



2022 Annual Report

CHANGE A CHILD'S LIFE!

About Us

This past year, the agency experienced dramatic challenges in terms of staffing and enrollment of children in our Head Start program. In the final months of 2021, our workforce shrank by nearly 20% as staff voluntarily left the agency, primarily due to the vaccine mandate, resulting in the closing of classrooms, and not being able to serve as many children in our centers. Thankfully, the mandate was paused by the courts, and recently retracted, and we now have a larger pool of potential applicants.

On the positive side for Head Start, we received a significant windfall of one-time COVID relief funding both from federal and state sources. This was used for staffing retention and long-term infrastructure improvements including a \$600,000 renovation of our Greenville center, five playground upgrades, new technology for our classrooms, HVAC upgrades, and roof replacements.

Last fall we were able to increase all wages by \$1.25 per hour by paying off our mortgage early and redirecting those funds to staff wages. In April of 2023, we were able to award a 7.0% COLA increase to staff, as we received a historic increase in our federal Head Start funding for the 2023 grant year. We have seen an uptick in hiring, but are still under staffed and under enrolled in Head Start.

Recently, our governing bodies approved a Change of Scope and Slot Reduction proposal that will be submitted to the Office of Head Start. If approved, funded enrollment would be reduced and a portion of our open positions will not need to be filled. Another significant wage increase would be awarded to remaining and future staff which would make our wage structure more competitive in the Early Childhood Education market.

Our ACES and Gateway Youth programs experienced no staff turnover and continued serving students in local schools and at-risk youth in the community, keeping them on track for academic success and high school graduation. A total of 34 students completed their high school credits and graduated last year.

Our workforce has grown every month in 2023, and we are confident that we will be able to fill the positions remaining and grow in both staffing and families served this year and beyond.

Thank you,

Dan SchwanitzChief Executive Officer
Chief Financial Officer



Message from the ACES Manager

Our Achievement Center for Educational Success (ACES) provides a structured, supportive and educational environment for Darke & Miami county students who are credit deficient, on the verge of expulsion, or dropping out. ACES offers services to address social, emotional, behavioral and substance abuse needs while receiving academic credit towards their high school diploma. Students are referred to the program by the home school principal and/or guidance counselor.

ACES offers split sessions in both Miami and Darke County classrooms and serves 15-20 students per session with accredited teachers supplied by the local Educational Service Center (ESC).

Services Provided:

- Smaller classroom setting
- · Art education, nutrition, and financial counseling
- Substance abuse counseling and education
- Character building and social skills activities
- Work study component
- Advocacy with the schools and court
- Referrals to other agencies to address student's needs
- Transition services upon returning to their home schools

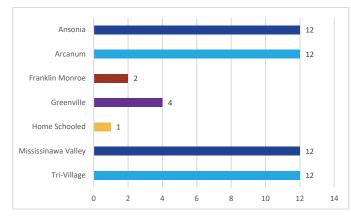
Students graduate with a diploma from their home school. Our primary funders are the local school districts and the Darke County United Way as well as numerous community providers and private citizens. We are enormously grateful to those who have shown caring and support to teenagers at this crucial time in their life.

Sincerely,

Jeff VaughnACES Manager



Darke County Achievement Center for Educational Success



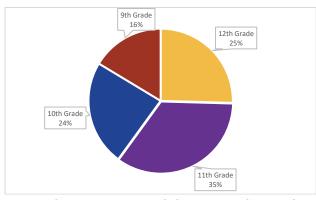
Student Enrollment:

55 Students

Attendance:

91% attendance rate

Students:



Gender of Students:

37 Males

18 Females

Credits Earned by High School Students:

163.50 1st Semester

206.75 2nd Semester **372.25**Total earned

Year Overview:

- 22 students completed credit requirements for graduation and received their diploma in May/June 2022.
- 28 students graduated as a result of completing independent study courses.
- 12 of the 22 students that completed school are employed full time/part time.
- 38 students were employed or gained employment throughout the school year.
- 2 students withdrew from ACES (Moved: 2).

