

## November Employee of the Month



Congratulations to Christina Kelley, BRIDGE Family Success Coach, our November Employee of the Month!

"Christina goes above and beyond helping her teammates feel welcomed. She makes sure to check in daily and always makes sure everyone has what they need to do their jobs!!! She truly goes above for her families and ensures they have what they need daily. She is one of the best teammates I've ever had!!

This is not the first time and probably won't be the last time I nominate Christina. When I read reminder emails and it asks me who is the person always willing to lend a helping hand-Christina, who can you count on to get the job

done-Christina, who steps up to do the work no one else is willing to do-Christina, but there is more. Who can I rely on to keep things running smoothly when I am away whether it's planned for vacation or unplanned like recently due to illness-Christina. Who maintains confidentiality for all members-Christina, Who coaches members vs just doing for them-Christina. We joke around and at times she is known as "Positive Patty" but its not with malicious intent. Christina is usually the upbeat reminder when things are hard. She pulls out the positives and focuses on positive intent regardless of the situation. As a leader for our team it is comforting to know that I can count on her to fully exemplify the CMCA promise and commitment to the members served. Recently I was out sick and she had just came back from vacation so we didn't even get to meet and update but she still managed to keep everything rolling smoothly and help the team. We have a great team right now. Christina is able to switch gears quickly regardless of the situation and conduct herself with great professionalism. She goes above and beyond all the time so it is hard to pinpoint just one thing or instance. I can't think of anyone more deserving, it is just who she is."

## Harlem Wizards



CMCA hosted the Harlem Wizards at New Bloomfield High School to raise over \$10,000 in funding for housing development efforts in Callaway County. We secured numerous sponsorships and food donations for the event. Twenty-five community volunteers assisted by ushering, ticketing, and selling souvenirs. We held assemblies at 10 local elementary schools to get everyone excited for the game. Volunteers from local school districts and the teamed up against the Harlem Wizards for an amazing and interactive show. Congrats to the Missouri School for the Deaf for winning the Spirit Contest by being the loudest crowd!

Huge thanks to Community Organizer Kellie Pontius and Director of Development and Communication Erica Schmidt for organizing and promoting the event.



## October Employee of the Month



Congratulations to Austin Marciniak, Staff Accountant, our October Employee of the Month! Here's why Austin was nominated:

"Austin has been a lifesaver for me the past couple of months. Our program had some budget updates that took a while to come in from our grantee which in turn, is making for a messy program end reconciliation. But he has handled it all like a BOSS!

I went to him frantic because I have always had my budget pretty close and this was one time I had no control. He jumped right in and handled everything. He gave me reassurance that it was all going to work out and honestly, I haven't stressed one time about the budget since then.

This may not seem like a huge deal but when a program year ends, there are a lot of reports and having a budget on track is key.

I can't imagine not having our accounting staff available to help with these types of situations. And know that I am guilty of taking them for granted so I just wanted to share what an amazing accounting team we have! And thank you, Austin, for taking a large stressor off of my plate and handling it like a RockStar!"

### Special Reporting Note:

October kicks off the beginning of our FY25 Agency Fiscal Year. During this time, we take 1-2 weeks to update our agency database to prepare for the new year. As a result, there is a delay in data entry and reporting. In addition, the start of the fiscal year for LIHEAP allows us to receive applications but not to submit payments during the month of October. Reporting on Agency Impact Measures related to LIHEAP and Economic Security will resume in the next Director's Report and will reflect data for October through December.

## Impact COMO Awards



Our very own Darin Preis was honored to be selected as the Most Impactful Executive Director in COMO Magazine's Impact COMO Awards! Darin has steadfastly led CMCA for 19 years, and we are grateful for his leadership. Congratulations, Darin!



## Women's Business Center Updates

The MoWBC Team finalized several big behind the scenes projects this month. We successfully submitted our SBA Grant after overcoming some last minute changes to the submission process. We also finalized many of the details for our new website, which is set to launch in early November. These are both huge projects and took input from every team member to accomplish!

We honored our 2024 Women Who Own It Awardees during our biggest event of the year. Guest speaker Jayci Gessling gave a welcoming address to help open the well-attended event, which also featured speeches from each of the awardees.

