

January Employee of the Month



Congratulations to Maryellen Telthorst, Information & Referral Specialist for Cole County, on being selected as January's Employee of the Month! Here's why Maryellen was nominated:

"Mary should be Employee of the Month because she always jumps in to help without being asked, cares about the needs of the community, spends time finding the right resources to solve problems, and works well with others. Her proactive attitude, community focus, resourcefulness, and collaborative spirit make her stand out and contribute positively to the workplace.

Mary is one of those once in a lifetime people. Her heart is so big and her commitment to helping others shines through in everything she does. Recently I reached out to Mary because I knew she had connections with another agency that provided beds for children. I am working with a family who left a domestic violence situation that literally didn't have anything besides a bag of clothing. Mary connected me with another agency to get the child a bed. I did not ask her for any other resources. Later in the week Mary reached out to me wanting to provide more for this family. Not only did she provide household items she connected me with someone who also provided rental assistance and Christmas assistance for this family. She stepped in to help without being asked and she did so without any expectations other than knowing the family was safe and secure.

Mary has a servant's heart, she supports her team and members. We are blessed to have Mary on the Cole County team."

Congrats, Mary! We are honored to have you as January's Employee of the Month!

Board of Directors Survey

CMCA is indebted to our Board of Directors for the guidance, leadership, and oversight they have provided to our agency. We hope that you find your experience as a Board Member a valuable use of your time and talents. While we welcome your input throughout the year, we are specifically requesting your input via our Board of Directors Survey.

The survey results will allow us to ensure that our Board of Directors feels sufficiently informed to make decisions related to agency direction, provide financial oversight, and further CMCA's mission. We invite each of you to complete the survey before March 31st using the link or QR code below.



<https://questionpro.com/t/ATzzKZ1dSE>

Agency Strategic Planning

CMCA kicked off our 2024-2027 strategic planning process at the end of January. The committees have been formed, the timeline has been set, and the series of great discussions started. We will be working on activities related to safe & affordable housing, health, employment & income, and becoming an agency of excellence. Special thanks to Executive Committee Board Member Susan Hart for joining us.

The planning process utilizes Results Based Accountability (RBA), a data-based approach to planning based on strategies that address the root causes, that underly the community and family needs identified through our Community Needs Assessment process.

While many staff are participating on strategic planning teams, all CMCA staff will have an opportunity to share their views on CMCA as a workplace through the annual Employee Opinion Survey. The anonymous survey runs through mid-March and will be used for staff-related ongoing quality improvement that will be incorporated into our new strategic plan.

CMCA Members will also have opportunities to provide input into the development of the strategic plan through interviews, focus groups, and the annual Member Survey. The final strategic plan will also incorporate CMCA's contributions to the community plans created in each county through Show Me Strong Communities.



Thank You, Donors!



Our CoMoGives campaign raised over \$22,000 during the month of December, surpassing our goal of \$20,000. Thank you for helping make this campaign a success!

The Veteran's United Foundation awarded \$50,000 to CMCA in January. This is the third year in a row they are supporting us through funds donated by their employees. It is an honor to be supported by such a major employer in Missouri. These funds will support the Financial Opportunity Center, Missouri Women's Business Center, and the Women & Infant Relief Fund (WIRF).

Osage County Family Resource Center



The Osage County Family Resource Center relocated to our new building at 1317 East Main Street in Linn, right next to our Head Start site! The new building will be home to the offices of our Osage County Community Organizer, the Linn Head Start Family Success Coach, and the Early Head Start Home Based & Prenatal Program Administrator. We had been in the previous building for over 30 years, and staff are loving the change! The new building is updated and more accessible for staff and families.

December Employee of the Month



Congratulations to Jennifer Klosterman, BRIDGE Program Manager, on being selected as December's Employee of the Month! Here's why Jenn was nominated:

"Jen is an outstanding employee and makes a positive impact on the agency as a whole. She doesn't just strive to help the program she manages, she quickly steps in to help any CMCA member in any program. Jen is always available to any coworker to help problem solve difficult situations. She recently stepped up to help a family I am working with. This family was struggling in the worst way. Mom was taking Care of Grandma who was in hospice and the kiddos were trying to care for each other. The family had no support

outside of CMCA and things were quickly headed downhill. Jen was able to help me find and secure wrap around services for this family. The help she provided was key to this family staying together. This is one of those families that fell on such hard times that it was keeping me up at night. Jen eased the stress not only for them but for me. Sometimes we forget the way family struggles can impact staff. Staff like Jen keep us all moving forward and remind us of the "why" behind everything we do.

As many have, Jennifer has dealt with severe staff shortages and did not hesitate to take on the additional duties for almost a year in order to serve CMCA Members. Now Jennifer's time is spent supporting staff, training them, and monitoring. Jennifer built a team and is providing excellent support to CMCA Members and routinely this team has the most outstanding turnout to educational events. But the real reason for this nomination is because Jennifer is also willing to do the jobs that most aren't... Of course, Jennifer participates in agency committees, community committees, and so much more than I have space to write. I am honored to work beside such a dedicated, hard worker."

Congrats, Jenn! We are honored to have you as December's Employee of the Month!

