



NORTHERN TIER COMMUNITY ACTION CORPORATION

51ST ANNIVERSARY DINNER & MEETING

SEPTEMBER 28, 2017

AT

TOGI'S FAMILY RESTAURANT

**412-422 EAST MAIN STREET
BRADFORD, PA 16701**



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

BOARD OF DIRECTORS

**ANTHONY MOSCATO- PRESIDENT
GEORGE E. HULTS - VICE PRESIDENT
JOHN ROBINSON - SECRETARY
PADRAIC MCGRATH - TREASURER**

**CAROL DUFFY
REV. JOSEPH B. SHORT
PHIL JONES
R. GALE MONROE
RICHARD BALIZET
FRITZ LECKER
DANA MACKEY**

**TERRY SIMKINS
BONNIE SKELLEN
BOB STRAIT, JR
THOMAS R. TYLER
DONALD (PAT) WALKER
ROSE BLOOM
ROBERT CASKEY**

STAFF

**DAVID J. GREENE - EXECUTIVE DIRECTOR
RANDALL E. METCALF - DEPUTY DIRECTOR
SHELIA GUISTO - FISCAL MANAGER
KEVIN GENEVRO - WEATHERIZATION / ENERGY ASSISTANCE
CAROL STRAHL - CHILD CARE INFORMATION SERVICES
DAVID MALIZE - FOOD & NUTRITION
DEBRA SIDELINGER - HEAD START
CASSIE FOWLER - PHARE AND EMERGENCY SOLUTION GRANT - VETERANS**

2016– 2017

Annual Report

Northern Tier Community Action Corporation



**Celebrating
51 Years !!!**



Helping People...

Changing Lives!

Our Dedicated Board and Staff make it all 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

As I sit here contemplating the state of Northern Tier Community Action Corp., I am pleased to say that we are doing fine and attempting to grow the agency. I reflect on the past year and can say that I inherited a strong agency in every sense. We were financially stable, our programs were sound and our staff was exemplary. As we look forward, we must be both prudent and agile, prudent in the management of the programs that we currently have so that our foundation remains strong, and more agile in the way that we seek, research and apply for new programs. Both the Commonwealth and the Federal Government are changing the way business is done and as a result new programming is coming down from on high. We want to be the agency that secures the administration and operation of these programs.

We cannot forget the basis of our existence here in the four counties that we serve, the assistance that we provide to our clients can only be enhanced by the growth of the agency. As we grow we become even stronger and more stable. We have in place the management team and staff to best lead us in this growth. In the past year we have secured a grant to build a home in Cameron County that once completed can be purchased by a client who meets the income requirements. With the money from that sale, we can build on this program. We hope to, with the help of local elected officials move this program out to the other counties.

We have also made application to oversee a nine county child care information service model that will both offer us recognition in Harrisburg, an opportunity to grow regionally and be able to provide families with the ever increasing levels of childcare. We are confident this application will be successful, not just because it was a well prepared application, but because we have demonstrated through our history, through our management team and through our staff that we are capable of such a task.

These programs and opportunities mentioned are yet but another piece of the intricate puzzle making up the multiplicity of services that are Northern Tier Community Action.

So as I complete this brief State of the Agency, it gives me some great personal satisfaction to say that we are building on the solid foundation that we inherited.

Anthony C. Moscato
Board President

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

Board of Directors

NTCAC Board of Directors

Anthony C. Moscato, President
John Robinson, Secretary

George E. Hults, Vice President
Padraic McGrath, Treasurer

Carol Duffy
Robert P. Caskey,
Fritz Lecker
Phil Jones
R. Gale Monroe

Dana Mackey
Rev. Joseph Short
Terry Simkins
Bonnie Skellen
Richard Balizet

Bob Strait, Jr.
Thomas R. Tyler
Donald (Pat) Walker
Rose Bloom

NTCAC 2017 –2018 Board Meeting Schedule

2017

January 26, 2017
March 23, 2017
May 25, 2017
July 27, 2017
September 28, 2017
November 16, 2017

Regular Board Meetings are open to the public

2017 and 2018 Changed due to
Thanksgiving Holiday

2018

January 25, 2018
March 22, 2018
May 24, 2018
July 26, 2018
September 27, 2018
November 15, 2018

Ten Basic Responsibilities of Nonprofit Boards

1. **Determine mission and purpose.** It is the board's responsibility to create and review a statement of mission and purpose that articulates the organization's goals, means, and primary constituents served.
2. **Select the chief executive.** Boards must reach consensus on the chief executive's responsibilities and undertake a careful search to find the most qualified individual for the position.
3. **Support and evaluate the chief executive.** The board should ensure that the chief executive has the moral and professional support he or she needs to further the goals of the organization.
4. **Ensure effective planning.** Boards must actively participate in an overall planning process and assist in implementing and monitoring the plan's goals.
5. **Monitor and strengthen programs and services.** The board's responsibility is to determine which programs are consistent with the organization's mission and monitor their effectiveness.
6. **Ensure adequate financial resources.** One of the board's foremost responsibilities is to secure adequate resources for the organization to fulfill its mission.
7. **Protect assets and provide proper financial oversight.** The board must assist in developing the annual budget and ensuring that proper financial controls are in place.
8. **Build a competent board.** All boards have a responsibility to articulate prerequisites for candidates, orient new members, and periodically and comprehensively evaluate their own performance.
9. **Ensure legal and ethical integrity.** The board is ultimately responsible for adherence to legal standards and ethical norms.
10. **Enhance the organization's public standing.** The board should clearly articulate the organization's mission, accomplishments, and goals to the public and garner support from the community.