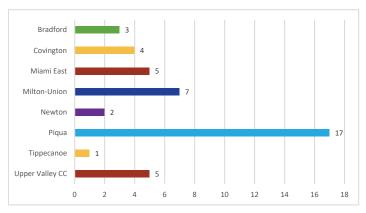
Stats from September 7, 2021-May 27, 2022

ACES





Miami County Achievement Center for Educational Success



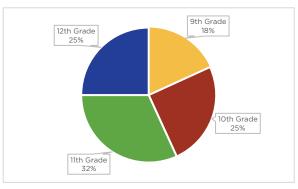
Student Enrollment:

44 Students

Attendance:

78% attendance rate

Students:



Gender of Students:

36 Males

8 Females

Miami County Achievement Center for Educational Success

Credits Earned by High School Students:

56.501st Semester

134.25 2nd Semester

188.75Total earned

Year Overview:

- 12 students completed credits and graduated in May 2022.
- 7 of the 12 graduates are working full or part time.
- 12 students are employed or gained employment during the school year.
- 9 students withdrew from ACES (Moved: 3, Removed: 6).

Stats from August 23, 2021 - May 27, 2022



Message from the Gateway Support Specialist

Gateway Youth Programs (Gateway) enhances life and academic skills and empowers at-risk youth to become productive community citizens through character building and better decision making. Darke County United Way, Greenville and Tri-Village schools fund year-round programs with role models who can help motivate and inspire at-risk youth. Gateway helps students develop academic and social skills that will lead to success in school and the workplace. The principle areas emphasized are building character, developing pathways to achievement, resilience, setting goals for careers, and the belief in a positive future.

A Youth Advocate builds working relationships with students, setting goals and teaching life skills for decision-making and problem solving. Schools and other community agencies identify students in need and refer them for services. Youth Advocates monitor grades and behaviors and work with the students to overcome any obstacles, both individually and in group settings.

Groups build upon and enhance individual services. The goal of group is to provide education and support to enhance socialization and growth of the individual. Groups are created based on the needs and interests of the students and have included the following: self-esteem, life skills, job training, healthy relationships, media literacy, book club, men's group, women's group, leadership, exploring art, fitness and nutrition, alcohol and drug prevention, and running. During summer, activities are facilitated at the office or within the community and include field trips. Gateway primarily relies upon funding from Darke County United Way, Tri-Village and Greenville schools, and Darke County Foundations for its mentoring programs. Gateway served 251 unduplicated youth through the 2021-2022 fiscal year and so much more can be done if additional funding can be found!

In 2022, the students in the Running Buddies program logged over 755 miles over the summer. Two students were inducted into the 100-mile club and we inducted our first student into the 200-mile club. Two students continue running cross-country for their school. We competed in the Breast Cancer Awareness 5K Run in Greenville in July where two of our runners placed in their age division. Running Buddies also placed second in the team competition.

Through the Adopt a Child program, we partnered with 15 local businesses, families and organizations to provide Christmas presents to 71 youth from economically disadvantaged families. Two of these organizations were first time partners supporting the program. Ansonia Lumber Company also donated all the toys entered into their annual woodworking contest to our program this year as well.