November Employee of the Month



Congratulations to Michelle Payne, Head Start Site Director, on being selected as November's Employee of the Month! Here's why Michelle was nominated:

"Michelle's commitment to the agency and its members has not gone unnoticed. During her time with us, she has shown exceptional professionalism and a remarkable ability to adapt to various environments. Her positive attitude and willingness to take on any challenge is inspiring. I want to commend her on her outstanding work ethic, enthusiasm, and her ability to connect with families effortlessly... Michelle has no problem stepping in and helping wherever she is needed and does so with a smile..."

Another staff member says, "I would like to recognize Michelle Payne for her positive attitude and willingness to share her ideas. Her creativity and innovative thinking are a valuable asset to our organization. Michelle presented her ideas on parent engagement to the home base staff and the Family Success Coaches. She not only presented ideas but also provided themes, activities, and food ideas for 12 months. I love her dedication to the members we serve and her enthusiasm to enhance our engagement efforts."

She also received praise from a third staff member. "Michelle holds a very difficult job in that she fills in for varying positions at our facility as well as at other locations! She's been fulfilling duties with us as a cook, teacher, floater, event coordinator, as well as site director! The kids love her and we are especially grateful to her for helping us out during this time!"

Michelle goes above and beyond not only for her job but the families we help serve. She is always putting others first."

Michelle, you are an all-around rock star, and we're glad to have you as CMCA's November Employee of the Month!

CMCA ReBoot Camp



Newly hired CMCA staff attended a full-day boot camp where they learned about all the programs & services that CMCA has to offer. The jam-packed day was also filled with activities that allowed them to mingle with staff from other programs with whom they might not typically interact. Several staff commented that they weren't aware of the variety of services that CMCA offers until the boot camp and appreciated the opportunity to learn more.

The first ReBoot Camp was geared toward staff who had been hired in the past 18 months, while future camps will be geared towards those hired in the past six months.

Economic Stability

Agency Employment & Financial Coaching Outcomes October 2023-Present



* Credit scores can be retrieved every 6 months.

Women's Business Center



The Boonville Area Chamber of Commerce presented CMCA with two awards at their Annual Banquet. CMCA was presented with the Heart of Boonslick Award for programming dedicated to helping low-income Cooper County residents thrive, including the vehicle maintenance program and Head Start.

The Women's Business Center was presented with the New Partner Award which recognizes a person or organization that has recently joined the Chamber and partnered to bring programming or events to the Boonville community.

The 2023 Women Who Own It event was very successful, bringing in nearly \$20,000 in fundraising. We are proud of this accomplishment and having the opportunity to recognize the award recipients from each of our eight counties.

The MOWBC welcomed two new staff, Program Manager Abigail Beeler and Tanisha Simpson, The Shops at Sharp End Retail Manager. Both have jumped in feet first and bring a wealth of knowledge and experience to their roles.

This will be our second year to facilitate the Kauffman FastTrac Business Academy program, and we are excited to begin enrollment in the next few weeks in both Boonville (Tuesdays) and Columbia (Thursdays). This is an intense 13 week program for start-ups or new small businesses and helps to build a plan for feasibility. Classes will begin in March and wrap up in June with graduation.

Finally, please join us in celebrating International Women's Day on March 8th with an evening of shopping during the Women's Night Out Event at The Shops at Sharp End. If you haven't been to The Shops, or if you just want a fun night out, please plan to join us!

The Shops at Sharp End

The Shops at Sharp End held a soft opening in December, then pulled out all the stops for the Grand Opening on January 31st. The Chamber of Commerce kicked things off with the official ribbon cutting, followed by remarks from guest speakers and an evening of shopping.

All of the participants have been eager to include their inventory and be a part of this historic program. December sales were good, with a total of nine days open. The Shop had a steady flow of customers most days, with January slowing down after the holidays.

Tanisha Simpson, The Shops at Sharp End Retail Manager, has been busy streamlining internal processes and supporting participants in licensing, pricing, importing, and marketing their goods. Several participants are self-promoting via their social media channels, which has driven traffic to The Shops.

It has been exciting as the community's awareness of The Shops at Sharp End has gained traction and the interaction when locals come in has been inspiring. On a regular basis, customers share their memories of The Sharp End and thank us for the commitment we made to honor the past.



Economic Stability



December & January

\$7,254 in gross sales

257 transactions

525 items sold

Top 3 Participants:

RenzBlenz (119 items)

Mya's Gourmet Popcorn (112 items)

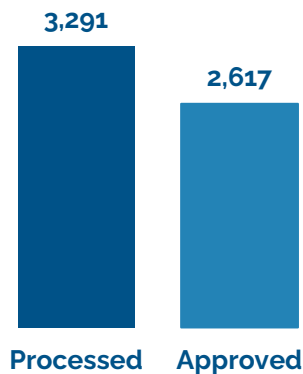
Black Tea Bookshop (64 items)



Economic Stability

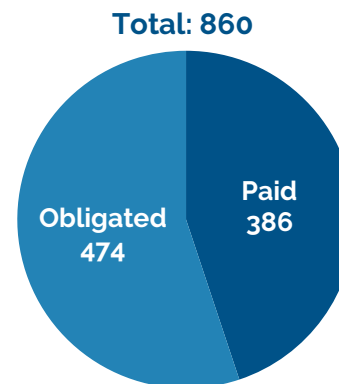
Total Energy Assistance Applications Processed (EA)