The Fall 2024 Cohort of the Kauffman FastTrac Business Academy kicked off on October 3rd. We welcomed 10 participants to this cohort. These participants will meet once a week through early February 2025. All are excited to get started on making their business dreams a reality! We had several microlending presentations with local banks to begin laying the foundation for our new Capital Access Program. Our Director, Jayme, met with several bank leaders and outlined the basics of the program, how the lending will work, and how this will benefit those clients who might not have access to traditional capital. This program is a big step forward in helping clients realize their business dreams and we are very proud to carry out this work.



## The Shops at Sharp End

October was a fantastic month for events at the Shops at Sharp End! From October 23rd to 25th, we hosted our "Go Pink for Breast Cancer" event, showcasing our support by offering T-shirts and Tumblers provided by Designed by Neisha and Fudge Brand. This initiative not only raised awareness but also encouraged our community to come together for an important cause.

Earlier in the month, we held a workshop focused on customer retention for small businesses, where attendees learned about effective sales systems and strategies for creating lifelong customers.

We also welcomed Club Shuri, a group of aspiring entrepreneurs from Douglass High School. They explored the rich history of the Shops at Sharp End, enjoyed a tour, and purchased products from our vendors.

Our Shop Small Business Saturday event on Nov. 30<sup>th</sup> provided customers with a fantastic holiday shopping experience and a chance to support our participants and find unique gifts.





# Economic Stability

## 2024 Women Who Own It Award Winners

*Kiarah Harris*  
The Cookie Club

*Jen Hendrick*  
SOA Architecture

*Rebekah Vaught*  
Beks

*Nicci Rexroat*  
A Place to Grow

*Jennifer Schenck*  
The Connection Exchange

*Nikki Gouge*  
Beckett's

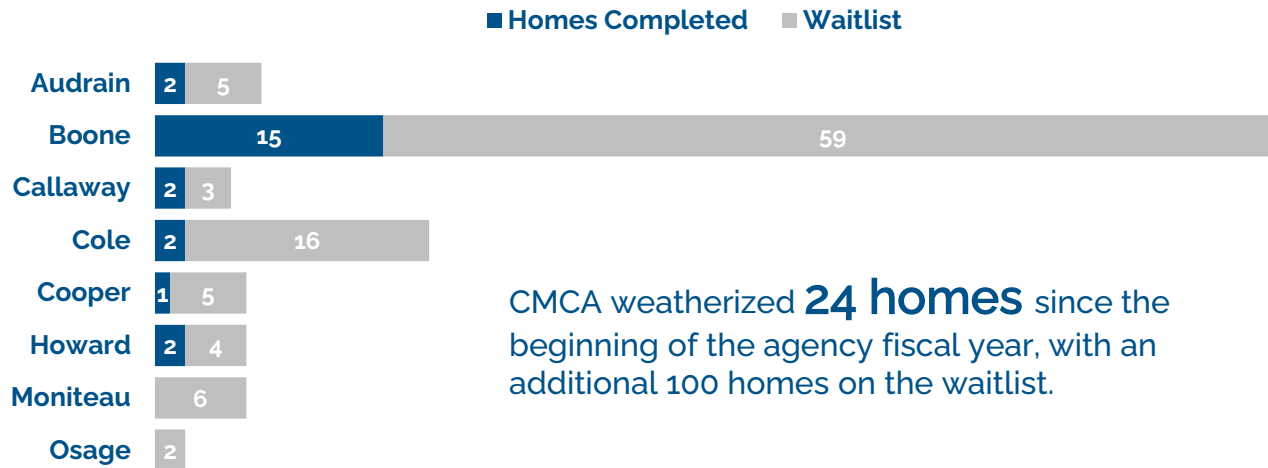
*Amanda Keene*  
Flowers on Phoenix

*Lauren Wieberg*  
Grow with Lo Marketing/  
404 Marketing Agency



# Economic Stability

## Weatherized Homes



CMCA weatherized **24 homes** since the beginning of the agency fiscal year, with an additional 100 homes on the waitlist.



