

# **NORTHERN TIER COMMUNITY ACTION CORPORATION**



## **52<sup>ND</sup> ANNUAL BOARD & STAFF APPRECIATION DINNER & MEETING SEPTEMBER 27, 2018**

**AT**

**KAYTEE'S FAMILY RESTAURANT  
251 US-6, COUDERSPORT, PA 16915**



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

**BOARD OF DIRECTORS**

**ANTHONY MOSCATO- PRESIDENT**  
**GEORGE E. HULTS - VICE PRESIDENT**  
**MICHAEL NASTO - SECRETARY**  
**PADRAIC MCGRATH - TREASURER**

CAROL DUFFY  
REV. JOSEPH B. SHORT  
PHIL JONES  
R. GALE MONROE  
RICHARD BALIZET  
FRITZ LECKER  
AMANDA LONG  
ROBERT CASKEY

TERRY SIMKINS  
BONNIE SKELLEN  
BETTY HANSON  
THOMAS R. TYLER  
CHARMAINE BURGETT  
ROSE BLOOM

**STAFF**

DAVID J. GREENE - EXECUTIVE DIRECTOR

RANDALL E. METCALF - DEPUTY DIRECTOR

SHELIA GUISTO - FISCAL MANAGER

KEVIN GENEVRO - PROGRAM DIRECTOR  
WEATHERIZATION  
ENERGY ASSISTANCE

DAVID MALIZE - PROGRAM DIRECTOR  
FOOD & NUTRITION  
HOMELESS ASSISTANCE PROGRAM  
EMERGENCY FOOD & SHELTER PROGRAM  
HOMEOWNERS EMERGENCY MORTGAGE ASSISTANCE PROGRAM

DEBRA SIDELINGER PROGRAM DIRECTOR  
HEAD START  
PRE-K COUNTS

JAMES LINE - PROGRAM DIRECTOR  
SAFE AND HEALTHY HOMES PROGRAM  
POTTER COUNTY HOMELESS PREVENTION PROGRAM  
EMERGENCY SOLUTION GRANT - VETERANS

**2017– 2018**

# **Annual Report**

**Northern Tier Community Action Corporation**



**Celebrating  
52 Years !!!**



**Helping People...**

**Changing Lives!**

**Our Dedicated Board and Staff make it all possible...**

**Empowering Families  
in**





## 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

It is difficult to believe that a year has passed since I last wrote to you regarding the state of the agency. This is the second time that I have had the privilege to communicate with you, and I can still report that the agency is strong. As I indicated in my letter last year we were applying for a large regional grant that would have essentially saved our Child Care Information Services (CCIS) office. It appears the deck was stacked against us and we really did not have an option, as this program was to be reallocated to another agency regardless of whether we applied for administration of the program or not. Needless to say, we quickly made a decision to make this application and at least attempt to retain the program. Sadly, the commonwealth made the decision to move in a different direction other than what we had hoped, but the process of proposing additional programs and services is often tedious and wrought with pitfalls. This was one of those pitfalls, the loss of four jobs would have occurred whether we had made application or not. Although we hope the new agency success, we remain ready, able and willing to pick up the program and continue should they not be.

We continue to evaluate existing programs and services while seeking potential new opportunities to provide for those we serve best. We are currently working with state elected officials regarding new or recently opened opportunities, for new state funding. Your thoughts and ideas are always welcomed.

With regard to the physical plant, the aged and poor looking porch enclosures were torn off and all the old inefficient exterior windows are being replaced with new ones that will save the agency on utilities and are easy to maintain. With the new columns, new landscaping, and now new windows and pending porch rehabilitation the aesthetics of this beautiful old building will be greatly improved. It is all now coming together.

Thank you for your service to the agency and the board. I look forward to working with each and every one of you in the future,

Sincerely,

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  
Michael Nasto, Secretary

George E. Hults, Vice President  
Padraic McGrath, Treasurer

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

Amanda Long  
Rev. Joseph Short  
Terry Simkins  
Bonnie Skellen  
Richard Balizet

Betty Hanson  
Thomas R. Tyler  
Charmaine Burgett  
Rose Bloom

### NTCAC 2018 –2019 Board Meeting Schedule

2018	Regular Board Meetings are open to the public	2019
January 25 2018		January 24, 2019
March 22, 2018		March 28, 2019
May 24, 2018		May 23, 2019
July 26, 2018		July 25 2019
September 27 2018		September 26 2019
November 15 2018	2018 and 2019 Changed due to Thanksgiving Holiday	November 21, 2018

## PLEASE WELCOME OUR NEWEST BOARD MEMBERS

**Ms. Charmaine Burgett—Cameron County**  
**Ms. Betty Hanson—McKean County**  
**Ms. Amanda Long—McKean County**  
**Mr. Michael Nasto—McKean County**

*"An exceptional board operates on a higher level... Their time may be spent more wisely, their skills and social networks better leveraged, and their treasure more strategically deployed. Exceptional boards measure organizational impact and evaluate their own performance, discuss and debate issues, and open doors and connections. The difference between responsible and exceptional lies in thoughtfulness and intentionality, action and engagement, knowledge and communication."*

-- BoardSource  
*The Handbook of Nonprofit Governance (pp. 21-22)*

Times and conditions change so  
rapidly that we must keep our  
aim constantly focused on the  
future.