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 2016-2017 Northern Tier Board members have unselfishly given over 150 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 165 partnerships with 144 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	Department of Public Welfare	Act 143 Family Literacy Program
Alcohol & Drug Abuse Services	Dickinson Mental Health - Child Prevention Services	PA Head Start State Association
Allegany Power - LIURP	Dollar Energy Fund	PA Hunger Action Center
American Cancer Society	Early Intervention	PA Keys
American Red Cross	EFSNBP	PA Link to Aging and Disability Resources
ATA	Elk County Cancer & Tobacco Health Education Council	PA NW Lead & Healthy Homes Initiative
Austin SD	Elk County Commissioners	PA Weatherization Task Force
Beacon Light Behavioral Health Systems	Elk/ Cameron Employer Consortium	PANO
Big Brothers Big Sisters of Elk County	Emporium First United Methodist Church	Parent to Parent of PA
Bradford Learning Center	Family Based Mental Health Program,	Pathstone
Bradford Regional Medical Center	Family Based Services	PHFA
Bradford School District	Family Services of NW PA	Port Allegany Psych. Services
Cameron County CYS - HSDF	First Energy CAP	Port Allegany SD
Cameron County Commissioners	First Energy Warm	Potter County Collaborative Board
Cameron County Commissioners - HAP	Galeton SD	Potter County Commissioners
Cameron County Family Center	Good Samaritan Food Bank	Potter County CYS
Cameron County Food Pantry	Guidance Center	Potter County Early Intervention
Cameron County Ministerial Association	Helpmates, Inc. Home Health Care Agency	Potter County Education Council
Cameron County Optical Clinic	Housing and Urban Development HUD	Potter County Food Banks
Cameron County Planning Commission	IU 9	Potter County Habitat for Humanity
Cameron County School District	Johnsonburg SD	Potter County Housing Authority
Cameron/Elk Behavioral & Development CAPSEA	Kane School District	Potter County Human Services
Care For Children	La Leche League International	Potter County ICSP
Career Link	Lawrence County Community Action (ESG)	Potter LHOT
Catholic Charities	Life and Independence for Today (LIFT)	Pre-K Counts
CE Local Housing Options Team	McKean County Career Link	Project RAPPORT
Charles Cole Memorial Hospital - Dept. of Home Health	McKean County Children and Youth Services	Ridgway School District
Child and Adolescent Service System Program (CASSP)	McKean County Commissioners	Safe and Healthy Homes Initiative
Child and Adult Care Food Program	McKean County Family Center	Sagewood - A Wrap Around Provider
Christian Food Bank	McKean County Visiting Nurses	Salvation Army
Collaborative Boards	National Fuel Gas	SCAN/PEP Early intervention
Community Engagement Group	Nelson Behavioral Health Center	Shinglehouse SD
Community Action Association on Pennsylvania	North Central PA Reg. Planning & Development Commission	Smethport SD
Community Education Council Elk & Cameron County	Northern Elk Food Bank	St. Marys Public Library
Consortium Housing Committee	Northern Potter SD	St. Marys SD
Coudersport School District	OCDEL	Twin Tier Pregnancy Care Center
DCED	Office of Emergency Services	United Way
Department of Energy	Otto Eldred School District	University of Pittsburgh Bradford
Department of Health and Human Services	PA Department of Agriculture	US Department of Agriculture
	PA Dept. of Education Even Start/State -	WIC Programs
		YMCA of Bradford
		YWCA Victims Resource Center
		Cameron County Community and Economic Development Taskforce

Community Partnerships



The Sylvan Heritage Council, in conjunction with the Northern Tier Community Action Corporation, applied for and received a grant to landscape the front and west-facing sides of the beautiful and historic Northern Tier Community Action Corporation building. The project was financed in part by the PA Wilds Planning Team, with a C2P2 grant.

Make a Difference!
DONATE



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; churches and community organizations, businesses, and school students collecting and donating food and money; and the “in-kind” donations of goods and services we receive.



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

Cameron County Ministerial Association
Emporium First United Methodist Church
St. Marks Catholic Church
Emanuel Episcopal Church
Emporium Presbyterian Church
Emporium Christian Missionary Alliance
Emporium Faith Baptist
Deeper Waters Church
Northwest Bank
Cameron County Health Care Center
Knights of Columbus
Keystone Automatic Tech

Tue Tech
CCHS High School Students
Stackpole-Hall Foundation
Emporium Foundation
Mee Foundation
Level 3 Communications
Citizens and Northern Bank
Northwest Savings Bank
Dollar General
GKN
VFW
Knights of Columbus

2016 DONATIONS

Value of “in-kind” donations—\$486,910
Funds from foundations, corporations and other non-profits—\$10,000
Volunteers donating their time for Community Action—6,261
Low-income volunteers hours donated for Community Action—18,952
Volunteer hours donated to Community Action—23,139 hrs.

Financials

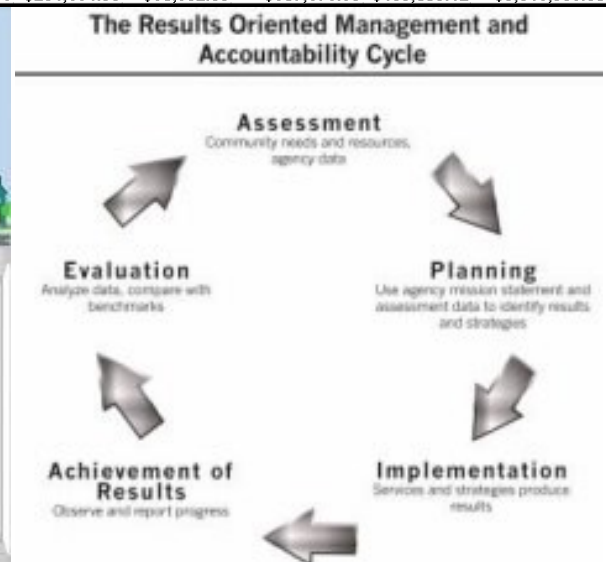
Northern Tier Community Action Corporation