# \$12,091

Average invested in each **Weatherized Home**  
October 2024 - Present



# 364

Households on HCV Waitlist  
Housing Choice Voucher



# 39

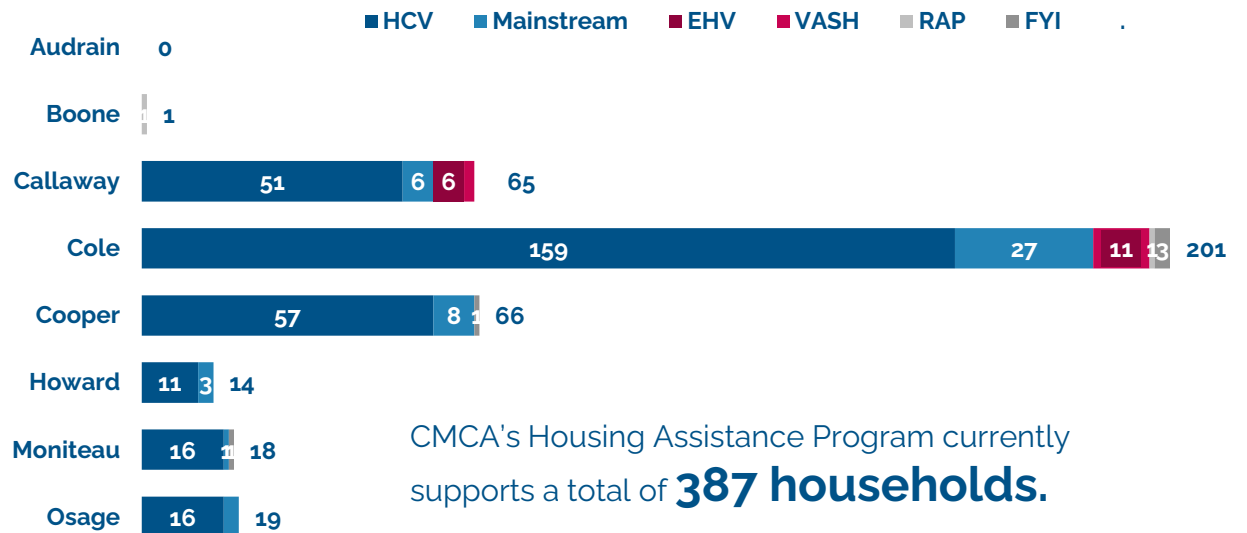
Outstanding Housing Vouchers  
Includes 24 households who are unhoused and 15 who are presently housed



# 9

Tenants Paying Full Rent  
Will graduate HCV after six months of paying full rent

## Households Receiving Housing Assistance Payments



CMCA's Housing Assistance Program currently supports a total of **387 households**.

## Housing Development Supportive Services

Spartan Pointe and CMCA held a welcome event for members to meet Janet Reed, Family Success Coach and other CMCA staff. It was a well attended event with lots of fun activities for families and program information sharing. Spartan Pointe and Garden Ridge are our first housing developments

At Family Resource Centers, Family Success Coaches have seen an increase in members coming in willing to work on housing issues. Many are behind on rent and needing housing stability coaching. We have served members with eviction diversion assistance, emergency assistance and coaching. All members have been referred to Financial Opportunity counselors and given other agency program and community resource information where needed.



## Strengthening Communities



### Audrain County

CMCA and the Mexico Sustainability are co-facilitating a Getting Ahead class with seven individuals participating.

The Show Me Strong Communities work groups are resuming meeting to focus on food security. The group plans to review updated data and revisit strategies to address food security from both an individual and community perspective.



### Boone County

The MU School of Nursing participating a poverty simulation, with 88 students learning more about the realities and challenges of poverty. This was a particularly large simulation, and we appreciate all of the volunteers and staff who donated their time to make it happen.



### Callaway County

CMCA helped facilitate a Landlord & Tenant Town Hall Meeting, with 35 landlords, service providers, and tenants attending. Participants received resources from a variety of programs and heard about tenant rights, lease agreements, and housing resources. Presentations were from CMCA, the City of Fulton Councilmen and City Engineer, and Mid-Missouri Legal Services.

Over sixty students participated in a REALL simulation at South Callaway High School, where they discussed the impact of life choices, such as staying in school, finding employment, and managing personal finances.



*Left: Callaway Landlord & Tenant Town Hall Meeting*



## Strengthening Communities



### Cole County

We held an open house for our new location at 1515 E. High St. on the lower level of the building. We are busy getting settled in to our new location – drop by and see us!

Community Organizer Stefani Thompson attended the first meeting of the Mayor's Housing Task Force. We are excited to see where this goes for Jefferson City.