Walt Disney

## 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 2017-2018 Northern Tier Community Action Board members have unselfishly given over 187 hours of their time and attention to the mission of Community Action. 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 (Public) or their appointees, one-third is elected from the Private Sector and one-third is elected as Resident Representatives of our Client Sector 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 (Public)**

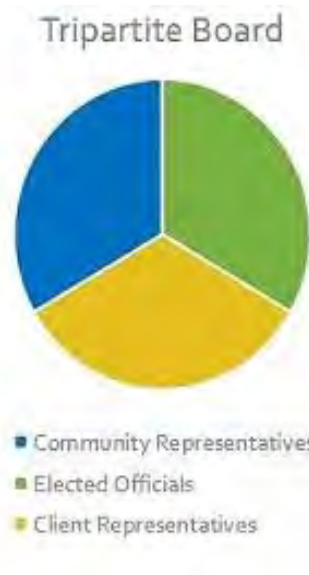
- ♦ Care about the communities they serve
- ♦ Move within a larger spectrum of decision makers

### **Resident 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 166 partnerships with 145 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	Dickinson Mental Health - Child Prevention Services	PA NW Lead & Healthy Homes Initiative
Alcohol & Drug Abuse Services	Dollar Energy Fund	PA Weatherization Task Force
Allegany Power - LIURP	Early Intervention	PANO
American Cancer Society	EFSNBP	Parent to Parent of PA
American Red Cross	Elk County Cancer & Tobacco Health Education Council	Pathstone
ATA	Elk County Commissioners	PHFA
Austin SD	Elk/ Cameron Employer Consortium	Port Allegany Psych. Services
Beacon Light Behavioral Health Systems	Emporium First United Methodist Church	Port Allegany SD
Big Brothers Big Sisters of Elk County	Family Based Mental Health Program,	Potter County Collaborative Board
Bradford Learning Center	Family Based Services	Potter County Commissioners
Bradford Regional Medical Center	Family Services of NW PA	Potter County CYS
Bradford School District	First Energy CAP	Potter County Early Intervention
Cameron County CYS - HSDF	First Energy Warm	Potter County Education Council
Cameron County Commissioners	Galeton SD	Potter County Food Banks
Cameron County Commissioners - HAP	Good Samaritan Food Bank	Potter County Habitat for Humanity
Cameron County Community and Economic Development Office	Guidance Center	Potter County Housing Authority
Cameron County Community and Economic Development Task Force	Helpmates, Inc. Home Health Care Agency	Potter County Human Services
Cameron County Family Center	Housing and Urban Development HUD	Potter County ICSP
Cameron County Food Pantry	IU 9	Potter LHOT
Cameron County Ministerial Association	Johnsonburg SD	Pre-K Counts
Cameron County Optical Clinic	Kane School District	Project RAPPORT
Cameron County Planning Commission	La Leche League International	Ridgway School District
Cameron County School District	Lawrence County Community Action (ESG)	Safe and Healthy Homes Initiative
Cameron/Elk Behavioral & Development CAPSEA	Life and Independence for Today (LIFT)	Sagewood - A Wrap Around Provider
Care For Children	McKean County Career Link	Salvation Army
Career Link	McKean County Children and Youth Services	SCAN/PEP Early intervention
Catholic Charities	McKean County Commissioners	Shinglehouse SD
CE Local Housing Options Team	McKean County Family Center	Smethport SD
Charles Cole Memorial Hospital - Dept. of Home Health	McKean County Visiting Nurses	St. Marys Public Library
Child and Adolescent Service System Program (CASSP)	National Fuel Gas	St. Marys SD
Child and Adult Care Food Program	Nelson Behavioral Health Center	Twin Tier Pregnancy Care Center
Christian Food Bank	North Central PA Reg. Planning & Development Commission	United Way
Collaborative Boards	Northern Elk Food Bank	University of Pittsburgh Bradford
Community Engagement Group	Northern Potter SD	US Department of Agriculture
Community Action Association on Pennsylvania	OCDEL	WIC Programs
Community Education Council Elk & Cameron County	Office of Emergency Services	YMCA of Bradford
Consortium Housing Committee	Otto Eldred School District	YWCA Victims Resource Center
Coudersport School District	PA Department of Agriculture	
DCED	PA Dept. of Education Even Start/State - Act 143 Family Literacy Program	
Department of Energy	PA Head Start State Association	
Department of Health and Human Services	PA Hunger Action Center	
Department of Public Welfare	PA Keys	
	PA Link to Aging and Disability Resources	



# DONATIONS

*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 groups, 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  
Stoltz Ford  
GKN  
VFW  
Knights of Columbus