October 2023 - Present



Households Receiving Crisis Energy Assistance (ECIP)

October 2023 - Present

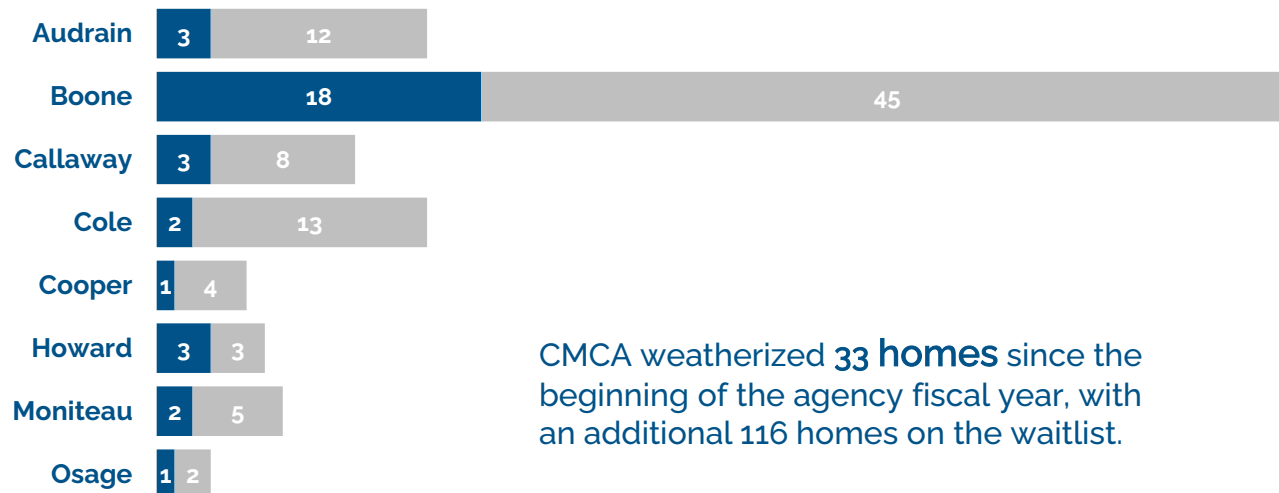


\$8,972

Average invested in each
Weatherized Home
October 2023 - Present

Weatherized Homes

■ Homes Completed ■ Waitlist



CMCA weatherized **33 homes** since the beginning of the agency fiscal year, with an additional 116 homes on the waitlist.

Economic Stability



8 Tenants Paying Full Rent

Will graduate HCV after six months of paying full rent



223

Households on HCV Waitlist

Housing Choice Voucher

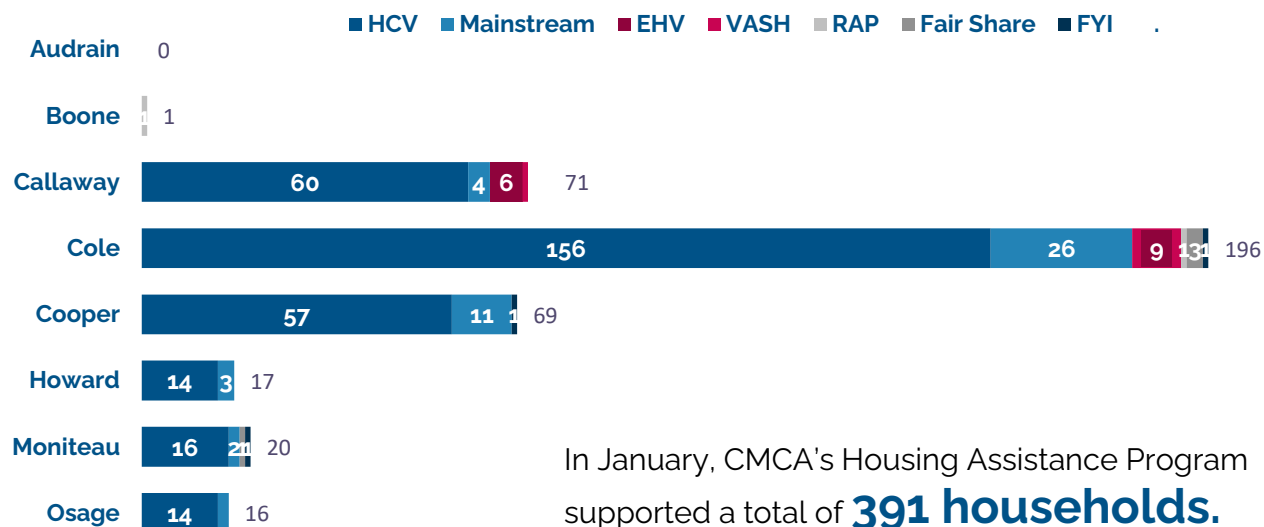


27

Outstanding Housing Vouchers

Includes **14** households who are unhoused and **13** who are presently housed

Households Receiving Housing Assistance Payments



In January, CMCA's Housing Assistance Program supported a total of **391 households**.

