



**NORTHERN TIER COMMUNITY
ACTION CORPORATION**

**50th ANNIVERSARY BOARD & STAFF
APPRECIATION DINNER & MEETING**

SEPTEMBER 15, 2016

AT

**THE FINE LINE EVENT CENTER
429 NORTH ST. MARYS STREET
ST. MARYS, PA**



NORTHERN TIER COMMUNITY ACTION CORPORATION
135 WEST 4TH STREET, P. O. BOX 389
EMPORIUM, PA 15834

2016 BOARD OF DIRECTORS

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ANTHONY MOSCATO – VICE PRESIDENT
DANA MACKEY – SECRETARY
ROBERT CASKEY – TREASURER

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LISA HARRIS – HOMELESS PREVENTION (PHARE & ESGV)
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TRACY HALL – WEATHERIZATION BOOKKEEPER
CARLA HORNING – FISCAL CLERK

2015– 2016

Annual Report

Northern Tier Community Action Corporation



**Celebrating
50 Years !!!**



Helping People... Changing Lives!

Our Dedicated Board and Staff made it possible...

***Caring For The Needs of
Low-Income Families in
Cameron, Elk, McKean and Potter
Counties***



NORTHERN TIER COMMUNITY ACTION CORP.

POST OFFICE BOX 389, EMPORIUM, PENNSYLVANIA 15834
VOICE: (814) 486-1161 / FAX: (814) 486-0825

DAVID J. GREENE
EXECUTIVE DIRECTOR

STATE OF THE AGENCY

WOW!! What a great accomplishment, Northern Tier Community Action Corporation turned 50 in July of this year (1966-2016). Many Companies and Organizations have come and gone but Northern Tier Community Action Corporation has stood the test of time. We have never wavered from our mission in life. We continue to provide families and individuals in Cameron, Elk, McKean and Potter Counties with resources to alleviate poverty and promote self-sufficiency.

This Agency is very proud of the programs we administer and most importantly the lives we have touched over the last 50 years. Northern Tier Community Action Corporation is a people organization and we are truly blessed with the employees that serve our clients and the Executive Board of Directors who guide this organization.

As we embark on our next 50 years of service we can only hope that someday this organization won't be needed but until that day comes you can rest assured that we will be here to continue our mission in life.

THANK YOU to the members of the Executive Board of Directors for your dedication of time and service!

Sincerely,

George E. Hults
President, Board of Directors

Respectfully,

David J. Greene
Executive Director

Board of Directors

NTCAC Board of Directors

George E. Hults, President
Anthony C. Moscato, Vice President
Dana Mackey Secretary
Robert P. Caskey, Treasurer

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Fritz Lecker	Richard Balizet
Phil Jones	Bob Strait, Jr.
R. Gale Monroe	Thomas R. Tyler
John W. Robinson	Donald (Pat) Walker
Rev. Joseph Short	Rose Bloom

Mission Statement

*Northern Tier
Community Action is
dedicated to
providing families and
individuals in
Cameron, Elk, McKean & Potter
Counties with
resources to alleviate poverty
and promote self-sufficiency.*

The Board of Directors is a vital part of nonprofit structure and success by:

- ◆ Upholding sound fiscal practices
- ◆ Guiding policy development
- ◆ Providing strategic direction
- ◆ Ensuring financial viability
- ◆ Supporting executive leadership
- ◆ Representing the interests of the community



*During FY 2015-2016 Northern Tier Board members have unselfishly given over 300 hours of their time and attention to the mission of Northern Tier Community Action and we say **THANK YOU!!!!!!!!!!***

Northern Tier Community Action Corporation is governed by a volunteer 18 member tripartite Board of Directors. One-third of these members are Elected Officials or their appointees, one-third is elected from the Private Sector and one-third is elected as Community Representatives of our low-income population. These dedicated volunteers are drawn from all four counties—Cameron, Elk, McKean and Potter and serve tirelessly to offer their knowledge and experience for the governance and guidance of the agency.

Elected Officials

- ◆ Care about the communities they serve
- ◆ Move within a larger spectrum of decision makers

Low-Income Representatives

- ◆ Bring unique perspective to your story
- ◆ Have the capacity to create grassroots connections

Community Representatives

- ◆ Enhance organizational capacity with professional expertise
- ◆ Expand your reach through their connections



Community Action Works..... through community partnerships.....

Northern Tier Community Action Corporation has 163 partnerships with 142 Organizations making it possible to provide low-income families with the greatest level of service empowering them to not only remain stable, but also attain self-sufficiency in these difficult times.

We are increasingly faced with the conflicting issues of providing more service flexibility with decreased funding availability, increased funding constraints and regulations. We can accomplish our mission by maximizing the use of our community partnerships.

A Way Out - Domestic Violence and Sexual Assault Services	Services	PA Department of Agriculture
Alcohol & Drug Abuse Services	Department of Public Welfare	PA Dept. of Education Even Start/State - Act 143 Family Literacy Program
Allegany Power - LIURP	Dickinson Mental Health - Child Prevention Services	PA Head Start State Association
American Cancer Society	Dollar Energy Fund	PA Hunger Action Center
American Red Cross	Early Intervention	PA Keys
ATA	EFSNBP	PA Link to Aging and Disability Resources
Austin SD	Elk County Cancer & Tobacco Health Education Council	PA NW Lead & Healthy Homes Initiative
Beacon Light Behavioral Health Systems	Elk County Commissioners	PA Weatherization Task Force
Big Brothers Big Sisters of Elk County	Elk/ Cameron Employer Consortium	PANO
Bradford Learning Center	Emporium First United Methodist Church	Parent to Parent of PA
Bradford Regional Medical Center	Family Based Mental Health Program,	Pathstone
Bradford School District	Family Based Services	PHFA
Cameron County CYS - HSDF	Family Services of NW PA	Port Allegany Psych. Services
Cameron County Commissioners	First Energy CAP	Port Allegany SD
Cameron County Commissioners - HAP	First Energy Warm	Potter County Collaborative Board
Cameron County Family Center	Galeton SD	Potter County Commissioners
Cameron County Food Pantry	Good Samaritan Food Bank	Potter County CYS
Cameron County Ministerial Association	Guidance Center	Potter County Early Intervention
Cameron County Optical Clinic	Helpmates, Inc. Home Health Care Agency	Potter County Education Council
Cameron County Planning Commission	Housing and Urban Development HUD IU 9	Potter County Food Banks
Cameron County School District	Johnsonburg SD	Potter County Habitat for Humanity
Cameron/Elk Behavioral & Development CAPSEA	Kane School District	Potter County Housing Authority
Care For Children	La Leche League International	Potter County Human Services
Career Link	Lawrence County Community Action (ESG)	Potter County ICSP
Catholic Charities	Life and Independence for Today (LIFT)	Potter LHOT
CE Local Housing Options Team	McKean County Career Link	Pre-K Counts
Charles Cole Memorial Hospital - Dept. of Home Health	McKean County Children and Youth Services	Project RAPPORT
Child and Adolescent Service System Program (CASSP)	McKean County Commissioners	Ridgway School District
Child and Adult Care Food Program	McKean County Family Center	Safe and Healthy Homes Initiative
Christian Food Bank	McKean County Visiting Nurses	Sagewood - A Wrap Around Provider
Collaborative Boards	National Fuel Gas	Salvation Army
Community Engagement Group	Nelson Behavioral Health Center	SCAN/PEP Early intervention
Community Action Association on Pennsylvania	North Central PA Reg. Planning & Development Commission	Shinglehouse SD
Community Education Council Elk & Cameron County	Northern Elk Food Bank	Smethport SD
Consortium Housing Committee	Northern Potter SD	St. Marys Public Library
Coudersport School District	OCDEL	St. Marys SD
DCED	Office of Emergency Services	Twin Tier Pregnancy Care Center
Department of Energy	Otto Eldred School District	United Way
Department of Health and Human		University of Pittsburgh Bradford
		US Department of Agriculture
		WIC Programs
		YMCA of Bradford
		YWCA Victims Resource Center

CELEBRATING 50 YEARS

1966—2016

Timeline of Community Action 1963-to Present

An Era of Hope, Opportunity, Change

Wednesday, August 28, 1963: During a 200,000- person civil rights rally in at the Lincoln Memorial in Washington, D.C., Martin Luther King, Jr. gives his famous I Have A Dream speech.

