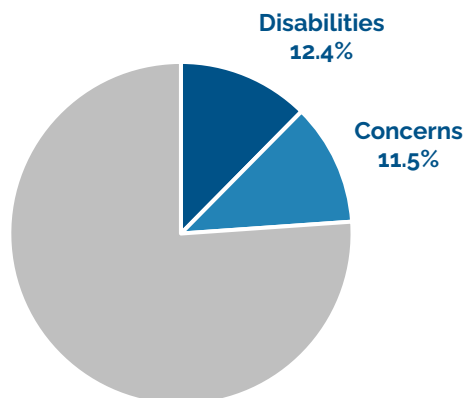
**Staff Receiving  
Intensive Coaching**  
on Education &  
Mental Health Topics



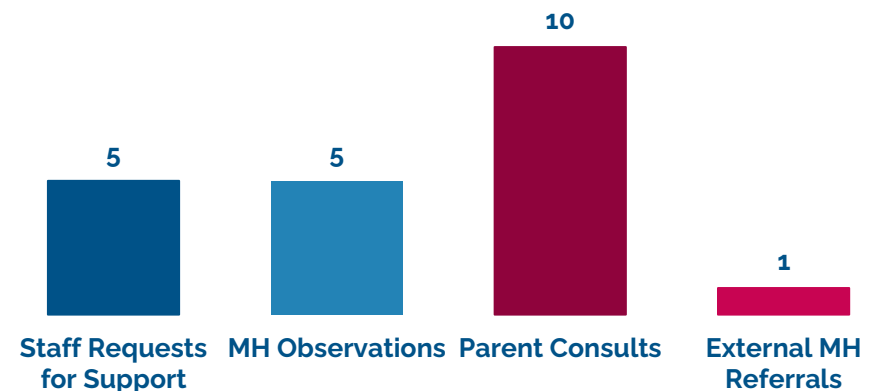
**27**

Families participating in  
**Parenting Curriculum**

### Classroom Children with Disabilities & Disabilities Concerns

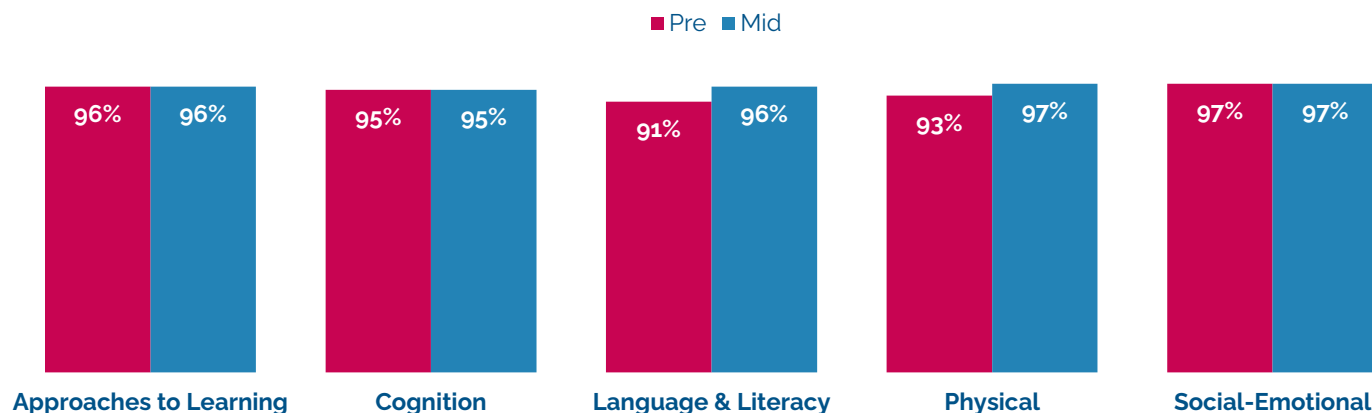


### Classroom Mental Health Supports



# Family Well-Being

## Infants & Toddlers Developing At or Above Age Expectations (Middle of Year, Children with Two Data Points)

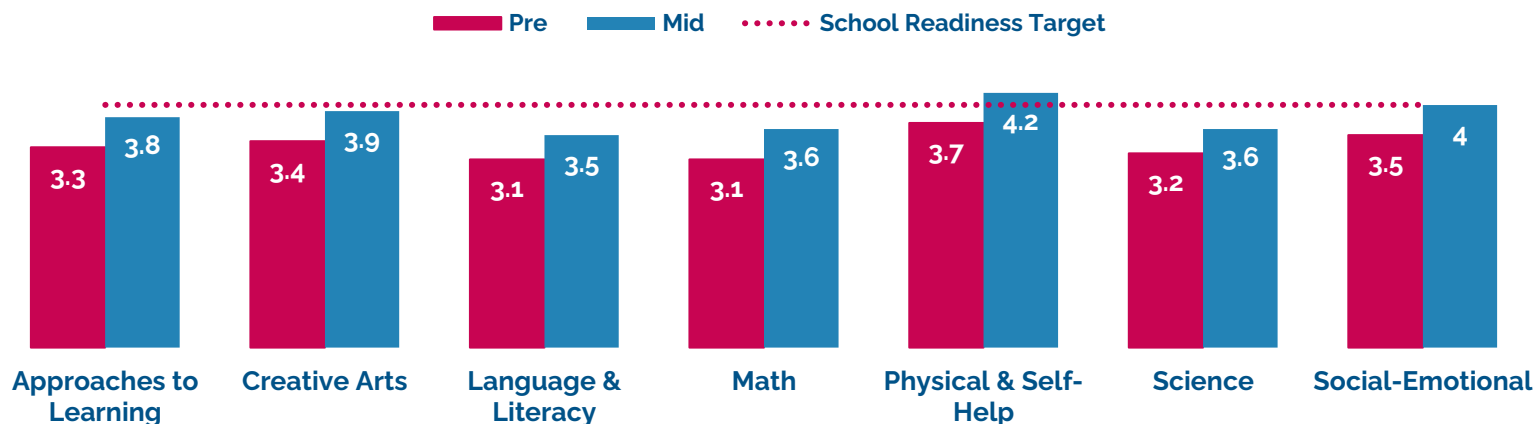


Data indicates that the majority of infants and toddlers continue to meet or exceed developmental expectations.

