FORSYTH COUNTY
BOARD OF COMMISSIONERS

MEETING DATE: DECEMBER 16, 2013   AGENDA ITEM NUMBER: 4

SUBJECT: RESOLUTION ACKNOWLEDGING RECEIPT AND REVIEW OF THE FISCAL YEAR
2014-2015 COMMUNITY SERVICES BLOCK GRANT PROGRAM APPLICATION
FOR FUNDING A COMMUNITY ANTI-POVERTY PLAN SUBMITTED BY
EXPERIMENT IN SELF-RELIANCE, INC.

COUNTY MANAGER'S RECOMMENDATION OR COMMENTS: Recommend Approval

SUMMARY OF INFORMATION:

See attached

ATTACHMENTS: [X] YES   [   ] NO

SIGNATURE: _J. Dudley Watts, jr./cdh_   DATE: December 12, 2013
                      COUNTY MANAGER

RESOLUTION ACKNOWLEDGING RECEIPT AND REVIEW OF THE FISCAL YEAR 2014-2015 COMMUNITY SERVICES BLOCK GRANT PROGRAM APPLICATION FOR FUNDING A COMMUNITY ANTI-POVERTY PLAN SUBMITTED BY EXPERIMENT IN SELF-RELIANCE, INC.

WHEREAS, Experiment In Self-Reliance, Inc. has submitted its fiscal year 2014-2015 Community Services Block Grant Program Application for Funding a Community Anti-Poverty Plan for Forsyth County to the Forsyth County Board of Commissioners for review and comment prior to submission of the said application to the North Carolina Department of Health and Human Services, Division of Social Services/Economic and Family Services, Office of Economic Opportunity, pursuant to the provisions of 10A NCAC 97C.0111(b)(1)(A); and

WHEREAS, the said application is being submitted to the Board of County Commissioners more than 30 days prior to its submission to the Office of Economic Opportunity, and the County Commissioners will have 30 days to comment on the said application as required by the North Carolina Administrative Code.

NOW, THEREFORE, BE IT RESOLVED that the Forsyth County Board of Commissioners hereby acknowledges receipt of the fiscal year 2014-2015 Community Services Block Grant Program Application for Funding a Community Anti-Poverty Plan for Forsyth County.

BE IT FURTHER RESOLVED that the Forsyth County Board of Commissioners has reviewed and discussed the fiscal year 2014-2015 Community Services Block Grant Program Application for Funding a Community Anti-Poverty Plan for Forsyth County and supports the funding request in order to achieve the long-range goal of moving 180 families in Forsyth County above Poverty Income Guidelines by June 30, 2016 through long-term success coaching and direct services to empower economic self-sufficiency.

BE IT FURTHER RESOLVED that the Clerk to the Forsyth County Board of Commissioners is hereby authorized to complete and return the Community Services Block Grant (CSBG) Documentation of Submission to County Commissioners, subject to a pre-audit certificate thereon by the Chief Financial Officer, if applicable, and approval as to form and legality by the Forsyth County Attorney.

Adopted this 16th day of December 2013.

North Carolina Department of Health and Human Services

Division of Social Services/Economic and Family Services

OFFICE of ECONOMIC OPPORTUNITY

Community Services Block Grant Program

Fiscal Year 2014-15 Application for Funding
Project Period July 1, 2014 – June 30, 2015
Application Due Date: January 31, 2014

Applicant Information	
Agency:	Experiment In Self Reliance, Inc
Federal I.D.	56-6060100
DUNS Number:	060296142
Administrative Office Address:	1550 University Court, Winston-Salem, NC 27101
Mailing Address:	PO Box 135, Winston-Salem, NC 27102
Telephone Number:	336 722 9400
Fax Number:	336 748 8312
Board Chairperson:	Larry Herzberg
Board Chairperson's Address: (where communications should be sent)	PO Box 135 Winston-Salem, NC 27102
Board Chairperson's Term of Office:	July 1 2013-June 30, 2014
Executive Director:	Twana Wellman-Roebuck
Executive Director Email Address:	Twana.wellman@eisr.org
Agency Fiscal Officer:	Debra Perkins
Fiscal Officer Email Address:	debra.perkins@eisr.org
CSBG Program Director:	Fred Bazemore
CSBG Program Director Email Address:	fred.bazemore@eisr.org
Counties Served with CSBG funds:	Forsyth

North Carolina Department of Health and Human Services
Office of Economic Opportunity - Verna P. Best, Director
2420 Mail Service Center / Raleigh, North Carolina 27699-2420
http://www.ncdhhs.gov/oeo/

Checklist to Submit a Complete Community Services Block Grant (CSBG) Application

Please put a check mark in the appropriate box to show that you have included the completed document with your application. All documents are required with the exception of those that say "if applicable."