Statement of Functional Expenses

for the year ending June 30, 2016

PROGRAM SERVICES

	Weatherization	CCIS	Head Start	CSBG	TEFAP/ CACFP	Emergency Solutions- Veterans	Other Pro- grams	Agency Ac- tivities	TOTAL
Salaries and Wages	\$171,824.88	\$144,158.00	\$929,036.31	\$136,645.14	\$21,156.58	\$20,954.73	\$248,920.17	\$67,755.61	\$1,740,451.42
Health and Welfare	55,555.57	49,363.26	313,782.00	48,169.78	11,369.16	7,600.01	86,677.85	14,149.50	586,667.13
Pension Expense	4,352.85	5,728.76	24,310.18	4,512.24	684.84	837.17	7,241.89	3,464.96	51,132.89
Payroll taxes	31,482.33	21,131.13	151,049.91	20,574.13	3,543.36	3,339.94	43,298.06	14,069.52	288,488.38
Total Salaries and Related Expenses	263,215.63	220,381.15	1,418,178.40	209,901.29	36,753.94	32,731.85	386,137.97	99,439.59	2,666,739.82
Commodities distributed	0.00	0.00	0.00	0.00	25,251.03	0.00	0.00	0.00	25,251.03
Consultant/professional fees	7,900.00	8,550.00	19,752.78	6,000.00	500.00	2500.00	(3,383.60)	1,267.78	43,086.96
Subcontract	85,608.88	0.00	0.00	0.00	0.00	0.00	59,993.88	0.00	145,602.76
Supplies	11,172.84	4,460.54	118,947.36	359.09	20.74	956.25	22,756.51	2,391.39	161,064.72
Equipment and vehicles	4,251.66	677.51	29,238.91	10376.00	174.12	1590.05	3,245.89	6,905.54	56,459.68
In-kind	0.00	0.00	545,042.50	0.00	0.00	0.00	0.00	0.00	545,042.50
Occupancy	13,768.12	13,561.83	171,030.00	9,600.00	2,280.00	3,180.00	26,518.13	1,476.00	241,414.08
Insurance	13,823.62	3,520.00	11,498.00	1,888.13	1,369.41	375.00	8,032.25	2,554.29	43,060.70
Training and technical assistance	0.00	500	32,757.15	2291.48	0.00	0.00	4,307.02	0.00	39,855.65
Maintenance/vehicle operation	8,554.43	0.00	5,224.69	476.30	2,026.78	0.00	4,036.29	84.00	20,402.49
Travel	143.66	2,626.50	18,857.59	4,324.83	138.15	4204.3	5,921.31	82.8	36,299.14
Postage	264.97	1,899.96	2,930.00	0.00	0.00	376	1,080.18	203.27	6,754.38
Telephone	3,798.44	2,555.25	32,711.89	4,289.89	297.07	350.17	4,353.57	857.84	49,214.12
Payroll Processing	459.07	332.64	3,481.94	1023.91	53.53	87.88	483.82	1059.05	6,981.84
Contracted transportation	0.00	0.00	30,536.25	0.00	0.00	0.00	0.00	0.00	30,536.25
Direct aid to individuals	0.00	0.00	0.00	0.00	0.00	20918.20	52984.07	2,235.00	76,137.27
Materials installed	127,631.80	0.00	0.00	0.00	0.00	0.00	83,157.03	0.00	210,788.83
Repairs and Maintenance	4,119.11	0.00	0.00	0.00	0.00	0.00	0.00	202.81	4,321.92
Advertising, printing, and publications	4,642.21	2,170.97	9,714.06	1,623.20	445.86	0.00	3,557.44	443.03	22,596.77
Memberships and dues	1,200.00	0.00	12025.83	4,083.27	0.00	0.00	0.00	775.00	18,084.10
Parent activities	0.00	0.00	5,082.18	0.00	0.00	0.00	737.09	0.00	5,819.27
Other operating expenses	4,949.17	0.00	1,870.87	1,563.73	131.00	173.79	7,182.00	20,435.78	36,306.34
Depreciation	16,490.54	0.00	14,883.27	1,929.00	0.00	0.00	1,053.14	7,353.70	41,709.65
Interest expense	0.00	0.00	0.00	0.00	0.00	0.00	0.00	998.19	998.19
Food and related expenses	0.00	0.00	24,763.46	0.00	173,726.07	0.00	9,985.96	2,988.87	211,464.36
Non-food items	0.00	0.00	1,660.48	0.00	6,564.16	0.00	40.17	0.00	8,264.81
Computer services	5304.39	3,804.20	14,768.89	3,754.04	1873.09	1208.86	5,496.51	8,129.49	44,339.47
Provider payments	0.00	711,953.28	0.00	0.00	0.00	0.00	0.00	0.00	711,953.28
Total Expenses	\$577,298.54	\$976,993.83	\$2,524,956.50	\$263,484.16	\$251,604.95	\$68,652.35	\$687,676.63	\$159,883.42	\$5,510,550.38

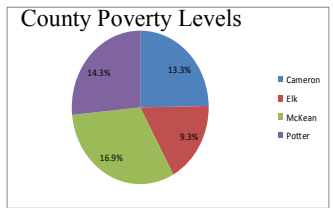


The first step toward change is awareness. The second step is acceptance. Nathaniel Branden

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 2016 Center for Rural PA estimates, Cameron County has a population of 4,677 with 13.3 living in Poverty. Elk County has a population of 30,480 with 9.3% living in poverty. McKean County has a population of 41,883 with 16.9% living in poverty and Potter County has a population of 16,885 with 14.3% living in poverty. The overall poverty rate for Pennsylvania is indicated at 13.1% leaving nearly 75% of our service area at or higher than the state average.