Monday, October 14, 1963: The term "Beatlemania" is coined by the British press.

November 06, 1963 : Vietnam War begins following the November 1st coup and murder of President Ngo Dinh Diem, coup leader General Duong Van Minh takes over leadership of South Vietnam.

Friday, November 22, 1963: In Dallas, Texas, US President John F. Kennedy is assassinated, Texas Governor John B. Connally is seriously wounded, and US Vice-President Lyndon B. Johnson is sworn-in as the 36th President of the United States.

Tuesday, May 19, 1964: Vietnam War: The United States Air Force begins Operation Yankee Team.

Friday, May 22, 1964: U.S. President Lyndon B. Johnson announces the goals of his Great Society social reforms to bring an "end to poverty and racial injustice" in America.

Thursday, July 2, 1964: U.S. President Lyndon B. Johnson signs the Civil Rights Act into law.

The War on Poverty During his 1964 State of the Union address, President Johnson announced... *This administration today, here and now, declares unconditional War on Poverty in America. The Great Society For in your time we have the opportunity to move not only toward the rich society and the powerful society, but upward to the Great Society. The Great Society rests on abundance and liberty for all. It demands an end to poverty and racial injustice, to which we are totally committed in our time.*

But that is just the beginning. ~ President Lyndon B. Johnson tapped Sargent Shriver to draft the language for The Economic Opportunity Act of 1964, the legislation passed and was signed into law on August 20, 1964.

Johnson asked Shriver to assist him in setting up the new Office of Economic Opportunity.

Economic Opportunity Act of 1964; Public Law 88-452 August 20, 1964 To mobilize the human and financial resources of the Nation to combat poverty in the United States. Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled. The United States can achieve its full economic and social potential as a nation only if every individual has the opportunity to contribute to the full extent of his capabilities and to participate in the workings of our society. It is, therefore, the policy of the United States to eliminate the paradox of poverty in the midst of plenty in this Nation by opening to everyone the opportunity for education and training, the opportunity to work, and the opportunity to live in decency and dignity.

A cabinet level office was established, the Office of Economic Opportunity (OEO). This office was to coordinate all of the federal governments anti-poverty efforts and programs. It was also to be a laboratory for program development of VISTA, Job Corps, Neighborhood Youth Corps , Head Start, Adult Basic Education, Family Planning, Community Health Centers ,Congregate Meal Preparation, Economic Development CDCs, Foster Grandparents, Legal Services, RSVP, Legal Services, Neighborhood Centers, Summer Youth Programs , AND MORE!

Enter Community Action Agencies...

A concept, A public or private organization., A community process, A vehicle to make change.

The Mission of the CAA. The EOA defined the purpose of a CAA: ...to stimulate a better focusing of all available local, State, private, and Federal resources upon the goal of enabling low-income families, and low-income individuals of all ages, in rural and urban areas, to attain the skills, knowledge, and motivation to secure the opportunities needed for them to become self-sufficient.

Many adopted the Mission. Many community members committed themselves to the Mission and worked for very low wages. The CAA employed many of the poor they were organized to serve. In addition to services, the CAA was an advocate. It challenged and by-passed the traditional systems.

By 1968 there were over 1,600 CAAs in over 2/3 of the counties nationwide. CAAs were organized to serve a single county, multi-counties or a city. Most CAAs were private nonprofits but some were organized as public agencies. CAAs expanded programs rapidly and set up centers in low-income communities, reaching out to involve and train the poor. CAAs pursued "maximum feasible participation" for the poor. This often set up clashes with the establishment. Many big city Mayors and other local politicians complained that the CAAs needed to be controlled. Many were challenging the existing power structures and, by offering jobs to neighborhood people, disrupting the hold that patronage exerted on neighborhoods.

Green and Quie Amendments

GREEN 1967: Stipulated that local elected officials had authority to designate the official CAA for their areas.

Most were certified but a few big cities took control and replaced the existing. QUIE: 1967: stipulated that 1/3 of board must be composed of elected officials and 1/3 would be private sector representatives. This limited "maximum feasible participation" of the poor on the boards to 1/3 of the membership.

OEO and Community Action Support Begins to Diminish. Critics increasingly complained that the antipoverty programs of the Great Society were ineffective and wasteful. After only 4 years, the Community Action network was experiencing growing pains and commitment from President Johnson waned.

Enter President Richard Nixon.

Nixon attempted to...Develop a guaranteed minimum income for low income people, De-fund the Community Action Agencies, and Dismantle the Office of Economic Opportunity. Nixon transfers a number of programs to other federal departments to administer.

Turbulent Times for OEO 1969: Nixon appoints Donald Rumsfeld as Director of the Office of Economic Opportunity. Rumsfeld surprises and is basically supportive of OEO and works to improve its efficiency. Rumsfeld hires Dick Cheney and Christy Todd Whitman as assistants. Rumsfeld publishes CAA mission guidance.

1973: Nixon appoints Howard Phillips as OEO Director. Phillips sends telegrams to CAAs telling them to complete affairs and close down by June. Phillips was unsuccessful, due to court rulings, and the President does not take Phillips recommendations to veto EOA legislation to heart. Phillips resigns 1974.

Rumsfeld Guidance - To stimulate a better focusing of all available, local, state, private, and Federal resources upon the goal of enabling low-income families, and low-income individuals of all ages in rural and urban areas, to attain the skills, knowledge, and motivations and secure the opportunities needed for them to become self-sufficient. The Act thus gives the CAA a primarily catalytic mission: to make the entire community more responsive to the needs and interests of the poor by mobilizing resources and bringing about greater institutional sensitivity. A CAA's effectiveness, therefore, is measured not only by the services which it directly provides but, more importantly, by the improvements and changes it achieves in the community's attitudes and practices toward the poor and in the allocation and focusing of public and private resources for antipoverty purposes. In developing its strategy and plans, the CAA shall take into account the area of greatest community need, the availability of resources, and its own strengths and limitations. It should establish realistic, attainable objectives, consistent with the basic mission established in this Instruction, and expressed in concrete terms which permit the measurement of results. Given the size of the poverty problem and its own limited resources, the CAA should concentrate its efforts on one or two major objectives where it can have the greatest impact.

Distracted by War, EOA is Saved.

Nixon develops Public Employment Programs and price controls but becomes distracted by Vietnam and Watergate. Nixon does not veto EOA but does not support increases in funding for key programs. Nixon resigns and Gerald Ford becomes President.

Enter President Gerald Ford.

The OEO was terminated and replaced by the Community Services Administration (CSA). This diminished the agency's presence. It was no longer in the Executive Office. Overall funding of CAAs was basically flat or below inflation during this period. Identity Crisis. Many CAAs do not use the term Community Action in their "title" or corporate name. CAAs are known in their community by their programs and not their mission.

There is a disconnect and this undermines their resource development efforts.

Enter President Jimmy Carter.

Carter appointed Graciela Olivarez as Director of the Community Service Administration.

The CAA network received bad press and scrutiny due to the flamboyant travel and other practices of some CAA executive directors.

An effort to improve planning and accountability, GPMS was rolled out.

CAA involvement with Weatherization and solar greenhouse projects began during this period.

Enter President Ronald Reagan.

Regan's first budget intended to eliminate CSA and funding for CAAs.

Regan personally had dislike for Legal Services and the "Great Society Programs."

The House of Representatives supported Regan's proposed budget and zeroed out CSA and Community Action funding. Omnibus Reconciliation Act Ends CSA.

Enter National Community Action Foundation (NCAF) and Congressional supporters and creation of the Community Services Block Grant (CSBG).

The EOA was repealed. CSA was eliminated and programs were assigned to various federal departments .

Funds in the resulting Community Services Block Grant were to be administered by the States.

An office was created in the Department of Health and Human Services (HHS) to transfer funds to States.

Community Action Agencies Preserved

90% of the CSBG funds were to be used at the local level by CAAs. Eligible CAAs were the same organizations previously eligible under OEO and CSA determinations. They were “Grandfathered.” States had the responsibility for monitoring CAAs and could spend up to 5% of the State’s CSBG allocation for administrative purposes. The remaining 5% was designated for State discretionary anti-poverty funded activities. Any portion of the two 5% pools not spent for their purposes would revert to the CAA eligible entities or be returned unspent.