Item	Included (√)
Signed Application Certification (blue ink only)	✓
Signed Board Membership Roster (blue ink only)	✓
Board of Directors Officers and Committees	✓
Planning Process Narrative	✓
Form 210 – Agency Strategy for Eliminating Poverty	✓
Form 212 – One-Year Work Program	✓
Monitoring, Assessment and Evaluation Plan	✓
Form 212A – CSBG Administrative Support Worksheet (if applicable)	✓
Form 225 – Agency Budget Information	✓

Community Services Block Grant Program
Fiscal Year 2014-15 Application for Funding
Certification and Assurances

Public Hearing on the Initial Plan

We herein certify that a public hearing as required by 10A NCAC 97B .0402 Citizen Participation in the Application Process occurred on _December 5, 2012_ for the initial planning process for the agency's current project plan and the agency has maintained documentation to confirm the process of the public hearing.

For multi-county providers, indicate the date and the county the hearing was held.

Date	County	Date	County

County Commissioners' Review

We herein certify that the application for this project period was submitted to the Board of County Commissioners for review and comment on _November 26, 2013_ as required by 10A NCAC 97C .0111(A).

For multi-county providers, indicate the county and date the application for funding was presented to the Board of County Commissioners as required by 10A NCAC 97C .0111(B).

Date	County	Date	County

Board of Directors Approval of the Application

I hereby certify that the information contained in the attached application is true and the Board of Directors has reviewed and approved this application for the Community Services Block Grant Program.

Date of Board Approval: December 11, 2013

Board Chairperson: _____ 12/11/13
                          (Signature)   (Date)

Finance Committee Chairperson _____ 12/11/13
                          (Signature)   (Date)

Board of Directors' Membership Roster

Total Seats Per Agency Bylaws	21			Total Current Vacant Seats	1	

Total Number of Seats Reserved for Each Sector	Poor	7	Public	7	Private	7
Total Number of Vacant Seats Per Each Sector	Poor	0	Public	0	Private	1

Name	Email Address	County of Residence	Community Group/ Area Represented	Date Initially Seated [month/year]	Number of Terms Served [completed]	Current Term Expiration [month/year]
Representatives of the Poor						
1. Thomas Elmore	telmore@thefellowshiphome.org	Forsyth	Homeless Council		1	03/2014
2. Kenny Faulkner	kfaulkner5@triad.rr.com	Forsyth	Southside		1	04/2015
3. Mary Ford	Poford2001@yahoo.com	Forsyth	Thurmond St. Assn.		0	12/2014
4. Shirley Hall		Forsyth	Gilmer/Bonair Assn		0	11/2013
5. Chenita Johnson	chenitajohn@hotmail.com	Forsyth	Patterson Ave Assn		0	09/2014
6. Amatullah Saleem	amatullah.Saleem31@yahoo.com	Forsyth	Alder Point Assn.		0	01/2016
7. Manya Stewart	mnstwrt1@gmail.com	Forsyth	Veterans' Admin.		1	09/2015
Public Elected Officials						
1. Rebecca Bender	rebecca.bender@hanesbrand.com	Forsyth	County Official		0	09/2014
2. Chris Bryan	chris.bryan@bbandt.com	Forsyth	City Official		0	11/2015
3. Chester David	cdavid@triad.rr.com	Forsyth	County Official		0	09/2016
4. Toni Grace	tjg@blancolaw.com	Forsyth	City Official		0	11/2015
5. Anna Moyer	finallyanna@aol.com	Forsyth	County Official		0	11/2014
6. LaMonica Sloan	lamonicasloan@gmail.com	Forsyth	City Official		0	11/2015
7. Mary Jo Tull	maryjo.tull@wellsfargo.com	Forsyth	City Official		0	6/2015
Representatives of Private Organizations						
1. Alison Ashe Card	asheay@wfu.edu	Forsyth	Wake Forest University		1	01/2015
2. David Clayton	dclayton@wspd.org	Forsyth	WS Police		0	01/2015
3. Larry Herzberg	larryh04@gmail.com	Forsyth	Retired		1	09/2015
4. Johnnie Ruff	ruff.jj@gmail.com	Forsyth	Goler AME Zion		0	02/2015
5. John Lew	jlew@wakehealth.edu	Forsyth	NCBH HR		0	03/2016
6. Anne Priester	anne.priester@lrbrealestate.com	Forsyth	Real Estate Agent		0	05/2015
7.		Forsyth				