Preschool outcomes reflect the average scores on the HighScope COR for each developmental domain. This tool measures achievement of curriculum indicators, as indicated by a score of 4 or higher.

As expected, children showed growth in all areas of development from the beginning of the year to the middle of the year.

## Preschool Child Outcomes (Middle of Year, Children with Two Data Points)





# Family Well-Being

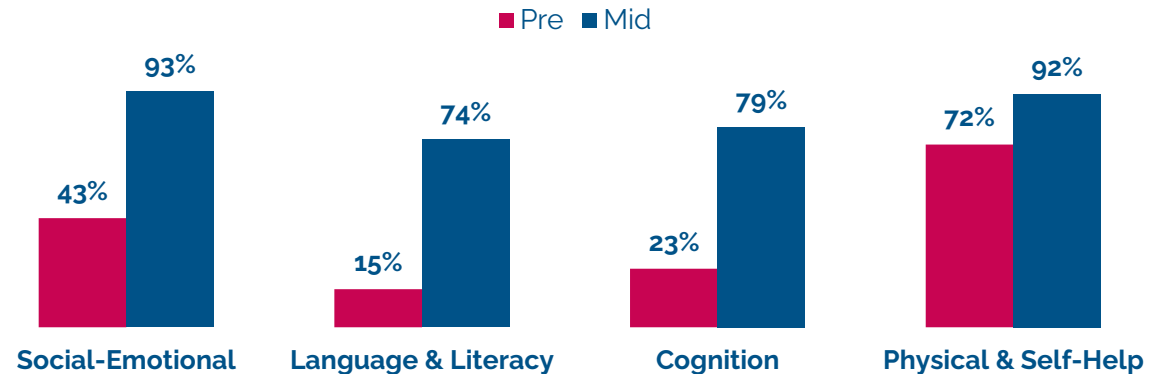
## School Readiness

CMCA's school readiness goals address learning and development across all developmental domains. Children who are developing as expected for their age should be on track to meet all school readiness goals by the time they graduate the Head Start program and enter kindergarten.