Idealism Continues to Diminish

Although there were many programs developed under the “Great Society” they were not income transfer programs. They were designed to attack causes of poverty and provide opportunities. In the 70s public attitudes and political attitudes moved toward blaming the poor for their problems. The poor were more and more portrayed as lazy and a tax on the broad public.

In the 80s and into the 90s public welfare policy and politics became more focused on changing values and behaviors.

Enter President Bill Clinton

President Bill Clinton’s administration implemented the most significant changes in welfare policy since the Great Society.

Newt Gingrich, then Speaker of the House, supported the largest increase in Community Action funding ever while supervising the cuts in many other federal social programs.

Enter President George Bush

CSBG continuously slated for elimination. It is seen as a duplicative program without results.

Enter President Barack Obama

State of the Union asks for a sizeable decrease in CSBG... Challenging Policy Forces “The best government programs embrace a culture where performance measurement and evaluation are regularly used and complement one another.” The Administration is emphasizing that performance measurement information must be present and used to improve. Additionally, rigorous program evaluation must be pursued to determine impact against a comparison group or the status quo.

Performance information, like ROMA is important and valued, but it is program evaluation via evidence-based information that is driving policy and funding decisions. Program Measurement: Tracks progress toward intended program outcomes, but does not compare outcomes to alternative programs or the status quo. Program Evaluation: Rigorous evaluations to determine the impact of programs/practices on outcomes complementing the performance measurement/performance management practices. Evaluations determine whether programs produce outcomes superior to alternative policy choices, or not putting into place a policy at all. Statements in President Obama’s 2012 Budget Proposal ...cutting CSBG in half and transforming it from a formula-based program to a competitive grant program for CAAs.

CSBG provided funding for the important work of CAAs, but does not hold these agencies accountable for outcomes. CAAs receiving funding have remained unchanged since 1964...guarantees funding for these entities. States usually pursue termination only when there is a determination that the CAA is grossly financially negligent. In addition, because of weak reporting in the current statute, the Federal Government does not know what different CAAs are accomplishing as a result of receiving CSBG funds.

Although it supports the important goals of the CSBG program, the Administration proposes to reduce funding in order to meet fiscal targets... The Administration proposes to establish a system of performance standards and competition for CSBG funds, which will promote innovation and target funds to high performing entities in areas with greatest need.

Federal OCS Principles for CSBG Reform

Place-based services to address the causes and impacts of poverty.

Direct limited resources to agencies that can most effectively serve high need communities.

Promote evidence-based practices to achieve results.

Maximize the percentage of funding devoted to high quality community services rather than toward general administrative expenses.

Operate with the highest possible level of program integrity Challenging Political Forces.

Six Areas Congress Should Consider Cutting:

Empowering state and local governments

Consolidating duplicative programs

Privatization

Targeting programs more precisely

Eliminating outdated and ineffective programs

Eliminating waste, fraud, and abuse ~ Recommendations from Heritage Foundation Challenging Financial Forces

National Debt and Budget Deficit

We should continue to expect Congressional efforts to cut spending on domestic discretionary programs

The president’s once again placed us in a defensive mode in regards to CSBG and other key CSBG Network program appropriations

We are working under another Continuing Resolution for Labor, HHS, Education spending this year.

CELEBRATING 50 YEARS

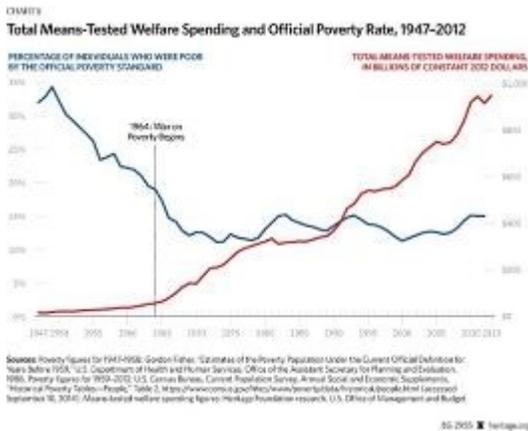
Fighting the War on Poverty

A Heritage Foundation article from September 2014 titled: “The War on Poverty After 50 Years”

Authors Robert Rector and Rachel Sheffield indicated: *In his January 1964 State of the Union address, President Lyndon Johnson proclaimed, “This administration today, here and now, declares unconditional war on poverty in America.” In the 50 years since that time, U.S. taxpayers have spent over \$22 trillion on anti-poverty programs. Adjusted for inflation, this spending (which does not include Social Security or Medicare) is three times the cost of all U.S. military wars since the American Revolution. Yet progress against poverty, as measured by the U.S. Census Bureau, has been minimal, and in terms of President Johnson’s main goal of reducing the “causes” rather than the mere “consequences” of poverty, the War on Poverty has failed completely. In fact, a significant portion of the population is now less capable of self-sufficiency than it was when the War on Poverty began.*

Welfare–Poverty Paradox

As chart 1 shows, according to the Census, there has been no net progress in reducing poverty since the mid to late 1960s. Since that time, the poverty rate has reduced slowly, falling by two to three percentage points during good economic times and rising by a similar amount when the economy slows. Overall, the changes of official poverty for the past 45 years has been static or trending slightly upward.



This static nature of poverty is especially surprising because (as Chart 1 also shows) poverty fell dramatically during the period before the War on Poverty began. In 1950, the poverty rate was 32.2 percent, but by 1965 (the first year during which any War on Poverty programs began to operate), the rate had been cut nearly in half to 17.3 percent.

The unchanging poverty rate for the past 45 years is perplexing because anti-poverty or welfare spending during that period has simply exploded. As Chart 2 shows, means-tested welfare spending has soared since the start of the War on Poverty. In fiscal year 2013, the federal government ran over 80 means-tested welfare programs that provided cash, food, housing, medical care, and targeted social services to poor and low-income Americans.

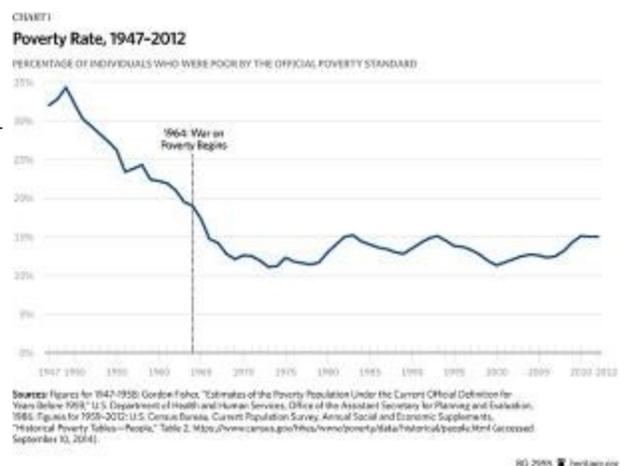
Living Conditions of the Poor in America—Consumption by Poor Families.

Since the Census Bureau dramatically undercounts the actual incomes of the poor, it should be no surprise to find that the U.S. Department of Labor routinely reports that poor families spend \$2.40 for every \$1.00 of their reported income. If public housing benefits are added to the tally, the ratio of consumption to income rises to \$2.60 for every \$1.00. In other words, the “income” figures that the Census Bureau uses to calculate poverty dramatically undercount the economic resources available to lower-income households.

Amenities. Because the official Census poverty report undercounts welfare income, it fails to provide meaningful information about the actual living conditions of less affluent Americans. The government’s own data show that the actual living conditions of the more than 45 million people deemed “poor” by the Census Bureau differ greatly from popular conceptions of poverty.

Consider these facts taken from various government reports:

- Eighty percent of poor households have air conditioning. By contrast, at the beginning of the War on Poverty, only about 12 percent of the entire U.S. population enjoyed air conditioning.
- Nearly three-quarters have a car or truck; 31 percent have two or more cars or trucks.
- Nearly two-thirds have cable or satellite television.
- Two-thirds have at least one DVD player, and a quarter have two or more.
- Half have a personal computer; one in seven has two or more computers.
- More than half of poor families with children have a video game system such as an Xbox or PlayStation.
- Forty-three percent have Internet access.
- Forty percent have a wide-screen plasma or LCD TV.
- A quarter have a digital video recorder system such as a TIVO.
- Ninety-two percent of poor households have a microwave.



