

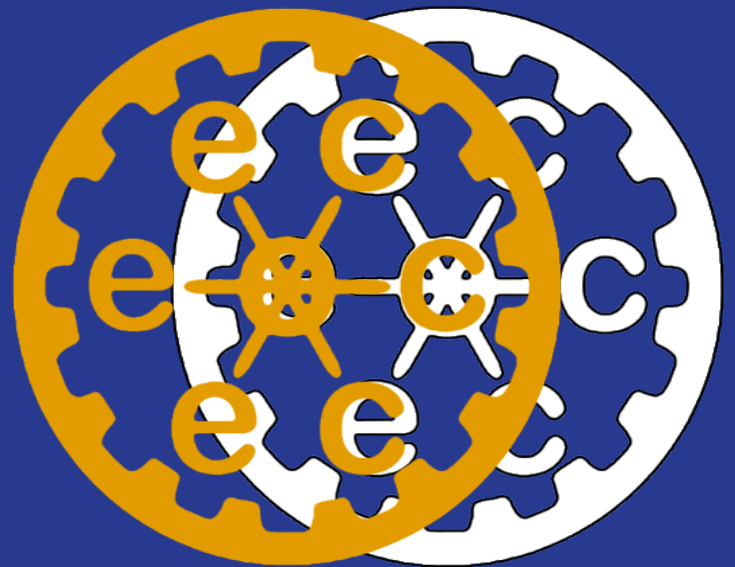
**Economic Opportunity Commission  
of Nassau County, Inc.**

# **ANNUAL REPORT 2017**

**BRIAN G. STALEY, Sr.**  
Chairperson

**IRIS A. JOHNSON**  
Chief Executive Officer

**REV. ANITA L. SHIVER-KENNEDY**  
Deputy Executive Director



134 Jackson Street | Hempstead, NY 11550  
<https://www.eoc-nassau.org>

# **Economic Opportunity Commission of Nassau County, Inc.**

is the designated anti-poverty agency in Nassau County; an innovative Community Action Agency devoted to facilitating and strengthening basic social relationships between individuals, families, and social organizations.

## **Who We Are**

“LOW INCOME PEOPLE INVOLVED IN  
DECISION MAKING AND PLANNING”

53 YEARS AGO, PRESIDENT LYNDON B. JOHNSON  
DECLARED A “WAR ON POVERTY”

**It's time to acknowledge that to win the  
War on Poverty, we must wage a battle  
against income inequality**

### **The Formative Years**

Economic Opportunity Act of 1964

### **Community Empowerment Tripartite Governance Board**

1/3 Neighborhood Representative

1/3 Organization Representative

1/3 Governmental Representative

### **Organizational Sufficiency**

Approximately 198 employees

(92% full time)

Ethnic & Generational Diversity

# CREATE. CHALLENGE. CHANGE.

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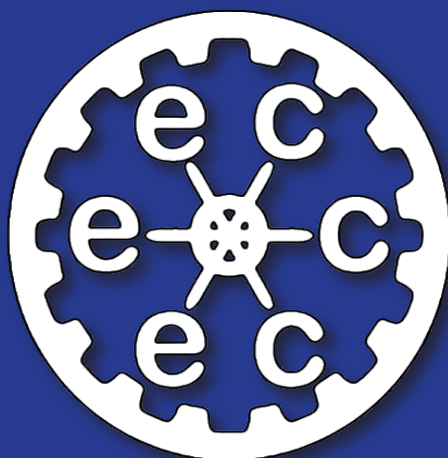
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## EOC Board of Directors 2016 - 2017

*Chairperson* - **Brian G. Staley, Sr.**

*Executive Vice Chairperson* - **Angela Young**

*Vice Chairperson* - **Dr. John Guthman**

*Secretary* - **Remy Hannibal**

*Treasurer* - **Naomi Ellis**

### Board Members

Elvin Stevenson Jr.

Beverley Harper-Lewis

Harriet Downer

Anne J. Wells

Beverly Mayers

Dominque Jackson

Jorey Garcia

Herman Maston

Juliet Serrrano

Phillip Elliott

Carl DeHaney, Jr.

Conor Kirwan

Anissa Moore

David B. Gates

Carrié Solages

Blanca Fabian

Seymour Edwards

Wendy Jackson

Judy Puckerin

Betty Mitchell

Shawtaha Lawrence

Marco Garcia

Angela Crowder

Crystal Corley

The Economic Opportunity Commission of Nassau County, Inc. (EOC) is a 501 (c) (3) Community Action Agency, born out of the Economic Opportunity Act of 1964 which was signed into law by President Lyndon B. Johnson on August 20, 1964. A signature legislation of Johnson's Act, "War on Poverty," provided among other things, a Job Corps program to train youth, encouraged community action programs, and provided for the establishment of the Head Start program. The EOC of Nassau County, Inc., was initially constituted as a program of the Health and Welfare Council of Long Island. Ten neighborhood centers were developed and fully staffed. Five years later, the EOC of Nassau County, Inc. was incorporated, separated, and completely independent of the Health and Welfare Council.

For over 50 years, the EOC of Nassau County, Inc. has provided programs and services to low-income Nassau County residents. During the past year, approximately 41,000 un-duplicated low-income children, youth, individuals, and families accessed EOC of Nassau County, Inc. programs and services. As a Community Action Agency, the EOC of Nassau County, Inc. is a direct support for the County's residents who live at or below the federal poverty level. This includes those are recognized as, "working poor."

As such, the EOC of Nassau County, Inc. is the designated anti-poverty agency in Nassau County, New York. It is devoted to facilitating and strengthening basic social relationships between individuals, families, and social organizations in Nassau County. Our motto is, "Helping People. Changing Lives."



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## Policy Council Members PY 2016 - 2017

*Chairperson*

**Dominique Jackson**

*Vice Chairperson*

**Shawntaha Lawrence**

*Secretary*

**Kian Goldman**

*Treasurer*

**Claudia Zavala**



### **Council Members**

Claudia Zavala

Dominique Jackson

Gwen Hamilton

Janice Gause

Karl Williams

Khadijah Pitts

Kian Goldman

Lakeisha Smalls

Lisette Torres

Lucero Ardiles De La Cruz

Pedro Ramirez

Pramanand Khanal

Reyna Andrew

Shawntaha Lawrence

Tonya Jackson

Wendy A. Morales

### **EOC Board Representative**

Angela J. Young, Early Childhood Specialist

### **Policy Council Alumni**

Alphons Lemanya

Earnest Weekes

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## EOC CORE PROGRAMS



# CREATE. CHALLENGE. CHANGE.

A Message From the Chief Executive Officer...

*Iris A. Johnson*



## **CREATE:**

*The Community Action Agency (CAA) was birthed out of the 1964 Economic Opportunity Act, to fight poverty by empowering the poor as part of the “War on Poverty”. Fifty-three years later (2017); the Economic Opportunity Commission (EOC) of Nassau County, Inc., the designated anti-poverty CAA in Nassau County NY, remains at the forefront of fighting the war on poverty by, creating empowering services to improve the lives of our disadvantaged and vulnerable populations. In spite of looming budget cuts, the projected evolution in the economic and political climate of our nation; the EOC has maintained its’ funding and values the support we receive from our funders at the federal, state, and county levels. 84 cents of every funding dollar goes back into the community for provision of services.*

*Your annual financial investments in our important mission and multi-faceted program operations, enables us to **create** a myriad of opportunities and services (inclusive of training) that are designed to make an impactful difference in the lives of those we serve, meet critical needs in our community, provide group and individual skill development, instill hope in children, youth and individuals of all ages, build strong families through family development and community partnerships, and consistently advocate to create healthier communities.*

## **CHALLENGE:**

*The key highlights and some of the many successes achieved by the EOC agency programs during the 2016-2017 program year; are encapsulated within the pages of this annual report. We are cognitive of the fact; that our success did not come without struggle and over the past year, the EOC Agency has certainly seen our share of diverse **challenges**. I am happy to share that amidst every challenge; the dedication and consistency of our board of directors and EOC Agency staff persevered. We did not allow the adverse winds to stop us, but rather used them to push us forward towards fulfilling our purpose and goals.*

*With a purview of the drastic change in our nation’s administration and the myriad of uncertainties masked in the political agenda; we are clear that we will face new **challenges** (i.e. - immigration, health care, water quality, budget cuts, loss of crucial social program resources specifically for women and families, increased gang violence, increased suicide risks, etc.). As*





# CREATE. CHALLENGE. CHANGE.

*such we are reviewing and reformatting our work-plans, realigning our assets, strengthening the reins of our agency and our work-force, renewing our commitment and preparing for a continual fight to empower our communities in REAL time.*

## **CHANGE:**

*As emphatically quoted by our former President, Barack H. Obama; “Change will not come if we wait for some other person or some other time. We are the ones we’ve been waiting for. We are the change that we seek.” This motivational statement is personal to each one of us and is indicative of the fact, that we must be vigilant about the change we want; for ourselves, our clients, our families and our communities.*

*Michelle Obama (former First Lady of the United States) reinforced the former President’s statement by sharing “We should always have three friends in our lives; one who walks ahead, who we look up to and follow; one who walks beside us, who is with us every step of our journey; and then, one who we reach back for and bring them along after we’ve cleared the way.” For many of the clients we serve; the EOC is one or more of those three friends. As the people’s advocate, we cannot be invisible or silent. Therefore, we will continue to **CREATE** opportunities, face and overcome our **CHALLENGES**, be seen and heard in implementing needed **CHANGE**.*

*We invite you to participate in our agency services by volunteering your time and talents and/or by contributing charitable donations, which will support ongoing development of EOC Agency Programs. Please contact the EOC Executive office or any of the EOC local programs, for additional information on the type of donations we can accept.*

*As I close, I proudly acknowledge that the EOC story cannot be told within a few pages. It took over 50+ years of, selfless sacrifice and countless hours to create this rich history and through it all, we are **STILL STANDING!** Our methods may have change but our mission, our message and our passion to eradicate poverty remains the same.*



# CREATE. CHALLENGE. CHANGE.



## Rev. Anita L. Shiver-Kennedy Deputy Executive Director Head Start Director

As I ponder the thematic focus of our Annual Report; Create, Challenge, Change; I view it as a critical “CALL TO ACTION.” A demand to “do what we do” in a different manner. When we create; it is not limited to talent and imagination, it is inclusive of vision, courage and resourcefulness. It does not always mean starting from scratch. Sometimes it means;

- Using what you have and implementing a different strategy.
- Being a “gap filler” and doing the things, others are not willing to do.
- Envisioning yourself and others futuristically
- Bringing a high-level of quality to every activity you embark upon (no matter how minimal).
- Not just being a character in every story, but sometimes, writing the story

As quoted by my esteemed CEO, Iris A. Johnson; “When all is said and done, there is more said than done.” Therefore, I admonish you that in order to be effective in our creativity, it must mean; whatever you start, finish it and finish well!

In this changing society, our programs must be created to meet the needs of all generations (baby boomers, generation X, generation Y and generation Z) in a culturally, respectfully and appropriate manner. I challenge you to “Challenge the norms and be venturous”. We must be willing to either work outside of the box of “normal routines;” follow the paths that have already been trod while adding our style to it; or create new paths for others to follow.

If we are to change our communities, we must also change ourselves. The gospel artist group-The Winans; wrote a song entitled, “It’s Time.” Which suggests that there is a designated time or season for change. As you flow into the refrain of the song, it not only alludes to the set time for change but declares, “We are the people, who can do it, we are the people, we can do it.” Let’s do it!



# CREATE. CHALLENGE. CHANGE.

## EOC ORGANIZATIONAL VALUES

- 1. All People Have Intrinsic Value.** We believe that all people have intrinsic value as human beings and that everyone deserves to be treated with dignity and respect.
- 2. Poverty Needs to be Addressed at All levels of the Community.** We believe that poverty is traditional, is based on individual, institutional, and societal factors that may or may not be beyond an individual's control, and that alleviating poverty is the responsibility of the whole community.
- 3. Commitment to Cultural Diversity.** We believe that becoming culturally competent demands that we commit to ongoing learning about cultural difference, that we actively seek to have the cultures that are present in our community reflected in our organization, that we continuously address the issues of culture as they relate to provision of quality services, and that we actively and tenaciously challenge discrimination and bias throughout our Agency and community.
- 4. Effective Partnership and Collaboration.** We believe that our clients are best served when we engage the resources of others in mutually beneficial relationships that support a coordinated and integrated approach to delivery of services.
- 5. Quality, Innovative, Clients-Focused Programming.** We believe that being and remaining innovative is essential, that quality is never compromised, and that our commitment to quality and innovation results in continuous learning, a willingness to take risks, and the involvement of communities and community members in the planning, implementation, and evaluation of our programs and services.
- 6. The EOC Board and staff are determined to increase their commitment to cultural diversity and inclusiveness** by stepping up recruitment and training efforts at all levels of cultural differences, and utilizing it as a community asset.

## EOC VISION

The vision statement of the Economic Opportunity Commission of Nassau County, Inc. is to shift paradigms in human services from a band-aid approach to a strengths-based approach.

The Economic Opportunity Commission of Nassau County, Inc. recognizes that Health, Education, Housing, and Employment are critical areas for survival in our communities. We emphasize that these services must be appropriate and accessible for the individuals and families we serve.