By the middle of the year, kindergarten-eligible children showed significant improvements in all areas of development. Females were more likely than males to be school ready across all developmental domains. Black children were less likely than White children to be school ready in Language & Literacy, but more likely to be school ready in Cognition. These trends seem to be age-specific, meaning they only appear in kindergarten-eligible children. Further analysis showed that while Black kindergarten-eligible children showed more growth than White kindergarten-eligible children, both their initial and mid-year scores were lower than those of White children. This trend did not appear for 3- and 4-year olds. We will continue to monitor this trend over the next several months.

### Kindergarten-Eligible Children who are Ready for School

Middle of Year, 2023-2024



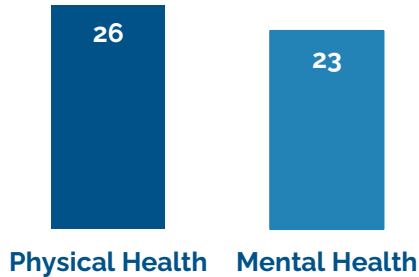
## CMCA School Readiness Goals

1. Each program year, **95% of children will demonstrate age-appropriate social skills and behavior** or will make progress on established individual support plans based on referrals/special services.
2. Each program year, **95% of children will demonstrate age-appropriate language & literacy skills** or will make progress on established individual support plans based on referrals/special services.
3. Each program year, **95% of children will demonstrate age-appropriate cognitive skills** or will make progress on established individual support plans based on referrals/special services.
4. Each program year, **95% of children will demonstrate age-appropriate physical and self-help skills** or will make progress on established individual support plans based on referrals/special services.

# Family Well-Being

## Health & Wellness

### People with Improved Health



**557**

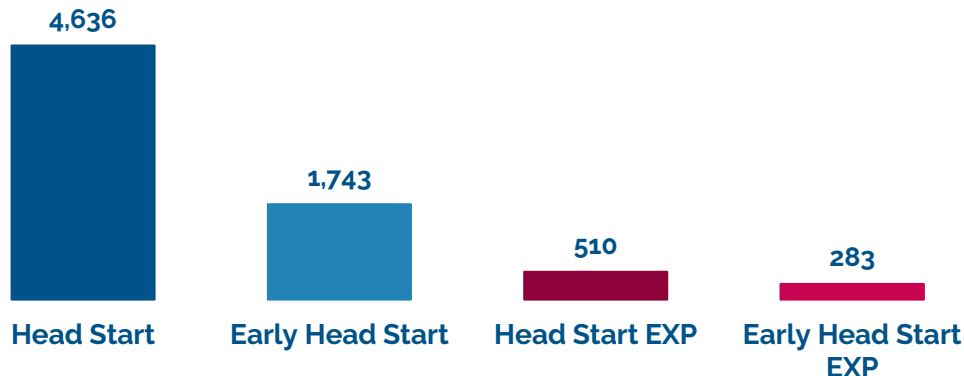
Children received  
**Health Screenings**  
September 2023 - Present



**30**

Children received  
**Follow-Up Medical or Dental Care**  
September 2023 - Present

### Head Start Meals Served (Determines CACFP Reimbursement)



### Health Insurance Connectivity



Starting April 1<sup>st</sup>, CMCA is once again able to assist members with Medicaid Expansion and all other types of Medicaid applications due to a grant received from Missouri Foundation for Health. CMCA will be hiring two staff to cover our 8-county service area. Family Success Coaches located in the Audrain, Boone, Callaway, and Cooper Family Resource Centers will also be able to assist members they are serving with Medicaid applications.



# Social Connections

## ShowMe Healthy Relationships

ShowMe Healthy Relationships is piloting a new class type. Staff will offer a relationships class held in the late evening for those who may want to attend but are unable to attend traditional daytime classes.