The signature of the Board of Directors Chairperson certifies that the persons representing the poor were selected by a democratic process and that there is documentation on file that confirms the selection of all board members. In addition, by signing below, the Board of Directors Chairperson confirms that the selection of all board members coincides with the directives outlined in the agency's bylaws and that a current Board of Directors Member Profile is on file for each member.

_____

Board of Directors Chairperson

_____

Board of Directors' Officers and Committees

Note: All committees of the board should fairly reflect the composition of the board (10A NCAC 97C .0109). Be sure to identify the chairperson and other committee positions.

Name	Office	Sector Represented	County Represented*
Officers of the Board			
Larry Herzberg	Chairperson	Private Organization	Forsyth
Mary Jo Tull	Vice Chair	Elected Public Official	Forsyth
Mary Ford	Secretary	Low Income	Forsyth
Chenita Johnson	Assistant Secretary	Low Income	Forsyth
Kenny Faulkner	Treasurer	Low Income	Forsyth
Committee Name: Executive			
Larry Herzberg	Chairperson	Private Organization	Forsyth
Kenny Faulkner		Low Income	Forsyth
Manya Stewart		Low Income	Forsyth
Mary Ford		Low Income	Forsyth
Thomas Elmore		Low Income	Forsyth
Alison Ashe-Card		Private Organization	Forsyth
Chenita Johnson		Low Income	Forsyth
Mary Jo Tull		Elected Public Official	Forsyth
Committee Name: Finance			
Kenny Faulkner	Chairperson	Low Income	Forsyth
Manya Stewart		Low Income	Forsyth
Shirley Hall		Low Income	Forsyth
Larry Herzberg		Private Organization	Forsyth
David Clayton		Private Organization	Forsyth
Chris Bryan		Elected Public Official	Forsyth
Chester David		Elected Public Official	Forsyth
Committee Name: Human Resources			
Alison Ashe-Card	Chairperson	Private Organization	Forsyth
Mary Ford		Low Income	Forsyth
Thomas Elmore		Low Income	Forsyth
John Lew		Private Organization	Forsyth
Mary Jo Tull		Elected Public Official	Forsyth
Anna Moyer		Elected Public Official	Forsyth
Committee Name: Program			
Thomas Elmore	Chairperson	Low Income	Forsyth
Shirley Hall		Low Income	Forsyth
Chenita Johnson		Low Income	Forsyth
John Lew		Private Organization	Forsyth
Anne Priester		Private Organization	Forsyth
Toni Grace		Elected Public Official	Forsyth
Rebecca Bender		Elected Public Official	Forsyth
Committee Name: Nominating			
Manya Stewart	Chairperson	Low Income	Forsyth
Larry Herzerg		Private Organization	Forsyth
Anna Moyer		Elected Public Official	Forsyth
Committee Name: Plans & Objectives			

Larry Herzberg	Chairperson	Private Organization	Forsyth
Mary Ford		Low Income	Forsyth
Amatullah Saleem		Low Income	Forsyth
LaMonica Sloan		Elected Public Official	Forsyth
Committee Name: Development & Fundraising			
Chenita Johnson	.	Low Income	Forsyth
Johnnie Ruff		Private Organization	Forsyth
Anne Priester		Private Organization	Forsyth
LaMonica Sloan	Chairperson	Elected Public Official	Forsyth
Mary Jo Tull		Elected Public Official	Forsyth
Toni Grace		Elected Public Official	Forsyth

*To be completed by agencies serving multiple counties.