# CREATE. CHALLENGE. CHANGE.

## EOC CREDO

(Adopted by The Board of Directors, 1976)

1. The Economic Opportunity Commission of Nassau County, Inc. will participate in the mobilization of the community for support in the fight for the elimination of poverty.
2. In organizing necessary services when indicated to achieve that end;
3. And involving the community in the planning and execution of these programs.
4. The Economic Opportunity Commission of Nassau County, Inc. must critically examine programs designed to eliminate poverty to ensure that they do not limit or deny benefits to any impoverished person.
5. The Economic Opportunity Commission of Nassau County, Inc. shall educate and provide technical assistance to the poor to assist them to organize themselves and to raise strong articulate voices around issues that affect their lives.
6. Our communities will understand that they do have the power to affect through voting power and be encouraged to exercise their franchise to participate in government by affecting the political decisions being made; and to participate from water, sewer and to understand that they do have the power to affect change through voting power, school district levels to the village, town, city, county, state and federal levels.
7. The Economic Opportunity Commission of Nassau County, Inc. will attempt to develop locally owned and/or controlled industrial and commercial enterprises in the poverty target communities which will employ the people of those communities; assure that the economic life of that community continues beyond 5 P.M. (close of business) and assure that profits and wages are recycled within the communities, thereby having an impact upon the social and physical life of the communities.

OUR PRIMARY FOCUS is to uphold the principles that those citizens who will benefit directly from programs are realistically involved in their planning and operation. We also urge that disadvantaged people's potential for contributing to programs, formulating for them and the greater community, be recognized and accepted as a means of ending their isolation, economically, psychologically and physically from the larger society.

AS A COMMUNITY ACTION AGENCY, primarily concerned with Community Organization, The Economic Opportunity Commission of Nassau County, Inc., has special responsibility to motivate other community social agencies and institutions to enlist the participation of deprived and alienated members of Nassau County in plans and programs, for successfully dealing with social problems and problems of poverty.

THE ANTI-POVERTY PROGRAMS, under the Federal Economic Opportunity Act, and the successor Community Development Block Grant, have generally been viewed by our citizens as the singularly responsible agency, in relation to poverty. We must work towards having concern shared by leaders in every sector of the population, in order to effect lasting and permanent social change. We agree that the larger goals for the conquest of poverty in this county be shared and sought by its leaders; not only in the Federal Government but State, City, County and Village government also.

*"The GOALS Will Be More Readily Agreed Upon Than The METHODS"*



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## EXECUTIVE MANAGEMENT



**Rev. Anita L. Shiver-Kennedy**  
*Deputy Executive Director | Head Start Director*



**Doris Cuellar**  
*Comptroller*



**Valerie Glover**  
*Executive Assistant to the CEO*



**Enrique Gomez**  
*Special Assistant to the CEO*



**Dr. LaVonne Erskine**  
*Director of Human Resources*



**MelRose Corley**  
*Director of Strategic Planning and Corporate Programs*



**Eric Poulson**  
*Director of CAP Services*



**Novella Dortch-Smith**  
*Chairperson of Head Start Program Director Association*



**Mark Q. Bennett**  
*Director of Marketing, Public Relations, and Communications*



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## MANAGEMENT TEAM

**Eric Poulson**

Director of CAP Services | Program Director, Roosevelt/Freeport FDC

**MelRose Corley**

Program Director, MICHC & Grants Writer

**Colman Davis**

Assistant Facilities Manager

**Marie Davis**

Program Director, Rockville Centre Head Start

**Novella Dortch-Smith**

Program Director, Westbury Head Start

**Dr. LaVonne Erskine**

Program Director, DHP, CPTE

**Tiffani Frazier**

Program Director, Freeport Head Start

**Mateo Flores**

Program Director, Hempstead FDC

**Gladys Fuentes**

Health Administrator

**Vern Jinks**

Program Director, Rockville Centre/Lakeview FDC

**Bishop Howard Kennedy**

Program Director, Restore To Life

**Mario Martinez**

Program Director, Port Washington CAC

**Victoria Patton**

Program Director, Roosevelt Head Start

**Fastine Skinner**

Program Director, Eastern Nassau Head Start

**Haimanot TekleHaimanot**

Accounting Manager

**Cagney Wilson**

Program Director, Long Beach Head Start

**Janice Wardlaw**

Program Director, Glen Cove FDC

**Yvette Wright**

Program Director, Hempstead Head Start





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THE EOC

# INSIDER



Scan  
for our  
Newsletter



The EOC Insider continues to be designed by our Marketing Team led by the Director of Marketing- Mark Q. Bennett. It has grown from a four page print-only production, to a twenty page full color, on-line digital production. The EOC Insider will be produced quarterly.



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[www.eoc-nassau.org](http://www.eoc-nassau.org)



Scan for our Website

From July 1, 2016 to May 1, 2017, the EOC Website has been updated with information on future events and activities.

Settings for the website are periodically enhanced to increase the visibility of the web page in search engines. From July 1, 2016 to May 1, 2017 8,443 new users have visited the EOC website. We have website hits from 57 Countries. The top 5 countries are the United States, Russia, India, United Kingdom, Canada. Out of the 8,443 new users:

- 59.95% of the users found the EOC website through an organic search
- 31.78% of the users were between the ages 25-34; 22.53% of the users were between 35-44; 19.6% of the users were between 18-24.
- 58.13% of our website hits have been from a desktop computer and 38.01% have been from a mobile device.

## Welcome to the of Nassau County, I

Click Below To Enter Our Site





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## FAMILY DEVELOPMENT CREDENTIAL (FDC)

The Family Development Credential Program (FDC) is a national professional development training that provides frontline staff with the skills and competencies they need to empower families. Course instructor is Valerie Glover, Executive Assistant to the CEO. The intent of the course is to empower FDC-trained staff to help families capitalize on their strengths and set attainable goals.



The FDC curriculum, developed by the National FDC Program at Cornell University and administered by University of Connecticut, consists of approximately 90 hours of intensive, interactive classroom study. The curriculum has been revised for 2015, to include the following new and updated modules:

- Family Development: A Sustainable Route to Healthy Self Reliance
- Communicating with Skill and Heart
- Presence and Mindfulness: Cornerstones of Healthy Relationships
- Taking Good Care of Yourself
- Our Diverse World
- Strengths-based Assessment
- Helping Families Set and Reach their Goals
- Helping Families Access Specialized Services
- Home Visiting
- Collaboration and Community Support

There is also an additional 10 hours of small group instruction in portfolio development. Each student is paired with a portfolio advisor who will work with the student to develop a portfolio that applies FDC concepts to their everyday work experience. With regular attendance, a satisfactory portfolio, and a passing grade on the New York State credential exam, workers can earn a Family Development Credential and potentially college credits upon request (and if qualified).

Currently, there are twenty employees throughout the network who are enrolled in the class which began in March 2017 and will continue through to October 2017.



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## HEAD START TRAINING INSTITUTE



In accomplishing our commitment to excellence, increasing a provision of effective and efficient high quality services, strengthening staff skills and promoting professional development; The EOC of Nassau County, Inc. Head Start Child Development Program will continue to implement the Training and Technical Assistance Plan for the 2017-2018 Program Year, through the modality of the EOC Head Start Training Institute (HSTI).

The EOC Head Start Training Institute was initiated in the 2013-2014 Program Year and has continually proved to be an innovative, effective and intensive foundation for successful implementation of staff development. Management and staff participated in targeted training on subject-matter that was identified in our; Head Start Self-Assessment, EOC Organizational Program Planning, Priorities and Supervision, Head Start Discipline Service Areas Child Safety, Environmental, Health, Mental Health, Education/Child Development, Family/Community Partnerships, Child Assessment Data, Ongoing Monitoring Data, PIR, Family Engagement Plans and Family Assessment Tool. **The Head Start Institute Training for Year 2, has resulted in 294.5 training hours for staff. We project 100% completion by the close of 2016-2017 Program Year.**

The Training Tracks for the 2017-2018 Program Year will create continuous opportunities for intense staff and professional development training that is focus-driven, data-driven and will increase staff skill development across Head Start Disciplines and organizational services provided to children and families. Training will be provided in both group-level and individual-level training sessions. Training will also be integrated across Head Start Disciplines. Specific Training Tracks for the 2017-2018 Program Year are identified in the EOC Head Start Institute Training Grid





# A MESSAGE FROM A HUMAN RESOURCES VOLUNTEER



My Name is Danielle Smart and I have been a client with EOC of Nassau for 3+ years. Coming into the program, I was very apprehensive as what to expect. I was placed in the Displaced Homemakers Program at the EOC. This program provided me with the opportunity to educate, expand and improve my computer skills. It also taught me how to open up and interact with individuals on a professional and business level. While a part of the program, I was offered a volunteer opportunity to work with the Human Resources Director, Dr. LaVonne Erskine. Dr. Erskine showed me a different perspective of life. She pushed me to not only do better but also not to be too hard on myself. She once said, "Life happens, but never be discouraged. Continue to push and have faith, and things will fall into place." With the skills and advice that she provided me, I was able to gain employment as a Nursing Attendant in the Northwell Health System. There were times that I felt as if things would never turn around for me, but Dr. Erskine and the employees of CPTe department showed me that there is a light at the end of the tunnel. As long as you continue to use the resources and experience that have been provided, you will achieve and succeed with your dream.

Currently I am enrolled in a 4 year college to pursue my dream of becoming a Registered Nurse. I would like to thank Dr. LaVonne Erskine for her words of wisdom and encouragement. I would also like to thank the staff of the EOC. With the foundation that they have provided me, I am now able to fulfill my dreams.

**Danielle Smart**  
**DHP Student**  
**Human Resources Intern**

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## STORM RIDERS AWARDS LUNCHEON



On March 29, 2017; the EOC Agency commemorated Women's History Month by hosting our first annual "STORM RIDERS" Awards Luncheon. The theme Storm Rider was judiciously chosen as our focus was to celebrate the life of women, who have stood strong and courageous in spite of the myriad of obstacles they have encountered. Our seven honorees; Novella Dortch-Smith; Minister LaTonya Smiley; Elaine Hoskins; Lizzette Martinez, Yvette Miller, Rev. Pauline Nimmons and Alishe Innocent. Each one of our honorees gave a brief but heartfelt overview of their challenges and their journey to becoming a "champion." The honorees were true examples of women who have weathered the

storms of life and are still standing as a testament of women displaying great strength and honor.

This elegant and memorable affair was held at the Westbury Manor on Jericho Turnpike in Westbury NY and was attended by over 200 women and men. Some of our guest included EOC Board members, our esteemed Chief Executive Officer, EOC Senior Management staff, Management Staff and other EOC Staff at all levels, local Clergy, Community Leaders, Community Members, Policy Council Parent representatives, EOC volunteers, family and friends of our honorees. We dined on delectable entrees and desserts while dialoguing and developing a camaraderie with one another.

Our keynote speaker was Teri Washington, Editor-in-Chief of Harvest Magazine (an on-line magazine with over 4,000 followers (Facebook) and 1300 (Instagram). Ms. Washington's presentation focused on the essence of a storm rider and keys to surviving a storm. She then correlated her keynote address to her own personal story. In closing, the honorees and guests were encouraged to move forward, no matter what barriers they face.

Each one of our honorees received our chosen symbolic award; a crystal eagle in flight. The crystal represented the fragility and delicate side of women; and the eagle with its keen eyes symbolized perspicacity, courage and strength. The wings spread was indicative of an eagle flapping its wings and creating enough wind to rise above the storm.

Memorable highlights of the Storm Riders Awards Luncheon 2017 was captured by Earnest Weekes; EOC former Head Start Policy Council Chairperson / Policy Council Alumni, who is also a professional free-lance photographer

We are eagerly looking forward to the next chapter of this auspicious occasion.



# CREATE. CHALLENGE. CHANGE.

## LET THE YOUTH SPEAK OUT: YOUTH OPEN MIC



On Thursday November 10, 2017, the EOC of Nassau County, Inc. hosted *Let the Youth Speak Out*, an open mic focused on giving our youth a venue to artistically express themselves. The goal was to create a space that our Nassau County Youth would be comfortable enough to express the joy and pain that they feel. It was also the first performance for our County Wide Community Children's Choir.

A group of teenage poets from Elmont Middle School also attended the event and five of the members performed on stage. We had a total of nine youth performers that utilized poetry, song, and rap to express their feelings on racism, sexism, religion, the US government, relationships, and other issues in their communities.

The youth were excited about the next event where they can come and share. The EOC was able to raise \$172 for the County Wide Community Children's Choir and 262.10 oz, of non-perishable food to fill our Hempstead Community Action Program Food Pantry



# CREATE. CHALLENGE. CHANGE.

## WISE VISIONARIES THANKSGIVING LUNCHEON



On Tuesday, November 22, 2016, the Wise Visionaries hosted the the EOC Hempstead CAP Annual Senior Citizens Wise Visionaries Thanksgiving Day Luncheon from 12:00pm-3:00pm in the EOC Boardroom. The event was a great success for the community; more than 60 seniors were in attendance. The seniors were able to be with their friends and spend time with each other. Hempstead CAP received donations from various sources such as Second Home, Deputy Mayor Luis Figueroa and Nassau County Bar Association We CARE. The Director of Hempstead CAP, Mr. Mateo Flores, thanked United Healthcare for co-sponsoring the event and also thanked elected officials and the EOC Staff for their support.