Ruth BargaGateway Support Specialist









Gateway



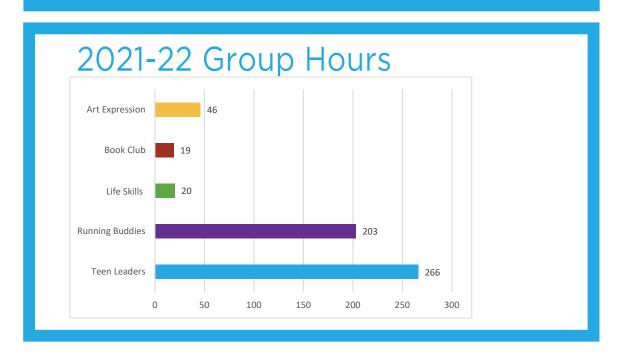


Darke County Gateway

251 Students served

573 Group contact hours

Stats from July 2021 - June 2022



Message from the Early Childhood Director

It is with great pleasure that I share with you our Annual Report for the program year 2021-2022. It captures our activities and accomplishments that support the comprehensive needs of each child to prepare them for learning and a lifetime of academic success. CORS Head Start and Early Head Start Programs provide children with the skills they need to have a successful transition into kindergarten and beyond. We achieve this by providing an environment where children feel safe and are encouraged to be active and creative explorers, trying out their own ideas and thinking their own thoughts in areas that interest them. Research shows that children who receive high quality early learning experiences, united with parent and family support, are far more likely to succeed in school and through their life. Above all else, we recognize that our greatest asset is embracing family engagement as the cornerstone of our success. Our staff builds positive and trusting relationships with families to facilitate their engagement in their children's development and learning, involving them in establishing school readiness goals for their children. We respect our parents' role as their child's primary nurturers, teachers, and advocates.

CORS School Readiness Goals, which continue to include the five essential domains -- Approaches to Learning, Social and Emotional Development, Language and Literacy, Cognition, and Perceptual, Motor, and Physical Development--reflect and align with Head Start Early Learning Outcomes Framework and Ohio's Early Learning Development Standards. Ongoing assessment, high quality teaching practices and environments, curriculum fidelity, and professional development is the foundation of this process. Program staff continuously gain new knowledge, skills, abilities, experience, and competencies to benefit children, parents, and each community.

CORS strives for excellence and proudly reports that all sites have obtained a 5 Star rating from Step Up To Quality, the voluntary quality rating system administered by the Ohio Department of Job and Family Services (ODJFS) and the Ohio Department of Education (ODE). The program recognizes and promotes learning and development programs that meet benchmarks over and above minimum health and safety

licensing standards to improve outcomes for children.

Children and families in the 9-county service area continue to be challenged with employment, transportation, substance abuse, and scarce mental health and dental services. CORS family engagement assists in the navigation of resources available in their community to surmount these concerns.

For the 2021-2022 year CORS achieved:

- Increases in school readiness efforts across all domains from Fall 2021 to Spring 2022.
- 5 Star Step Up to Quality ratings at 100% of established centers.
- A work environment promoting excellence, longevity, and a commitment to professional development.

The 2021-2022 program year had continued uncertainties with COVID-19 and the resulting impacts on the workforce, ultimately impacting enrollment of children and keeping classrooms fully functioning. CORS utilized a wide variety of recruitment strategies to attract new employees and incentives to attract new and retain existing employees. All CORS staff are commended for their tireless efforts to meet the daily demands of the program with staffing shortages and constant shifts in the workforce. All CORS families are applauded for their flexibility and commitment to the program as those staffing impacts disrupted the daily routines of their life. Our hope for the future is full enrollment in all CORS locations and program options as wages are increased for employees so they may provide the stability and routine to support school readiness efforts and comprehensive services to families.

Please take time to learn about the great work the Head Start and Early Head Start staff are doing for children and families in Auglaize, Champaign, Darke, Greene, Logan, Miami, Preble, Shelby, and Van Wert counties. You may access this annual report and other information including employment opportunities and the Head Start/Early Head Start enrollment application at www.corsp.org.

Thank you,

Karin SomersEarly Childhood Director



Number of Children Served

During the 2021-2022 program year, CORS Served 17 pregnant mothers and 1302 children ages 0-5 throughout West Central Ohio in nine counties.

993 Head Start Childern 309 Early Head Start Children



Number of Families Served

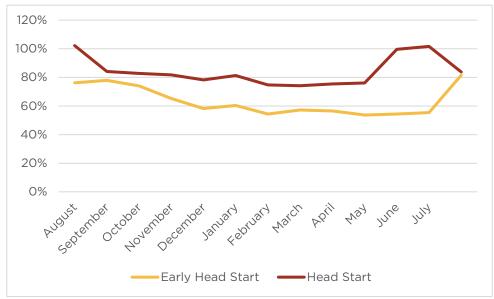
During the 2021-2022 program year, CORS Served 1132 families throughout West Central Ohio in nine counties.