For decades, the living conditions of the poor have steadily improved. Consumer items that were luxuries or significant purchases for the middle class a few decades ago have become commonplace in poor households. In part, this is caused by a normal downward price trend following the introduction of a new product. Initially, new products tend to be expensive and available only to the affluent. Over time, prices fall sharply, and the product becomes widely prevalent throughout the population, including poor households. This is a general sign of desirable economic progress.

Some use the declining relative prices of many amenities to argue that even though poor households have air conditioning, computers, cable TV, and wide-screen TVs, they still suffer from substantial material deprivation in basic needs such as food and housing.

KEY POINTS

1. The lack of progress in building self-sufficiency since the beginning of the War on Poverty 50 years ago is due in major part to the welfare system itself.
2. By breaking down the habits and norms that lead to self-reliance, welfare generates a pattern of increasing intergenerational dependence.
3. By undermining productive social norms, welfare creates a need for even greater assistance in the future.
4. It is time to rein in the endless growth in welfare spending and return to President Lyndon Johnson's original goals.
5. Able-bodied, non-elderly adult recipients in all federal welfare programs should be required to work, prepare for work, or at least look for a job as a condition of receiving benefits.
6. Finally—and most important—the anti-marriage penalties should be removed from welfare programs, and long-term steps should be taken to rebuild the family in lower-income communities.

Dr. Donna M. Beegle, public speaker and author of “See Poverty ... Be The Difference,” tells us:

“The systemic barriers that people in poverty face often manifest themselves in a deep lack of self esteem and a strongly ingrained sense of despair. Faced with what they perceive as impregnable barriers, people in poverty find no one to blame for their failures but themselves. Even if they verbally blame others, to try to save face, they keep internalizing the poverty.

“The predominance of misconceptions, stereotypes, and punitive structures, combined with the harshness of their daily struggles for survival and the elusiveness of any kind of success, create experiences for people in poverty that often lead them to internalize the blame for their poverty situation. This blame creates internal barriers that lower their self-esteem, extinguish their dreams, and further limit their abilities to succeed. This in turn greatly affects their expectations for the future and impedes their hopes to lead a fulfilling and successful life.

“People who live in poverty in the United States have experiences that teach them they are not as good as other people and that they somehow deserve what has happened to them. Because we do not teach about structural causes of poverty, people in poverty often think of themselves as somehow deficient and less worthy than others who live in more affluent circumstances (Freire, 1970).

Growing up in poverty meant that they were often ostracized for their appearance and shamed into believing that if they were born into poverty they had done something to get there. As a result, a natural reaction of people in poverty is to hide their poverty experiences and develop a tough exterior. Shame and poverty go hand in hand.

“Many of the shaming messages come from the interaction of people in poverty with those who are not familiar with their life experiences. Helping professionals, for example, often fail to show the people they serve that they are talented, creative, and worthwhile and that they are just as smart and motivated as middle-class people. They also fail to project the belief that middle-class are not better human beings, but rather they are people who have simply received better opportunities and support. “Another source of these messages is people who tend to blame the characters of people in poverty when something goes wrong, but blame the situation when the same thing happens to them. Attribution theory assumes that people try to determine why people do what they do. A person seeking to understand why another person did something may attribute one or more motives to that person's behavior.

“Attribution theory explains that people tend to attribute causes for behavior to the situation (or to factors outside themselves) when they understand and empathize with the circumstances of a situation. Alternately, a lack of understanding, typically leads a person to place the cause of the misbehavior on the other person (or to their personality and other internal traits). For example, someone may say, “I got a ticket for speeding, but it was a speed trap.” But when they hear of another person receiving a speeding ticket, they may say, “She is a speeder.” Another example is someone saying, “I was going through a rough time and started drinking too much. I put my family through a lot and needed help.” But when describing another person's problem with alcohol, that same person might say, “He is an alcoholic and does not really care about his family.”

“Middle-class and wealthy people understand their own circumstances and attribute the causes of their behavior to the situation. However, they tend to attribute the behavior of people in poverty to the personalities of the people rather than the situation. Blaming someone's personality degrades the person and leaves no hope. It is not helpful since most people see personality as an essential, unchangeable quality. Attributing cause to a situation allows the option of identifying solutions to a problem through changing the situation.”

Make a Difference! **DONATE**



students collecting and donating food and money; and the “in-kind” donations of goods and services we receive.

Donations come in many forms from Head Start Parent and Policy Council volunteers; NTCAC Board of Directors donating their time; the Food Bank donations and the Volunteers that pack and distribute boxes of food; the churches and community organizations, businesses, and school



We recognize our area charitable foundations, corporations and local businesses donors .

Stackpole-Hall Foundation
Emporium Foundation
Mee Foundation
Level 3 Communications
Citizens and Northern Bank
Northwest Savings Bank
Dollar General
GKN
VFW
Knights of Columbus

2015 DONATIONS

Value of “in-kind” donations—\$309,996
Funds from foundations, corporations and other non-profits—\$6,480
Volunteers donating their time for Community Action—4,371
Low-income volunteers hours donated for Community Action—17,466
Volunteer hours donated to Community Action—39,471 hrs.

Community Action Works.....

Congratulations Martie Warren 2016 Community Action Association of Pennsylvania Self-Sufficiency Award Recipient



Martha (Martie) Warren first came to Northern Tier Community Action Corporation (NTCAC) for housing assistance through the Potter County Homeless Prevention Program (PCHPP) in September 2014. Martie had been self-sufficient until 2011 when she lost her full-time job. She found herself unable to pay all of her housing expenses.

Martie's landlord was trying to work with her, but the amount owed continued to grow even though she was paying all she could.

Martie connected with Case Manager Lisa Harris at Potter County Human Services. Lisa helped Martie obtain assistance with a portion of her rental arrears and helped Martie avoid eviction. Lisa was also able to assist Martie with bringing her up-to-date on utility payments. Lisa helped Martie with budgeting and obtaining assistance through the Housing Assistance Program and Coudersport Ministerium. Lisa encouraged Martie to attend and successfully complete Financial Peace University Classes and NTCAC's Rural Families Economic Success programs. Martie now wants to facilitate the classes to help others, so NTCAC provided Martie with a Leadership Kit.



Martie was hired full-time at Potter County Human Services, which provided benefits and health insurance. Unfortunately, Martie experienced some health issues that forced her to exhaust her sick leave and take off additional time without pay. She drastically cut her expenses but eventually had to ask for additional assistance. Lisa helped Martie apply for partial rent assistance through PCHPP until her income stabilized. Lisa also assisted Martie with applications for LIHEAP and Weatherization support.

Unfortunately due to an injury Martie is no able to work at the job she loved as a County Case Aid in Coordinated Services at Potter County Human Services. She was unable to attend the Community Action Association of Pennsylvania Annual Conference and Self-Sufficiency Awards ceremony, so Lisa Harris attended the ceremony and accepted the award on Martie's behalf.

Northern Tier Community Action Corporation's case management helped Martie flourish and become self-sufficient. Martie is determined to give back by reaching out to families in need of financial counseling through the Rural Families Economic Success Program.