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## IMMIGRATION VIGIL



On May 1st, 2017 the EOC Hempstead Community Action Program hosted the Immigration Forum/Vigil 'Workers Rights' event. The day started at the Hempstead Bus Terminal Parking lot where different activists, organizations, civics and programs came together for a press conference at the Nassau County Legislature's Office. Shortly after, they began a march to Hempstead in which the community held signs, banners and flags. Once they arrived at the EOC, the forum began. Some of the various organizations, civics, programs and activists were as follows: National Day Laborer Organizing Network (NDLON), Centro De Derechos Laborales (The WorkPlace Project), Long Island Language Advocates Coalition (LILAC), New York Committee for Occupational Safety & Health (NYCOSH), 32BJ SEIU, Rise Up NY!, Latino Justice, Make the Road New York, SEPA Mujer and Long Island Jobs with Justice.

## A DAY WITHOUT IMMIGRANTS

On February 16, 2017, EOC staff members participated in "A Day Without Immigrants." Big and small businesses closed their doors and parents did not send their children to school to show the world that immigrants (illegal and legal) contribute to at least 40% of U.S. businesses. The movement was in response to the White House travel ban (which is now on hold). The Hempstead Town Hall held a conference on that day also.



# A MESSAGE FROM A NEW CITIZEN

My name is Ms. Cecilia Brown, I currently am a resident of Rockville Centre and have been a client of the Rockville Centre/ Lakeview EOC for over 10 years. In 2006, I came into the Rockville Centre/ Lakeview EOC for assistance. Through communication with the staff, I opened up and shared that my goal was to become and United States Citizen. From that moment, the staff started the process. Through years of calls, letters, completing applications, petitioning other agencies for assistance and introducing me to the Office of New Americans of the Economic Opportunity Commission of Nassau County, Inc. my goal of citizenship become more and more tangible. In November 2016, I had the opportunity to be sworn in as a citizen of the United States of America. To date, I profess my gratitude towards the Office of New Americans and the Rockville Centre/Lakeview EOC for helping my goal to become a reality.

**Cecilia Brown**  
**Rockville Centre/Lakeview FDC**  
**Office for New Americans**





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## RESTORE TO LIFE

The EOC Restore to Life Reentry program is designed to assist pre- and post- incarcerated individuals with a successful transition back into their communities, after they have been released. Our primary goal is to connect this vulnerable population to community services and resources, which will provide or improve their job readiness

skills, increase their sense of self-worth, connect them to needed counseling services, provide mentorship and make referrals for needed resources that will meet their basic needs. Our ultimate goal is to alleviate the burden of an overcrowded criminal justice system by reducing recidivism.

During the past year, the Restore to Life Reentry Program conducted and/or hosted workshops on the following topics:

- Landlord Tenant Advocacy (presented by Nassau /Suffolk Law Service)
- Spousal Abuse (presented by representative -Nassau County Bar Association)
- Re-entering the Job Market (presented by representative -Nassau County Bar Association)
- GANG- Girl (presenter: Valerie Goodloe, California)
- Stop the Violence (Collaboration with COTA)
- Alternatives to Incarceration (Conducted by Program Director)
- Overdose Prevention Training (inclusive of hands-on-training with the NARCAN kit)
- “Fruits of War” (Documentary on Gang Violence (Alex Sanchez, Director of HOMIES UNIDOS, California- Collaboration with COTA).

Additionally, over the course of the past year approximately 80-85 individuals (of the targeted populations) have received a one-time information / referral service and/or ongoing services through the EOC Restore to Life Program.

Restore to life means bringing this population to a *better quality of life*. Howbeit, the challenge for many of them is establishing trust factors, consistency and commitment. As the philosophy and belief of the EOC Agency is that “all people have strengths,” it is our endeavor to build upon that one self-identified strength of each client; to create the platforms that will bring them to the table, challenge the systems that keep them in the vicious cycles of recidivism and change their mindset and focus from being victims to being perpetually victorious.



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## MATERNAL & INFANT COMMUNITY HEALTH COLLABORATIVE (MICHC)

The focus of the **Maternal and Infant Community Health Collaborative (MICHC)** is to improve the health and well-being of women who are in their childbearing years (ages 14-44). Our program connects women, through referrals, to services so that they are healthy and in the best possible condition. Referrals include health care and insurance and other identified supportive services. For women who choose not to have children or already have children, MICHC helps them obtain other needed support services. MICHC hosts workshops about nutrition, fitness, infant care, SNAP, and other topics important for staying healthy. A special initiative of the MICHC program is a support group for women who may not feel quite like themselves after having a baby.

From July 2016 to June 2017 MICHC staff initiated 1,352 individual encounters, provided program services to 486 women, and conducted 16 workshops and 754 screenings.

During May 2017, the MICHC Program Director, Program Coordinator and Community Health Worker Supervisor attended the Maternal Infant Health Annual Meeting in Albany, NY and met with other grantees to strengthen the program's local collaborations.

Among its various collaborations, MICHC partners with the Nassau County Department of Health Perinatal Services Network. The Program Director serves on the Advisory Board and is Co-Chair of the Education and Outreach Committee. Through its partnership with the Visiting Nurse Service of NY Nurse Family Partnership, the MICHC Program Director is a member of the Community Advisory Board.

Through collaborations with additional community partners, MICHC conducts workshops on a variety of topics and offers presentations on issues to increase awareness of maternal and infant health, particularly in African American and Hispanic/Latino and high-risk communities:

- MICHC participated in national events (e.g. National Night Out and HOPE Day) to bring awareness to national issues and to focus on the programs and services offered by MICHC.
- MICHC staff provided a workshop on Diabetes Awareness to bring awareness of how the condition impacts the Hispanic and African American communities. Participants engaged in a discussion on preparing healthier choices meals.
- MICHC hosted a Heart and Stroke Awareness workshop. Individuals were educated on the risk factors of heart disease and stroke, and participated in a demonstration on the modeling of blood flow through a healthy blood vessel verses a clogged vessel. Participants were also provided with an opportunity to share a personal story of how heart and stroke disease has impacted their life.



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A demonstration of effective “at desk” exercises to improve heart health was well received by attendees.

- MICHC conducted a Supplemental Nutrition Assistance Program (SNAP) workshop to inform participants about the qualifications to apply for SNAP and the benefits of couponing on a SNAP budget.
- MICHC hosted Safe Sleep workshops for residents and community partners. The focus is on reducing the risk of Sudden Infant Death Syndrome (SIDS) and preventing infant sleep related injuries. Attendees participated in a demonstration on the “Do’s and Don’ts” of an infant safe sleep environment.
- The MICHC Circle of Caring Support Group is conducted for women who experience pregnancy and postpartum depression/anxiety. The purpose of this group is to create a non-judgmental environment where women can meet and share feelings, receive support and obtain information about perinatal mood and anxiety disorders. The group’s mission is to provide emotional support, education and coping tools for empowerment.
- Bi-annual Meet and Greet Partnership Meetings are conducted to discuss collaborative strategies to improve maternal and infant outcomes in Nassau County.



MICHC staff participated in 476 hours of training, inclusive of webinars and workshops provided by external agencies.

- Annual Nutrition Outreach and Education Program Convention
- Child Abuse & Neglect and Baby Shaken Syndrome
- Maternal and Infant Health Annual Meeting
- Baby Blues and Maternal Depression: Is There a Silver Lining?
- Circle of Caring Pregnancy and Postpartum Depression/Anxiety Support Group Facilitator Training
- Adult Mental Health First Aid Certification Class
- The Relationship between Poverty & Health Outcomes

## A MESSAGE FROM A MICHC PARTICIPANT

The MICHC Circle of Caring Support Group helped me overcome fears of being a mother, a friend and a wife. The group helped me overcome feelings of resentment after having my kids. The group showed me that every woman goes through these changes in life. I am thankful because I was almost at a break down when I came across the program. I became the “Chim” that I was before. I am grateful to the organizers that put the program together so that women who don’t know where the help come, can get the help they need and know othwer women goes through these changes.

**Chinwemwe Kabaghe**  
**MICHC Client**





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## EMPLOYMENT PROGRAMS

The **Displaced Home Makers Program's (DHP)** goal is to focus mainly on serving women who are prepared to enter or re-enter the current job market. It provides services that aide these women to gain personal empowerment by recognizing their own strengths, setting their own obtainable goals, exploring their own network of support systems, and achieving interdependence within their communities.

During the program year 2015-2016...

- Successfully trained 54 women with the computer skills that are vital to a technology focused job market
- 27 women obtained employment
- 9 were motivated to pursue higher education

**Career Paths TANF (Temporary Assistance for Needy Families) Employment Services** is designed to provide individuals with the necessary tools that will enable them to transition from welfare to work. Case Managers and Job Developers coordinate referrals and track attendance with schools, work sites, and potential employers in order to advocate, intervene and or provide necessary assistance to alleviate any barriers that may hinder the individual's progress.

During the 2016-2017 program year...

- 126 individuals were referred to Work Experience Programs to provide hands-on training in various skills conducive to today's job marker
- 183 clients obtained part time employment
- 335 clients obtained full time employment

# A MESSAGE FROM A DHP STUDENT

My name is Carmen Lopez. I lost my job in May 2017. I was under a lot of stress. As I applied for many jobs I never received any call backs. I went to the Department of Social Services for assistance to provide for me and my family. Once there they referred me to the Economic Opportunity Commission of Nassau County Inc. After meeting with the staff in the CPTE department, I explained that I wanted help with my computer skills. I knew that many employers required hands-on knowledge of computer programs. CPTE referred me to the Displaced Homemakers Program (DHP), and explained how I could benefit from it. I was so happy and I thanked her. At that moment I felt like everything was falling into place. During the computer class I developed a lot of computer skills. I was realizing the change that this program has in my life. I learned how to successfully create a resume and a cover letter. I also learned computer basics such as Microsoft Office. After completing the class, I was asked to volunteer as an intern for the program. I worked hard for this program that helped me so much. All my hard work and dedication led me to getting a position with the EOC's Head Start Program as a Family Service Worker for Roosevelt Head Start. Shortly after working hard as a Family Service Worker, I was transferred to become a Community Organizer Aide and Youth Council Coordinator for the Hempstead Community Action Program. I am now able to assist families in the way I was helped to help them reach their dreams. The Displaced Homemakers Program changed my life for the better and I am truly thankful.

**Carmen Lopez**  
**Displaced Homemakers Program**  
**EOC Employee**





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## YOUTH EMPOWERMENT CAREER TRAINING INITIATIVE Y.E.C.T.I.

The goal of the EOC Youth Empowerment Career Training Initiative (Y.E.C.T.I) is; to encourage and assist youth between the ages of 14 to 21, in improving their decision-making skills, which will lead to a more positive future. The YECTI Program's designation is to decrease the incidence of at-risk behaviors and focus on teaching life skills such as, job readiness, educational tutoring, and career counseling through individual mentoring, group workshops, field trips and gang resiliency seminars. As a result of these intervention activities; targeted youth are exposed to cultural diversity; learn self-efficacy skills in how to enhance positive responses and/or approaches to unfamiliar experiences within one's family life or immediate social structure. The Y.E.C.T.I Program also functions as a safe-haven for the youth where they have the liberty to speak freely about issues that are directly affecting them.

The Youth Empowerment Career Training Initiative Program (Y.E.C.T.I.) currently has twenty-two participants enrolled. The YECTI staff members have been counseling participants and their parents during the past couple of months on everything from below average school grades, poor attendance and prevention of gang involvement. The program also integrates problem-solving skills, including the ability to think abstractly, reflectively, and flexibly. Youth participants also gain skills in making alternative solutions to cognitive and social problems with a sense of purpose. This is inclusive of setting attainable short and long-term goals.

As a result of the Job Readiness Development Workshops that are implemented at the program (i.e. - resume writing, mock interviews, etc.) ten participants of the program were able to obtain summer employment with various companies throughout Nassau County. During the summer six (6) participants were employed with the Roosevelt/Freeport EOC Summer Youth Program as Junior Counselors. They learned the value of economics, time management, interpersonal skills, and work ethics. Due to their great work ethics, three (3) participants were hired as permanent part-time employees. Three (3) participants volunteered their time and services at the Roosevelt/Freeport EOC Summer Youth Program. This allowed them some invaluable insight to what the job of a counselor entails. The opportunity also enhanced their communication skills and taught them the importance of teamwork.

The YECTI program continues to outreach in the community to address the various issues that plague the youth and the community on a weekly basis. During the outreach sessions and through continual networking; the following partnerships have been developed: (1) Safe Center Long Island; (2) Roosevelt Middle School; (3) Roosevelt High School; (4) Nassau County Youth Court; (5) Nassau County Child Protective Services; (6) Empower Assist Care (EAC).



# A MESSAGE FROM AN AFTER SCHOOL PROGRAM PARENT

I was motivated by Janice Wardlaw to always remain positive and ambitious. I was told that giving up is never an option. I lived close to the Glen Cove Family Development Center so I was able to take full advantage of the numerous available resources. By joining the Family Development Program, Ms. Felder I was able to find who I am and achieve the goals I thought were unattainable. I was able to move from a vulnerable state to a more safe housing environment. I was also able to find a decent job.