Board Vacancy Notes:

Vacancy in Private Organizations sector that was held by Laura MacFadden: We have contacted Novant to request a replacement, and are waiting for response.

Ms. Shirley Hall rotated off in November, 2013. We have contacted the Gilmer/Bonair Neighborhood Association for a replacement, requesting an appointee by December 1, 2013. They will not meet again until January, 2014.

We will be meeting with the Homeless Council in December, 2013 to request a replacement for Mr. Thom Elmore, who will rotate off the Board in March, 2014.

Community Services Block Grant Program
Fiscal Year 2014-15 Application for Funding
Planning Process Narrative

ROMA Goals 1, 3 and 5	DHHS Excels-Goal 2
Low income People Become More Self-Sufficient; Low income People Own a Stake in their Community; Agencies increase their capacity to achieve results	Expand understanding and use of information to enhance the health and safety of North Carolinians

1. Explain in detail how each of the following was involved in the planning and development of this strategic plan.

   a. The Poor:
   ESR sponsors a number of community forums in low-wealth residential areas, in easily accessible facilities such as ESR, local churches, recreation centers, DSS, Health Department, and VITA sites. Our low-wealth community participated in these discussions, sharing their experiences and everyday realities. Those who attend receive information about ESR's currently operated programs and ESR solicits their input regarding challenges in their communities and the potential solutions ESR might offer. ESR's Board and management consider the information from these forums when developing new strategic plans. Representatives of the poor on the ESR board have input into the planning process at both the board and committee levels. ESR encourages program participants to complete a questionnaire regarding their experiences with our agency, including suggestions for further program development based on community needs.

   b. The Staff:
   The staff prepares the application based on the needs determined during the previous year's operation utilizing information that comes from the public, program participants, collaborative partners and fund sources. ESR's Administrative staff, accounting staff, and programmatic staff collaborate to ensure consistency, accuracy, and thoroughness in our current grant application. Changes in each year's grant application are the result of information gained through monitoring, assessment, and evaluation of the past year's Agency performance. Agency staff members monitor their caseloads closely to detect any needed changes in services related to the current economic conditions.

   c. The Board:
   The Board authorizes the staff to develop the application based on the information collected from the previous year's operation. Under the direction of our Executive Director, our Board has filled vacant Board positions, updated Personnel Policies and Procedures, and has participated in various orientation and training activities. The Board's secretary records Board activities in the minutes of our Board meetings. The current three-year plan (and specifically into the CSBG proposal for PY 14-15) includes information gained through past planning activities, Board meetings, and the annual Board retreat. The Board makes recommendations as needed on our CSBG application and approves the application before submission.

ROMA Goal 5	DHHS Excels-Goals 1 and 2

Agencies increase their capacity to achieve results	Manage resources that provide an elevated level of effective and efficient delivery of services and programs to North Carolinians; Expand understanding and use of information to enhance the health and safety of North Carolinians

2. Describe your agency's method and criteria for identifying poverty causes and list the identified causes. Also describe the methods and criteria used to determine priority and selection of strategies to be implemented that will address the poverty causes.

Collection and study of data on factors related to or resulting from poverty (such as racial discrimination, disparity in wage scales between men and women, poor education, and unemployment and underemployment), provide ESR with important information to identify and combat the causes of poverty in the community. Case management services help identify gaps in client education that can also help us identify poverty causes. These gaps include lack of economic literacy and positive role models in a mentoring capacity.

The Board also discusses poverty causes in the process of evaluating and monitoring the work of the agency. The ESR Board often invites Self-Sufficiency Program graduates to Board meetings to discuss their success, to provide feedback regarding the original cause of their poverty and to discuss what worked best for them in getting out of poverty. Graduates are encouraged to share their opinions about ways to modify services to make programs even more successful in removing citizens from poverty.