When asked how Northern Tier Community Action Corporation affected her life, Martie replied, *"Northern Tier gave me hope! I struggled for so long, trying as hard as I could to find work and to pay my rent and utilities. They helped take the financial pressure off of my shoulders. All of the services I received from Northern Tier Community Action helped me, but the one that got me fired up the most was the Rural Families Economic Success Program. As soon as I began taking the course, I knew I wanted to share this teaching with other people. The financial support provided me with breathing room. It relieved the pressure and stress I was under. It freed me up to move into my own home. Self-sufficiency means being able to live within my budget and not have to ask for outside help. In the future, through my work, I want to try and help as many people as I can who have been in my situation."*

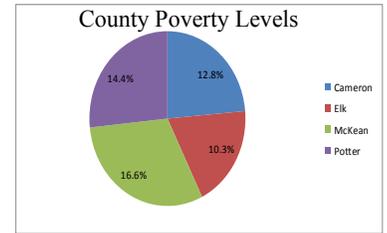


My mission in life is not merely to survive, but to thrive; and to do so with some passion, some compassion, some humor, and some style. Maya Angelou

Northern Tier Community Action

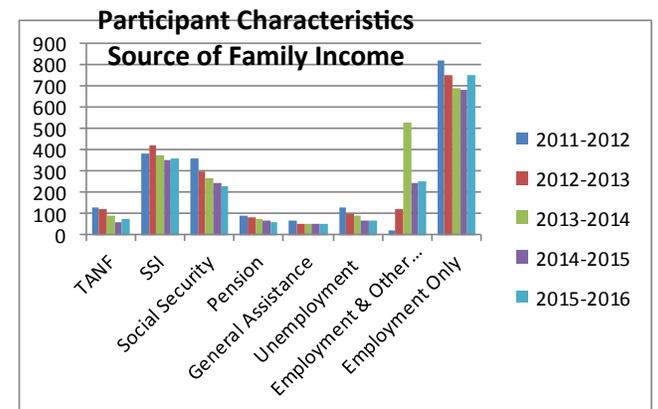
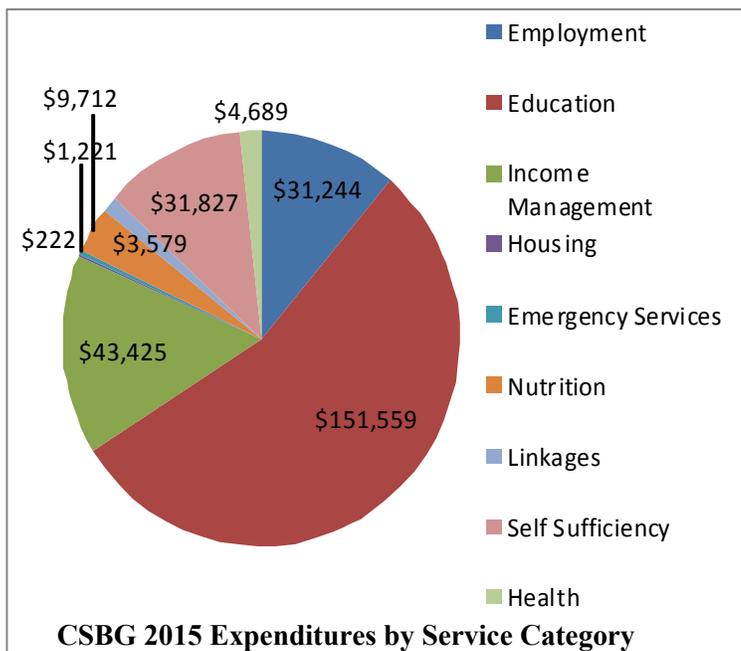
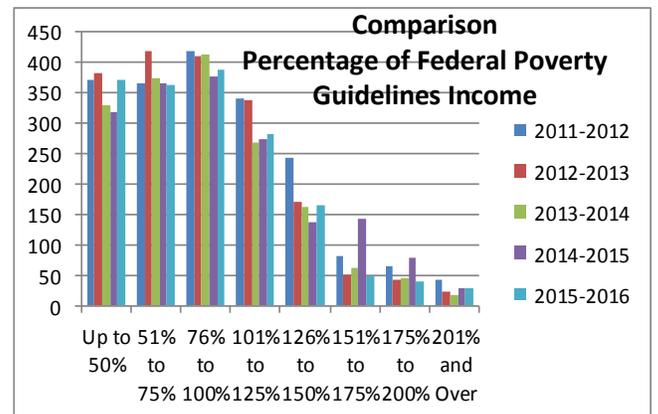
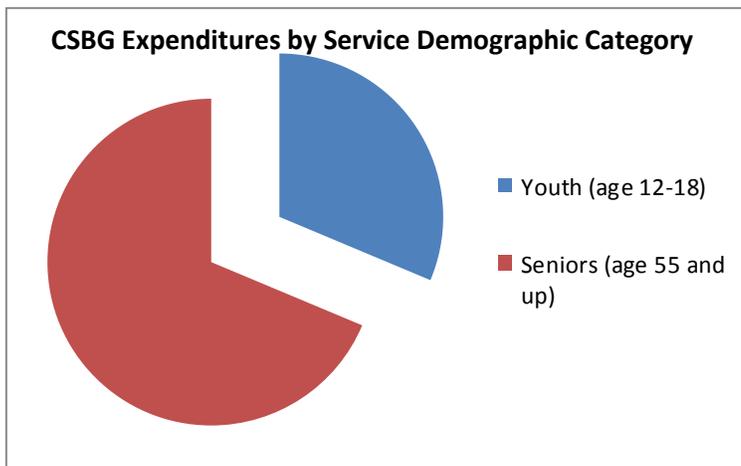
Serving in the heart of rural Pennsylvania

Northern Tier Community Action Corporation serves a four county north central region of the Commonwealth consisting of 3,300 square miles and 71 individual rural municipalities. According to the 2015 American Communities Survey estimates, Cameron County has a population of 4,939 with 12.8% living in Poverty. Elk County has a population of 31,584 with 10.32% living in poverty. McKean County has a population of 43,024 with 16.63% living in poverty and Potter County has a population of 17,451 with 14.43% living in poverty. The overall poverty rate for Pennsylvania is indicated at 13.51% leaving nearly 50% of our service area at or higher than the state average.

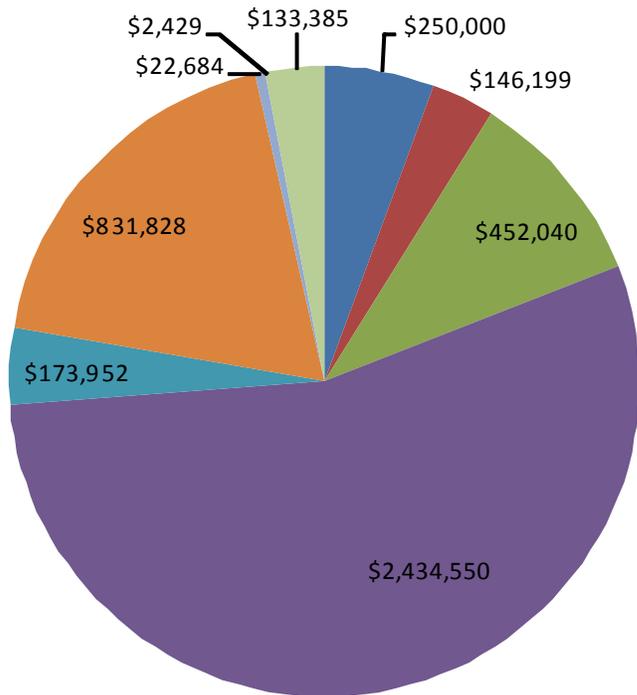


Our consumers face barriers to self-sufficiency with employment and transportation being major issues, reflected not only in people getting to and from jobs, but equally important is the lack of "living wage" jobs in our area. The 2009 - 2013 American Community Survey (ACS) indicates that 48.31 percent of occupied units paying rent nationwide pay 30 percent or more of their income on housing costs. For our four county area, 41.90 percent of occupied units paying rent have a housing cost burden. 30 percent or more of income spent on housing costs is considered a "housing-cost burden". Our consumers face ever increasing costs for housing, utilities, food, child care and education while those fortunate enough to have employment are often faced with making too much to qualify for any assistance, but not enough to "make ends meet". Politicians often debate raising minimum wage to bring individuals to a living wage, against bringing back more industry and jobs to compete for labor, driving wages to a living wage standard.

However it is debated, one real fact remains true.....Community Action Agencies like Northern Tier Community Action need to be here to help families survive through the tough times and help them work through the barriers.