Nolanda Dodd, SMHR Program Manager, will visit nine Department of Corrections institutions in the next three months, sharing about SMHR and CMCA programs. Offenders who will be released in the next 120 days will have opportunities to learn about programs and services through resource fairs set up at each institution.

## RSVP Program Ends

The grant for the Retired Senior Volunteer Program (RSVP) has ended. As our final event, RSVP volunteers partnered with Santa Fe Trail Church in Boonville for a toiletries/laundry supplies giveaway. RSVP provided a soup lunch for about 50 people at the event.

## Bingo for Babies

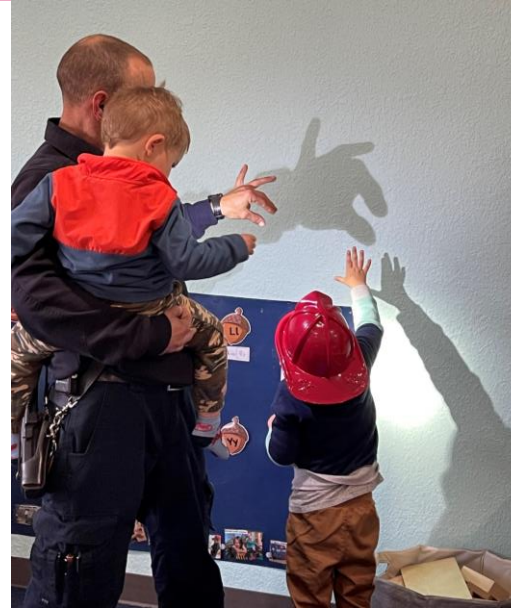
Tickets are now available for this year's Bingo for Babies! This event raises money for our Women & Infant Relief Fund, which helps new babies and moms have healthy starts through education, baby showers, and crisis support. Tickets are available online using a link available on CMCA's social media pages.



# Social Connections

*Head Start hosted 100 Man Lunches at each center to highlight the importance of male involvement in children's lives.*

*Children ate meals and played with family members, police officers, fire fighters, paramedics, and other community volunteers.*





# Social Connections

## Show Me Strong Communities

CMCA received funding from the Missouri Foundation for Health to lead Show Me Strong Communities, which led seven counties through a community planning process to develop plans to address needs identified by the community.

Audrain, Callaway, Cole, Cooper, Howard, Moniteau and Osage will host Community Kick-Off events to launch the community plans. The launches will include an overview of the plan and key strategies and will feature community partners involved in the development of the plan as guest speakers.

The launch will also mark our transition from the planning to the implementation phase in the Show Me Strong Communities initiative. We hope that you can join us!

## ● ● ● Community Kick-Offs

We invite you to learn more about our community plans.

**SAVE!**  
THE DATE

### **Audrain County**

Thurs., May 9th, 1:00–2:30 p.m.  
Mexico Area Family YMCA  
1127 Adams St.  
Mexico, MO

### **Callaway County**

Wed., April 24th, 3:30–4:30 p.m.  
Legends Rec Plex  
808 State St.  
Fulton, MO

### **Cole County**

Tues., April 30th, 2:00–3:00 p.m.  
First United Methodist Church  
201 Monroe St.  
Jefferson City, MO

### **Cooper County**

Wed., May 29th, 4:00–6:00 p.m.  
State Fair Community College, Conference Room 211  
701 3rd St.  
Boonville, MO

### **Howard County**

Fri., May 17th 8:30–10:00 a.m.  
Keller Bldg Conference Room  
600 W Morrison  
Fayette, MO

### **Moniteau County**

Mon., April 29th 2:00–3:30 p.m.  
Moniteau County Health Center  
401 S. Francis, Ste. A  
California, MO

### **Osage County**

Wed., April 17th 2:00–3:30 p.m.  
Missouri River Regional Library  
22 Library Lane  
Linn, MO

**SHOW ME  
STRONG COMMUNITIES**

The logo graphic for Show Me Strong Communities, featuring three stylized human figures in white, standing with their arms raised in a 'V' shape, set against a dark blue background.

[www.showmestrongcommunities.com](http://www.showmestrongcommunities.com)