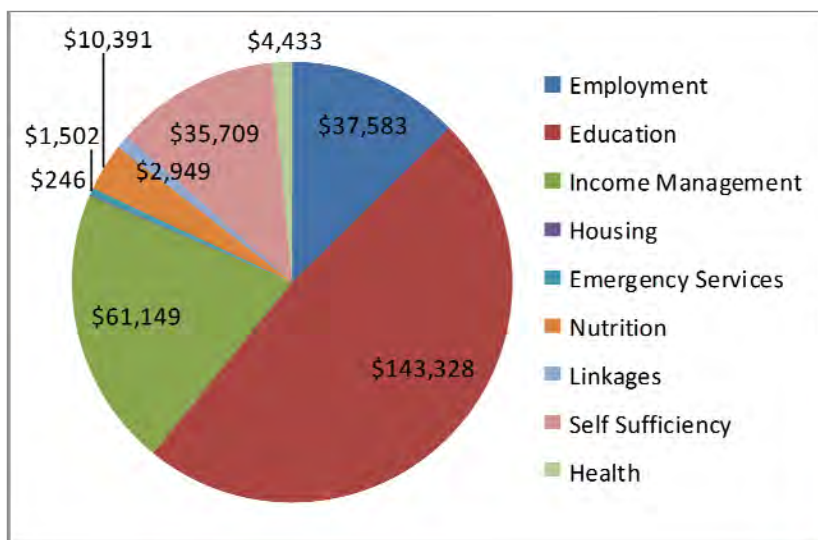
## 2017 DONATIONS

Value of “in-kind” donations—\$495,544  
Funds from foundations, corporations and other non-profits—\$8,877  
Volunteers donating their time for Community Action—1,946  
Low-income volunteers hours donated for Community Action—19170  
Volunteer hours donated to Community Action—23,1320 hrs.

# Financials

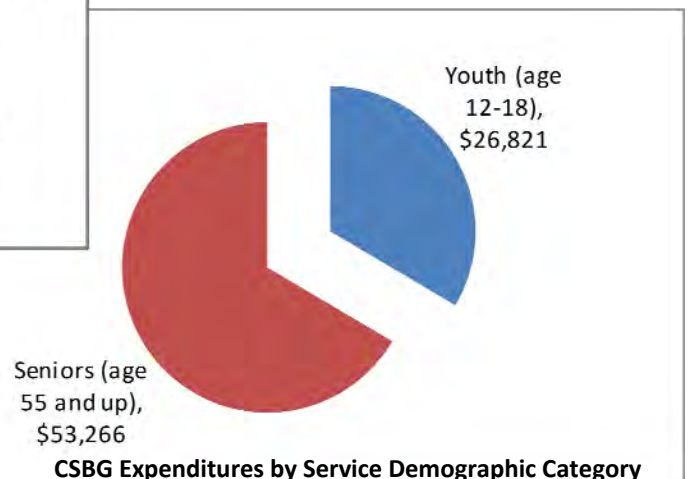
**Northern Tier Community Action Corporation**  
**Statement of Functional Expenses**  
for the year ending June 30, 2017  
**PROGRAM SERVICES**