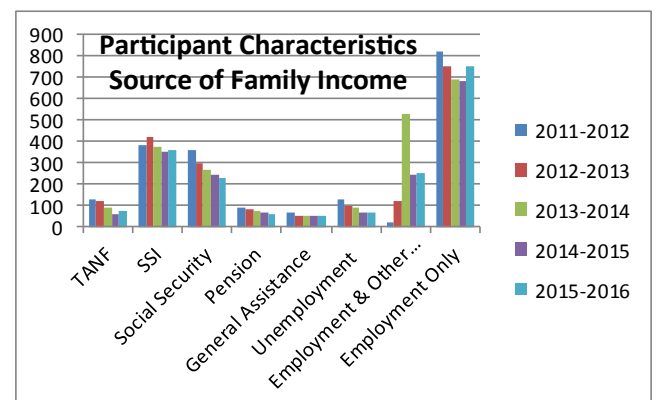
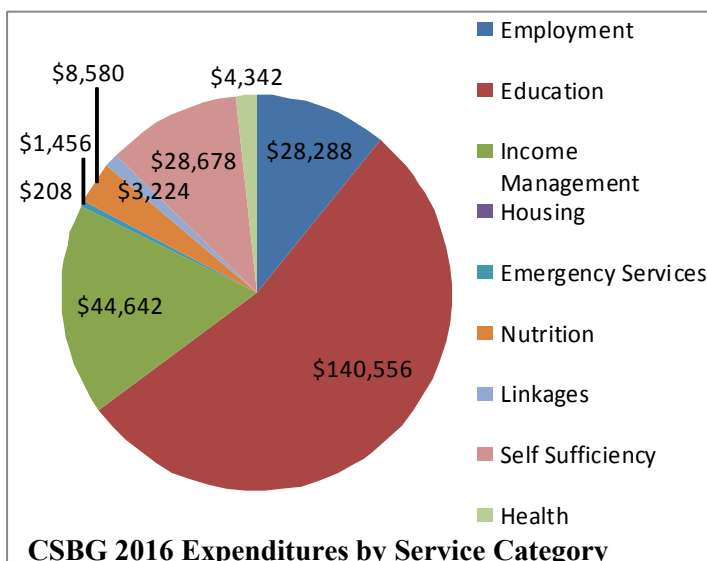
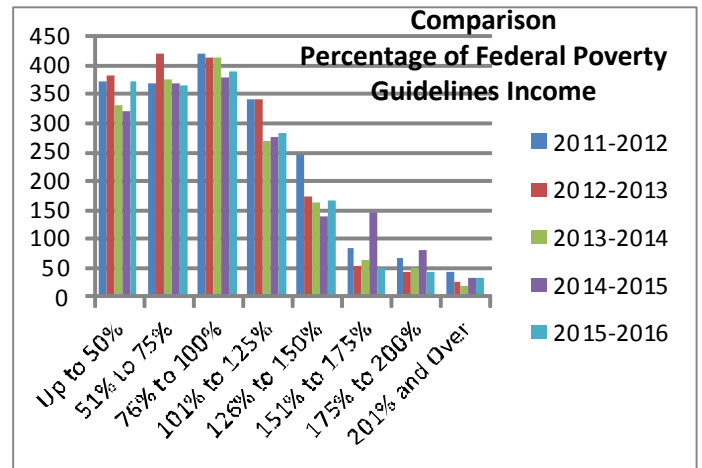
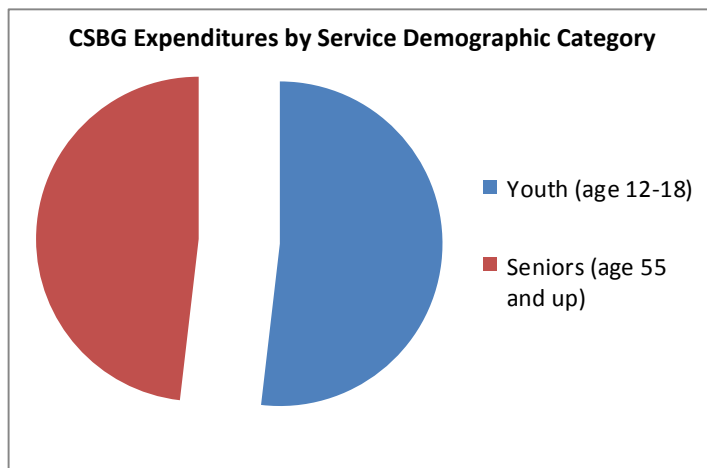
Our consumers face barriers to self-sufficiency with employment and transportation being major issues, reflected not only in people getting to and from jobs, but equally important is the lack of "living wage" jobs in our area. Of the 41,307 workers reported in our area, 37,532 workers, or 90.86 percent, used private automobiles to travel to work. Of these, 80.90 percent drove to work alone while 9.96 percent carpooled. Another 0.32 percent of all workers reported that they used some form of public transportation, while 5.41 percent used some other means including walking, bicycles, and taxicabs to travel to work. Automobile ownership can be one of a families greatest expenses and for families already struggling it can be nearly impossible.



Source: United States Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics, August 31, 2016.

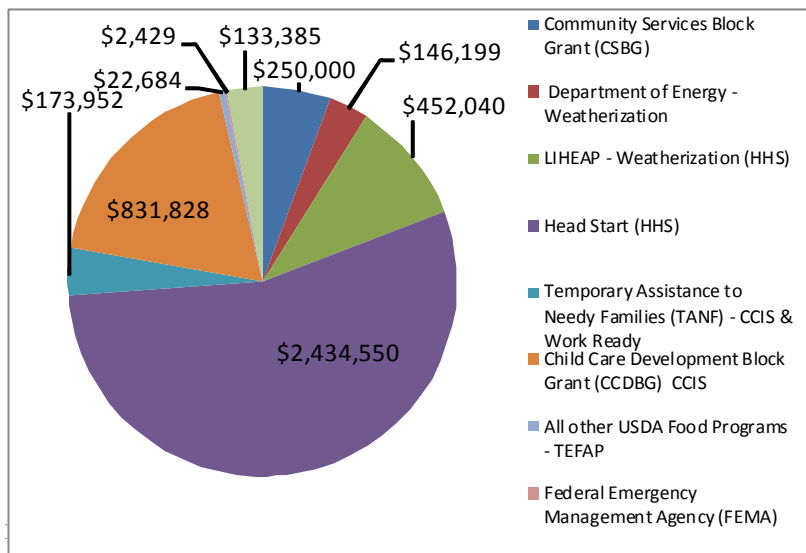
The 2010 - 2014 American Community Survey (ACS) indicates that 48.31 percent of occupied units paying rent nationwide pay 30 percent or more of their income on housing costs. In our area, 41.90 percent of occupied units paying rent have a housing cost burden. 30 percent or more of income spent on housing 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, as opposed to bringing back more industry and jobs to compete for labor, driving wages to a living wage standard.