Now Serving the City of Fulton

CMCA was asked to absorb the Fulton Housing Authority's HCV program. Due to this merge, we gained over 20 new landlords, 54 new families, and we are administering a new type of housing program called Emergency Housing Vouchers (EHV). The Fulton Housing Authority waitlist was dissolved, and families will need to re-apply through CMCA. A new staff position has been opened to assist with the additional number of households served.

Economic Stability

Strengthening Communities



Audrain County

CMCA partnered with Healthy Blue Community Outreach to deliver hygiene bags for students at Hawthorne Elementary School in Mexico.

Community Organizer Tad Dobyns presented at the Workforce Development Registered Apprenticeship Lunch & Learn event with the Mexico Chamber of Commerce and at the Workforce & Apprenticeship informational meeting at Troy High School. Local businesses, factories, agencies, and tech schools heard about the Show Me Strong Communities initiative that sparked discussions about youth engagement and opportunities for employment.



Boone County

Community Organizer Bailey Stock attended Empower Missouri's Anti-Poverty Advocates Summit and completed MU Extension's Neighborhood Leadership Academy.

CMCA hosted a Poverty Simulation for MU's Sinclair School of Nursing. Over ninety students attended the event.

Project Homeless Connect served 139 individuals, connecting them with resources from 30 agencies.



Callaway County

CMCA has been leading the restructure of the HiSET Advisory Council with new members to include the Chamber of Commerce, COPIC, Faith Maternity Care, Lincoln University, local teachers and former administrators. This group works to sustain AEL classes in Callaway and bridge workforce and education resources. We recently re-established a partnership with the Department of Corrections to register 10 women from their re-entry unit into the February HiSET/AEL class.



Cole County

Over 60 people attended a forum to educate the community about the unhoused. CMCA remains involved with Jefferson City Room at the Inn, and over 150 interested volunteers recently attended a training event. Volunteers help staff the JCRATI shelter. JCRATI has been able to open all day on holidays when the library is closed and during bad weather.

Getting Ahead classes were held at Algoa correctional facility to help inmates in the re-entry program set goals and learn skills to help them "get ahead" upon release.

Strengthening Communities



Cooper & Howard Counties

Board Member and Step Up to Leadership graduate Khyeese Bethea implemented her mini-grant project, a clothing giveaway event plus chili & soup supper in November. The event served around 70 people, who received clothing, accessories, and household items in addition to a warm meal.

CMCA and the Boonslick Basic Needs Community Action Team took part in a CARE basket initiative to provide household and personal care items that cannot be purchased with SNAP benefits. Volunteers distributed 203 baskets serving a total of 706 people in Cooper & Howard Counties.

First State Community Bank Boonville hosted a coat drive and delivered over 100 coats, jackets, and cold-weather gear to our office to be distributed to those in need. The Boonville Women's Group donated a large number of scarves, gloves, mittens, and caps which were given to families at Clubhouse Head Start and Milestones Daycare.

CMCA, Alliant Bank, and Exp Realty collaborated to host a home-buying seminar at State Fair Community College. The seminar was one of the strategies generated by the Show Me Strong Communities housing workgroup.



Moniteau & Osage Counties

CMCA hosted a REALL simulation at Tipton High School that allowed students to experience the difference between a proactive and a reactive life to help them understand the importance of making positive choices.

Tipton High School also partnered with CMCA to deliver 60 blessings baskets to residents of nursing homes and nutrition centers for those that may not have family visit during the holidays.

Over 30 children were matched with local heroes for our third annual Shop with a Hero event. Children shopped at the local grocery store as well as Dollar General. Heroes received thank you bags with donations from community businesses.



Early Childhood Program Updates

The Head Start 8-county grant has been submitted, with no recommended changes. The next grant will be due April 1st for our southern counties. The fiscal year has wrapped up for BRIDGE, with enrollments happening in Boone County and waitlists growing in Cooper & Howard Counties.

Funded enrollment continues to be a concern, mostly due to ongoing staffing issues. There may need to be a discussion on changes in the future if we see no improvements.

There was a Notice of Proposed Rulemaking (NPRM) that could have sweeping changes to Head Start across the nation. Executive Director Darin Preis and Early Childhood Programs Director Beth Vossler attended a regional meeting hosted by the Office of Head Start. Darin and Beth both signed on the response letters written by our national advocacy groups. Next steps in the process include a federal review of all comments, and the Office of Head Start is expected to issue the final rules towards the end of the summer.

After a very, very long 1303 process, CMCA closed on the purchase of the Head Start building in Warsaw. The building will undergo renovations to meet childcare licensing and fire regulations before opening up for families.

Also in Warsaw, Head Start partnered with Parents as Teachers and other community agencies to host a "Care Fair." At the event, families could get free haircuts, brand new coats, and yummy food. Gifts were provided for all enrolled families through community partners.

Six children have new, safely installed car seats thanks to the Audrain Home Based team! Parents learned about car seat safety, installation, and finding the perfect fit during a car seat safety event.