	Weatherization	CCIS	Head Start	CSBG	TEFAP/ CACFP	Emergency Solutions- Veterans	Other Programs	Agency Activities	TOTAL
<b>Salaries and Wages</b>	\$220,670.58	\$140,322.49	\$960,136.18	\$156,962.83	\$12,401.18	\$8,362.84	\$234,299.28	\$88,823.97	\$1,821,979.31
<b>Health and Welfare</b>	75,427.03	58,964.16	350,851.41	56,457.90	8,549.80	100.48	90,828.06	17,116.81	658,095.45
<b>Pension Expense</b>	5,097.49	8,004.39	25,029.08	7,878.42	820.13	157.43	6,973.56	3,498.13	55,256.63
<b>Payroll taxes</b>	46,411.59	21,172.43	161,688.62	23,114.05	1,788.33	1,327.21	40,283.36	14,378.39	310,163.98
<b>Total Salaries and Related Expenses</b>	347,606.69	226,463.47	1,497,705.29	244,413.20	23,359.22	9,947.96	372,184.24	123,815.30	2,845,495.37
<b>Commodities distributed</b>	0.00	0.00	0.00	0.00	26,784.80	0.00	5153.58	0.00	31,918.38
<b>Consultant/professional fees</b>	7,415.00	9,000.00	24,205.95	4,800.00	800.00	0.00	7,104.42	1,285.12	54,610.49
<b>Subcontract</b>	108,067.73	0.00	0.00	0.00	0.00	0.00	27,292.15	0.00	135,359.88
<b>Supplies</b>	12,128.73	2,085.55	67,599.45	942.67	101.83	221.02	31,672.74	1,240.32	115,992.31
<b>Equipment and vehicles</b>	6,554.97				834.95				7,389.92
<b>In-kind</b>	0.00	0.00	164,631.66	0.00	0.00	0.00	0.00	0.00	164,631.66
<b>Occupancy</b>	14,772.00	13,080.00	169,430.00	10,622.00	1,970.00	1,230.00	23,441.02	665.59	235,210.61
<b>Insurance</b>	11,904.78	4,000.00	12,879.08	5,193.30	929.46	178.39	4,801.87	316.72	40,203.60
<b>Training and technical assistance</b>	0.00	850	27,941.31	60	0.00	0.00	863.59	0.00	29,714.90
<b>Maintenance/vehicle operation</b>	11,782.77	0.00	5,137.28	610.07	0.00	0.00	1,858.16	0.00	19,388.28
<b>Travel</b>	0.00	2,860.98	15,601.09	1,117.97	289.72	1389.46	3,639.07	0	24,898.29
<b>Postage</b>	0	735.00	4,600.80	0.00	0.00	0	282.00	144	5,761.80
<b>Telephone</b>	4,447.34	1,599.43	32,264.17	2,361.08	184.46	250.97	4,092.37	592.46	45,792.28
<b>Payroll Processing</b>	613.87	543.52	5,097.24	562.71	54.41	30.24	511.25	317.19	7,730.43
<b>Contracted transportation</b>	0.00	0.00	29,465.50	0.00	0.00	0.00	0.00	0.00	29,465.50
<b>Direct aid to individuals</b>	0.00	0.00	0.00	0.00	0.00	5852.12	29910.24	2,585.00	38,347.36
<b>Materials installed</b>	161,979.21	0.00	0.00	0.00	0.00	0.00	73,963.85	0.00	235,943.06
<b>Repairs and Maintenance</b>	2,655.99	0.00	22531.59	0.00	0.00	0.00	0.00	3047.89	28,235.47
<b>Advertising, printing, and publications</b>	4,497.04	1,589.04	11,948.65	1,334.39	465.12	74.88	2,727.99	(3,588.02)	19,049.09
<b>Memberships and dues</b>	1,200.00	0.00	15106.04	2,208.00	0.00	0.00	0.00	1,900.00	20,414.04
<b>Parent activities</b>	0.00	0.00	5,424.44	0.00	0.00	0.00	420.64	0.00	5,845.08
<b>Other operating expenses</b>	7,357.76	1721.00	1,862.20	1,897.87	775.29	9.54	5,662.27	26,884.70	46,170.63
<b>Depreciation</b>	8,245.20	0.00	13,415.49	964.50	0.00	0.00	526.59	7,140.56	30,292.34
<b>Interest expense</b>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,310.74	4,310.74
<b>Food and related expenses</b>	0.00	0.00	22,586.77	0.00	177,324.62	0.00	738.42	0.00	200,649.81
<b>Non-food items</b>	0.00	0.00	3,123.49	0.00	7,247.38	0.00	348.97	0.00	10,719.84
<b>Computer services</b>	3333.7	5,808.01	8,965.01	2,389.65	1498.24	292.32	2,463.89	(11,799.94)	12,950.88
<b>Provider payments</b>	0.00	779,737.07	0.00	0.00	0.00	0.00	0.00	0.00	779,737.07
<b>Total Expenses</b>	<b>\$714,562.78</b>	<b>\$1,050,073.07</b>	<b>\$2,161,522.50</b>	<b>\$279,477.41</b>	<b>\$242,599.50</b>	<b>\$19,476.90</b>	<b>\$599,659.30</b>	<b>\$158,857.63</b>	<b>\$5,226,229.09</b>



## Community Services Block Grant 2017 Expenditures by Service Category

When you show deep empathy toward others, their defensive energy goes down, and positive energy replaces it. That's when you can get more creative in solving problems. Stephen Covey





# 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.

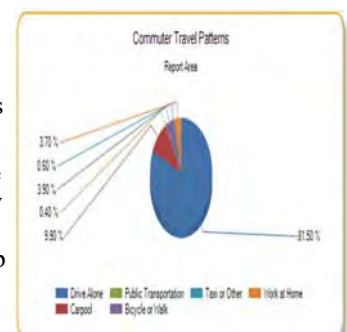
According to the 2016 Center for Rural PA estimates, Cameron County has a population of 4,677 with 14.2% living in Poverty. Elk County has a population of 30,480 with 10.1% living in poverty. McKean County has a population of 41,883 with 17.4% living in poverty and Potter County has a population of 16,885 with 14% living in poverty. The overall poverty rate for Pennsylvania is indicated at 12.9% leaving the majority of our service area at or higher than the state average. According to the U.S. Census, the poverty rate for the area increased by 4.16%, compared to a national increase of 2.7%. McKean County, PA experienced the greatest change in poverty, increasing by 5.5% from 2000-2016 and Potter County, PA experienced the least amount of change, increasing by 2.8%.