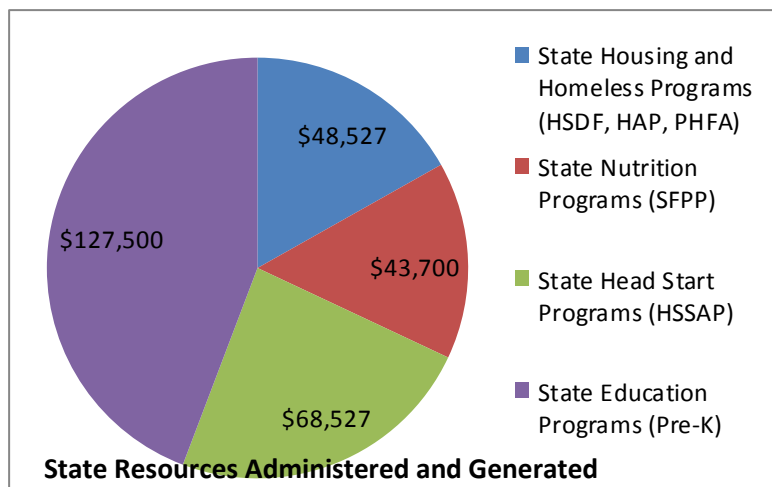
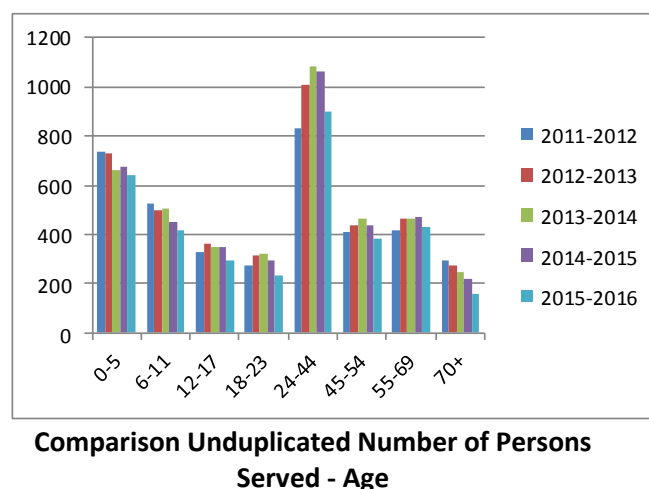
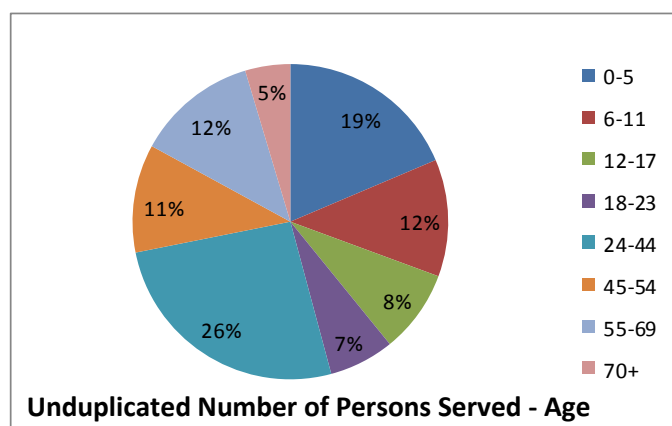


To succeed in life, you need three things: a wishbone, a backbone and a funny bone.

Reba McEntire

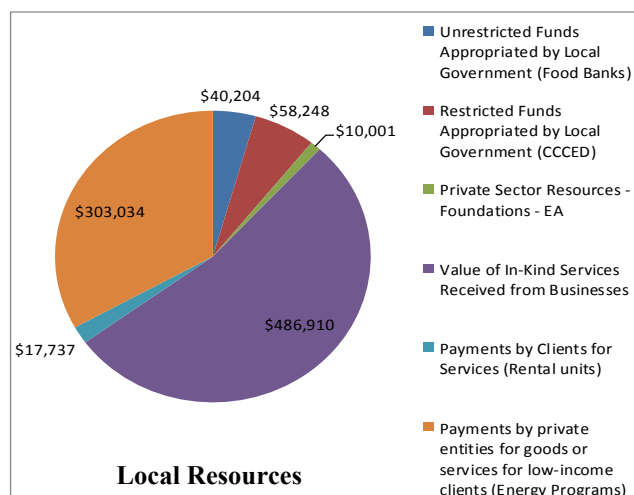


Although they are some of the hardest working folks I know, rural Americans earn, on average, \$11,000 less than their urban counterparts each year. And they are more likely to live in poverty. Tom Vilsack



It is crucial to move beyond helping people to at best, "cope" with poverty conditions and toward providing genuine opportunities for people to move out and to stay out. Dr. Donna M. Beegle

The poverty found in rural areas has some characteristics that are very different from the poverty found in inner cities. Marco Rubio



Early Childhood Programs



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 15 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, and St. Marys. 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 state supplemental – HSSAP



Pennsylvania provides additional state funding to Head Start grantees to expand their services so that more children and families are able to access Head Start services. The Head Start Supplemental Assistance (HSSAP) program has awarded existing Head Start grantees with grants to increase the number of children they serve. Our program administers services to 12 children in the home-based option and is located in Elk County.

CACFP provides nutritious meals and snacks to infants and children as a regular part of their day care. A variety of public or private nonprofit child care centers, Head Start programs, outside-school-hours care centers, and other institutions which are licensed or approved to provide day care services participate in CACFP. For-profit centers that serve lower income children may also be eligible.

CACFP reimburses centers at free, reduced-price, or paid rates for eligible meals and snacks served to enrolled children, targeting benefits to those children most in need. Our Head Start, HSSAP, and Pre-K Programs all participate in the CACFP program.



RIISING STARS

Keystone STARS is one of the largest and most mature quality rating and improvement systems in the nation. Keystone STARS program must reach new heights in continuous quality improvement, just as it expects of the participating child care providers.



NORTHERN TIER COMMUNITY ACTION HEAD START

OUTCOME RESULTS FOR THE HEAD START LEARNING OUTCOMES FRAMEWORK: CENTRAL DEVELOPMENTAL DOMAINS FOR CHILDREN

Central Developmental Domains for Children	All 275 Children Who Attended Head Start Ages 3-5	
	% Above/At	Outcome Grades
Approaches to Learning	98%	Excellent
Social and Emotional Development	98%	Excellent
Language and Literacy	92%	Excellent
Language and Communication	99%	Excellent
Literacy	85%	Very Satisfactory
Cognition	92%	Excellent
Mathematics	88%	Very Satisfactory
Scientific Reasoning	95%	Excellent
Perceptual, Motor and Physical Development	100%	Excellent
Overall Outcome Results Audit Grades for 2016-2017	95%	Excellent
2015-2016 Overall Outcome Results Audit Grades	95%	Excellent
2014-2015 Overall Outcome Results Audit Grades	96%	Excellent
2013-2014 Overall Outcome Results Audit Grades	96%	Excellent
2012-2013 Overall Outcome Results Audit Grades	92%	Excellent

Outcome Results Audit Grades

Excellent: 92%+ of the child skills were at/above the age-appropriate skill level
Very Satisfactory: 80%-91% of the child skills were at/above the age-appropriate skill level
Satisfactory: 50%-79% of the child skills were at/above the age-appropriate skill level
Minimally Acceptable: 20%-49% of the child skills were at/above the age-appropriate skill level
Inadequate: Fewer than 20% of the child skills were at/above the age-appropriate skill level

The goal of the Head Start program is to give at-risk children all across our Nation a fair chance at succeeding in the educational system. Joe Baca

First Day of School

The first day of school
 Can be hard for Mom and Dad,
 Part of you feels excited,
 The other part feels sad.
 For many years you've held their hand,
 And have been their loving guide,
 Now you know the time has come
 To leave them by my side.
 But it is only for a little while,
 As your child will learn and grow,
 And at the end of everyday,
 They will share with you all they know.
 So as you walk away
 Don't worry anymore,
 I'll take care of all those precious gifts
 When you leave them at my door.