### Cooper & Howard Counties

Community Organizer Cheri Cherry presented to the Boonville Lion's Club on behalf of the Boonslick Basic Needs Committee and received a \$1,000 donation. She also received a donation of \$276 from Kawasaki Motor employees.

CMCA is busy with several initiatives over the next few months including promoting a residential tax credit for seniors, supporting the re-opening of the New Franklin Cares food pantry, and gathering CARE baskets that contain supplies that families are unable to purchase with their SNAP benefits.



### Moniteau & Osage Counties

We continue to be an active member of the Moniteau County Healthy Lifestyles coalition which is working on programs within the schools to address substance use.

In Osage County, we brought in several partners to host a fire safety event at Chamois school for all students. The event included a Safety Trailer from Linn & Chamis Fire, and hands-only CPR with the Osage Ambulance District.

A recent Produce & Protein box giveaway provided 100 households in Westphalia with healthy foods.



We're trying something new! To help us gauge how effectively we are engaging Board Members through the Director's Report, we will include a hidden code somewhere in each Director's Report. When you find it, click the link to submit the code. This month's code is: Mittens [Here is the link!](https://forms.gle/jQP3mGnBLpHy7DPHA)  
<https://forms.gle/jQP3mGnBLpHy7DPHA>

## Early Childhood Program Updates

The program is complete with last fiscal year's close-out activities. The process takes almost 6 months and feels great to have completed! Both grants met their non-federal match which was a struggle after COVID, but we are back on track!

We were handed the keys to our Warsaw building, and we have started the set up of the classroom spaces. This takes a lot of time, effort, and staff. Thank you to everyone assisting with this process! We are currently working on the state licensing process.

We also kicked off our Eat Healthy, Stay Active! Trainings for both families and medical students. Families had the option to attend a virtual or in-person training that focused on making healthy choices. Medical students were oriented to the program, in which they will gain experience providing health and nutrition education to families. Staff Jackie Rivera and Lisa Cummins presented on EHSA! at the Region II Head Start Conference, and Michelle Clarke will be presenting about EHSA! at the National Family & Parent Engagement Conference in December.



*Above: Head Start staff work during New Hire Orientation*



*Left: Eat Healthy, Stay Active! medical students at program orientation*

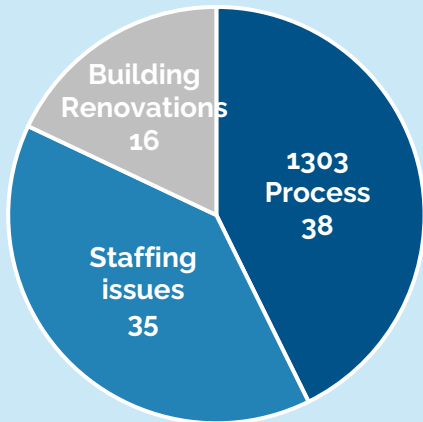


*Right: Staff Jackie Rivera and Lisa Cummins pose with Office of Head Start Director Khari Garvin at the Region II conference.*

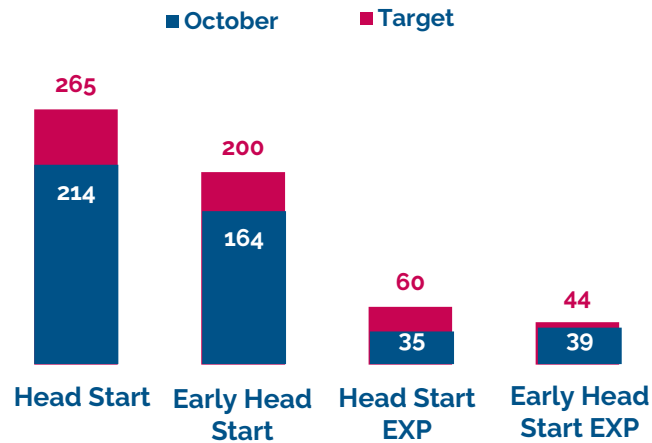
## Head Start Enrollment & Attendance October 2024