878 Head Start Families

254 Early Head Start Families

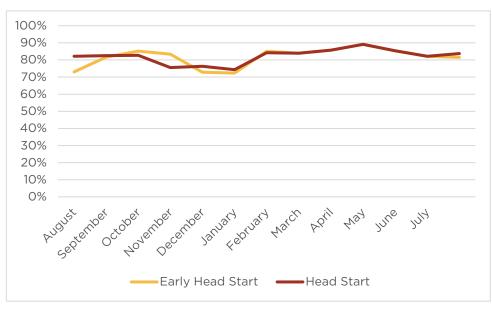
Head Start/Early Head Start Average Monthly Enrollment

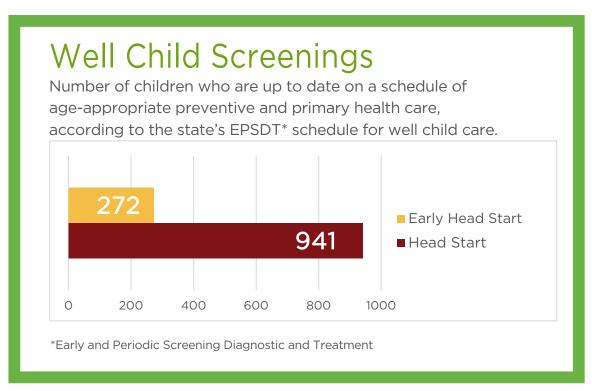
Percent of funded slots during the 2021-2022 program year.



Head Start/Early Head Start Average Monthly Attendance

Percent of average monthly attendance during the 2021-2022 program year.

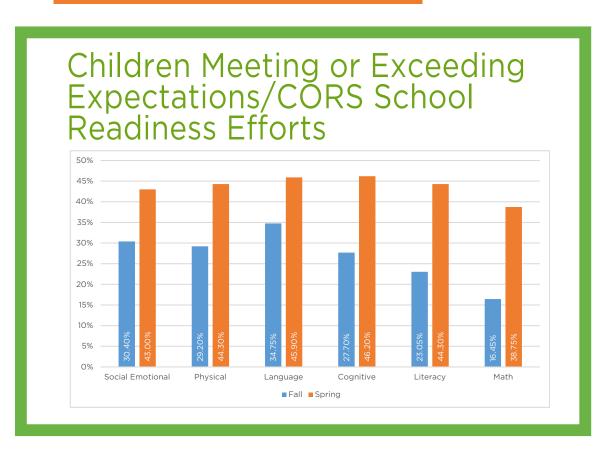




Dental

Completed professional dental examinations

565 Head Start Children







Disabilities

A total of 135 children received services for disabilities, EHS exceeded the 10% requirement. HS nearly met the 10% requirement.

9 Head Start children have an IEP

45 Early Head Start children have an IFSP

Male Engagement Activities 400 374 350 277 300 267 250 200 127 150 107 97 98 100 50 24 22 0 Family Family Goal Involvement in Head Start Parenting Assessment Setting child's Head Program Education Start child Governance Workshop development experiences ■ Head Start ■ Early Head Start

Summary of CORS Community Assessment Completed in July 2018 Updates in July 2019, 2020, 2021, and 2022