Ashley Poulson and Kalia White were honored by the Columbia College Baseball team for their ongoing partnership with Head Start. This partnership gives the baseball players opportunities to be involved in the community and act as strong role models for the children.



Family Well-Being

Head Start Enrollment & Attendance December 2023



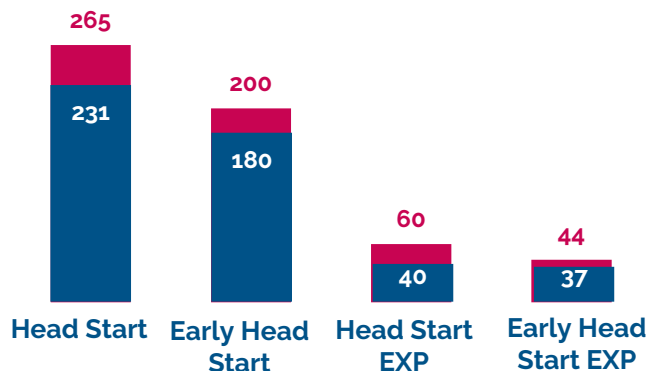
7 classroom closures

Children Affected by Site Closures

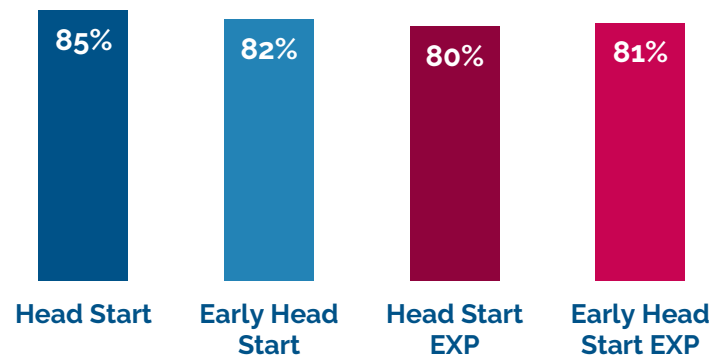


Actual Enrollment

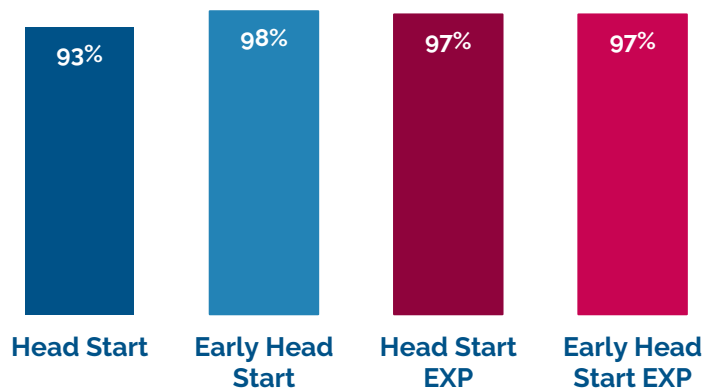
■ December ■ Target



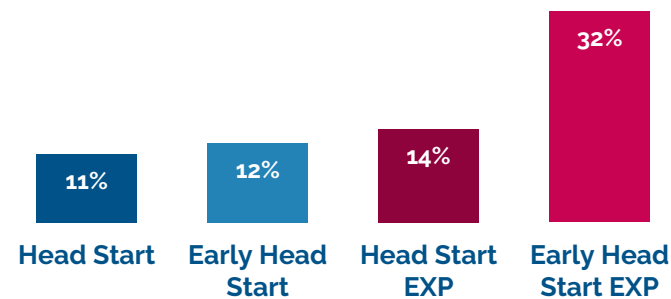
Average Daily Attendance



Income Eligible Enrollment



Disabilities Enrollment



Family Well-Being