**8** classroom closures

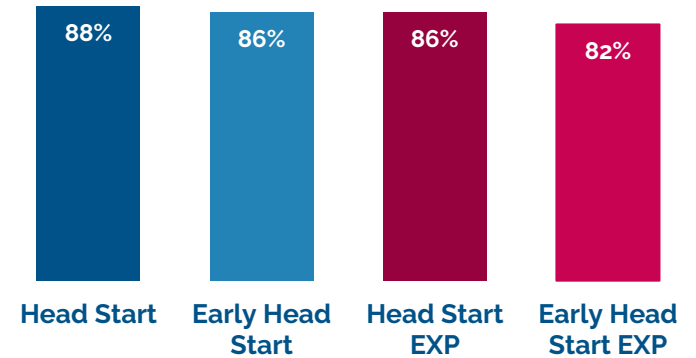
### Children Affected by Site Closures



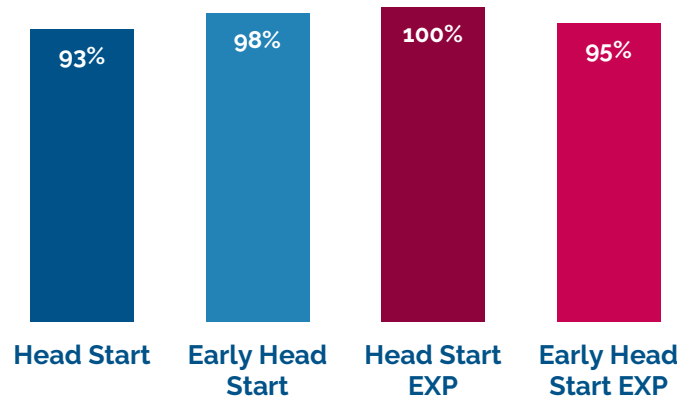
### Actual Enrollment



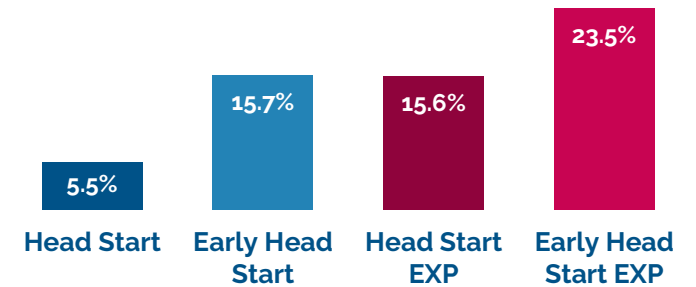
### Average Daily Attendance



### Income Eligible Enrollment



### Disabilities Enrollment





# Family Well-Being

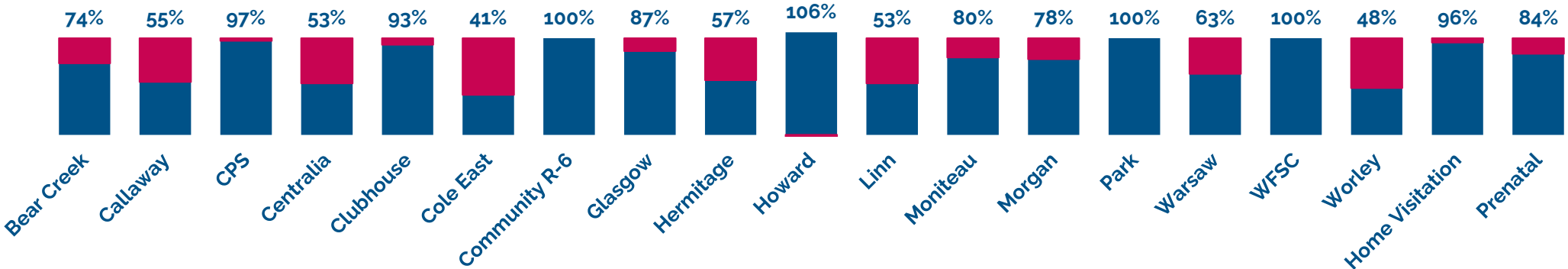
## Head Start Enrollment & Attendance by Site