Available resources are a major factor in selecting causes to address. In line with ESR's mission to combat poverty in Forsyth County, we are continuing to emphasize activities designed to combat three major causes of poverty in Forsyth County: 1) lack of jobs paying a living wage, 2) lack of economic literacy resources and training, and 3) lack of availability of low to moderate income housing opportunities. ESR addresses other poverty causes on a basis of greatest apparent need/least availability of suitable services. ESR closely monitors changing needs of the low-income population in Forsyth County and adjusts its programming accordingly. ESR is focusing on increased poverty issues in Forsyth County including layoffs, cuts in work hours, cuts in medical insurance benefits, and difficulty in the areas of job placement, wage progression, and employment promotion.

The criteria used for selecting the causes of poverty to be addressed is the monetary impact which a particular cause has on the low income population of Forsyth County and priorities mandated by the state for agencies which administer the Community Service Block Grant funds.

The criteria used to select the projects for a one-year program are:
a) Does the project assist the Agency in meeting its mission statement as approved by the Board of Directors?
b) Which activities will have the greatest impact on the most problems facing poor people?
c) What nature and quantity of resources are available to address a particular need?
d) Is the project within the capacity of the staff to handle?
e) Will the project fill a major service gap in the community?
f) Will the project assist in meeting ROMA goals?
g) Will the project have a significant community impact in the future?
h) Will the project lead to cost effective empowerment of the poor?

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The methods used include:
a) Selecting and prioritizing criteria,
b) Presenting selected strategies to the appropriate committee and Board of Directors for approval,
c) Discussing prioritized strategies with other service care providers to ensure consistency and non-duplication of services within the local continuum of care,
d) Making sure methods are consistent with rules and regulations associated with the CSBG Grant,
e) Making sure methods will include specific strategies designed to meet ROMA goals, including program results designed to demonstrate the positive outcome measures generated by the CSBG Program,
f) Implementation of our strategic planning model mission and vision to ensure the most cost effective empowerment of clients through community impact strategies designed to combat the root causes of poverty in Forsyth County, and
g) To ensure immediacy, transparency, and accountability when using public funding to provide client services

ROMA Goal 1, 2, 3 and 6 Low income People Become More Self-Sufficient; The conditions in which low income people live are improved; Low-income people own a stake in their community; Low-income people, especially vulnerable populations, achieve their potential by strengthening family and other support systems	DHHS Excels- Goal 4 Provide services to individuals and families identified as being at risk of compromised health and safety.

3. Describe activities that your agency has undertaken to advocate for and empower low-income individuals and families to achieve economic independence and security.

a) CSBG clients are encouraged to enroll in the IDA Program. The IDA Program promotes homeownership, which provides an opportunity for citizens to have a greater stake in their community. IDA graduates serve on community groups, neighborhood protection groups, school related committees, community election committees, community awareness groups, and other opportunities made possible through homeownership.

b) CSBG clients who enroll in NC Saves have their own personal savings accounts, and have access to other banking products and services. Previously unbanked clients gain confidence with this experience.

c) Greater collaboration between CSBG Self-Sufficiency and IDA, NC Saves, and EITC activities empowers CSBG clients, especially those who receive priority entry into other in-house ESR programs such as IDA.

d) We continue to emphasize education/training. Education/training will provide opportunities for better jobs, which offers ESR's CSBG-funded self-sufficiency clients increased authority over their lives and futures.

e) The EITC Program empowers households by providing free tax preparation services, more money in clients' pockets from EITC returns, asset building counseling, and linkages to other asset building programs in the community.

f) ESR emphasizes financial literacy education.

g) ESR boosts Self-Sufficiency clients' self esteem, self confidence, and assertiveness in taking greater control of their lives through case management services, including personal and budgeting counseling, which helps clients understand that they can control their lives and finances.

h) ESR works collaboratively with other agencies to help clients get services they need to remove themselves from poverty and own their futures.

ROMA Goals 1, 2 4, 5 and 6	DHHS Excels-Goals 1 and 2
Low income People Become More Self-Sufficient; The conditions in which low income people live are improved; Agencies increase their capacity to achieve results; Partnerships among supporters and providers of services to low-income people are achieved; Low-income people, especially vulnerable populations, achieve their potential by strengthening family and support systems	Manage resources that provide an elevated level of effective and efficient delivery of services and programs to North Carolinians; Expand understanding and use of information to enhance the health and safety of North Carolinians

4. Describe how your agency plans to make more effective use of, coordinate and form partnerships with other organizations and programs including: State welfare reform efforts; public and private resources; religious organizations, charitable groups, and community organizations.