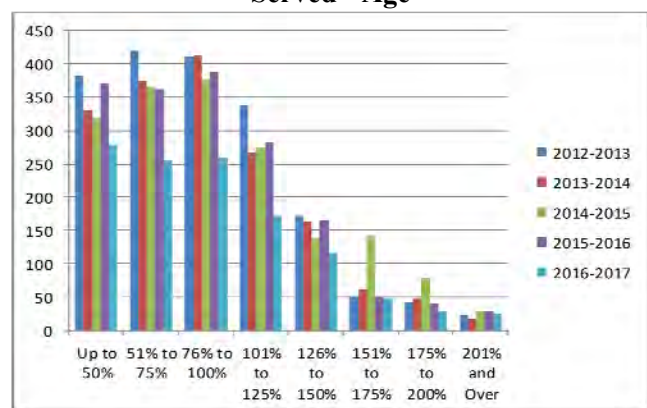
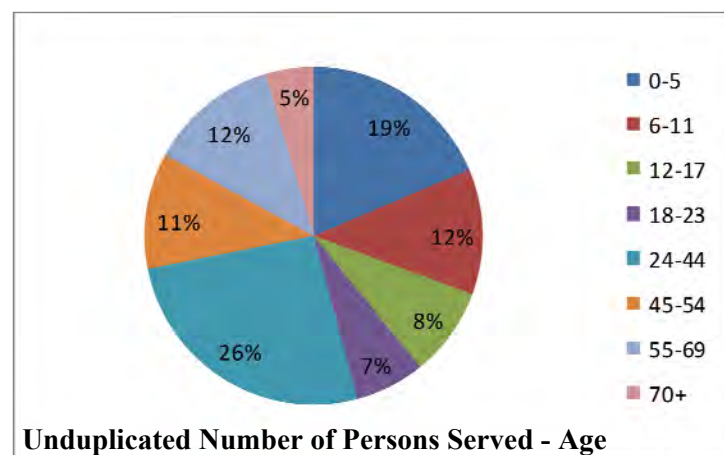
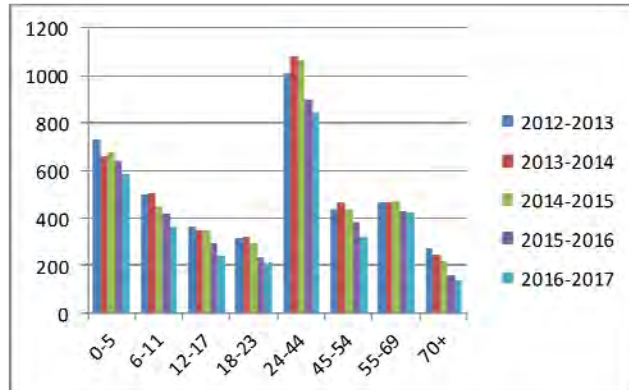
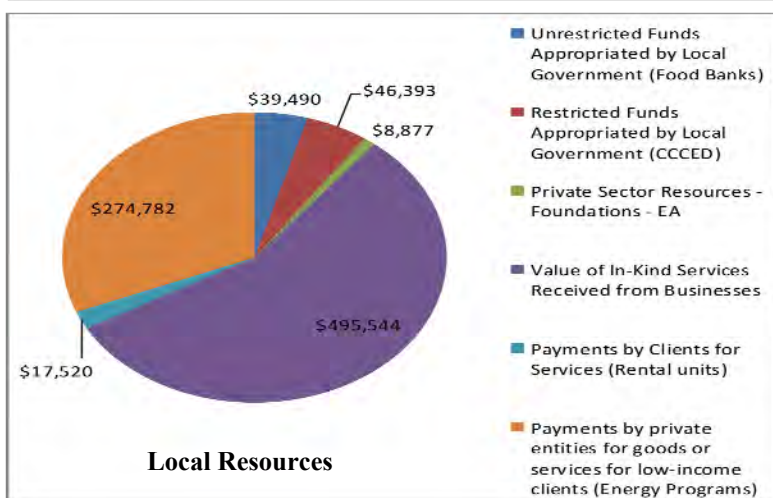
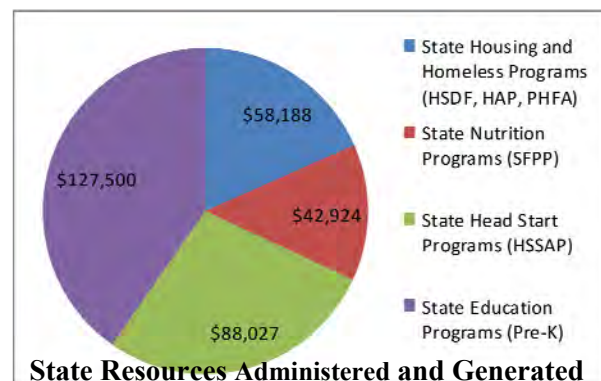
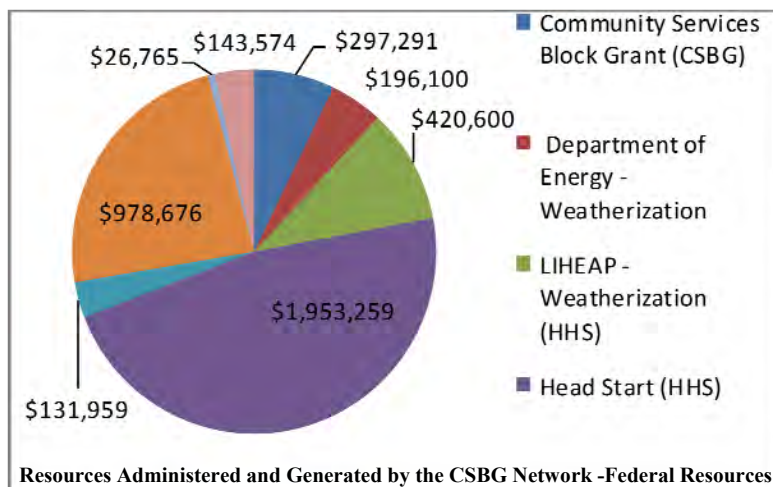
Our consumers face barriers to self-sufficiency with employment and transportation being major issues, reflected not only in people getting to and from jobs, but equally important is the lack of "living wage" jobs in our area. The living wage shown is the hourly rate that an individual must earn to support their family, if they are the sole provider and are working full-time (2080 hours per year). All values are per adult in a family unless otherwise noted. The state minimum wage is the same for all individuals, regardless of how many dependents they may have. The poverty rate is typically quoted as gross annual income. We have converted it to an hourly wage for the sake of comparison.