October 2024

### End of Month Enrollment by Site

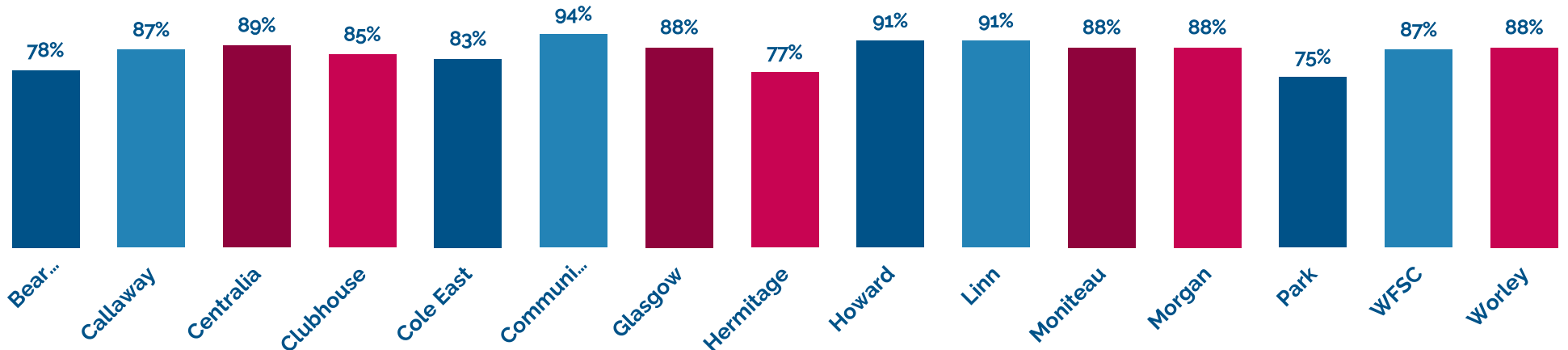
as a Percentage of Funded Enrollment

■ % of Funded enrollment ■ % Vacant



### Average Daily Attendance by Site

as a Percentage of Actual Enrollment



# Family Well-Being

## Head Start Classroom Snapshot

October 2024



**32**

**Behavior Reports**  
for Classroom Behaviors



**11**

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



**18**

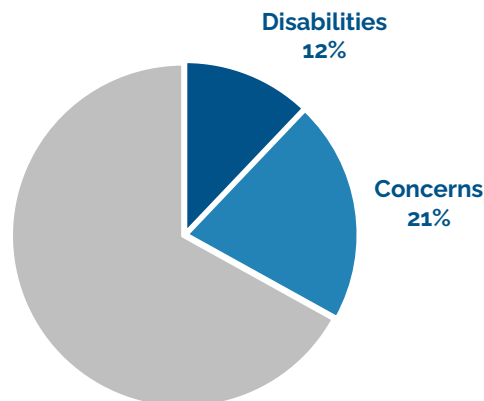
**Staff Receiving  
Intensive Coaching**  
on Education &  
Mental Health Topics