Head Start Enrollment & Attendance January 2024



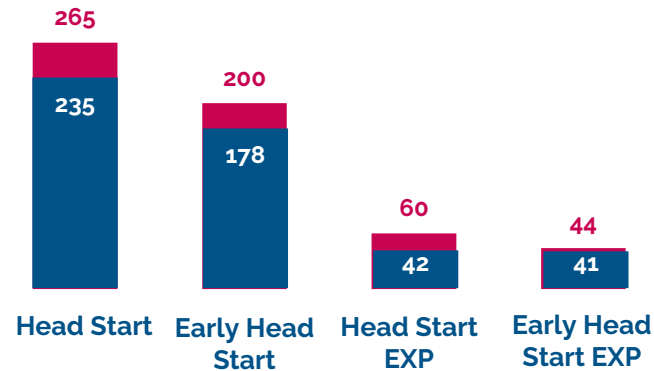
7 classroom closures

Children Affected by Site Closures

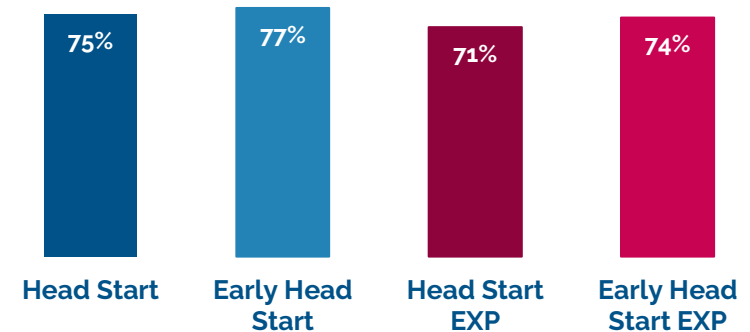


Actual Enrollment

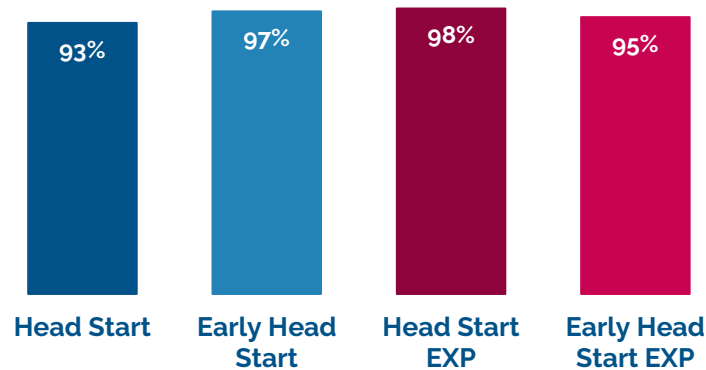
■ January ■ Target



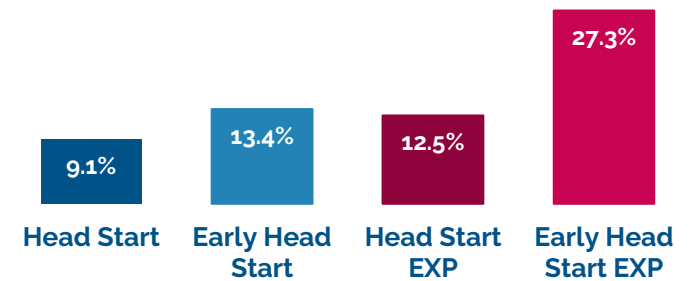
Average Daily Attendance



Income Eligible Enrollment



Disabilities Enrollment



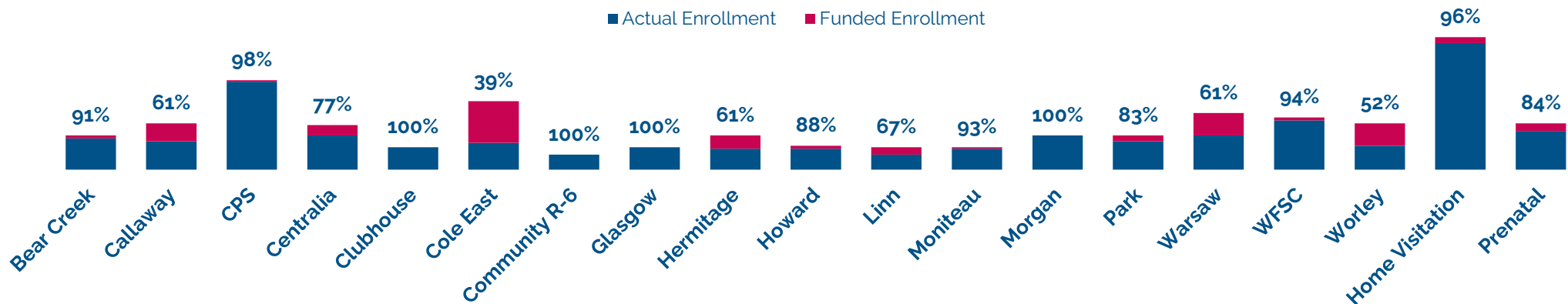
Family Well-Being

Head Start Enrollment & Attendance by Site December 2023

End of Month Enrollment by Site

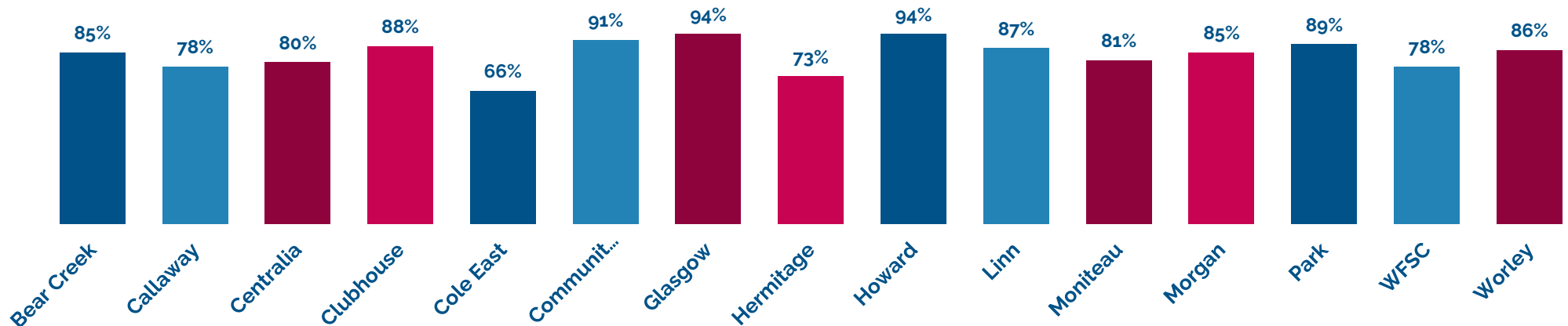
as a Percentage of Funded Enrollment

■ Actual Enrollment ■ Funded Enrollment



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

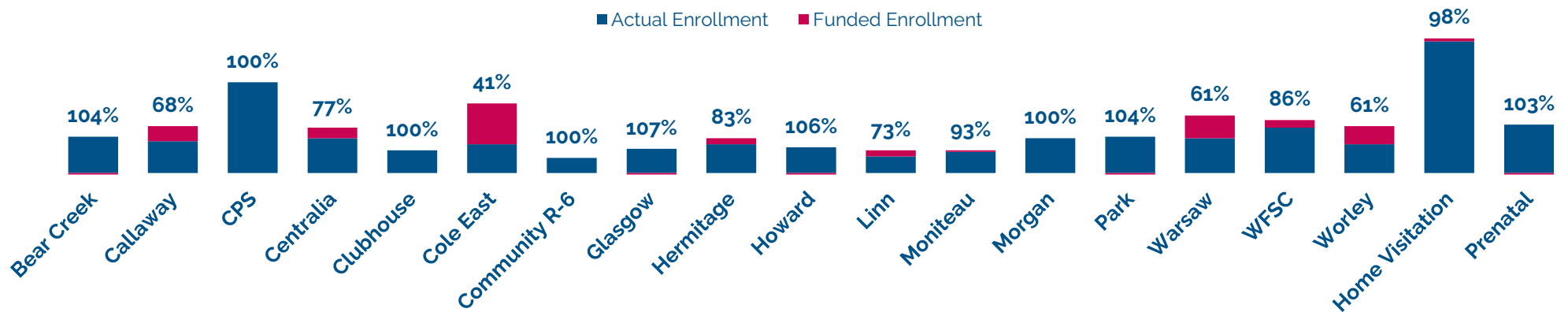