ESR collaborates with a broad range of service organizations to implement new strategies to combat poverty. We collaborate with churches to help meet immediate and emergency needs through in-kind services. Private and foundation resources help provide client assistance funds that provide clients with a safety net while they learn self-sufficiency skills and take control of their futures. We collaborate with a variety of agencies that provide educational services including basic life skills, financial literacy, job search and retention skills, career training, post secondary education, and homebuyer education. Goodwill, The Department of Commerce Department of Workforce Divisions, Urban League, Vocational Rehabilitation, and the JobLink Career Center assist our clients with employment related needs. We also utilize our friendships with agencies of all kinds to improve our outreach, both to low-income citizens of our community who might benefit from our services and to citizens who are in a position to assist through donations and volunteerism. As the coordinated intake system finds its feet in the community, ESR's participation makes collaboration with other participating agencies a natural extension of our service model.

Community Services Block Grant Program
Fiscal Year 2014-15 Application for Funding
Planning Process Narrative (continued)

5. Describe how your agency will establish linkages between governmental and other social services programs to assure the effective delivery of such services to low-income individuals, to avoid the duplication of such services and to fill identified gaps in services, through the provision of information, referrals, case management and follow-up consultations.

ESR provides information to everyone who contacts our agency. For those whose needs fall outside the scope of our programs, we provide referrals, both formal and informal, to partner or collaborative agencies to see that those who need services can obtain them. We constantly seek new service providers that we can tap to assist community residents that do not qualify for our programs. We also leverage services in collaboration with other programs and agencies to help our clients obtain more robust services without taxing any single agency's resources more than strictly necessary.

Those whose needs can best be met by ESR's programs are provided case management, financial literacy training, and supportive services to help them become stable. ESR's Success Coaches encourage each client to meet and exceed their goals, and to set new, higher ones that lead to still greater self-sufficiency. We emphasize training, financial literacy and wage/employment progression in our self sufficiency case management, and as such we make use of any community resources we find that align with our case management model. We expanded our employment related services through close linkages with the Workforce Investment Board, the JobLink Career Center, and The Department of Commerce / Division of Workforce Solutions. ESR has CSBG-funded staff out-stationed at the main JobLink Career Center (The Department of Commerce / Division of Workforce Solutions), Goodwill Industries, and Forsyth Technical Community College to meet these needs. As we learn of new services and programs available in the community, we contact the providers to learn more and assess how those services might benefit our clients, as well as discuss how our services might benefit theirs.

ROMA Goal 2, 4 and 6	DHHS Excels-Goals 1 and 3
Low income People Become More Self-Sufficient; Partnerships among supporters and providers of services to low-income people are achieved; Low-income people, especially vulnerable populations, achieve their potential by strengthening family and other support systems	Manage resources that provide an elevated level of effective and efficient delivery of services and programs to North Carolinians; Offer outreach and services to individuals and families identified as being at risk of compromised health and safety.

6. Provide a description of how your agency will support innovative community and neighborhood-based initiatives related to the purposes of the Community Services Block Grant (fatherhood initiatives and other initiatives with the goal of strengthening families and encouraging effective parenting).

ESR strongly supports fatherhood initiatives through providing self-sufficiency services to clients referred by the Urban League and related activities sponsored through WorkFirst and Welfare-To-Work initiatives. We work closely with the Housing Authority in making cross-referrals between ESR programs and the Family Self-Sufficiency Program. We also collaborate with Family Services and Goodwill Industries

programming. All ESR programs have the goals of strengthening families and communities, improving family stability, and combating generational poverty through education, asset building opportunities, and exposure to proper role models through mentoring opportunities. Community programs refer mostly African-American males to ESR for assistance as they are about to be incarcerated or as they re-enter society. Challenging issues related to this population include child support payments, child visitation and related effective parenting skills, employment, housing (difficult due to criminal history and past rent payment history), and related issues threatening family stability. ESR programs work with the family unit to address stability issues, and seeks out educational resources for clients that help improve their parenting and problem solving skills.