<b>Cameron County</b>													
Hourly Wages	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 Working)	2 Adults (1 Working) 1 Child	2 Adults (1 Working) 2 Children	2 Adults (1 Working) 3 Children	2 Adults (1 Working Part Time) 1 Child*	2 Adults	2 Adults 1 Child	2 Adults 2 Children	2 Adults 3 Children
Living Wage	\$10.02	\$21.42	\$26.21	\$33.94	\$16.62	\$19.13	\$22.00	\$24.43	\$15.02	\$8.31	\$11.62	\$14.60	\$17.36
Poverty Wage	\$5.00	\$7.00	\$9.00	\$11.00	\$7.00	\$9.00	\$11.00	\$13.00		\$3.00	\$4.00	\$5.00	\$6.00
Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25		\$7.25	\$7.25	\$7.25	\$7.25
<b>Elk County</b>													
Hourly Wages	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 Working)	2 Adults (1 Working) 1 Child	2 Adults (1 Working) 2 Children	2 Adults (1 Working) 3 Children	2 Adults (1 Working Part Time) 1 Child*	2 Adults	2 Adults 1 Child	2 Adults 2 Children	2 Adults 3 Children
Living Wage	\$9.96	\$21.42	\$26.21	\$33.41	\$16.11	\$19.13	\$22.00	\$23.90	\$15.02	\$8.05	\$11.62	\$14.60	\$17.10
Poverty Wage	\$5.00	\$7.00	\$9.00	\$11.00	\$7.00	\$9.00	\$11.00	\$13.00		\$3.00	\$4.00	\$5.00	\$6.00
Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25		\$7.25	\$7.25	\$7.25	\$7.25
<b>McKean County</b>													
Hourly Wages	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 Working)	2 Adults (1 Working) 1 Child	2 Adults (1 Working) 2 Children	2 Adults (1 Working) 3 Children	2 Adults (1 Working Part Time) 1 Child*	2 Adults	2 Adults 1 Child	2 Adults 2 Children	2 Adults 3 Children
Living Wage	\$9.50	\$21.49	\$26.28	\$33.50	\$16.30	\$19.20	\$22.07	\$23.99	\$15.07	\$8.15	\$11.66	\$14.64	\$17.14
Poverty Wage	\$5.00	\$7.00	\$9.00	\$11.00	\$7.00	\$9.00	\$11.00	\$13.00		\$3.00	\$4.00	\$5.00	\$6.00
Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25		\$7.25	\$7.25	\$7.25	\$7.25
<b>Potter County</b>													
Hourly Wages	1 Adult	1 Adult 1 Child	1 Adult 2 Children	1 Adult 3 Children	2 Adults (1 Working)	2 Adults (1 Working) 1 Child	2 Adults (1 Working) 2 Children	2 Adults (1 Working) 3 Children	2 Adults (1 Working Part Time) 1 Child*	2 Adults	2 Adults 1 Child	2 Adults 2 Children	2 Adults 3 Children
Living Wage	\$10.02	\$21.42	\$26.21	\$33.41	\$16.53	\$19.13	\$22.00	\$23.90	\$15.02	\$8.26	\$11.62	\$14.60	\$17.10
Poverty Wage	\$5.00	\$7.00	\$9.00	\$11.00	\$7.00	\$9.00	\$11.00	\$13.00		\$3.00	\$4.00	\$5.00	\$6.00
Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25		\$7.25	\$7.25	\$7.25	\$7.25

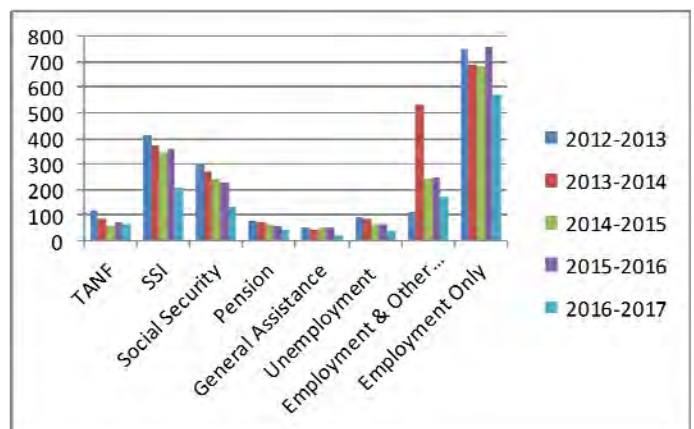
the 41,911 workers in the report area, 81.5% drove to work alone while 9.9% carpoolled. 0.4% of all workers reported that they used some form of public transportation, while others used some optional means including 3.9% walking or riding bicycles, 0.6% used taxicabs to travel to work, and 3.7% choose to work from home. Automobile ownership can be one of a families greatest expenses and for families already struggling it can be nearly impossible.

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". 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.