Family Well-Being

Head Start Enrollment & Attendance by Site January 2024

Actual Enrollment by Site

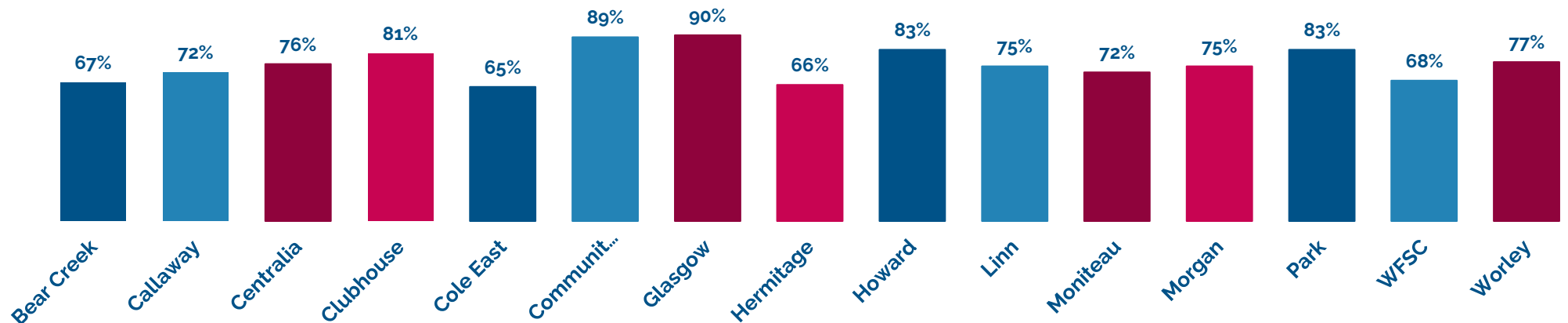
as a Percentage of Funded Enrollment

■ Actual Enrollment ■ Funded Enrollment



Average Daily Attendance by Site

as a Percentage of Actual Enrollment



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Head Start Report requiring Board & Policy Council approval

Family Well-Being

Head Start Classroom Snapshot

December 2023



8

Behavior Reports
for Classroom Behaviors



29

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



1

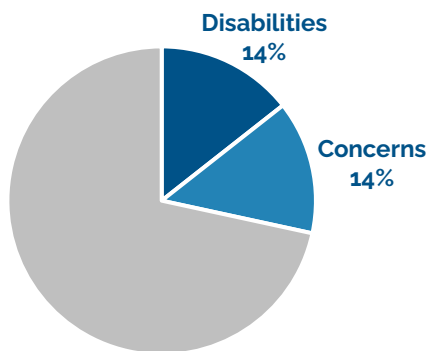
**Staff Receiving
Intensive Coaching**
on Education &
Mental Health Topics