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 Dis-

trict. 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 con-

tribute 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 FOUNDATION



As an employee of the Northern Tier Community Action Head Start program for the summer of 2017, through PHeaa, I have gotten hands-on experience with this school program and learned a lot about everything that goes into the classes. I printed and prepared classrooms. I put together binders and folders for families and teachers to help them organize their information and learn more about programs. I have seen the work that goes into planning meals for students and transportation to and from the classes. Since my coworker was going to school for education, this summer I learned more about the program building and steps that it takes to run a school like Head Start. I had the chance to see how important keeping an organized binder of all the issues is and how much help it can be when you need to find information quickly.

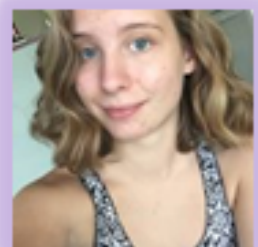
While working at the Northern Tier Community Action Corporation, I got to send acceptance letters to families that had applied to put their children in the Head Start program. I liked seeing how much this program meant to them and how joyful they were knowing that their children had this opportunity. I also got to see how hard it is for some families to be put in a center because it was full or they were a little over the income cutoff. I enjoyed how much the staff worked to find a way for families to get benefits from this program. It was interesting seeing how excited they got when someone called and worked home-based, instead of being in the classroom.

This experience has taught me a lot about working and teamwork. This was the first time I had the chance to work in an office setting like this with a few of my coworkers. By working with them, I learned how to work as a team, and get tasks done quicker. They gave me more confidence in working by myself and as a team. This summer job taught me how to work well with others and help them when they need it. It has prepared me, as well as my coworker, for the future and how to be confident with the job you have.

Rhonda Jones

Angela Mordant

This experience has taught me a lot about working and teamwork. This was the first time I had a chance to work in an office setting like this with a few of my co-workers. By working with them, I learned how to work as a team and get things done quicker. They gave me more confidence in working by myself and as a team.



The Dr. William C. Conrad / Stackpole-Hall Foundation Summer Jobs Program provides work experience at non-profit employers in Elk County for eligible students. Students are employed through the State Work Study Program and are paid directly by the employers. The Stackpole-Hall Foundation provides 40% of the funding for the wages earned, the Pennsylvania State Work Study Program provides 50% and the employers are responsible for the remaining 10%. 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.

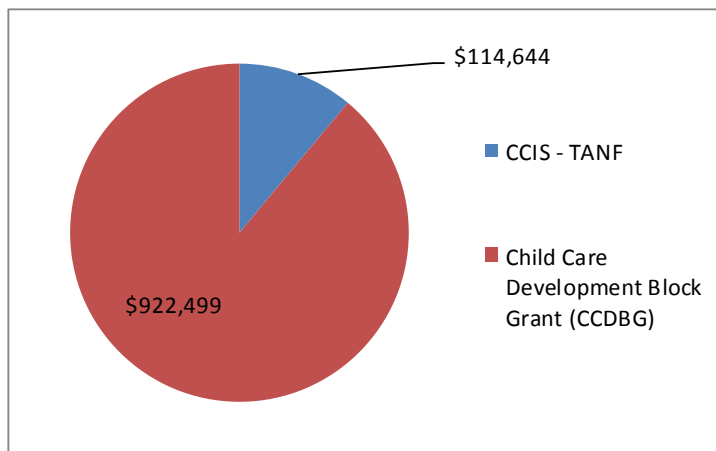
Early Childhood Programs

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. 52 families were able to obtain quality care for children or other dependents through CCIS in FY2016. CCIS continually provides outreach to families throughout the year at various area events, such as county fairs, family day activities and business expos.



The best antidote to poverty remains simple - a paycheck. Policies like paid family leave, workplace flexibility and affordable quality childcare can make the difference for two-parent or single-parent working families who struggle to make ends meet. Madeleine M. Kunin

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 program began in 1976, WAP has helped improve the lives of than 7 million families through weatherization services.
- The average expenditure per household is \$7,105 depending on the home audit results.
- Low-income households carry a larger burden for energy costs, typically spending 16.3% of their total annual income versus 3.5% for other households (2014 ORNL study). Often, they must cut back on healthcare, medicine, groceries, and childcare to pay their energy bills. Weatherization helps alleviate this heavy energy burden through cost-effective building shell improvements such as insulation and air sealing, HVAC systems, lighting, and appliances.
- Weatherization returns \$2.78 in non-energy benefits for every \$1.00 invested in the Program (National Evaluation, Congressional Briefing July 2015).
- After weatherization, families have homes that are more livable, resulting in fewer missed days of work (i.e. sick days, doctor visits) and decreased out-of-pocket medical expenses by an average of \$514. The total health and household-related benefits for each unit is \$14,148 (National Evaluation). In 2015, DOE funding was leveraged with an additional \$883 million in funding from utilities and states, providing \$4.62 for every dollar invested by DOE. (NASCSF Funding Survey 2015).



- The Program supports 8,500 jobs and provides weatherization services to approximately 35,000 homes every year using DOE funds. Through the Weatherization improvements and upgrades, these households save on average \$283 or more every year according to a national evaluation of the program.
- Many thousands of local, supply-side American businesses and contractors are supported by WAP.

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.

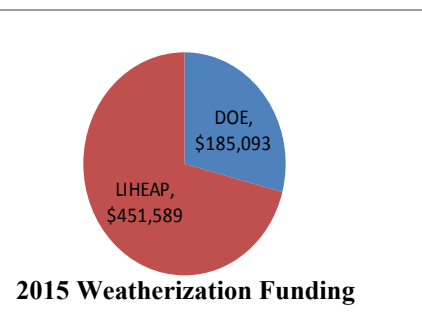
NTCAC Weatherization Assistance Program works in partnership with various utility companies in our area to provide a comprehensive series of energy efficiency measures that are based on sophisticated analyses of individual homes. These analyses take the whole-house approach, which maximizes energy and 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.