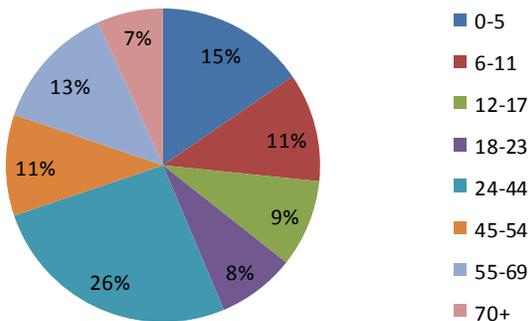


We can't help everyone, but everyone can help someone.
Ronald Reagan

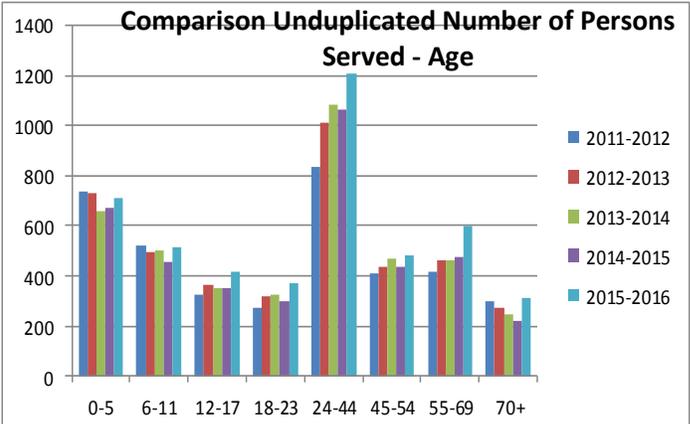


- Community Services Block Grant (CSBG)
- Department of Energy - Weatherization
- LIHEAP - Weatherization (HHS)
- Head Start (HHS)
- Temporary Assistance to Needy Families (TANF) - CCIS & Work Ready
- Child Care Development Block Grant (CCDBG) CCIS
- All other USDA Food Programs - TEFAP
- Federal Emergency Management Agency (FEMA)
- Department of Education (CACFP)

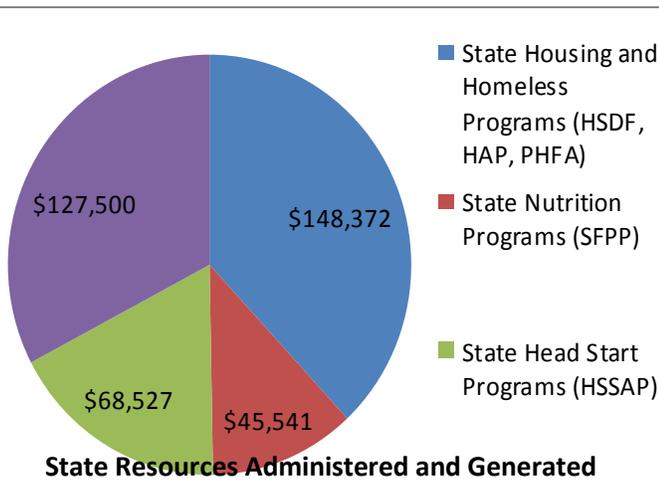
Resources Administered and Generated by the CSBG Network -Federal Resources



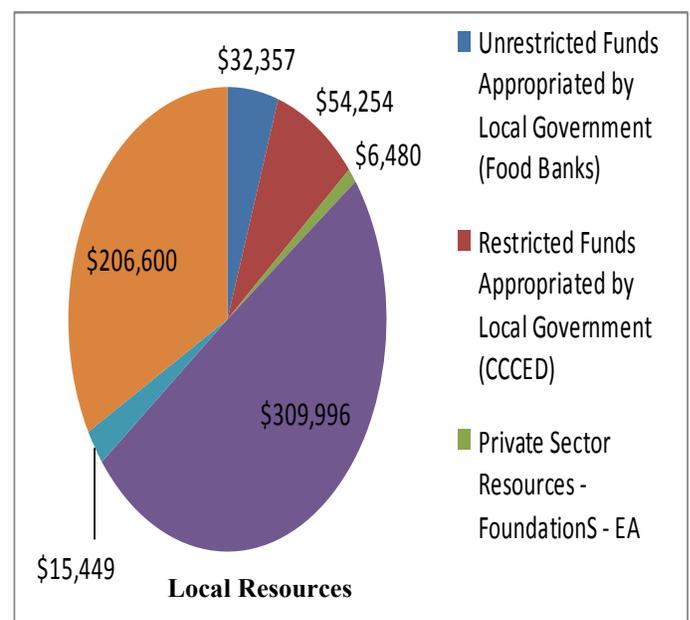
Unduplicated Number of Persons Served - Age



Comparison Unduplicated Number of Persons Served - Age



State Resources Administered and Generated



Local Resources

You know, rural Americans are a special people. Their labor puts food on our table and fuel in our gas tanks. Their service in our military sets a powerful example of leadership, honor and sacrifice. Their spirit of community inspires us all. Tom Vilsack

Early Childhood Programs

Head Start



As a former teacher in a one-room schoolhouse in Texas, President Johnson believed strongly that education was the key to breaking the cycle of poverty. Moreover, child development experts have found that early intervention programs could significantly affect the cognitive and socio-emotional development of low-income children.

In 1965 Dr. Robert Cook set up a steering committee of specialists to discuss how to give disadvantaged children a "head start." The committee develops recommendations that feature comprehensive education, health, nutrition and social services, and significant parent involvement.

On May 18, President Lyndon B. Johnson officially announces Project Head Start from the White House Rose Garden. Head Start launches in the summer of 1965, serving more than 560,000 children and families across America in an eight-week summer program through Head Start Child Development Centers throughout the United States. The program is administered through the Office of Economic Opportunity (OEO).

Head Start was designed to help break the cycle of poverty, providing preschool children of low-income families with a comprehensive program to meet their emotional, social, health, nutritional and psychological needs. The program was established to be culturally responsive to the communities served, and that the communities have an investment in its success through the contribution of volunteer hours and other donations as nonfederal share.

Head Start continues as the most successful, longest running, national school readiness program in the United States, promoting the individual development and well-being of children and their families.

Northern Tier Community Action's 17 Head Start Program Centers and Home-Based locations include: Bradford I, Bradford II and Bradford III, Coudersport, Emporium, Johnsonburg, Kane I, Kane II, Otto-Eldred, Port Allegany I and Port Allegany II, Ridgway, St. Marys, and Smethport, Elk County Area Home Base, McKean County Home Base and Potter County Area Home Base.

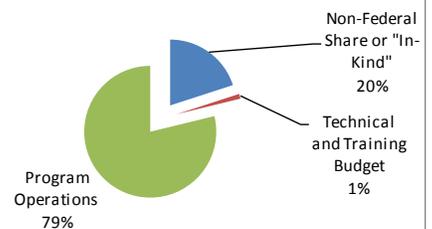


PROGRAM OVERVIEW

- ◇ Northern Tier Community Action Head Start is a pre-kindergarten program that provides educational and social opportunities to enhance the healthy. Our program provides support for the families in Cameron, Elk, Potter, and McKean counties. It is our goal to help the children prepare for kindergarten and to reach their full potential in school as well as later in life.
- ◇ Breakfast and lunch are provided free of charge.
- ◇ The staff includes a professional preschool team.
- ◇ The curriculum used is Creative Curriculum, which focuses on learning objectives inclusive all developmental domains and socialization skills within developmentally appropriate classrooms.
- ◇ Additional intervention strategies are reviewed to help families address ways to support their child's growth and development.
- ◇ Northern Tier Community Action Corporation Head Start's philosophy is focused on meeting the needs of the children and families we serve. These needs include good health, high-quality food, warmth, love and security, development of a good self-concept, successful daily learning experiences, freedom of exploration and expression, and character building. Our program is dedicated to providing the highest quality comprehensive services in child development and school readiness. We strive for collaborative relationship with other organizations that provide services to young children and families.



Head Start Funding Breakdown

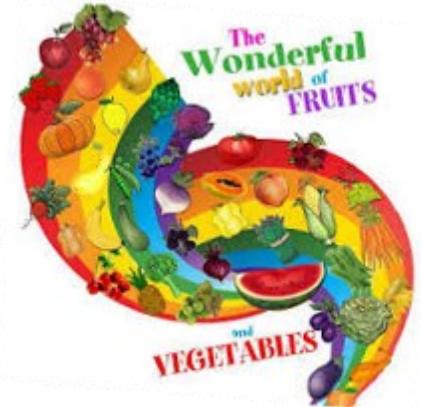




Quality pre-kindergarten can give a child a strong start in school and in life. Pennsylvania Pre-K Counts provides free half-day or full-day pre-kindergarten for at-risk children throughout Pennsylvania. Northern Tier Community Action's Pre-K Counts Program currently enrolls 15 students at the Woodland School where we partner with the Cameron County School District. Our teachers have expertise in teaching young children and use an approved curriculum that helps children grow both academically and socially.