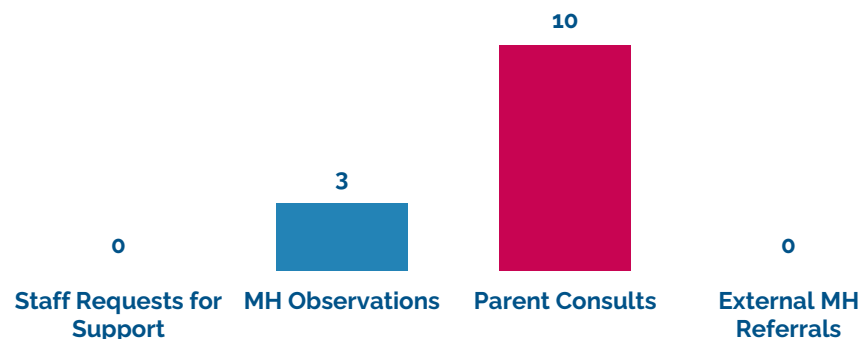
28

Families participating in
Parenting Curriculum

Classroom Children with Disabilities & Disabilities Concerns



Classroom Mental Health Supports



Family Well-Being

Head Start Classroom Snapshot

January 2024



9

Behavior Reports
for Classroom Behaviors



29

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



7

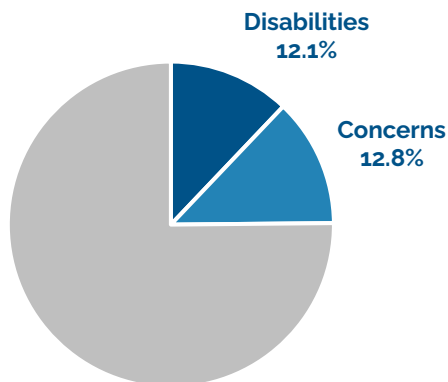
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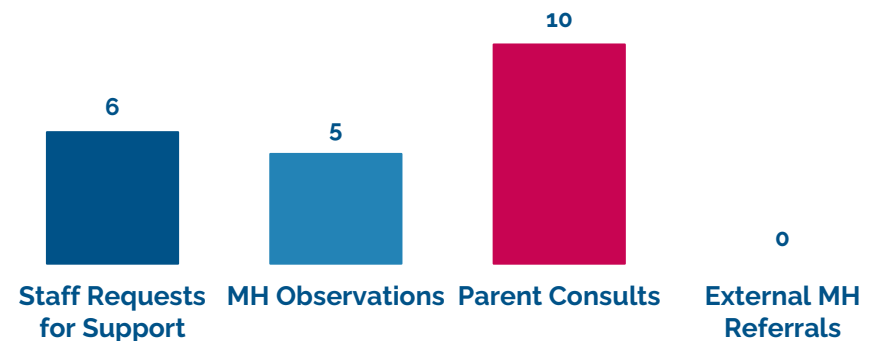
37

Families participating in
Parenting Curriculum

Classroom Children with Disabilities & Disabilities Concerns



Classroom Mental Health Supports



Family Well-Being

Health & Wellness



488

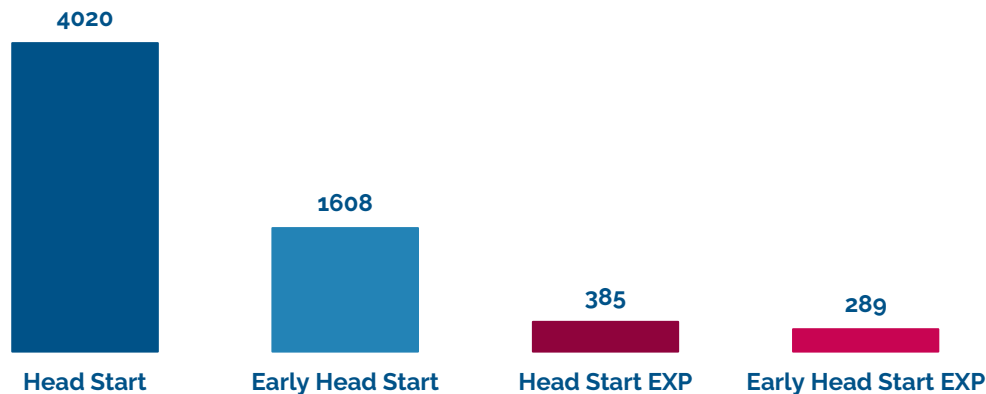
Children received
Health Screenings
September 2023 - Present



15

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

Head Start Meals Served (Determines CACFP Reimbursement)



*Making & enjoying fruit smoothies at
Williams Family Support Center!*

Senior Volunteering

The Retired Senior Volunteers Program (RSVP) held a food and winter clothing drive. We collected 108 pounds of food and several bags of various coats, gloves, sweaters, socks, hats and scarves.

Both RSVP and Foster Grandparents held winter appreciation events for their volunteers. About 10 RSVP volunteers and advisory board members attended the event at the Isle of Capri in Boonville. About 45 volunteers, advisory board members, and CMCA staff attended the Foster Grandparent appreciation event, where two members of the Columbia Band played the trumpet.



ShowMe Healthy Relationships

SMHR Program Manager Nolanda Dodd attended the annual Department of Corrections Reentry Conference and co-delivered the closing keynote session with MU staff Melissa Herzog. CMCA also hosted a booth each day during the event.

SMHR staff also became certified in Mental Health First Aid and attended a training on working with homeless populations.



Students from the MU Sinclair School of Nursing attend a poverty simulation.