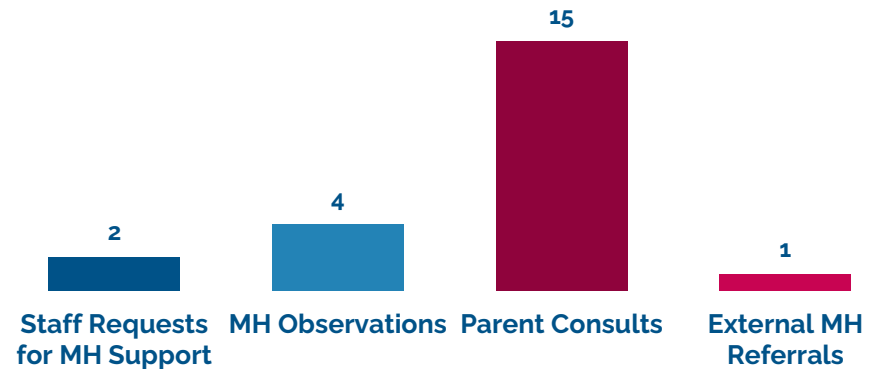
**64**

Families participating in  
**Parenting Curriculum**

### Classroom Children with Disabilities & Disabilities Concerns

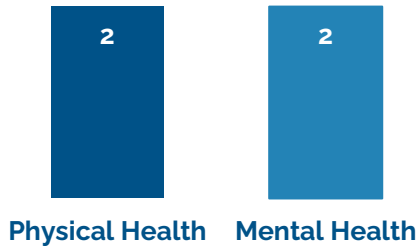


### Classroom Mental Health Supports



## Health & Wellness

### People with Improved Health



**137**

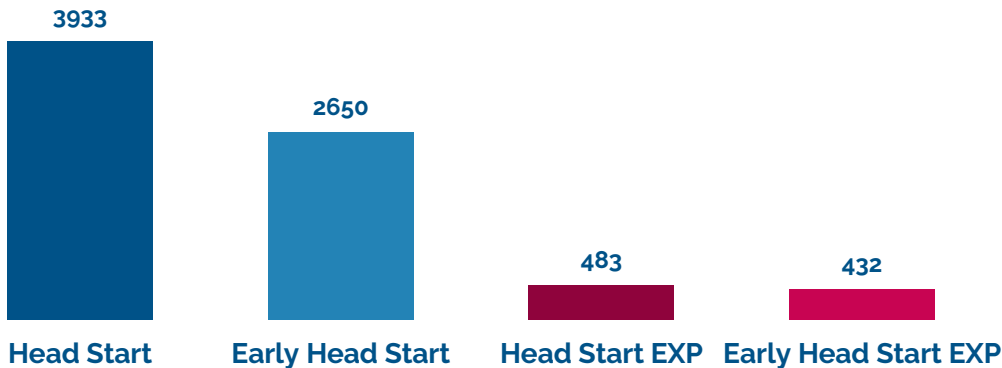
Children received  
**Health Screenings**  
September 2024 - Present



**5**

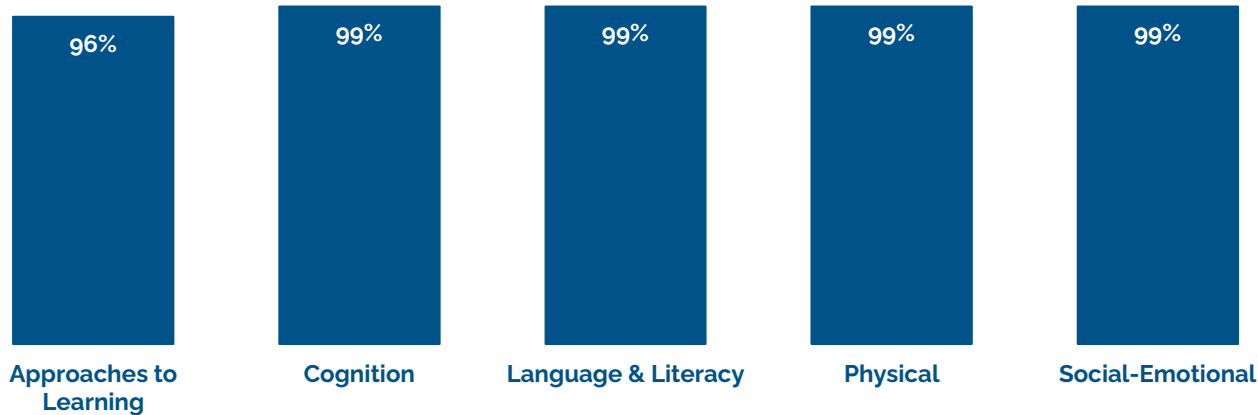
Children received  
**Follow-Up Medical  
or Dental Care**  
September 2024 - Present