- **Population** Miami County showed the largest spike in growth in population by 2,552, growing from 106,222 to 108,774. Shelby County saw the largest decline in population by 397, decreasing from 48,627 to 48,230. The other 7 counties saw varied growth and decline of population.
- Population 5 years and under Auglaize, Darke, Logan, Preble, Shelby, and Van Wert Counties increased in population 5 years and under. Champaign, Greene, and Miami Counties saw decreases in population 5 years and under. Greene County saw the largest decline of 294 children. Darke County saw the largest increase of 689 children.
- Race The vast majority of our population is Caucasian. The average state percentage of white population is 94.5%. The counties in our area averaged 81.70% in white population. The county closest to the state average is Greene, which is much more diverse at 86.10%.
- Children in childcare assistance programs The number of children in childcare
 assistance programs has seen a slight increase since the last Community
 Assessment. Across the nine-county service area, 4,305 children are receiving
 childcare subsidies.
- **Persons and children below poverty level** All counties, except Darke and Preble Counties, saw increases in persons below the poverty level. Miami County saw the largest increase of 655 children.
- Children receiving free/reduced price lunch All Counties except Auglaize increased, with the largest increase being in Shelby County at 4.04%. Auglaize County experienced a decline of 2.77%.
- **Children receiving food stamps** All counties, except Champaign County, saw increases ranging from .80% to 4.76% in children receiving food stamps. Champaign County saw a slight decrease of .10%.
- Female Single head of household This measure is mostly stable, with all counties slightly increasing above the previous year, except Logan and Miami, with slight decreases
- Child Abuse Report (Substantiated) Miami, Preble, Shelby, and Van Wert County increased in reporting. Preble County experienced the largest spike going up by 42 reports. Decreases in reporting in Auglaize, Champaign, Darke, Greene, and Logan. Greene County was down by 134 reports from the previous year.
- Bachelor's degree or higher The number of Bachelor's degrees obtained increased in all counties ranging from .20% to 2.30%.
- **Median Income** All counties increased in their median household income. Miami County had the largest increase by \$6,473 and Preble County had the smallest increase by \$2,713. Greene County has the highest median income at \$68,720. Van Wert County has the lowest median income at \$54,254.
- **Unemployment Rate** All counties decreased in unemployment from last year from 2.40% to 5.00%. All counties have an unemployment rate below the 5.17% average for Ohio.
- Family Strengths Data shows that families are supporting and maintaining a
 healthy lifestyle through updated immunizations, regular doctor appointments,
 various screenings, and dental examinations for their enrolled children. An
 increased number of parents furthering their education resulted in increased
 economic well-being.

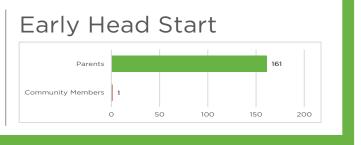
- Family Needs Many families express transportation as a large stressor, either not
 having transportation, unable to afford maintenance and upkeep, or share with
 another family member. Unemployment is also listed as a major life stressor; nearly
 half of parents are unemployed or employed only part-time, making it difficult to
 support the needs of their children. CORS partners with Ohio Job and Family
 Services to assist these families to access employment opportunities and to access
 GED and other education opportunities.
- Nutritional Needs Families report difficulty in providing an adequate food supply
 to their children, as well as affording fresh fruits and vegetables, which are often
 hard to find in rural areas. The program alerts families to food drives and pantries
 available to supplement resources.
- **Dental Concerns** Families often have a difficult time completing initial exams and required follow-up work due to a lack of pediatric providers, transportation issues, and other issues plaguing families. Progress has been made, but the fact remains that children need restorative treatment to improve oral health.
- Mental Health Service Challenges The majority of communities in the service area lack mental health providers, especially those that are timely and focus on infant, toddler, and preschool age children. Families often feel there is a stigma attached with seeking out services, fearful that this will follow their child into the general education setting. The program works diligently to help the families overcome this fear and pursue services that will provide stability and support to a struggling child and family.
- Trauma and Drug Misuse Impacts Many families are at a higher risk for events of trauma and drug and alcohol misuse, therefore are in need of the support provided by the program and community resources. Staff receive annual and ongoing training to identify, refer or provide services, and follow up with the goal of promoting the health and well-being of children and families enrolled.