ROMA Goal 5 and 6 Agencies increase their capacity to achieve results; Low-income people, especially vulnerable populations, achieve their potential by strengthening family and other support systems	DHHS Excels-Goals 1 and 5 Manage resources that provide an elevated level of effective and efficient delivery of services and programs to North Carolinians; Provide services and protection to individuals and families experiencing serious health and safety needs who are not, at least temporarily, able to assist themselves.

7. Describe activities that your agency has undertaken or plans to undertake, on an emergency basis, for the provision of such supplies and services, nutritious foods and related services, as may be necessary to counteract conditions of starvation and malnutrition among low-income individuals.

ESR has formed close working relationships with the Northwest Harvest Food Bank, Department of Social Services, American Red Cross, Salvation Army, Samaritan Ministries (Soup Kitchen), Rescue Mission, Health Department, Crisis Control Ministries, Goodwill Industries, local churches, local grocery stores (food vouchers/gift cards), and others to meet documented needs in this area. ESR established its own food pantry to meet these needs for our clients. ESR has also established a small clothing closet and makes community referrals to other clothing closets. ESR understands that basic needs such as food, clothing, and shelter must be met before higher-level self-sufficiency goals can be accomplished. The CSBG Program and the local Rapid Re-Housing Program have strengthened ESR's relationships with Crisis Control Ministries, our major emergency assistance provider.

8. Describe how your agency will coordinate the provision of employment and training activities with entities providing activities through statewide and local workforce investment systems under the Workforce Investment Act of 1998.

ESR coordinates WIA activities through the JobLink Career Center of which ESR is a collaborative partner. ESR has one Self-Sufficiency staff person stationed onsite at the primary JobLink Career Center (The Department of Commerce/Division of Workforce Solutions), another Self-Sufficiency staff person stationed at the JobLink satellite office located on the West Campus of Forsyth Technical Community College, and a third staff person at the JobLink satellite office at Goodwill. These persons act as liaisons for referrals between ESR and JobLink.

Also, under the WIA system, ESR continues to participate in activities originally begun by the Welfare to Work Program and youth programs (including Summer Youth Employment Program). Goodwill Industries, the local community college, ESC, Vocational Rehabilitation, public schools, and the Urban League are all collaborative partners under WIA. These agencies collaborate to serve clients even after the Welfare-to-Work Program ended and/or changes occurred in Summer Youth Programs. ESR has been assertive in recent years in revitalizing and using the local WIA sponsored Workforce Development System in an attempt to meet challenges related to the recession. Employment services are crucial to the success of our programs at this time. ESR has increased coordination with Goodwill Industries in areas of pre-employment skills training, job placement of clients, job retention, and economic literacy training.

ESR works closely with the Workforce Development system (WIA) to implement our Programs. One of our largest volume EITC VITA sites is located at a JobLink satellite site at Goodwill. Many WIA customers are becoming NC Savers as they obtain employment. Clients obtaining employment through the Workforce Development Program often enroll in the Self-Sufficiency Program at ESR to focus on job retention, transportation, childcare, budgeting, and related factors so that the newfound job can assist the household rising above poverty.

ROMA Goal 4 and 6	DHHS Excels-Goal 5
Partnerships among supporters and providers of services to low-income people are achieved; Low-income people, especially vulnerable populations, achieve their potential by strengthening family and other support systems	Provide services and protection to individuals and families experiencing serious health and safety needs who are not, at least temporarily, able to assist themselves.

9. Describe how your agency will ensure coordination with the emergency energy crisis intervention program under title XXVI (relating to low-income home energy assistance).

The ESR Self-Sufficiency Program staff coordinates with the Department of Social Services in administering the Emergency Energy Crisis Intervention Program under Title XXVI by:

- Attending information sharing meetings
- Participating in outreach planning
- Referring eligible households to the Department of Social Services and Salvation Army to apply for assistance
- Acting as personal representative for individuals who have no one else to apply for them
- Distributing information flyers to areas with a concentration of low-income residents
- Coordinating activities with the Salvation Army, where CIP applications are accepted
- Assisting in publicizing beginning and ending dates for LIHEAP/CIP assistance
- Accepting referrals on applicants who did not qualify for fuel assistance and referring to other sources as appropriate
- Tracking Emergency Assistance clients on the CHIN system so that all community services providers will be aware of the EA services already provided to each client.