What we need to do in this PC world is forget about unanimity of speech and unanimity of thought and we need to concentrate on being respectful of those people with whom we disagree. Ben Carson



Participant Characteristics Source of Family Income

There are three constants in life... change, choice and principles. Stephen Covey



## Early Childhood Programs



Head Start is the most important social and educational investment in children, families, and communities that the United States has ever undertaken. The Head Start Project was launched in 1965 as a comprehensive child development program. Over the past 50 plus years, it has provided a window of opportunity for success in life to more than 32 million low-income and other vulnerable children and their families across the United States. Head Start has remained strong in the face of changing political and fiscal climates

because it has continually improved the services it delivers to children and families and responded to the changing needs of local communities. 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.

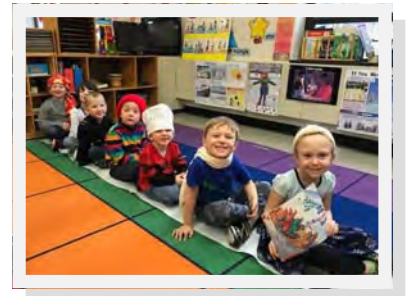


Northern Tier Community Action's 15 Head Start Program Centers and Home-Based locations include: Bradford I, Bradford II and Bradford III, Coudersport, Emporium,

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

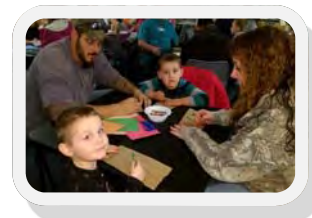
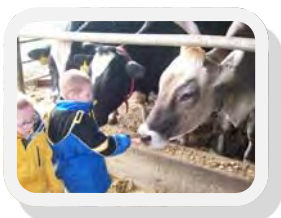
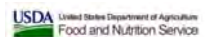
- ◇ Northern Tier Community Action Head Start is a pre-kindergarten program that provides educational and social opportunities to enhance the healthy. Our program provides support for the families in Cameron, Elk, Potter, and McKean counties. It is our goal to help the children prepare for kindergarten 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.



The Child & Adult Care Food Program (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.



Head Start graduates are more likely to graduate from high school and less likely to need special education, repeat a grade, or commit crimes in adolescence. Joe Baca





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 ap-

proved curriculum that helps children grow both academically and socially.

## Summer Work Study Program



## THE STACKPOLE-HALL FOUNDATION



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.

## Student Evaluations

As an employee of the Northern Tier Community Action Head Start program for the summer of 2018, through the PHEAA Summer Work-Study, I have gotten hands-on experience with Head Start and learned a lot about the preparation of the program. I put together binders and folders for families and teachers to help them organize their information and learn more about programs. Since my coworker and I are going to school for education, it was interesting for us both to see the process that the program goes through before the school session begins. I had the chance to see how important keeping an organized binder for leases, policies, and In-Kind 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 update many policies for the Head Start program. Doing this was a great learning experience. It was interesting to see how the policies changed just over a years' time. This process showed me that keeping updated on the policies is very important. Using a binder with clear markings to show the different categories makes it easy for the staff to be able to look up a specific topic and find the correct and updated policy for that topic. I also had the opportunity to work on the program goals spread sheet. This was interesting to see due to how Head Start continues to meet their goals each year.

This experience has taught me a lot about how the Head Start program works. It was very informational and taught me a lot that I did not know about the program. As an Education major, professors always bring up the topic of Head Start and teach about it, but being able to work at Head Start through the PHEAA Summer Work-Study program, allowed me to get the behind the scene information that many do not get to experience.

*Madison Cashmer*

As an employee of the Northern Tier Community Action Head Start program for the summer of 2018, through the PHEAA Summer Work-Study, I too have gotten hands-on experience with Head Start and learned a lot about the preparation of the program. I put together binders and folders for families and teachers to help them organize their information and learn more about programs. Since my coworker and I are going to school for education, it was interesting for us both to see the process that the program goes through before the school session begins. I had the chance to see how important keeping an organized binder for leases, policies, and In-Kind is and how much help it can be when you need to find information quickly.

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This experience has taught me a lot about how the Head Start program works. I enjoyed working here for the past two summers. As an Education major, professors always bring up the topic of Head Start and teach about it, but being able to work at Head Start through the PHEAA Summer Work-Study program, allowed me to get the behind the scene information that many do not get to experience and share my experiences with my classmates.

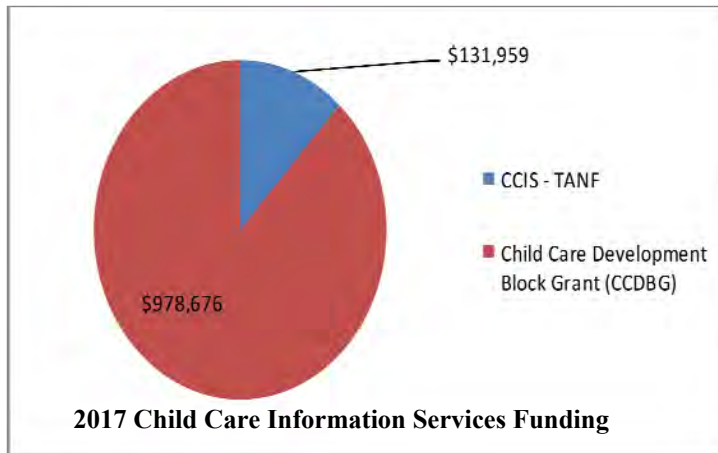
*Rebecca Jordan*

Success is the result of perfection, hard work, learning from failure, loyalty, and persistence. Colin Powell

## Early Childhood Programs

### Child Care Information Services (CCIS)

CCIS as one of the human services programs operated for many years through Northern Tier Community Action has been 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.