The program also assisted my family by helping me register my son Amad into the Youth Enrichment After School Program. It helped Amad earn better grades in school. My son and I are happy with the Glen Cove EOC program and all that they have done to assist my family.

**Sherria Felder**  
**Glen Cove FDC**  
**Youth Enrichment**  
**After School Program**





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## HEMPSTEAD EOC SOCCER PROGRAM



Scan  
for our  
Website



The Youth Soccer Program was envisioned by EOC of Nassau County, Inc. CEO Iris A Johnson in 1991, as a vehicle to involve Nassau County youth in a safe and healthy sport program. Since then it has grown exponentially into a competitive soccer program with 10 teams and 142 participants, competing throughout Long Island and the United States. The program now includes an intramural program, soccer clinics and a summer program.

Involvement in the sport of soccer is used to promote academic excellence, high school and college graduation, an enhanced self-image and sense of self-worth. The application of the long term vision for the Youth Soccer Program is to use the teaching of technical and tactical skills, disciplines and philosophies associated with the sport of soccer as a way to instill confidence, motivation, and the desire necessary to manage life's opportunities and challenges. This approach motivates youth to excel in their endeavors and to ultimately become responsible citizens and accomplished professionals with a deep sense of integrity. Through the involvement in soccer, youth learn the meaning of determination and dedication, and develop values that transcend beyond the soccer field to real life situations. This will enable them to make positive decisions and choices that profoundly impact their lives and society as whole.

The Youth Soccer Program collaborates with professional soccer clubs, inclusive of the NY Red Bulls, NY City Football Club, The Long Island Rough Riders, and the NY Cosmos.



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## HEMPSTEAD EOC SOCCER PROGRAM

### Highlights

#### **January 2017**

- The EOC Youth Soccer Program participated in the Hempstead Village Basketball League, from January 5, 2017 ending on March 9,
- Hempstead EOC Panthers U-20 Winter Champions League Bracket
- The Hempstead EOC Titans U-9, Lions U-11, and Tigers U-14 placed in second Place During the Winter league and each Team took home a Silver Cup

#### **February 2017**

- Hempstead EOC Youth Soccer program Participated in the presidents week tournament took place on February 22, 23, and 24th 2017.
- EOC Youth Soccer Program team Knights U-12 won 1st place.
- The Hempstead EOC Spartans U-14 team came in 2nd place.
- The Hempstead EOC Lady Panteras U-18 came in 2nd.

#### **March 2017**

- At the end of the winter league II on March 11th, 2017 to new title was obtain for the Youth Soccer Program participant in our program,
- On March 3th, 2017 Jose Armando Figueroa the Parent representative of the EOC Youth Soccer Program received a LIJSL Volunteer award in the recognition for his valued contribution to the Hempstead EOC Soccer Program
- The Hempstead EOC Ladys Panteras Received the LIJSL Sportsmanship Award for the Most discipline team during the Fall season 2016
- The Hempstead EOC Rhinos U-9 won the Championship Bracket
- The Hempstead EOC Tigers U-14 won their Championship Winter Brackets.
- On March 24th, 2017 Twelves (12) of our youth was invited to be part of Christian Fusch Soccer Clinic was conducted by Fox Academy and LIRR; Mr. Fusch is a professional Soccer Player who play for Leicester City in the England Premier League and Also his the Captain of his Austria National Soccer Team, The Clinic was hosted at Michel Field Complex.





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## EOC COMMUNITY CHILDREN'S CHOIR



The EOC Community Children's Choir is the beginning of an effort to feed the artistic culture of the neighborhoods of Nassau County. The goal is to give the youth an artistic platform to express and encourage the large amount of talent that is available.

To fulfill this goal, The EOC started a pilot program for our youth this past fall. Led by the Choir Director Mrs. Natalie Bethea-Surgeon, ten youth signed up to participate in weekly rehearsals to learn nine inspirational songs such as: Earth, Wind & Fire's Sing a Song; A Michael Jackson Medley of We Are World/ Heal the World/ Let Me Show the Way to Go; Mark Anthony's Vivir Mi Vida; Chris Brown's Beautiful; Andra Day's Rise Up; and Pharrell Williams's Freedom. In the midst of learning these songs, the children learned stage presence, confidence, tone, diction, and discipline.

On December 3, 2016, the County Wide Community Children's Choir had their first Fall Showcase. The children performed all nine songs with enthusiasm under the direction of their choir director. The audience was excited to hear the diverse voices and song selections given by the choir. After the performances all of the children were given certificates thanking them for participating in the nine week Session. Subway also donated 50 lunch bags for our youth.



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## YOUTH PROGRAMS

In 2016, the participants of the Summer Youth Program were provided with a safe and fun environment, full of different activities like : Academics, Arts & Crafts, Reading Program, different types of Sports, Cultural Projects, Workshops, Swimming Program, Field Trips and Community Services. This program was possible due to Team-Work, Financial Resources and Community Support. Due to partnerships providing partial funding to the program, we were able to fund Youth Employment, Summer Youth Snacks and Lunches , and other youth activities. “It Takes a Village to Raise a Child”

On October 16, 2016, the County Wide Youth Council attended The Breast Cancer Awareness Walk held at Jones Beach Park. There was a total of twenty-six (26) persons who attended that walked; twenty (20) county wide Youth participants, one (1) parent and five (5) staff.

On October 21, 2016, the County Wide Youth Council participants attended Six Flags Great Adventures Fright Fest in Jackson, NJ. There were a total of twenty-five (25) persons in attendance; nineteen (19) County Wide Youth participants, one (1) parent and five (5) staff. The event was funded by the County Wide Youth Fundraisers during the 2015-2016.

On March 17, 2017 the Rockville Centre / Lakeview FDC Youth Program participated in the Mentoring Matters Mentee Day held at LIU CW Post. During the event the youth had the opportunity to hear from Anthony Pound, Front of House/ Youth Corps Manager of the New Victory Theater. The youth were provided an experience that pushed boundaries, encouraged global thinking and provided lasting memories. In addition, each participant was encouraged to take part in fun, challenging and interactive workshops such as Breaking News: Creating Your Own News Story, where the youth learned to interview and create a provocative stories; How Oysters Save the World, where they learned all about bioremediation and how the slippery, slimy creatures do this; Beyond The Piggy Bank: Budgeting Money 101; Make Art! Take Art, where the youth were able to have fun drawing and coloring on unusual materials; Entrepreneurship Bootcamp, where the youth had the opportunity to explore their business ideas and learn the basic practices they need to build their enterprise; The Magic and Power of Public Speaking, where the youth learned the skills that will help them think and talk their way to a more successful life; Teenage Branding, where the youth learned how to brand themselves and stand out from the crowd; and The ABC’s of Acting, where the youth received a chance to experience an acting tutorial, read parts in a famous movie or scene of a play and receive feedback from an experience theater professional. At the end of the day the youth were provided with lunch and met with key students of LIU CW Post, including various athletes and student clubs.



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## YOUTH PROGRAMS



Glen Cove FDC took the seventeen (17) youth registered in their Youth Enrichment After School Program on a field trip to Garvies Point, a new development project in Glen Cove that will be building new apartment buildings, dog parks and restaurants. The youth were able to get a history lesson on the area and see the future diorama of what the area will look like in the near future.

On November 12, 2016 the County Wide Youth Council attended the New York Urban League's 30th Annual Historically Black College and University Fair at Riverbank State Park New York, NY. There were a total of twelve (12) youth in attendance. During the event the youth had the opportunity to meet the college of their dreams, share experiences, and discuss the cost and fees of the college and university and to speak personally with forty-eight (48) different Historically Black Colleges and Universities admission representatives. On site acceptance into the college or university was available.

On December 29, 2016 two youth attended the College Connection Luncheon held at Kasi Restaurant. The purpose of the luncheon was to stay connected and encourage the youth while matriculating through college.

In acknowledgement of Black History Month 2017, on Tuesday, February 28, 2017, fifty-five (55) County Wide Youth and twenty-four (24) EOC Staff attended an event sponsored by Legislator Carrié Solages at the Elmont Memorial Public Library. During the event, Motivational Spoken Word Artist, Poet and Professor of Cross Cultural Communication at American University, Dr. Omékongo Dibinga spoke to the youth on issues of race relations, self-worth, future goals and knowing your past. Each topic was addressed through spoken word and relatable candid conversation. In addition, artifacts were displayed that every one present had to opportunity to view and touch. The artifacts ranged from slave shackles to photos and articles on slavery.





# A MESSAGE FROM A PORT WASHINGTON FAMILY

I am a single mother of three children (Cristian, Yennifer, and Jakellin Esteban). I am a native of Guatemala and came to the United States two years ago. I came to this country to escape from the violence going on in Guatemala. The gangs would threaten our family, then ask for money just to keep us safe.

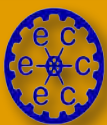
My family and I crossed the border through Mexico, and was detained by the border patrol. I spent fifteen days in a detention center in Texas. When I was released, I came to New York with my children.

I went into the Port Washington CAC looking for Immigration Assistance and food. I was referred to an immigration lawyer. After two years of attending immigration hearings, I could obtain an employment authorization and social security.

My children are also enrolled in the Port Washington CAC enrichment program, and the Summer Youth Program.

I would like to thank the Port Washington CAC staff for helping me and my family.

**Clara Morales**  
Port Washington CAC





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## COLLEGE TOUR 2017

During the week of April 10, 2017 thru April 12, 2017 thirty (30) Youth Council Members participated in the 2017 College Campus Tour of three (3) Universities in the Maryland, Washington D.C. area, with the focus on learning about the university's facilities, as well as student life, culture on campus, academics, and the programs the institutions offered.

On April 10, 2017, leaving from the Economic Opportunity Commission of Nassau County, Inc. located at 134 Jackson Street, all youth and chaperones traveled to Washington D.C. to arrive at the American University. Prior to the tour all of the youth had the opportunity to eat lunch on campus with other college students. During the visit the youth participated in an extensive tour of the campus hosted by an alumni of the EOC County Wide Youth Council Liliana Martinez, where they were able to find an atmosphere that was extremely well balanced when it came to work and social activities.

On Tuesday, April 11, 2017, the tour proceeded to Towson University located in Towson, Maryland. At Towson University, the tour started with a lecture of the different majors at the institution, tuition cost, loans and grants that are available and the academic requirements of the institution. After the lecture the participants were given a tour of the University. During the tour the participants had an opportunity to experience a brief snap shot of College Life.

Although the College Campus Tour's priority and focus is to learn about the university's facilities, as well as student life, culture on campus, academics, and programs offered, the participants were allowed to have fun time at Airbound Trampoline Park located in Baltimore, Maryland. The participants were involved in team building activities, a fun game of dodge ball and basketball while bouncing on the trampolines. Afterward we retired back to the hotel to participate in a fun game of College Campus Tour Jeopardy.

On Wednesday, April 12, 2017, the tour continued to Morgan State University where the participants were able to receive information about the University and what the university has to offer. During the tour of Morgan State University, once on campus the participants were given the opportunity to participate in the Open House/ Campus Tour of the University. This gave the participants and even better outlook on the College Campus Tour experience.

At the conclusion of the tour all of the participants gave positive feedback on the Economic Opportunity Commission of Nassau County, Inc. College Campus Tour 2017. They enjoyed how it challenged the participants to make better decisions, the importance of time management, and why they should invest in their grade point average.



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## COLLEGE TOUR 2017





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## MLK SCHOLARSHIP DINNER DANCE 2017





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## MLK SCHOLARSHIP DINNER DANCE 2017

The evening of January 13, 2017 began with the aggregation of EOC Board members, Executive Management, Scholarship/Dinner Dance Sponsors, Managers, Staff, Clergy, Political Officials and Community Leaders, Youth and Family, a host of Friends and stakeholders, Honorees and guest of honorees, all converging at the Prestigious Crest Hollow Country Club, Woodbury New York; in celebration of the Economic Opportunity Commission (EOC) of Nassau County Inc., Dr. Martin Luther King Jr. Annual Scholarship Dinner Dance 2017.

Our Chief Executive Officer (CEO), Iris A. Johnson hosted a V.I. P. reception for the MLK Honorees simultaneously with the regularly scheduled cocktail hour. During the VIP reception; all honorees and sponsors received special recognitions from the CEO and presentations were also made from legislative officials.

The program for the evening was started off with the presentation of colors, which was presented by the Uniondale High School Army Junior ROTC. After the renditions of the Star Spangled Banner and the Nero National Anthem, presented by the Warren Daniels Orchestra; we were skillfully led through the evening's events by our Master/Mistress of Ceremonies (Bishop David B. Gates, EOC Board member and Valerie M. Glover, Executive Assistant to CEO). Program participants included; a welcome from our board chairperson, Brian G. Staley Sr.; EOC Youth on Parade, Inspiration messages from Zion Nathaniel Noel (EOC Junior Scholar- Lady of the Snows Catholic School) and Keanna Renee Johnson (Senior Community Scholar and graduate of Clark Atlanta University-Magna Cum Laude), rousing dance performances by the Gloria Eve Performing Arts Foundation Inc., and a solo tap performance by Bernard Johnson Jr. We then had the presentation of our 2017 Keeper of the Dream Honorees; Major General Linda L. Singh (Adjutant General of the Maryland Military forces). Major Singh also delivered our impactful keynote address for the evening. Yvette Wright (EOC Hempstead Head Start Program Director) and Gladys Fuentes (EOC Employee Benefit Program Coordinator). The 2017 Living the Dream Honoree Award was bestowed upon Dr. Sheila D. Elliott (First Lady of Antioch Baptist Church, Hempstead NY).