The Child and Adult Food Care Program (CACFP) funded through the US Department of Agriculture Food & Nutrition Service provides aid to child and adult care institutions and family or group day care homes for the provision of nutritious foods that contribute to the wellness, healthy growth, and development of young children, and the health and wellness of older adults and chronically impaired disabled persons.



All of our center locations as well as our three home-based locations serve a complimentary breakfast as well as a free lunch to all children. The reimbursement from the CACFP program allows our agency to promote the health and welfare of all children in our programs, and encourages healthy eating habits for all families involved with our Head Start program.

Summer Work Study Program



THE STACKPOLE-HALL



I have been employed with the Northern Tier Community Action Head Start program in the summer of 2016 through PHEAA. In this job, I have gotten hands-on experience with this school program and learned a lot about everything that goes into the classes. I have had the opportunity to prepare offices and classrooms for when the school year begins again in August. I helped other workers here assemble binders and paperwork for the students, the families of the students, and other employees in the company. I have seen all of the required components of running a program like this, such as emergency preparedness, MSDS, and food and bus safety. While working at the Northern Tier Community Action Corporation, I was allowed to look through applications for a new teacher in some of our centers. I learned what kind of education, training, and experience are expected and required in order to be considered for a job as a teacher. I also saw what kinds of applications are received best and what paperwork can be included to make it even better. I got to send acceptance letters to families that had applied to get their children in the Head Start program and see some parents when they found out that they had been accepted. I liked seeing how much this program meant to them and knowing that my work had helped to give them that opportunity.

This experience has taught me a lot about working. This was the first time I had the chance to work in an office setting like this with a few of my coworkers. Because they are older than I am and had worked in the Head Start program in past summers, they guided me and showed me everything that I needed to know. By working with them, I learned how to work as a team, how to lead others, and also how to be led. They gave me more confidence in working by myself and also helped and supported me when I needed it. This summer job taught me how to work well with others.

*Angela Mosebarger
Emma Shatz
Allison McCurdy*

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The Summer Work Study Program funded through a partnership with Pennsylvania Higher Education Assistance Agency (PHEAA) and the Stackpole Hall Foundation this year allowed us to employ three college students. Ms. Emma Shatz, Ms. Allison McCurdy and Ms. Angela Mosebarger for the Head Start Program in Elk County. With management, field staff, and secretarial staff, not employed during the summer, the summer work study program benefitted Head Start with administrative support to the Head Start program.

If you're not willing to work, you're never going to be able to experience the American Dream. *Jim Jordan*

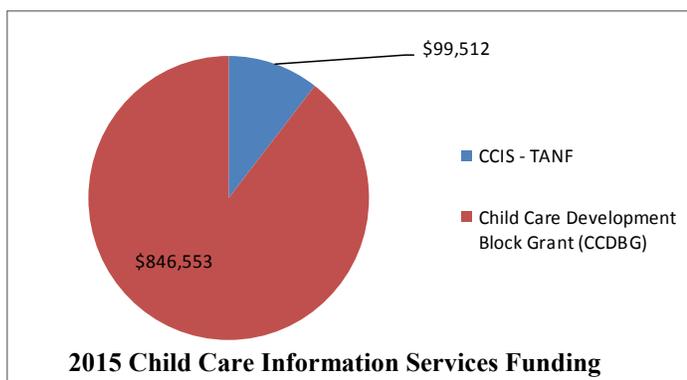
Early Childhood Programs

Child Care Information Services (CCIS)

CCIS continues as one of the human services programs operated through Northern Tier Community Action critical to stabilizing and empowering families in our service area assisting with child care costs to alleviate that expense for working families. The Subsidized Child Care Program, also referred to as Child Care Information Services (CCIS) or Child Care Works (CCW) is funded through the PA Department of Human Services and provides families with information on quality child care and personalized child care referrals to child care providers based on their specific needs or preferences. The subsidized child care program helps low-income families pay their child care costs.

Families must submit an application to the CCIS office to see if they meet the guidelines for the subsidized child care program and:

- Must live in Pennsylvania
- Have a child or children who need child care while parent or caregiver work or attend an education program
- Meet income guidelines for family size
- Work 20 or more hours a week - or-
- Work 10 hours and go to school or train for 10 hours a week
- Have a promise of a job that will start within 30 days of application for subsidized child care
- Teen parents must attend an education program
- The child who needs care must be a citizen of the United States or an alien lawfully admitted for permanent residency
- Have proof of identification for each parent or caretaker in the home.
- CCIS pays a regulated state rate for the child care costs directly to the child care facility/provider and parent/ caretakers pay a small portion based on family size and income.



Transportation (cost and availability), area economic conditions, high rates of unemployment combined with a lack of “living wage” jobs in our area, and the ever increasing cost of living, low-income families find it nearly impossible to afford quality childcare



without these services. These are our families, friends and neighbors that make up our communities and contribute vitally to our local economies. 49 families were able to obtain quality care for children or other dependents through CCIS in FY2014. CCIS continually provides outreach to families throughout the year at various area events, such as county fairs, family day activities and business expos.



Quality child care, health insurance coverage, and training make it possible for former welfare recipients to get, and keep, jobs.

Mel Carnahan

Weatherization Assistance and Energy Programs

The U.S. Department of Energy’s Weatherization Assistance Program (WAP) was created in 1976 as the Winterizing Program to assist low-income families who lacked resources to invest in energy efficiency. WAP is operating in all 50 states, the District of Columbia, Native American tribes, and U.S. Territories. Funds are used to improve the energy efficiency of low-income homes using the most advanced technologies and testing protocols available in the housing industry. The energy conservation resulting from the efforts of state and local agencies helps our country reduce its dependence on foreign oil and decrease the cost of energy for families in need while improving the health and safety of their homes.



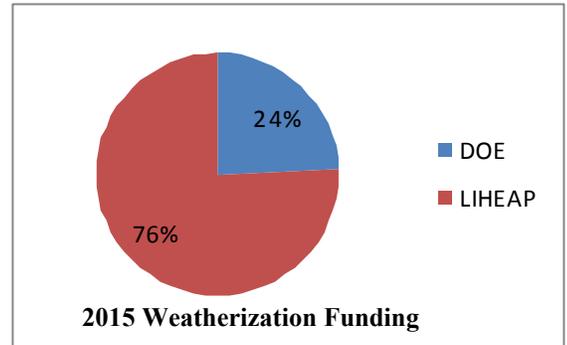
WAP is governed by various federal regulations designed to help manage and account for the resources provided by DOE. WAP funding is derived from annual appropriations from Congress. Each year, the Senate and House Energy and Water Appropriations committees decide how much funding to allocate to the Program.

Mission Statement

“To reduce energy costs for low-income families, particularly for the elderly, people with disabilities, and children, by improving the energy efficiency of their homes while ensuring their health and safety.”

Weatherization Program Facts

- Since the inception of the WAP, over 7.4 million homes have been weatherized with DOE funds.
- Weatherization saves low-income families an average of \$250 to \$450 per year in heating, cooling and electric costs, depending on their housing type, location, and fuel source.
- For every \$1 invested in the program, WAP returns \$4.10 to households and society.
- WAP helps the country reduce its dependence on foreign oil and reduce carbon emissions.
- Many thousands of local, supply-side American businesses and contractors are supported by WAP.
- WAP provides the marketplace for innovation in the residential energy efficiency industry and supports the growth of related businesses.



Weatherization as defined by the Weatherization Assistance Program (WAP) differs in many ways from what is commonly called "weatherizing your home." The latter involves low-cost improvements like adding weather-stripping to doors and windows to save energy. These measures made up the services WAP provided in its early years and are likely responsible for the program's name.

Today, WAP's weatherization services consist of cost-effective energy efficiency measures for existing residential and multifamily housing with low-income residents. Under this definition, it includes a wide variety of energy efficiency measures that encompass the building envelope, its heating and cooling systems, its electrical system, and electricity consuming appliances.