In summary, it is the goal of CORS to provide the best possible services, including educational, health, and social skills to as many families as possible. The Community Assessment helps to achieve this goal by defining the needs of our families and communities. The Community Assessment shapes our program and ensures that we continue to follow our mission of providing a unique mix of learning and social experience to develop competence, motivation, and behavior for a better life and stronger community.





Volunteer Count Head Start Parents Community Members 0 200 400 600 800 1000 1200



Specific Services (top 3 services utilized by families)

Head Start

843 Parent Education

696 Supporting Transitions between Programs

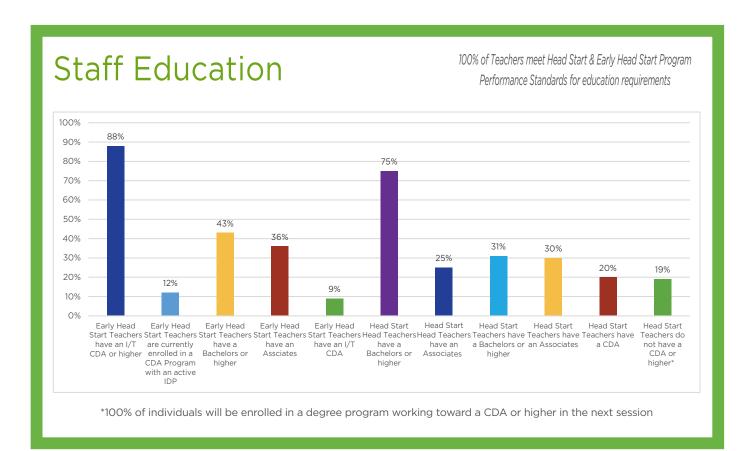
567 Education on Preventative Medical & Oral Health

Early Head Start

238 Parent Education

190 Supporting Transitions between Programs

165 Education on Preventative Medical & Oral Health



CDA Successes



Kimberly Brandel 02/02/2023



Summer Cook 10/26/2022



Michaela Cromes 02/10/2022



Erin Durbin 11/11/2021



Raymar Glover 03/04/2022



Toya Mays 01/18/2023



Racheal Reisinger 02/08/2023



Ashley Rismiller 11/17/2020



Celissa Sabol 02/28/2023



Bailey Varian 12/09/2022



Alizē Young 01/05/2023

- 16 CDAs achieved since 2020, and 11 are still employed with us
- 9 currently in process, 8 slated to start the process in May 2023, and 2 in August 2023















Financial Information (Full Agency)

Source of Funds	Budget	Actual	Percent
Federal	\$15,351,470	\$16,163,590	92.8%
State	\$167,751	\$176,625	1.0%
Local	\$560,826	\$590,495	3.4%
Local In-Kind	\$499,490	\$493,222	2.8%
	\$16,579,537	\$17,423,932	100.0%

Expense Breakdown	Budget	Actual	Percent
Salaries and Wages	\$8,243,823	\$8,452,371	48.5%
Payroll Taxes & Benefits	\$2,928,177	\$3,002,253	17.2%
Contracted Services	\$519,264	\$532,400	3.1%
Direct Program Expenses	\$1,894,046	\$1,941,961	11.1%
Building Expenses	\$1,927,080	\$1,975,830	11.3%
Travel and Training	\$279,195	\$286,258	1.6%
Interest	\$50,504	\$51,782	0.3%
Miscellaneous	\$178,822	\$183,346	1.1%
Value of Donated Facilities Supplies & Services	\$499,490	\$493,222	2.8%
	\$16,520,401	\$16,919,423	97.1%
Change in Unrestricted Net Assets	\$59,136	\$504,509	

Audit Statement

The final audit report of Fiscal Year 2021 was completed with the following statement: In our opinion Council On Rural Service Programs, Inc. complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended December 31, 2021.

Board Members

Matt Meyer - Chairperson



Mr. Mever joined the Council on Rural Services Board of Trustees in 2016.

Matt Meyer is from Anna, Ohio. He is the Director of Student Services at the Upper Valley Career Center in Piqua. Prior to Upper Valley, he spent eighteen years at Anna Local Schools, the last five as the middle school principal.