A delectable dinner was served and we were then treated to a Viennese dessert buffet. Warren Daniels Orchestra and BJ Productions provided the music, which got us up and dancing the night away.

Compliments to our MLK Dinner Dance Chairpersons; Dr. LaVonne Erskine, Rev. Anita L. Shiver-Kennedy, Blanca Fabian; Journal Committee: MelRose Corley, Mark Q. Bennett, Kyle Samuels; Ticket and Seating Committee; Valerie Glover, Kim Tilghman, Yvette Miller, Jamise Porterfield; Floral Designs by Mineola Florist and Gifts; Room Décor by "A Touch of Elegance" (Rev. Anita L. Shiver-Kennedy); all EOC Staff and guests who purchased tickets and ALL, who helped to make this momentous occasion a great success – JOB WELL DONE!

\*Proceeds from this event support tuition assistance towards four year scholarships for eligible youth,

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## JLK SCHOLARSHIP RECIPIENTS

**Alana Cromer**  
Farmingdale State College

**Cristian Carias**  
Farmingdale State College

**Genesis Barrera**  
University of Rhode Island

**Giorgianna Taylor**  
Molloy College

**Karl Perpignan**  
King University

**Karla Calderon**  
SUNY Buffalo State College

**Kenny Arboleda-Diaz**  
SUNY Cortland

**Maria Melendez**  
Five Towns College

**Natalie Henao**  
New York School of Interior Design

**Ronald Martinez**  
Molloy College

**Roxana Diaz**  
Borough of Manhattan  
Community College

**Yaqarah Letellier**  
Rutgers University

## MLK SCHOLARSHIP RECIPIENTS

**Aaliyah Cromer**  
Hampton University

**Amani Myers**  
Talledega College

**Charisse Powell**  
Hampton University

**Sarina Murray**  
Lincoln University

**Tiffany Enocher**  
University of Maryland Eastern Shore

**Imani Watson**  
Delaware State University

**Janiece Royall**  
Hampton University





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**2016 - 2017  
MLK/JLK  
GRADUATES**

**Imani Watson  
Delaware State University**

**Janay Joyner  
Clark Atlanta University**

**Kamarah Rice  
Delaware State University**

**Karla Calderon  
SUNY Buffalo State College**

**Kenny Arboleda-Diaz  
SUNY Cortland**

**Maria Melendez  
Five Towns College**

**Yaqarah Letellier  
Rutgers University**



# A MESSAGE FROM A JLK SCHOLARSHIP GRADUATE



My mother volunteered with the EOC in Glen Cove. She came to EOC meetings that often concerned the low income and minority people in the community. My mother often used the services they offered in addition to contributing to them. I would follow in her steps. I began to volunteer for the Economic Opportunity Commission in High School. I helped around the office by organizing things, and gathering items for the food pantry and clothes drive. I was able to use the hours I had done with the Economic Opportunity Commission as volunteer hours for my high school volunteering program. The EOC, along with my mother, taught me what it is to give back to my community. Moreover, they put me in contact with a network of people that would help me choose what college I would go to, help me get a job and funding for college.

One of the most helpful resources that the Economic Opportunity Commission offers is the college tour. I went on the college tours my freshman, sophomore, and junior year of high school. They help me choose the college I graduated from on May 14, 2017, Rutgers University-New Brunswick. We had visited Rutgers on one of the college tours. On this tour I learned about its proximity to New York, how big it was, its partial location in the city, and about its English and History programs. In addition, many of the colleges that I applied for such as, Hampton University and Howard University, I visited on the college tour. The college tours helped me make an informed decision about which college I would like to go to.

Lastly, the Economic Opportunity Commission's JLK scholarship has helped me fund my college undergraduate career. The scholarship has allowed me to keep the amount of loans that I had to take out to a minimum. The scholarship has helped me close the gap on many semesters the balance on my term bill. Moreover, there was a book scholarship fund that also helped me buy my books for classes. This scholarship allowed me to stay on top of my work because I had all my books ahead of time instead of having to scramble to find them throughout the semester. Scholarships from the EOC have helped me tremendously and I am very grateful for the assistance throughout the four years of college.

In addition, I worked as a Senior Counselor for the Glen Cove Summer Youth Program. I was in charge of other counselors. I helped make the schedule for the summer. I planned some of the activities and arts and crafts that we did. It was an enjoyable experience. It allowed me to be a leader. I loved working with the youth and was happy to give back to my community.

**Yaqarah Letellier**  
Glen Cove EOC  
JLK Scholar



## Board Member Highlight



**Brian G. Staley, Sr.**  
**EOC BOARD CHAIRPERSON**

Sergeant Brian G. Staley, Sr. is a true “trail blazer”. As a thirty-five-year veteran of the Port Washington Police District, Sergeant Staley is the first African American officer ever to be promoted to supervisor since the District’s inception in 1921. In the year 2013, he was sworn in as the first African American Deputy Chief of the Port Washington Police Department.

In addition to duties as a dedicated Police officer; Mr. Staley began volunteering his energies toward advocating for the minority and disenfranchised community. He was introduced to the EOC Agency and became involved in advocating for minorities and the myriad of issues that adversely impact this targeted populations and their communities. Sergeant Staley has worked with the School Districts to bring about an awareness of drug and alcohol abuse in our schools and at unsupervised juvenile parties. As a result, he earned an award from the former Town of North Hempstead Supervisor, Ben Zwirn, for his work with Team Project, who was responsible

for implementing a “Drug Awareness Day” in the Town of North Hempstead.

Sergeant Staley has also worked with the Hispanic Community on issues ranging from immigration to gang violence, and was awarded a certificate by the former Nassau County Executive, Thomas S. Gulotta, for his commitment to this work. As a part of his community police work; Sergeant Staley has been a guest speaker at the New York Institute of Technology on Community Policing, and has participated in a forum on “Minorities and the Criminal Justice System,” which was held at Hofstra University. Being Keen on preventive measures; Sergeant Staley has mentored countless youth in our communities; on how to respond to the police when stopped. He also recently participated as one of the organizers of a dialogue on AIDS Awareness, Anti-Gang and Anti-Violence, which was held at Molloy College.

Sergeant Staley has continually advocated for an increase in the hiring and promoting of minorities in the Criminal Justice field in Nassau County, in order to create a more diverse work force in the Police Department and the overall Criminal Justice System. He supports the creation of a multi-organizational community-based approach to the Criminal Justice System and continues to be an active member of the Port Washington Masons, Port Washington Police Benevolent Association (PBA) and Guardians of Nassau County. In implementing his Governance duties; Sergeant Staley is the chairperson of the EOC Port Washington Advisory Council and an active member of the Cow Bay Housing Complex Management. Additionally, Sergeant Staley is currently serving his second-term as the Chairperson of the Economic Opportunity Commission (EOC) of Nassau County Inc. Board of Directors.



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## Board Member Highlight



**Bishop David Gates**  
**EOC BOARD MEMBER**

Current and active member of the Economic Opportunity Commission of Nassau County, Inc., governing Board, Bishop David B. Gates is a “Generational Leader” who holds copious credits of Recognition and Achievements to his Pastoral, Communal, and Business credit. He is a multitasking, multifaceted voice that is heard and respected amongst his peers. A man of Vision, Character, Integrity and Ingenuity! Psalm 37:37 Mark the perfect man, and behold the upright; for the end of that man is peace.

Bishop Dr. David B. Gates is a voice of Power and Change with the faith based community and Nassau County. He possesses the knowledge and spirit to be the catalyst of Economic empowerment, Social balance and spiritual revitalization. He’s a bi-vocational Leader he has offered his Business acumen as the stellar Director of Government Programs – Sales & Marketing of Emblem Health of New York for over 18 years; an Entrepreneur; President/CEO of Seedtime and Harvest Christian Bookstore, West Hempstead, New York, dBernard Group, LLC, Hempstead, New York and Connecting Hope Inc., Hempstead, New York.

His vision for Change has been demonstrated with copious programs, donations, rally’s and enrichment endeavors. We believe life has been enhanced and sustained by people of all walks of life, socio and economic status. He has been honored by many Civic and Religious Leaders for his vision and successful Leadership in Nassau County. His impact has produced the following:

- Annual Dream Big “Back to School Rally” a dream unfolded and has provided 9,700 children with knapsacks filled with school supplies from Kindergarten to Grade 12. “Dream Big” Rally is held in the month of August at Miracle Christian Center along with hosting at Hempstead High School in 2011-2012.
- 4Twelve Youth Ministry hosts various youth program providing healthy faith based alternatives to the culture of drugs, crime and gang violence to youth of all ages, all race, all socio and economic background.
- 2008 instituted a tutorial program, preparing Jr. High students for statewide exams. The results were overwhelming with all 20 participants increasing their scores by 2 grade levels.
- Connecting Hope Inc. a not for profit founded by Bishop Gates works diligently to restore Hope in the Village of Hempstead: Sponsored - “Hope for Hempstead” – A Night of Healing, “Hope for Hempstead” – Prayer Vigils, and Peace Rallies in honor of Michael Brown and Eric Garner.

The merits and credits of Bishop Dr. David B. Gates surpasses what we share today, he is, a community activist indeed. You can find him serving in various capacities within the Hempstead community. Three of the many great distinctions are his roles as President of the NAACP Hempstead Branch, Trustee on the Hempstead School Board and Chief of Staff within the Village of Hempstead.

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## Employee Highlight



**Eric Poulson**  
**Director of**  
**CAP Services**

Eric J. Poulson is the distinguished Director of the EOC Community Action Program (CAP) Services; with direct oversight of the Glen Cove CAP, Hempstead CAP, Port Washington CAC, Rockville Centre/Lakeview CAP, Roosevelt Freeport CAP and all surrounding catchment areas.

Eric began his tenure with the Economic Opportunity Commission (EOC) of Nassau County Inc. twenty years ago and ambitiously climbed the “ladder of success” as an

- EOC Youth Worker
- Outreach Worker for the NYS Oasis Substance Abuse Program (in collaboration with EOC)
- CSBG-Community Organizer
- Instructor / Counselor After-School Program
- Community Organizer Supervisor

- Youth Opportunities Unlimited Coordinator
- CAP Director for the Roosevelt/Freeport Community Action Program
- Director of Community Action Program Services
- EOC Agency Community Liaison
- EOC Liaison /Co-Coordinator for the historic African American Parade
- Serves on Local and Regional Committee throughout Nassau County and New York State

In addition to this myriad of responsibilities, Eric Poulson also supervises the EOC Youth Empowerment Career Training Initiative (YETCI) Program and develops, plans, supervises and implements the coordination of the EOC Sponsored annual College Tour for EOC Youth; to Historical Black Colleges/Universities and other well-known educational institutions, all of which is designed to mentor and prepare youth for post-secondary education. He also has oversight of the County-Wide Youth Council and works as an advisor to the Chief Executive Officer as it relates to community needs, advocacy and services for the low-income, financially-challenged and disenfranchised individuals and families; helping them to self-identify their short-and-long-term goals in anticipation of becoming self-reliant and moving one step up the matrix out of the confines of poverty.

Eric Poulson also works with the Chief Executive Officer in providing technical assistance to the EOC Board of Directors and Local Advisory Councils. He also assists in acquiring financial resources for the EOC Agency and recruiting scholarship recipients, to be selected by the EOC Martin Luther King (MLK) and John L. Kearsse (JLK) Scholarship Committee(s). He is a strong advocate for youth





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and an inspirational role-model for young black males.

Eric Poulson's educational pursuits resulted in him achieving academic excellence while attending and graduating from the University of Charleston in Charleston West Virginia with a Bachelor's of Science in Business Administration. His additional credentials include;

- Executive Development Institute (Vision, Values and Personal Leadership)
- Family Development Credential from Cornell University
- New York State Department of Education-Training in Identifying and Reporting Child Abuse and Maltreatment
- AIDS Ambassador for Nassau County NY
- Federation of Protestant Welfare Agencies Inc. – Proposal Writing
- Certification as an Emerging Leader from the New York State Community Action Association (NYSCAA) Emerging Leader's Institute (ELI)
- Certificate from the Board of Immigration Appeals (New York Immigration Coalition -40 hours of Immigration Law Training)
- Achieved Certification as a Nationally Certified Results-Oriented Management and Accountability (ROMA) Trainer (February 2017); which is one of only thirty in the State of New York
- Selected Panelist on Program Sustainability – New York State Action Angels Annual Conference (Syracuse New York)

Through all of these notable accomplishments; Eric Poulson has “only just begun.” He is well known throughout Nassau County and is often sought out to participate in many community events.

We are confident that his swag, “GQ” appearance, personality, professionalism and strong leadership skills will continually open many doors and provide unlimited opportunities.