This program beginning in August of 2018 has been regionalized into what is now the Early Learning Resource Centers and Region 2 covers Cameron/Clarion/Clearfield/Elk/Forest/Jefferson/McKean/Potter & Warren counties through an office in Hyde, PA. Families are directed to call Toll-Free: 1-800-442-5807.

*America's greatest strength has always been its hopeful vision of human progress.* John McCain

## 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

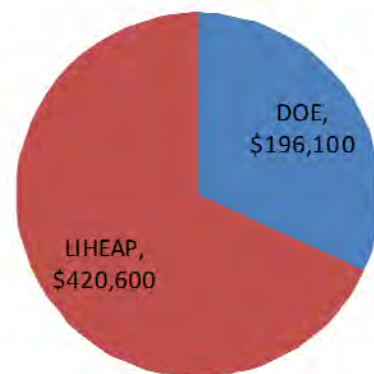
*"To reduce energy costs for low-income families, particularly for the elderly, people with disabilities, and children, by improving the energy efficiency of their homes while ensuring their health and safety."*

#### 2017 Statistics

Number of families provided weatherization and energy assistance services:

- Cameron County .....48
  - Elk County.....61
  - McKean County..... 118
  - Potter County.....71
- Total 298

*Charity begins at home, and justice begins next door.* Charles Dickens



# Housing Programs

Nearly 19 million U.S. households pay over half their income on housing, and hundreds of thousands more have no home at all. Access to decent, affordable housing would provide critical stability for these families, and lower the risk that vulnerable families become homeless. High housing costs leave low-income families with little left over for other important expenses, leading to difficult budget trade-offs. Affordable housing increases the amount that families can put toward other important household needs and savings for the future.

Housing instability can seriously jeopardize children's performance and success in school, and contribute to long-lasting achievement gaps. Quality affordable housing helps create a stable environment for children, contributing to improved educational outcomes. Housing instability and homelessness have serious negative impacts on child and adult health. Affordable housing can improve health by providing stability, freeing up resources for food and health care and increasing access to amenities in quality neighborhoods.

The proportion of household budget that goes towards paying for housing and transportation has risen dramatically over the last decade, leaving families with less money for other necessities. Affordable housing contributes to significant economic impacts, including increases in local purchasing power, job creation and new tax revenues. Affordable housing has been shown to have a neutral or positive effect on surrounding property values.

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)

## 2017 Statistics

Number of families provided rental and/or utility assistance through HAP & EFSP: .....	45
Number of families provided rental and/or utility assistance through ESG-V.....	14
Number of families provided rental and/or utility assistance through PHARE—PCHPP.....	35
Number of families provided foreclosure prevention counseling through the HEMAP.....	12

Total 106





## 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 and Stoltz Motors, 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 2017, Second Harvest delivered 44,939 pounds of food to the CCFP.



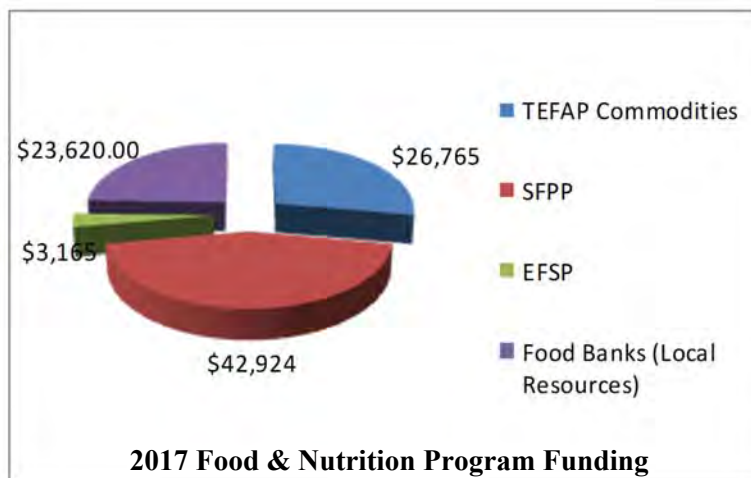
### Food and Nutrition Program 2017 Statistics

Number of families served with food assistance: .....812  
Number of food boxes distributed: .....10,277  
Number of pounds of food distributed: .....227,826

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



*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 move 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 has utilized 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 placement of 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.



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), to 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.



## Safe and Healthy Homes Program



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



**pennsylvania**  
DEPARTMENT OF HEALTH



**NORTHERN TIER**  
COMMUNITY ACTION CORPORATION

### 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.

*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 no part in and is in no way responsible for any analyses, interpretations or conclusions.*

### Is Your Home Lead Safe?





# 52 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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