Tim Summers - Vice Chairperson, Fiscal Content Specialist



Mr. Summers joined the Board of Trustees in 2020.

Tim is a commercial banker with Park National Bank. He is a native of Troy, and still resides there with his wife and two children. Tim graduated from Eastern Kentucky University with a degree in Finance, and completed the Graduate School of Banking at the University of Wisconsin. In his free time, Mr. Summers enjoys the company of his family & friends, and spending time on the golf course.

William Lutz - Chair Emeritus



Mr. Lutz joined the Board of Trustees in 2014 as a community representative.

Bill is the Executive Director of The New Path, Inc. New Path is a non-profit corporation that serves individuals in Miami County and portions of Montgomery County through meeting basic needs. The organization operates over thirteen separate programs and is supported by Ginghamsburg Church in Tipp City.

Cheryl Buecker - Secretary, Education Content Specialist



Ms. Buecker joined the Board of Trustees in 2008.

She has a bachelor's degree in elementary education from Miami University, a master's degree in early childhood education from Wright State University and a master's degree in education administration from the University of Wisconsin. She is retired after teaching preschool, Kindergarten, first and second grades, with the last 23 years spent at Edison Community College where she was faculty and program director for the early childhood education program.

Chris Ellington - Community Rep, Legal Content Specialist



Mr. Ellington joined the Board of Trustees in 2023.

He is an associate attorney with FGKS Law in Sidney where his practice focuses on corporate and commercial matters and litigation. He is originally from Lima and currently resides in Troy with his wife Hannah. He received a Bachelor of Business Administration in finance from Ohio University and a law degree from Ohio Northern University's Claude Pettit College of Law.

Board Members

Janet Julian - Community Representative



Ms. Julian joined the Board of Trustees in 2006, because: "I have a passion for the work that is done at Council on Rural Services. I have seen how the services they provide have made a difference in the lives of children, parents, and teens. The staff is very dedicated and professional."

Janet is Senior Vice-President and Chief Operating Officer at the Brethren Retirement Community in Greenville, and has served in various other management positions. She has a BA in Social Work from Manchester University and a Masters in Social Work from University of Cincinnati. Janet has also acted as a member of her local and district church boards.

Julia A. "Judy" Terry - Community Representative



Ms. Terry began serving on the Board of Trustees in 2008.

Judy was the 4th Ward Commissioner in Piqua, from 2006-2017. She is a native of Piqua and lifetime resident of the 4th Ward. She graduated from Piqua Catholic High School and the University of Cincinnati General Hospital School of Radiologic Technology. She retired from Upper Valley Medical Center at the end of 2005 after working in the Imaging Department for over 25 years.

Dr. Laurie White, Ph.D - Community Representative



Dr. White joined the Board of Trustees in 2013.

Laurie is currently employed at Family Health Services of Darke County, serving as both the Director of Behavioral Health and Wellness Services and Director of Organizational Planning and Development. She graduated with a bachelor's of Social Work degree from Southern Illinois University, a master's of Social Work from the Washington University – George Warren Brown School of Social Work with a specialty in clinical social work. She earned her Ph.D. from the University of Tennessee in 1998 with specialties in clinical evaluation/outcomes, administration and organizational behavior.

Jill Welch - Community Representative



Jill Welch joined the Board of Trustees in 2022.

Jill is currently working three part time jobs and loving them all as a speech and language pathologist. She works with individuals from birth to whenever. She is married to Al Welch and they have 4 children and 17 grandchildren. They feel very blessed. Jill states "I have been acquainted with Head Start since I was in grade school and they were housed in our little country church. I most recently worked with your staff in Van Wert and I am excited to be serving on the board".