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## Employee Highlight



**Mateo Flores**  
**Program Director**  
**Hempsted CAP**

Mateo Flores was born in El Salvador, in Central America and came to the United States in 1981. Married and a proud father of three beautiful children, his dream and desire when coming to the United States was to improve life conditions for himself and his family back in El Salvador. He worked several jobs upon his arrival here including maintenance, dishwasher, and later as a cook. He attended Westbury High School in New York and graduated in 1987. He continues his education at SUNY, Old Westbury College New York in Child Psychology. He later attained a family development credential from Cornell University and was certified as an American Red Cross Emergency Disaster Team Member. He has participated in extensive professional trainings in the human services field, and is an immigration advocate.

Mateo Flores became part of the Economic Opportunity Commission of Nassau County, Inc, in New York, as a Community Organizer working in the communities of Westbury, Carle Place, New Cassel, and Hempstead in New York. He was soon promoted from Community Organizer to become Community Supervisor, and was quickly promoted again to Acting Director. Today he holds the position of Hempstead Community Action, EOC of Nassau, Inc. Executive Program Director for Hempstead and Westbury. As the Community Action Executive Program Director, Mateo Flores works with low-income and disenfranchised youth and families, providing direct services and advocacy including, but not limited to: immigration, human rights, employment family development, emergency food and shelter, summer youth programs, youth council programs, parenting skills classes, links to ESL and GED, after school homework assistance programs, voter education, and oversees of the Hempstead EOC Soccer Club/JLK Soccer Youth Program development, which is a championship winning program with twelve traveling teams. His strong belief in higher education has transcended into his commitment of helping over fifty low-income youth graduate from college through the Hempstead EOC Soccer Youth Program.

Many individuals and organizations have recognized Mateo Flores for his leadership and dedication to youth and families, including the following:

- Nassau County Executive Thomas R. Suozzi (Nassau County Heritage Night Award for Upstanding Leadership within the Latino Community)
- Hempstead Town Supervisor Kate Murray (for work with youth in the EOC Soccer Program)
- Hempstead Town Clerk Mark Bonilla (Youth Development)
- New York State Senator Craig Johnson (for Community Service Award)



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- Chief Executive Officer John L. Kearse (EOC of Nassau County, Inc, Annual Award)
- New York State Association for Bilingual Education (New State Bilingual Parent of the year Award)
- Economic Opportunity Commission of Nassau County, Inc (Employee of the Year Award)
- Chief Executive Officer (EOC of Nassau County, Inc, CEO Above and Beyond Annual Award)
- New York State Assemblyman Charles Levine (for Community Service)
- Legislator Roger Corbin (Sports Award Program)
- Former Nassau County Executive Thomas Gulotta (for Community Leadership)
- Nassau County Girls Scouts of America (Community Service Award)
- 5 Employees of the year as Hempstead Community Action Program Director
- Chief Executive Officer (EOC of Nassau County, Inc, (CEO/CEDC Board of Directors Annual Meeting 2010, Outstanding Service Award
- Nassau County Executive Edward P. Mangano (Nassau County Hispanic Heritage Night Award for Upstanding Leadership within the Latino Community)
- Most Prestigious Award, “Salvadorian American Day” signed by the House of Representatives of the United States of America, on July 18, 2006, resolution H.R. 721
- Town of Hempstead, Youth Award (TACA Airlines Youth Soccer Tournament VI 2010)
- 2014 Champions for Humanity award, advocates for the Poor and Underserved community
- Orgullosamente Salvadoreño, for Upstanding Leadership within the Latino Community 2015
- Hempstead Hispanic Civic Association, Inc ( Outstanding community Leader)
- Circulo de la Hispanidad, Leadership Award

Mateo Flores is president of the Westbury Hispanic United Association of LI NY and an active member in the following institutions:

- Chairman of the Hispanic American Advisory Board to Nassau County
- President of the Hempstead EOC Soccer Club
- Long Island Family Development Association
- New York State Family Development Association
- Nassau County Girl Scouts Latino Task Force
- American Red Cross Emergency Disaster Team
- Nassau County Citizens Police Academic
- President of the Long Island Hispanic Soccer Association, Inc.
- Coordinator of COPA TACA Tournament in NYC, since 2004
- President of Canton Pro-Los Jiores-NY since 2012-present

Mateo Flores’ dedication in helping others and advocating for the people has characterized him and distinguished him as a community leader and a human rights advocate for all people. He understands that all people have strengths and that with the right assistance and advocacy they could change their lives, even from humble beginnings. He resides in Westbury, New York with his wife and three children.





**THE EOC  
GET READY,  
GET SET,  
ON YOUR MARK,  
GROW!  
HEAD START  
PROGRAM**





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**Get, Ready, Get Set,  
On Your Mark...  
Grow!**

**Rev. Anita L. Shiver-Kennedy**  
*Deputy Executive Director*  
*Head Start Director*

**Marie Davis**

Program Director, EOC Rockville Centre/Lakeview Head Start

**Novella Dortch-Smith**

Program Director, EOC Westbury Head Start

**Tiffani Frazier**

Program Director, EOC Freeport Head Start

**Victoria Patton**

Program Director, EOC Roosevelt Head Start

**Fastine Skinner**

Program Director, EOC Eastern Nassau Head Start

**Cagney Wilson**

Program Director, EOC Long Beach Head Start

**Yvette Wright**

Program Director, EOC Hempstead Head Start

**Delegate Agency**

**Lorenzo Sistrunk**

Executive Director, Five Towns Community Center, Inc.

**Felicia Grandy-Miller**

Program Director, Five Towns Head Start



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- Funded Enrollment **559**
- Average Monthly Attendance **87%**
- Percentage of Income Eligible Children Served **90%**
- Percentage of Over-Income Eligible Served **10%**
- Percentage of Enrolled Children with Disabilities Served **13%**
- Percentage of Enrolled Children who Received Medical and Dental Exams **100%**



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## PROGRAM GOALS

During 2016-2017 the EOC Head Start Program was refunded to provide services to 559 children at seven Grantee program sites and one delegate agency.

The EOC of Nassau County, Inc. Board of Directors upon recommendation of the Head Start Policy Council implemented the following five year goals for the EOC Agency

### **PROGRAM GOAL 1**

The EOC Get Ready, Get Set, On Your Mark; Grow Head Start Program, will provide high quality instruction and care-giving that promotes healthy and safe learning environments and adult/child interactions. The EOC Head Start has revised its original goal of having 50% of the Head Start program locations NAEYC accreditation by 2020. The new revised goal for Year 3 (2017-2018) is; the EOC Get Ready, Get Set, On Your Mark; Grow Head Start Program, will partner with QualitystarsNY as our Quality Improvement Rating System (QRIS)- HSPPS 1302.53 (b) (2). All programs being enrolled in the QualitystarsNY Rating Improvement System (QRIS) will allow for program-wide quality improvement versus just 50% improvement with the previous NAEYC goal. QualitystarsNY will also provide support to our Head Start agency by acquiring funding to assist staff in acquiring mandated Early Childhood credentials; HSPPS-1302.91 (2), to obtain a baseline program quality assessment utilizing the QualitystarsNY/Head Start: Non-aligned Standards Tool, provide coaching and support to improve the EOC HS star rating to the highest QualitystarsNY rating of five stars, acquiring an Early Childhood Environmental Rating System (ECERS) assessment, ECERS Reliability training for the staff monitoring classroom environments and ECERS training for the education staff at local HS programs. This change was made to meet revised Head Start Program Performance Standards. Revised goal was approved by the EOC Board of Directors and Policy Council.

### **PROGRAM GOAL 2**

The EOC Get Ready, Get Set, On Your Mark, Grow Head Start Program, will enhance Program Management systems and increase effectiveness and efficiency for positive program outcomes over the course of the five-year period. There was a change in the Governing Body leadership during Year 2 (2016-2017). The information was updated in the Head Start Enterprise System as required. Policy Council Elections were conducted and there was a change in Policy Council Chairperson during Program Year 2(2016-2017). A new Policy Council Chairperson will be elected in Year 3 (2017-2018) at the scheduled Policy Council Elections (September 2018).



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In continuing our pursuit of ongoing increased staff development and meeting compliance of revised HSPPS - 1302.91 (7); the EOC Agency has implemented the Family Development Credentialing (FDC) Program - Year 2 (2016-2017) for EOC Head Start Family Service Workers and other agency staff, who are providing direct services to individuals and families. Identified persons will complete 90 hours of class/coursework. Upon completion of portfolio and required exam, FDC participants will receive a Family Development Credential from the University of Connecticut. The FDC classes will be continued in Year 3 (2017-2018). Progress that was made during Year 2 included but was not limited to the following; the EOC Get Ready, Get Set, On Your Mark, Grow Head Start Program maintained over 50% of our lead Teachers with credentials in Early Childhood education (over the last 9 months, July 2016- March 2017; there has been a 2% increase in classroom staff, who were hired with the required Early Childhood credentials). The EOC will continue to hire and maintain credentialed classroom staff that is skilled in early childhood developmentally appropriate practices. Staff incentives and mental wellness activities were implemented in Year 2 and will continue Year 3 (2017-2018) to motivate and support staff retention (i.e.-increase in staff benefits, EOC on-site weight watchers classes.

## PROGRAM GOAL 3

The EOC Get Ready, Get Set, On Your Mark, Grow Head Start Program, will utilize the Parent, Family, Community Engagement (PFCE) goals and School Readiness (SR) goals to increase collaborations between participating families and staff, to reinforce the home-school connection (bringing classroom learning experiences in the home setting). Child outcomes will be measured three times per year to assess children's progression. A Parent training center with an emphasis on Family Literacy will also be developed within the five- year period to support parent's ability to work successfully with their child(ren). There was no change (additions, deletions or revisions) made to this goal. The EOC Board, Policy Council and Management has determined that we will continue to implement this goal as stated during Year 3 (2017-2018), to allow the goal to further mature.

## PROGRAM GOAL 4

The EOC Get Ready, Get Set, On Your Mark, Grow Head Start Program will maintain a network of community resources for wrap-around support services for children and families, to ensure that child and family needs for their continued growth and sustainability can be met. Staff will work with families to identify and accomplish at least one self-identified family goal. This is an ongoing process and will be measured quarterly and annually to determine effectiveness of resources, services and progression of family goals. There was no change





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(additions, deletions or revisions) made to this goal. The EOC Board, Policy Council and Management has determined that we will continue to implement this goal as stated during Year 3 (2017-2018), to allow the goal to further mature.

## **Progress toward Broad Program Impacts:**

The EOC Five Year Goals/ Plan were re-assessed with all levels of EOC Board Governance (Board of Directors and Policy Council), EOC Management and EOC Head Start network staff; to ensure continued clarity and alignment and for consideration of any needed revisions, deletions and additions. As a result; there was ongoing increased capacity-building for EOC Management and Program Managers, that are not directly involved in the Head Start Program services; Managers and staff also received increased knowledge and skill-building in appropriate early childhood practices through continued participation in cross- training activities, which is implemented through the EOC Head Start Institute (as scheduled); Additionally, through the annual review and training on the EOC 5 year plan (facilitated by the Head Start Deputy Executive Director), the Head Start Board, Policy Council, Management and Agency staff were able to view and track the progress and outcomes of stated short-term goals, determine the effectiveness of the same and/or assess where changes needed to be implemented. The Governing Body (Board of Directors and Policy Council), Management and Staff also received training on the revised Head Start Federal Performance Standards (HSPPS - 45 CFR-Chapter XIII and Compliance Table) on March 9, 2017. The training provided increased awareness and skills in stated revisions, in governance leadership roles and responsibilities. The Parent Committee Representatives and Policy Council members received annual governance training (November 7, 2016 and December 5, 2016 and on March 9, 2016- Governance Board). The training was facilitated by Head Start Deputy Executive Director supported by the EOC Head Start Corporate Staff. The EOC Agency remains strong in its Program Governance structure.

The EOC Agency enhanced its Human Resource Management through the revision of the EOC Agency Personnel handbook, implementing additional fringe benefits for staff (i.e.-increased sick and personal days, EOC introductory period was changed from 6 months to 3-months). The change in benefits became effective January 2017 and has been a welcome change to management and staff. Additionally, EOC has maintained ongoing recruitment of qualified staff; The EOC maintained 10% disabilities enrollment compliance (72 children-13%, which is well over the required threshold of 10%); Staff skills and professional development were increased through consistent implementation of training and technical assistance provided through the modality of the Head Start Training Institute; between July 2016– March 2017, 91 group-level training sessions were conducted = 294.5 training hours for staff. Additional



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training will be provided until the close of Year 2.

Training will be updated and implemented for Year 3 (2017-2018) through the modality of the EOC Head Start Training Institute and will be in alignment with the EOC Program Goals, Self-Assessment, Quality Improvement Plan, QualitystarsNY and Aspire, Data Analysis, Training and Technical Assistance Plan, Head Start Program Performance Standards-HSPPS, Licensing requirements and other identified program service needs. Training will be provided both on an individual level and group level. Through community partnerships, parents had increased access to needed services and resources, thereby strengthening family stability.

The EOC website was reconstructed to be more attractive, user –friendly and to increase traffic. Due to easy accessibility, attractiveness and engaging information; traffic to the EOC website was increased as follows; there were 9,597 visitors accessing the website (July 1, 2016 -Feb 24, 2017)- 6,555 were new visitors (68%); 5,424 were through a Google Search (57%); 610 were through a referral of another website (6.4%); 247 were through Social Media (2.6%). There were 30 inquiries specifically for Head Start enrollment between September and December 2016.