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



# Family Well-Being

## Infants & Toddlers Developing At or Above Age Expectations (Beginning of Year)

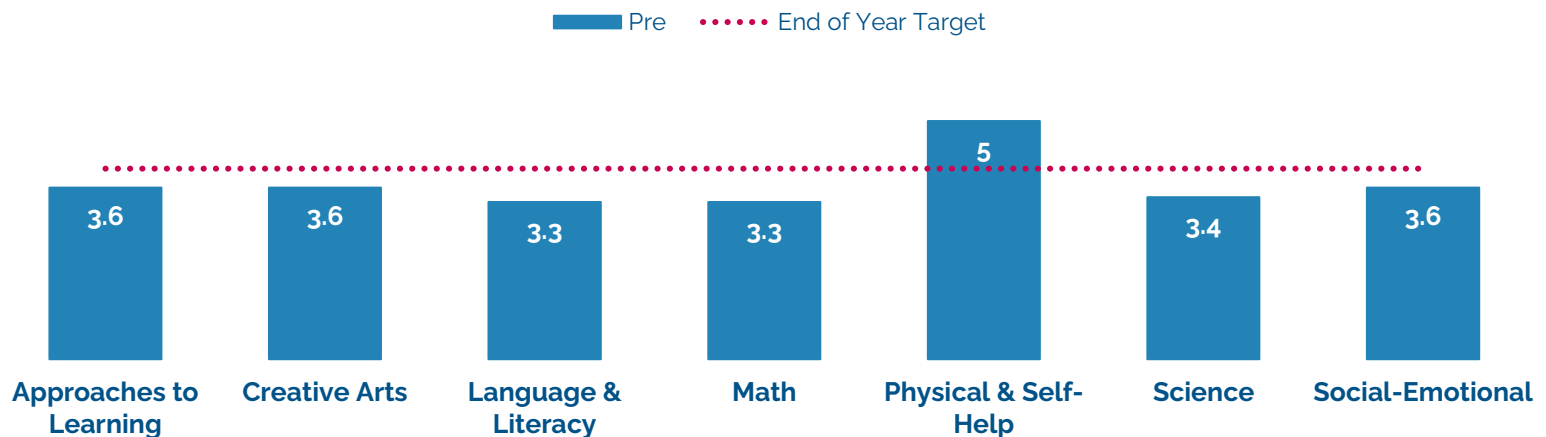


Data indicates that the majority of infants and toddlers continue to meet or exceed developmental expectations. Children with disabilities, particularly non-mobile infants with disabilities, were less likely to meet age-appropriate developmental expectations than their non-disabled peers. Supports for these children are in place.

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, three-year-olds had lower scores compared to four- and five-year-olds, but are performing as expected for their age and development.

## Preschool Child Outcomes (Beginning of Year)



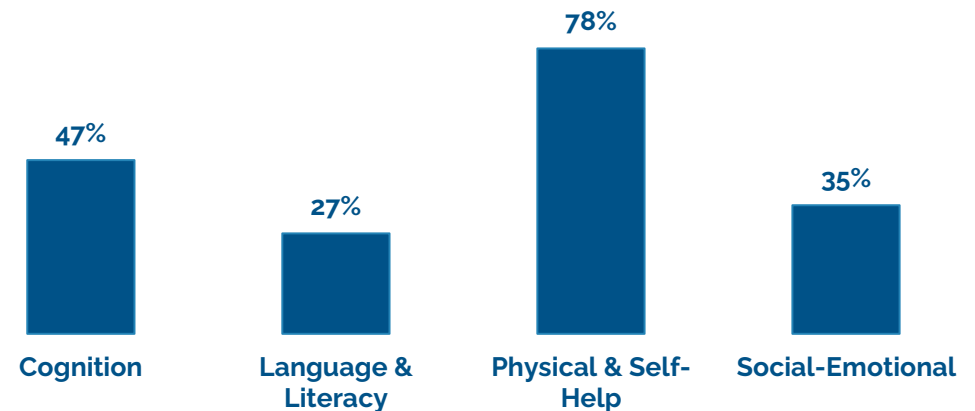
## School Readiness

School readiness is assessed for all children who will be age-eligible to enter kindergarten in the fall. The graph indicates the percentage of kindergarten-eligible children who are meeting each school readiness goal. Data for children at the beginning of the year reflects more typical pre-COVID scores for the first time since the pandemic. In particular, 47% of children entered the program meeting school readiness goals related to cognition, compared to 13% last year.

Females were significantly more likely than males to enter the program meeting school readiness goals. Children with disabilities were less likely than their non-disabled peers to enter the program meeting school readiness goals related to social skills & behavior and cognitive skills. White children were much less likely than children of any other race to enter the program meeting social & emotional goals. All children receive individualized supports at school and at home throughout the school year to prepare them for kindergarten.

### School Readiness Goals

Kindergarten-Eligible Children



## 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.





## ShowMe Healthy Relationships

The CMCA SMHR Team completed the program year significantly surpassing enrollment and completion goals which enabled the project as a whole to achieve 100% enrollment and 100% completion numbers overall.

October kicks off our 5<sup>th</sup> and final year of our SMHR grant. There are several upcoming classes scheduled, including a community day class via Zoom and a new evening class in Fulton that offers services for hearing-impaired participants.

SMHR staff participated in several recruitment events in the community, including parades and trunk or treat events.



## Foster Grandparents

Foster Grandparent Program volunteers attended a training led by Head Start staff in mid-October. Volunteers learned about providing social and emotional supports to children using strategies from the Conscious Discipline curriculum that is implemented in our Head Start centers.

Foster Grandparents Staff continued recruitment events and attended the California Health Fair at the senior center.