2016 Statistics

Number of families provided weatherization and energy assistance services:

• Cameron County	15
• Elk County.....	38
• McKean County	86
• Potter County	28

Total 167



Housing Programs

Housing is absolutely essential to human flourishing. Without stable shelter, it all falls apart. Matthew Desmond

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."

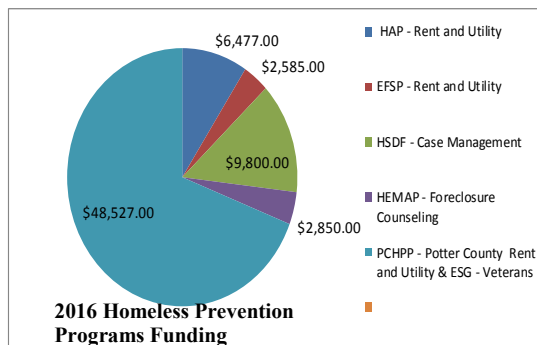
NTCAC programs partner with other human service providers in all four counties. This collaboration ensures resources are available to assist most individuals or families to get through the crisis at hand. Through these programs, case management is provided to connect the clients with important stabilization 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 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)



2016 Statistics

Number of families provided rental and/or assistance through HAP & EFSP:	29
Number of families provided rental and/or utility assistance through ESG-V	13
Number of families provided rental and/or utility assistance through PHARE—PCHPP	39
Number of families provided foreclosure prevention counseling through the HEMAP	19

Total 100

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



**CAMERON COUNTY
COMMUNITY FOOD PANTRY**
P.O. Box 389
Emporium, PA 15834

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 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.

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 2016, Second Harvest delivered 32,830 pounds of food with an associated cost of \$16,086.70 to the CCFP.

Food and Nutrition Program 2016 Statistics

Number of families served with food assistance:1852
Number of food boxes distributed:10,088
Number of pounds of food distributed:157,037

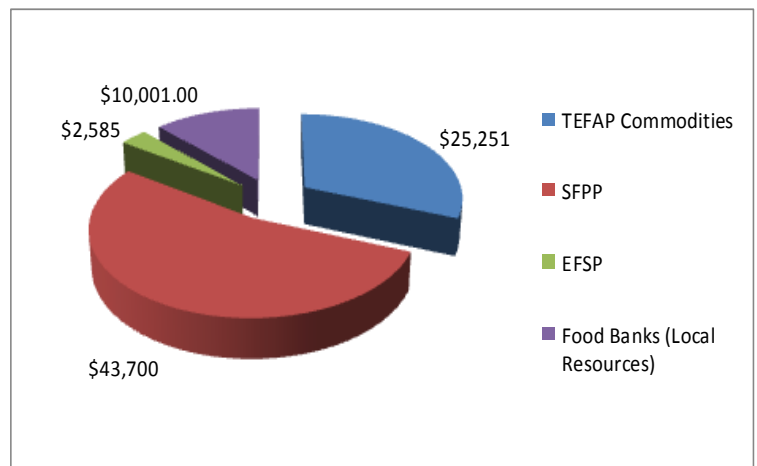
Donations can be made to the Cameron County Food Panty by mailing to:
Northern Tier Community Action Corpora-
tion C/O David Malize
P.O. Box 389, Emporium, PA 15834



Level(3)
COMMUNICATIONS



For I was hungry and you gave me food, I was thirsty and you gave me drink, I was a stranger and you welcomed me.... Matthew 25:35



Community and Economic Development

Housing as a Community-and Asset-Building Strategy

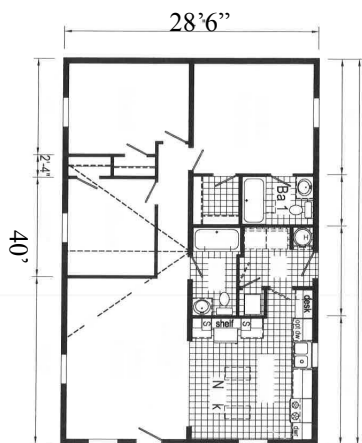
Emporium and Cameron County are facing the same issues as many of our rural communities, with an aging housing stock that are being abandoned; and slowly deteriorating to the point of no return and beyond capabilities of rehabilitation. Cameron County has over a thousand homes built 1939 and earlier. It is our goal to begin moving forward with a process of replacing properties dropped from the tax rolls, with tax producing residences our citizens can take pride in, thus also taking pride in our communities.



Northern Tier Community Action Corporation is planning to utilize the 2017 Pennsylvania Housing Affordability and Rehabilitation Enhancement (PHARE) Realty Transfer Tax funds allocated and distributed through the Pennsylvania Housing Finance Agency (PHFA), for the elimination of blight through redevelopment of abandoned and, or razed properties in Emporium, Cameron County, PA. Northern Tier is collaborating with the Emporium Borough, Cameron County Commissioners, Cameron County Community and Economic Development Office and the Cameron County Economic Development Task Force.

The program is designed to increase community and economic development, and increasing safe, affordable housing for low-income families through replacement of blighted properties with affordable homes that may be sold (with revenue generated, to be utilized for future development projects), and or leased as rental units for low-income families between 50% and 80% AMI. This initiative is aimed three-fold at providing safe and affordable housing, increasing safety and stability of communities and neighborhoods, and the economics creating thriving communities and putting properties back on the tax rolls.

The current project is to place a single family 3 bedroom home of Modular Construction on the vacant lot in the Emporium Borough at 236 West 5th Street that has had the building razed and the lot cleared through the Cameron County Community and Economic Development Office using the Community Development Block grant funds.



When people hear the term “Manufactured Home” they immediately think of a double wide trailer home. That is not necessarily the case with manufacture homes today. Many homes “Manufactured” today are in fact Modular homes. These are HUD definitions of types of homes:

- ◆ **Manufactured Home:** Factory built to meet the performance standards or the HUD code, MUST have a chassis, rarely moves once placed. **Mobile Home:** Typically refers to units built before 1976 and most similar to a trailer; occasionally used to refer to units built after 1976, despite the fact these units are technically (and legislatively) defines as manufactured homes.
- ◆ **Modular Home:** Factory-built with some on-site assembly and some on-site construction, built to meet prescriptive standards of state and local codes.

Source: Bradley, Donald S. 1997. “Will Manufactured Housing Become Home of First Choice?,” Freddie Mac 1997 Mortgage Market Trends, pp. 29-33.