Policy Council Members & Alternates

Auglaize County Members

Shelby Silvia, St Marys - Secretary

Champaign County Members

Tim Warner, Urbana

Darke County Members

Kaitie Lindemuth, Greenville Amy Mauricio, Greenville

> <u>Alternates</u> Lisa Hicks, Bradford

Greene County Members

Muhamed Alslaiman & Mariam Saleh, Fairborn

Logan County Members

Melynda Oliver, Indian Lake Mercedes Massie, Union Station

Miami County Members

Krystal Anderson, Piqua
Sara Laughlin, Troy - President
Dana Gwinn, Piqua - Vice President
Betsy Smith, Troy
Destiny Lucas, Piqua
Victoria Stover, Piqua

<u>Alternates</u> Nicole Burel, Piqua Kelly Koehler, Piqua

Shelby County Members

Brianna McSwain, Sidney Lydia Noe, Sidney Morgan Noffsinger, Sidney

Van Wert County Members

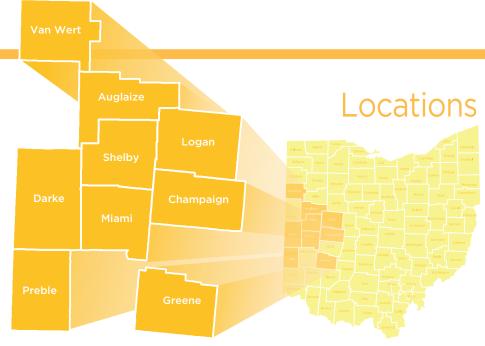
Bobbie Cox, Van Wert

Alternates Katrina Emmons, Van Wert

Community Reps Currently Serving

Garret Thompson, Past Parent
Teresa Anderson, Director of Curriculum PCSchools
Brenda Rock, Family First Council
Cindy Frantz, Community Relations McDonalds
Katie Vasil, Seeds of Hope
Christina Hutton, Past Parent

CORS



Auglaize County

Head Start/Early Head Start

Located in Wapakoneta YMCA Building 1100 Defiance Street Wapakoneta, Ohio 45895

Head Start 1659 Celina Rd. St Marys, OH 45885

Champaign County

Head Start

Located in CRSI Building 1150 Scioto Street, Suite 300 Urbana, Ohio 43078

Early Head Start

1471 East US Highway 36, Suite 400 Urbana, Ohio 43078

Darke County

Gateway Youth Program/ACES 5105 County Home Road Greenville, OH 45331

Head Start

Located in Bradford Local Schools 740 Railroad Avenue Bradford, Ohio 45308

Head Start/Early Head Start

1170 Sweitzer Street Greenville, Ohio 45331

Head Start

Located in Evangelical United Methodist Church 117 Franklin Street Union City, Ohio 45390

Greene County

Head Start

1369 Colorado Drive Xenia, Ohio 45385

Head Start

13 East Washington Street Jamestown, Ohio 45335

Head Start/Early Head Start 344 North Maple Avenue

Fairborn, Ohio 45324

Logan County

Head Start/Early Head Start Located in Union Station

613 Hamilton Street Bellefontaine, Ohio 43311

Head Start

Located in Indian Lake Elem. School 8770 County Rd. 91 Lewistown, Ohio 43333

Head Start

Located in Benjamin Logan Elem. School 4560 County Rd. 26 Bellefontaine, Ohio 43311

Miami County

Head Start/Early Head Start

1849 Towne Park Drive Troy, Ohio 45373

Head Start/Early Head Start

285 R.M. Davis Parkway Piqua, Ohio 45356

Head Start

Located in Milton Union Elem. School 43 Wright Road West Milton, Ohio 45383

ACES

201 RM Davis Parkway Pigua, Ohio 45356

CORS Administration Office

201 RM Davis Parkway Piqua, Ohio 45356

Preble County

Early Head Start

Home Base Office 8263 US Route 127 Camden, Ohio 45311

Shelby County

Head Start/Early Head Start

1502 North Main Avenue Sidney, Ohio 45365

Van Wert County

Head Start/Early Head Start

Located in the Thomas Edison Building 813 North Franklin Street Van Wert, Ohio 45891