Weatherization comprises a comprehensive series of energy efficiency measures that are based on sophisticated analyses of individual homes. These analyses take the whole-house approach, which maximizes energy and dollar savings. Weatherization has become a leader in advancing home energy science and in helping spawn a new industry providing home energy efficiency services to the wider public.

2015 Statistics

Number of families provided weatherization and energy assistance services:

• Cameron County	29
• Elk County.....	63
• McKean County	225
• <u>Potter County</u>	<u>137</u>
Total	454



Housing Programs

The ultimate test of a moral society is the kind of world that it leaves to its children. *Dietrich Bonhoeffer*

The search for additional opportunities and services to help stabilize families with shelter and/or utility assistance. Housing is one critical need for families struggling in these tough economic times.

Families are the fastest growing segment of the homeless population, accounting for about 41% of the nation's homeless according to the National Coalition for the Homeless. Within these families, more than 1.3 million children are homeless at some time each year. On any given day, at least 800,000 Americans, including about 200,000 children, find themselves without a home. This could be any of us. According to the Corporation for Enterprise Development, nearly half of Americans are living in a state of "persistent economic insecurity," that makes it "difficult to look beyond immediate needs and plan for a more secure future."

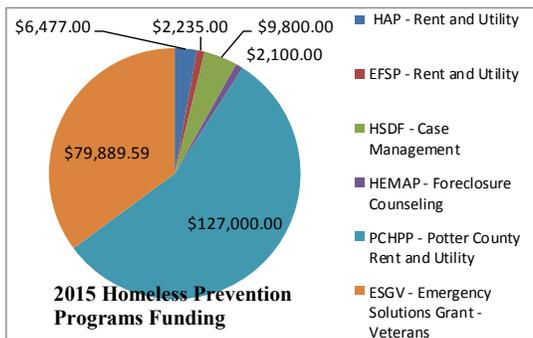


NTCAC programs partner with other human service providers in all four counties. This collaboration ensures resources are available to assist most individuals or families to get through the crisis at hand. Through these programs, case management is provided to connect the clients with important stabilization resources. Shelter assistance is generally in the form of assistance with preventing foreclosure, providing a security deposit, first month's rent, past due rent or utility assistance.



The **Homeowner's Emergency Mortgage Assistance Program (HEMAP)** funded through the Pennsylvania Housing Finance Agency (PHFA), continues to allow us to provide counseling services and process applications for the HEMAP. HEMAP provides not only the potential for homeowners to refinance mortgage arrearages to bring them current on the mortgage and property taxes, but also buys the homeowner up to 90 days time to work with lenders and servicers to come to alternatives to foreclosure.

The **PHARE—Potter County Homeless Prevention Program** funded by the Pennsylvania Housing Finance Agency (PHFA) through Marcellus Shale Impact Fees collected under Act13, 2012 via the Pennsylvania Housing Affordability and Rehabilitation Enhancement (PHARE) fund to address the impacts from drilling. The PCHPP was created through a collaborative partnership between Northern Tier Community Action, Potter County Commissioners, Potter County Human Services, A Way Out, Potter County Habitat for Humanity and the Potter County Housing Authority to provide case management with financial assistance for qualified low-income families affected by the reduction of available rentals and increased rental costs impacted by the Marcellus drilling in Potter County.



The **Cameron County Homeless Assistance Program (HAP)** funded by the Department of Public Welfare (DPW) through Cameron County provides emergency rental and/or utility assistance and case management to low-income families in Cameron County struggling to overcome obstacles in their daily lives.

The **Human Services Development Fund (HSDF)** also funded by the Department of Public Welfare (DPW) through Cameron County, allows us to provide additional Case Management Services to individuals and families in Cameron County.

The **Emergency Food and Shelter National Board Program (EFSNBP)** was established on March 24, 1983, with the signing of



the "Jobs Stimulus Bill," Public Law 98-8. That legislation created a National Board composed of representatives of the American Red Cross; Catholic Charities, USA; The Jewish Federations of North America; National Council of the Churches of Christ in the USA; The Salvation Army; and United Way Worldwide. Local Recipient Organizations (LRO's), whether nonprofit or governmental, may apply. The Local Board is responsible for considering all applications, and for determining which organizations will receive funds. The Local Board also determines which services are funded. The Emergency Food and Shelter Program at the local level through NTCAC provides emergency assistance consisting of food, rental and/or utility assistance in both Cameron and Elk counties. Funding for EFSP comes through the Federal Emergency Management Agency (FEMA)

2015 Statistics

Number of families provided rental and/or assistance through HAP & EFSP:	51
Number of families provided rental and/or utility assistance through PHARE—PCHPP.....	18
Number of families provided foreclosure prevention counseling through the HEMAP.....	19

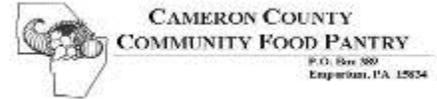
Total 88

I always like to look on the optimistic side of life, but I am realistic enough to know that life is a complex matter.
Walt Disney

Food & Nutrition



NTCAC continues to partner with three area food banks (Christian Food Bank - St. Marys, Good Samaritan Food Bank-Ridgway and Northern Elk Food Bank- Johnsonburg) in Elk County and one in Cameron County (Cameron County Food Pantry-Emporium). NTCAC provides administration of state and federal funding through the US Department of Agriculture (USDA) - The Emergency Food Assistance Program (TEFAP) and the PA Department of Agriculture - State Food Purchase Program (SFPP), provide food subsidies that help families have nutritious meals.



The Emergency Food and Shelter National Board Program (EFSNBP) funded through the Federal Emergency Management Agency (FEMA) provides funds for Local Recipient Organizations (LRO's) to purchase additional food items. Local food collections and cash donations from the Emporium Foundation, Mee Foundation, area businesses such as Level 3 and GKN Sinter Metals, clubs and organizations such as the Vets and Rotary make up a sizeable portion of each food bank's distribution. These programs and the food banks bring a variety of volunteer opportunities in our communities with churches and local civic organizations providing many of the dedicated volunteers.



Northern Tier Community Action was able to secure a 2015 CSBG Discretionary grant to increase capacity of the Food & Nutrition Program to serve resident of Cameron and Elk Counties. With funds from this grant the agency was able to purchase a commercial refrigerator unit and a commercial freezer unit along with new packing tables, lightweight conveyor rollers and thermal blankets for safe transporting of perishable items. Additionally we were able to acquire a box truck from the Weatherization Program in Corry, PA. This truck will provide reliable transportation for food commodities to food pantries in Elk County.

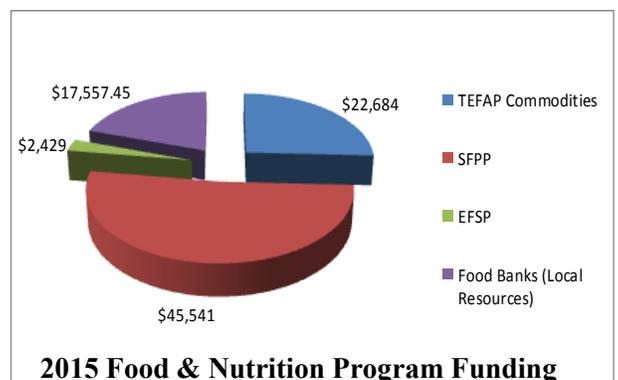


Second Harvest Food Bank of Erie, Pa., is a member of the national organization Feeding America and is a nonprofit charitable organization with the mission to distribute food to hungry people and eliminate the waste of food. Second Harvest allows purchase food items by qualifying organizations. When available, Second Harvest also provides bonus TEFAP commodities to area food banks. During calendar year 2015, Second Harvest delivered 23,156 pounds of food with an associated cost of \$11,322.54 to the CCFP.

2015 Statistics

Number of families served with food assistance:658
 Number of food boxes distributed:8,685
 Number of pounds of food distributed:176,459

If you pour yourself out for the hungry and satisfy the desire of the afflicted, then shall your light rise in the darkness and your gloom be as the noonday. Isaiah 58:10





50 Years of Community Action



**Northern Tier Community Action Corporation is an Equal Opportunity Employer and Provider of Services
Programs and services made possible with funding by the Community Services Block Grant
through the Department of Community and Economic Development**



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