An increasing share of lower-income families, the same population targeted by community-development organizations, are opting to live in housing that was built off-site in a factory to meet the performance standards of the national HUD manufactured-housing code. However, most community-development practitioners are just beginning to come to terms with the implications of manufactured housing for their work. Several challenges are presented for practitioners: **First**, working to educate consumers while also creating financing processes that ensure manufactured/modular home buyers obtain credit on the best terms for which they can qualify. **Second**, using the increased scrutiny under the Manufactured Housing Improvement Act of 2000 to advocate for states to enforce more rigorous installation standards and increased accountability. **Third**, working to overcome land-use controls which prevent manufactured/modular homes from being placed in communities in need of affordable housing, as well as areas with more potential for appreciation. **Fourth**, working with designers and planners to develop innovative designs and housing developments, while maintaining manufactured/modular housing’s affordability advantages. **Finally**, equal effort must be devoted to address the difficult conditions of many lower-income people—owners and renters alike—living in older, and often deteriorating, homes. While a few of these families and individuals could be relocated to new and better quality homes with the help of subsidies, resource limitations suggest the need to create cost-effective methods to eliminate health and safety problems by upgrading or rehabilitating this extremely affordable element of the nation’s housing inventory.

Safe and Healthy Homes Program



Northern Tier Community Action In partnership with Lawrence County Community Action Partnership



Incentives:

Upon completion of the Home Assessment, Northern Tier Community Action will provide each household participant with supplies needed to make their home healthier and safer. These supplies may consist of smoke/carbon detectors, batteries, cleaning supplies, etc.

Trained staff members from Northern Tier Community Action will provide letters of recommendation to the participants based on the Home Assessment.

About the program:

SHHP is committed to decreasing the rate of hospitalization for non-fatal injuries by addressing the leading causes of injuries that can occur in and around the home using a comprehensive in home method. Falls, poison and hot objects are leading causes of injuries leading to hospitalizations in Pennsylvania, especially in the maternal child health population. This program will target homes with at least one pregnant woman, infant or child under the age of 22.

Eligibility:

Proof family annual income is under 300% of the Federal Poverty Limits.
OR Proof of enrollment in:

Program	Federal Poverty Limits
CCIS	Below 200%
CDBG	Below 300%
First Energy WARM	Below 200%
Head Start	Below 100%
HOME	Below 300%
LiHEAP Crisis	Below 150%
Medical Assistance	Below 133%
PA Regional Lead	Below 300%
PCAP	Below 150%
SNAP	Below 130%
TANF	Below 50%
Weatherization	Below 200%
WIC	Below 185%

This project is funded, in part, under a contract with the Pennsylvania Department of Health. Basic data for use in this study were supplied by the Pennsylvania Department of Health, Harrisburg, Pennsylvania. The Department takes part in and is in no way responsible for any analyses, interpretations or conclusions.



Is Your Home Lead Safe?



Was your home built before 1978?



Do you have a child younger than age 6?



Are you worried about lead in your water?

If you answered yes to any of these questions, read more below to learn how to keep your home and children safe.

no

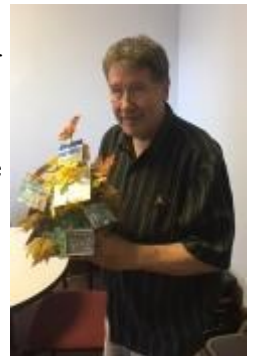




Mike Kuleck—Disability Specialist for Head Start, retired in September after thirty-eight years of service to the Northern Tier Community Action Head Start program.

Mike's tireless dedication to the Head Start Program has touched the lives of thousands of children.

Northern Tier Community Action staff and management wishes Mike happiness and abundant joy as he begins his life's new adventure.



Our Agency's Greatest Assets
are the staff who work tirelessly to serve our clients and communities
So we say Thanks for all you do!

Abriatis, Nicole
Albright, Gene
Allen, Meghan
Avey, Rachel
Bensen, Katherine
Bishop, Angela
Bloom, Lisa
Boswell, John
Boswell, Mercedes
Brammer, Courtney
Bubeck, Linda
Bundy, Michele
Bush, Angelina
Bush, Constance
Bush, Mary Ann
Buterbaugh, Gloria
Causer, Jennifer
Cecchetti, Kimberly
Chilcott, Monica
Clingan, Maureen
Comes, Alyce
Cornell, Kathy
Dickerson, Angela
Duffee, Cindy
Dwyer, Lisa
Eckert, Carol
Edinger, Rachelle
Fowler, Cassie
Freer, Danielle
French, Heather
Genaux, Crystal
Genevro, Kevin
George-Magaro, Debra
Gibbs, Brett
Goss, Mary

Greene, David
Greene, Emily
Grube, Lisa
Guisto, Jodi
Guisto, Olivia
Guisto, Shelia
Gulliford, Laura
Guras, Amy
Gustafson, Victoria
Hall, Tracy
Halquist, Bonnie
Heglen, Ann
Heller, Kristi
Hershey, Laurel
Horning, Carla
Hostetlar, Lisa
Howard, Elizabeth
Johnson, Cynthia
Johnson, Kelly
Jordan, Rebecca
Juran, tricia
Kempher, Jamilyn
Leet, Helen
Lipps, Tarah
Lipps, Tasha
Lowman, Christopher
Luckenbill, Wendy
Lyon, Connie
Malize, David
Manning, Debra
McLean, Robert
McNeil, Dawn
Meachum, Chelsea
Metcalf, Randall
Metcalf, Tracy

Miller, Benjamin
Miller, Louise
Mosebarger, Angela
Murphy, Amy
Nelson, Cathy
Nissel, Taylor
Ouellette, Tresa
Paropacic, Donna
Port, Heather
Prindle, Patricia
Redington, Jennifer
Reed, Michelle
Rivera, Elena
Robinson, Torrie
Rugh, Cara
Salter, Brandi
Schleich, Robin
Seybert, Valerie
Sherwood, Kimberly
Sidelinger, Debra
Skinner, Bruce
Smith, Amelia
Soble, Erica
Strahl, Carolann
Summerson, Stephen
Taylor, Brittany
Tucker, Lisa
Uber, Mary Lee
Vicini, Jordan
Warmbrodt, Debra
Wenner, Victoria
Wind, Elizabeth
Wojcik, Kathy
Wojcik, Samantha
Woods, Hope

51 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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