The EOC has begun the QIRS process with QualitystarsNY (March 2017). See information listed under Program Goal 2. As previously stated, in continuing our pursuit of ongoing increased staff development and meeting compliance of revised HSPPS - 1302.91 (7); the EOC Agency has implemented the Family Development Credentialing (FDC) Program - Year 2 (2016-2017), for EOC Head Start Family Service Workers and agency staff providing direct services to individuals and families. See additional information listed under Program goal # 2.

The EOC also upgraded its telephone communications system, which has now been networked to all external Head Start and other EOC Program sites. Outgoing and incoming calls can now be accessed utilizing direct extensions. The upgrade has created for streamlining of the EOC network phone system, simplifying the telephone system management and creates a greater direct connectivity.





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## TRANSITIONING TO KINDERGARTEN

In order to comply with Head Start Performance Standards, Section 642(A). EOC's Head Start children begin preparing for their transition to kindergarten from day one. EOC recognizes the importance of a smooth transition. We understand that parental involvement is a critical piece of the process. Throughout the school year, children are provided with planned lessons and creative activities that align with the Common Core Standards to prepare a successful and smooth transition for children and families as they move into kindergarten.



KINDER

GARTEN

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## PARENT INVOLVEMENT

EOC Head Start fosters the role of parents as the advocates for their children. Therefore, EOC Head Start works in close partnership with parents to assist them in developing and utilizing individual and family strengths in order to successfully meet personal and family objectives. Parents are encouraged to become involved in all aspects of the program, from participation in children's activities to direct involvement in policy and program decisions.



Head Start services are also family-centered, following the tenets that children develop in the context of their family and culture and that parents are respected as the primary educators and nurturers of their children. Head Start offers family members opportunities and support for growth and change, believing that people can identify their own strengths, needs, and interests are capable of finding solutions.

### EOC Parent Participation on all levels:

- EOC Board of Directors
- Head Start Policy Council
- Five Towns Policy Committee
- EOC CAP Advisory Council
- Classroom Volunteering, Literacy Activities,  
Parent/Child Activities
- Regional and Local Head Start Trainings



# A MESSAGE FROM A HEAD START PARENT



Head Start has been such a wonderful opportunity for my family because it has given my son the confidence and self-esteem to grow and develop in his preschool years. He learned to be responsible and the importance of helping others. Not only has this experience helped him grow into a well-behaved toddler, he also learned the importance of socialization that he would have missed out on if he was home.

Head Start taught my son about staying healthy by cooking nutritious meals, hand washing and brushing his teeth. They have also provided fun fieldtrips for the kids to explore and learn together. Each teacher gives the time and attention needed towards each of the students. We are so grateful for this amazing program that has allowed us to get back on our feet and give my son the best head start to his education.

**Sara Di Stefano**  
**Head Start Parent**



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## SCHOOL READINESS GOALS

School readiness gives a broad picture of a child’s abilities and behaviors that are observed over a period in a variety of contexts. It takes into consideration the child’s growth over time as a continuum of progress. Children are not pressured to obtain the necessary skills through short-term goals, but are engaged in motivating long-term goals that encourage curiosity, independence, and initiative. Learning for school readiness is obtained through play and multi-sensory experiences. Our Head Start Early Learning Outcomes Framework Domains and Goals help us to prepare our children for kindergarten. These essential domains include social/emotional, language/literacy, approaches to learning, cognition and general knowledge, and perceptual, physical well-being and motor development. Children leaving our center-based programs and entering the public school system are equipped with the following skills, which provide them with a solid foundation for success in the public school system. These established skills are aligned with the Head Start Early Learning Outcomes Framework and are shared expectations for children’s learning and development as they transition to school. These skills are obtained through the incorporation of the Creative Curriculum in our center-based programs.

### **Approaches to Learning Goals**

- Children will learn and follow classroom rules, routines, and multi-step directions with increasing independence.
- Children will be able to demonstrate cooperation and respect for peers, adults, classroom and materials.
- Children will regulate own emotions, behaviors and verbally express their emotions in words with increasing independence.
- Children will maintain focus and sustain attention with increasing independence.
- Children will demonstrate persistence when working with materials and activities.
- Children will use their skills in retaining information and show flexibility and inventiveness in thinking.
- Children will demonstrate initiative and independence.
- Children will show eagerness, curiosity, motivation and interest in learning about various topics and activities in the world around them.
- Children will be able to use language to express creativity in their thinking.
- Children will re-enact their imagination through their socio-dramatic play.
- Children will learn to make connections by drawing from every day experiences, applying prior knowledge to new contexts.





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- Children will explore the visual arts.
- Children will explore musical concepts.
- Children will explore dance and movement concepts.

## **Social and Emotional Development Goals**

- Children will engage in and maintain positive relationships with trusted adults.
- Children will engage in and maintain positive peer relationships over extended periods of time.
- Children will learn to negotiate, compromise, and resolve conflicts with other children.
- Children will demonstrate knowledge about self.
- Children will be able to balance needs and rights of self and others.
- Children will be able to verbally express a broad range of emotions and recognize these emotions in self and others.
- Children will regulate own emotions and behaviors and respond to emotional cues with increasing independence.
- Children will be able to take care of own needs appropriately.
- Children will participate in cooperative play activities to help them develop a sense of belonging and responsibility to their peers, family, and community.
- Children will recognize the differences and similarities in all living things.

## **Language and Literacy Goals**

- Children will be able to engage in increasingly complex conversation with peers and trusted adults.
- Children will build, use, and comprehend increasingly complex and varied vocabulary.
- Children will be able to understand, follow, and use appropriate social and conversational communication skills.
- Children will be able to share personal experiences and express themselves in increasingly more detail.
- Children will understand and use a wide variety of words for a variety of purposes with increasing independence.
- Children will be able to understand word categories and relationships among words.
- Children will be able to demonstrate phonological awareness.
- Children will be able to recognize print, the function of print, write to convey meaning and learn the rules that govern print.
- Children will identify, name, and use letter sound knowledge.
- Children will be able to understand, visualize or picture what is happening in the text



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(narrative structure) by storytelling/retelling, illustrating and questioning.

- Children will be able to orient books correctly; turning pages from the front of the book to the back and recognize familiar books by their covers.
- Children will be able to understand the job of an author and an illustrator.
- Children will be able to write their first and last name.
- English Language Learning Children will use expressive and receptive English language skills.
- English Language Learning Children will engage in English literacy activities.

## Cognition Goals

- Children will know number names and the count sequence.
- Children will be able to count, quantify, and connect numerals with their quantities.
- Children will be able to understand addition as adding to and understands subtraction as taking away from.
- Children will be able to match patterns using one-to-one correspondence and create simple patterns.
- Children will be able to measure objects by utilizing standard and non-standard measurement. Uses differences in attributes to make comparisons like length and width.
- Children will use classification skills to group items by common characteristics.
- Children will demonstrate understanding of their body in relationship to the space around them.
- Children will be able to observe and describe observable phenomena such as, objects, materials, organisms, and events.
- Children will use observations, ask questions, and make predictions to gain better understanding of information and activities in their surroundings.
- Children will plan and conduct investigations and experiments.
- Children will analyze results, draw conclusions, and communicate results.
- Children will use tools and technology to perform tasks (including hatch computers and smart board)
- Children will identify the five senses and the organ that is used for each sense.
- Children will name the days of the week and the months of the year.
- Children will understand the concept of yesterday, today, and tomorrow.
- Children will engage in socio-dramatic play, using their imaginations to recreate real life scenarios in their pretend play.
- Children will be able to think symbolically and use materials in non-conventional





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ways.

- Children will demonstrate simple geographic knowledge.
- Children will understand that their family is a part of a larger community.
- Children will understand the roles of various community helpers.
- Children will recognize the different types of family units.

## **Perceptual, Motor, and Physical Development Goals**

- Children will perform basic gross motor skills such as walking, running, jumping, skipping, hopping, kicking and galloping thus demonstrating control, strength, and coordination of large muscles.
- Children will be able to use perceptual information to guide motions and interactions with objects and other people like maneuvering an obstacle course.
- Children will exercise and participate in other physical fitness activities daily.
- Children will demonstrate fine-motor strength and coordination (using a three-point finger grip and efficient hand placement when manipulating writing and drawing tools.)
- Children will understand the importance of grooming and hygiene. Children will know how to dress and undress themselves. Children will demonstrate proper hand washing.
- Children will understand the importance of eating nutritious healthy foods and keeping healthy eating habits.
- Children will be able to follow rules and apply learned rules in various settings.
- Children will know the reasons why they need to visit their doctor and dentist.

Reviewed and Revised by the School Readiness Goal Committee on March 22, 2017.

Adopted by the EOC Board of Directors on March 23, 2017.

Revised May 3, 2017.



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## SCHOOL READINESS OUTCOMES

On Your Mark; In gathering data for the 560 children assessed, it is noted that of the 560 children; 190 predominantly 4 and 4.5-5 years olds were new to Head Start and a Pre-School classroom setting.

**Updates to Approach in School Readiness:** In helping children to “Get Ready” for transition into the kindergarten setting, the EOC (Grantee and Delegate operated Programs) has continued to utilize our school Readiness Goals to bolster children’s learning and skill development. Our approach to school readiness is with the understanding; that it is not done in isolation and must involve children, families, community supports, services and early childhood educators who have the skills and knowledge to prepare children and help them get ready to achieve their goals. As all children learn differently, the EOC will continue to develop each child’s individual abilities and behaviors over a period of time in a variety of contexts. We will continue to take into consideration each child’s growth as a continuum of progress. Children will not be pressured to obtain the necessary skills through short-term goals, but will be engaged in long-term goals of motivation, curiosity, independence, and taking initiative. Learning will be obtained through play and multi-sensory experiences. The EOC School Readiness Goals are culturally and linguistically appropriate and are applicable to the wide range of development that characterizes children’s progress between the ages of 3 – 5 years. Our Goals were developed by a School Readiness Goal Committee that includes HS parents with culturally diverse perspectives, the HS On-Site Program Director, HS staff representatives, Board- appointed Policy Council Early Childhood Specialist and community representatives. The Board- appointed Policy Council Early Childhood Specialist reviewed the School Readiness Goals with the Head Start Policy Council (March 6, 2017). Revised goals were presented to Governing Board and through Board resolution (March 9, 2017);

**EOC School Readiness Goals were updated to be aligned with the Head Start Early Learning Outcomes Framework (HSELOF). The EOC Board, Policy Council and Management has determined that we will implement the revised EOC School Readiness Goals during Year 3 (2017-2018).**

**Our Winter Checkpoint Analysis on the Progress of children achieving school readiness in each of the (5) Domains is as follows:** On March 17, 2017; the Teaching Strategies Gold (TSG) Winter 2016-2017 checkpoint assessment was completed for all currently enrolled and recently archived children with enough data to be included in the reports, 560 children over thirty-four classes in eight HS sites. During this mid-year checkpoint period, it is appropriate for





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a child's skills and abilities to fall below the widely-held expectations by approximately 33% or lower. The 33% or lower number marker for below the widely-held expectations is calculated by utilizing the remaining third of the program year from 100%. By the Spring checkpoint, our program's children should fall between 0%-10% below the widely-held expectation, to be prepared for entering the kindergarten school setting. The under 10% marker is used to include the 10% of children with a diagnosed disability. At the Spring 2015-2016 (Year 1) checkpoint; 7%-8.5% of all children were below and 91.5%-93% meeting/exceeding all HSELOF domains and 4%-11% of all children were below and 89%-96% meeting/exceeding all TSG objectives. In a comparison between Year 1 and Year 2 Fall season data, our program has increased program-wide children's educational outcomes by 7%-18%.

## **Winter 2016-2017 Child Outcomes**

When comparing the Winter to the Fall checkpoint data, our program has increased program-wide children's HSELOF educational outcomes by 10.2%-18.3% and TSG educational outcomes by 14-26%. The overall percentage of children meeting and/or exceeding the growth range is 84% to 96% in all TSG domains. In a comparison between Year 1 and Year 2 Winter season data, our program has increased program-wide children's educational outcomes by 3%-5%.

## **Winter 2016-2017 TSG ELL (Inclusive of Dual Language Learners-DLL) Child Outcomes**

The Winter 2017 Teaching Strategies Gold Checkpoint assessment reflects an 8-26% increase in measured growth and child outcomes for English Language Learners (ELL) from the Fall 2016 checkpoint assessment. The overall percentage of ELL children meeting and/or exceeding the growth range is 81% to 96% in all TSG domains. In a comparison between Year 1 and Year 2 Winter season data, our ELL have increased program-wide children's educational outcomes by 1%-5%.

## **Winter 2016-2017 TSG IEP Child Outcomes**

The Winter 2017 Teaching Strategies Gold Checkpoint assessment reflects a 9%-30% increase in measured growth and child outcomes for Children with an IEP from the Fall 2016 checkpoint assessment. The overall percentage of IEP children meeting and/or exceeding the growth range is 77% to 94% in all TSG domains. In a comparison between Year 1 and Year 2 Winter season data, our IEP children have increased program-wide children's educational outcomes by 2%-6%. Children with IEPs receive greater individualized support



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## Analysis by Age, Gender, Primary Language and Ethnicity:

Out of 276 returning children; the Winter 2017 TSG Checkpoint assessment reflects an 8%-20% increase in measured growth and child outcomes for Returning Children from the Fall 2016 checkpoint assessment. The overall percentage of Returning Children meeting and/or exceeding the growth range is 89% to 96% in all TSG domains. Out of 284 children transitioning to kindergarten, the Winter 2017 Teaching Strategies Gold Checkpoint Assessment reflects an 18%-42% increase in measured growth and child outcomes for Children Transitioning to Kindergarten from the Fall 2016 checkpoint assessment. The overall percentage of Children Transitioning to Kindergarten meeting and/or exceeding the growth range is 77% to 96% in all TSG domains.



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Doris M. Sepulveda	Iris M. Yarborough

\*as of 6/08/2017



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## Annual Report August 1, 2015 - July 31, 2016

(A) Total of public and private funds received from each source:

\*Information listed below reflects contracted funding amount and is subject to audit:

Department of Health And Human Services, FYHS	6,822,745
↳ Disaster Relief Funds- Sandy	5,773,882
↳ CSBG	2,183,205
↳ Office of New Americans	116,846
Department of Labor- DOL	120,198
Health Central Adminin, CACFP	448,809
NYS DOH -MICHC	503,755
Emergency Food and Shelter Program EFSP	48,010
Columbia University	-
School District	25,500
NYS Department of Health - HIV	125,267
County of Nassau - YAR	154,042
County of Nassau - TANF	580,041
Other Local	8,486
	<hr/>
<b><u>TOTAL FUNDS FOR FY 8/1/15 - 7/31/16</u></b>	<b><u>16,910,786</u></b>



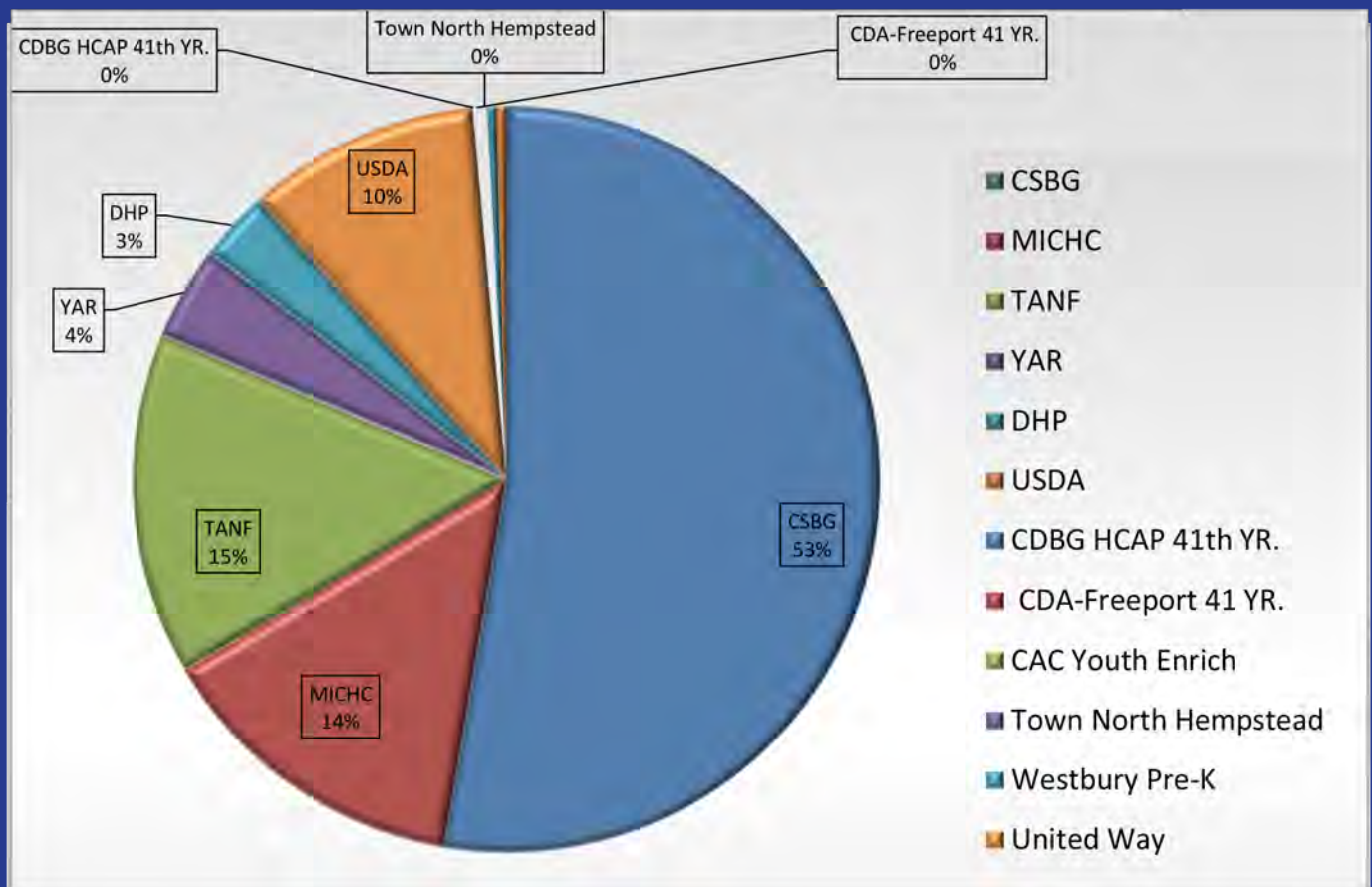


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## (B) Budgetary Expenditures for 8/1/14 - 7/31/15

<u>Line Item</u>	<u>Expended</u>
Personnel	3,685,567
Fringe	1,271,611
Travel	8,341
Supplies	92,630
Contractual	767,055
Other	621,289
<b>TOTAL</b>	<b>6,446,493</b>

## Budgetary Expenditures for 8/1/15 - 7/31/16 for other funding sources

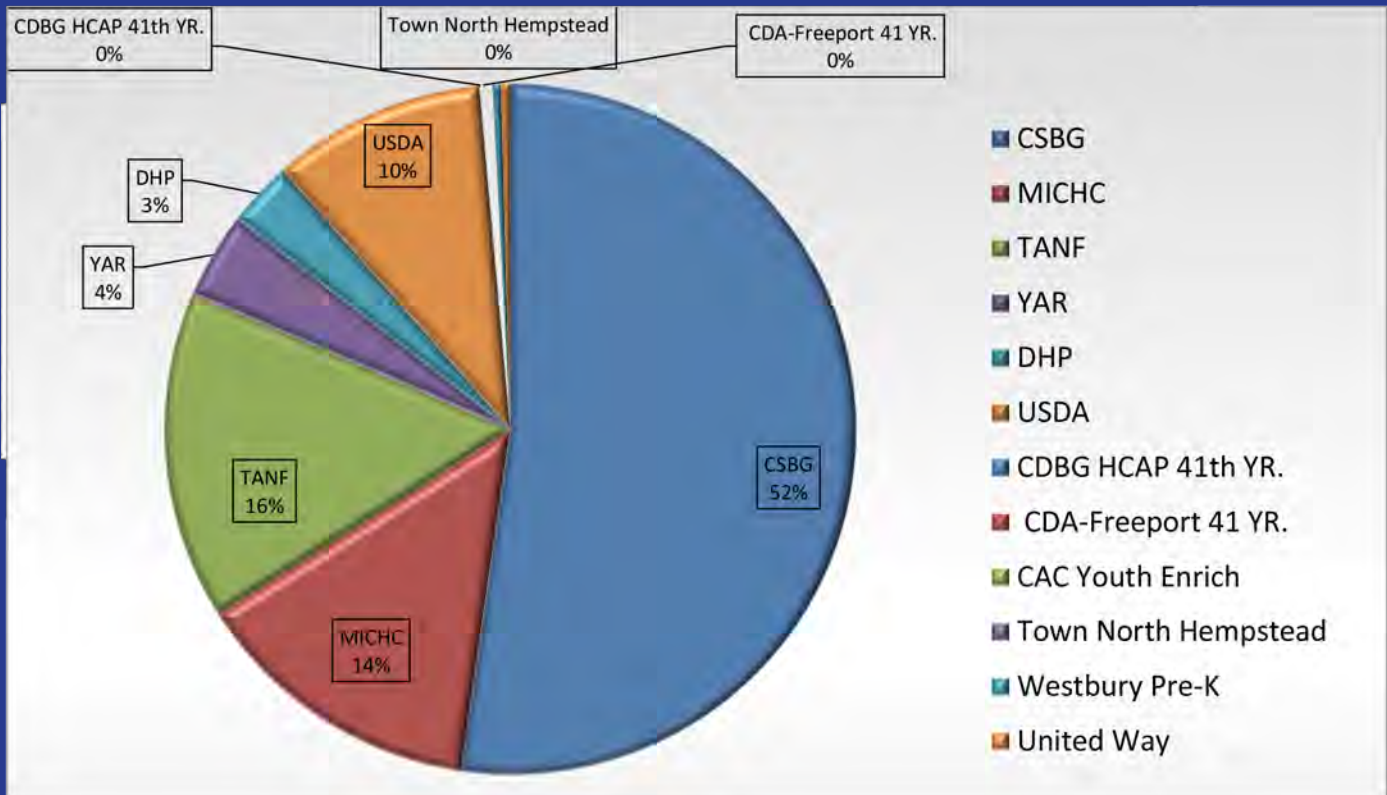


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## Proposed Budget for 7/1/16 - 6/30/17

<u>Line Item</u>	<u>Budget</u>
Personnel	4,506,619
Fringe	1,187,576
Travel	6,984
Supplies	69,749
Contractual	746,997
Other	621,158
<b>TOTAL</b>	<b>7,139,083</b>

## Proposed Budget for 8/1/16 -7/31/17 for other funding sources



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*(D) Result of most recent financial audit:*

August 1, 2015 - July 31, 2016

Independent Audit Firm Nawrocki Smith LLP  
290 Broad Hollow Road - 115E  
Melville, New York 11747

## **Section A** Summary of Auditor's Results

Reference: Page 7 of Audit; Schedule of Findings and Questioned Costs

- 1 The auditor's report expresses an unmodified opinion on the financial statements.
- 2 No deficiencies or material weaknesses were disclosed during the audit of the financial statements.
- 3 No instances of noncompliance were disclosed during the audit of the financial statements.
- 4 No deficiencies or material weaknesses were disclosed during the audit of the major federal award programs.
- 5 The auditor's report on compliance for the major federal award programs expresses an unmodified opinion.
- 6 No audit findings relative to the major federal award programs that are required to be reported in accordance with section 2 CFR 200.516 (a) of the Uniform Guidance, were disclosed during the audit.
- 7 The programs tested as a major program included:

<u>CFDA Number</u>	<u>Name of Federal Program</u>
93.600	U.S. Department of Health and Human Services Full Year Head Start
93.095	U.S. Department of Health and Human Services HHS Programs for Disaster Relief Appropriation Act
- 8 The threshold for distinguishing between Types A and B programs was \$750,000
- 9 Auditee was determined to be a low-risk auditee.

## **Section B** Findings - Financial Statement Audit

None reported.

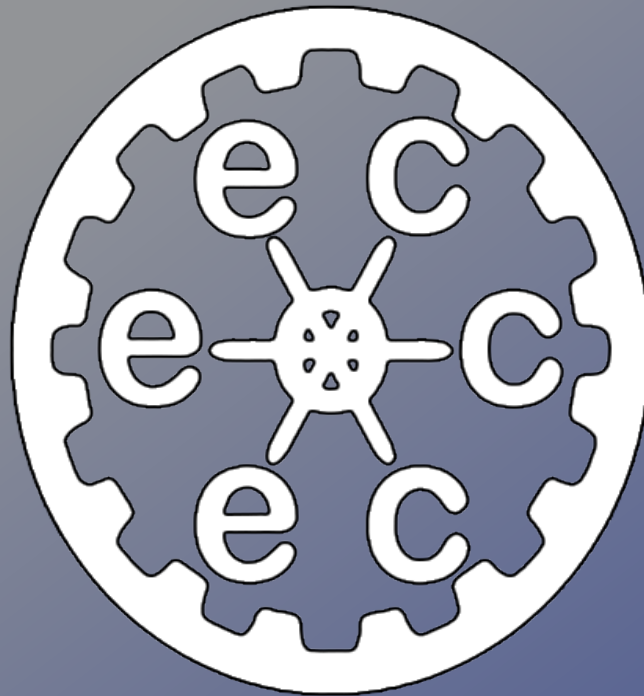
## **Section C** Findings and Questioned Costs - Major Federal Award Programs Audit

None Reported

NOTE There were no audit findings in the prior year audit's Schedule of Findings and Questioned costs relative to federal awards.







# THE PROMISE OF COMMUNITY ACTION

*“Community Action changes people’s lives, embodies the spirit of hope, improves communities, and makes Nassau County a better place to live. We care about the entire community, and we are dedicated to helping people help themselves and each other.”*

Iris A. Johnson  
Chief Executive Officer



Brian G. Staley, Sr.  
Chairperson

Economic Opportunity Commission  
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516-292-9710  
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