Community Services Block Grant Program
Fiscal Year 2014-15 Application for Funding
Planning Process Narrative (continued)

ROMA Goals 4 and 5	DHHS Excels-Goals 1 and 2
Partnerships among supporters and providers of services to low-income people are achieved; Agencies increase their capacity to achieve results	Manage resources that provide an elevated level of effective and efficient delivery of services and programs to North Carolinians; Expand understanding and use of information to enhance the health and safety of North Carolinians

10. Describe the needs of low-income youth and your agency's efforts to promote increased community coordination and collaboration in meeting the needs of low-income youth.

ESR and Goodwill Industries entered into a collaborative effort to provide economic literacy training to low income families, specifically including low-income youth. The local school systems do not provide financial education training and children need this information to escape or avoid poverty in the future. All of ESR's programs combat generational poverty issues. We are receiving more requests for services to youth who are about to become adults.

ESR is collaborating with a local initiative to provide economic literacy training to young adults transitioning out of the foster care system as part of the Youth In Transition Community Initiative of Forsyth County. This young adult population is at risk, especially as they age out of the foster care system without a support network. This initiative will bring appropriate organizations to the table to help provide a network of resources for individuals aging out of foster care, including self-sufficiency and housing services. This initiative will to serve 4 individuals per quarter, once established, with the Winston-Salem Foundation and/or KBR as potential sources of funding.

ROMA Goals 1 and 5	DHHS Excels-Goal 1
Low-income People Become More Self-Sufficient; Agencies increase their capacity to achieve results	Manage resources that provide an elevated level of effective and efficient delivery of services and programs to North Carolinians.

11. Describe activities that your agency has undertaken or plans to undertake to establish a pool of unrestricted funds to further the agency's mission and reduce dependency on government funding.

a. Funds to support services for low-income persons

ESR has abundant grant writing experience among staff and we are continually seeking new fund sources to provide unrestricted funds. ESR continues to seek new funds from Forsyth County, the City of Winston-Salem, and local foundations that have a history of providing unrestricted funds in our community. We are learning new techniques of fundraising through our capital campaign efforts which may be used extensively in the future to provide unrestricted funds. Our financial officer and finance committee have been extremely frugal with the unrestricted funds that we have raised, and have attempted to save and invest these dollars to increase these resources, just as we ask our clients to do. To increase our unrestricted fund base is

the most important reason for our attempts to raise capital funds to move our office; we will own our office space, rather than rent, which should serve to build assets.

As our Capital Campaign planning has progressed, the concept of using campaign efforts to broaden ESR's donor base has become increasingly important. During initial campaign efforts, it became obvious that ESR is one of the best kept secrets in our community, especially among potential donors who have resources to support ESR's Capital Campaign efforts now, and ESR program activities in the future. The services ESR provides, the philosophy of our service model, the cost effectiveness of our agency, and the positive program outcomes make ESR an excellent investment in the community.

b. Funds to support the overall agency
ESR's Board of Directors has been working on plans for raising unrestricted funds for approximately five years now. Ideas included small business ventures, however the economic recession has forced us to wait before moving forward on these. We expect to increase our base of financial supporters through our capital campaign efforts, so that our annual fundraising campaigns can be more successful. The expanded donor base from our capital campaign will provide unrestricted funds in the future. The savings in rent from our old building will partially be used for maintenance of the new building, for upgrades to staff salaries, and for restrictive funds costs. This should free unrestricted funds for efficient use in areas of greatest need.

ROMA Goal 2, 4 and 6	DHHS Excels-Goals 1 and 3
Low Income People Become More Self-Sufficient; Partnerships among supporters and providers of services to low-income people are achieved; Low-income people, especially vulnerable populations, achieve their potential by strengthening family and other support systems	Manage resources that provide an elevated level of effective and efficient delivery of services and programs to North Carolinians; Offer outreach and services to individuals and families identified as being at risk of compromised health and safety.

12. Describe your agency's method for informing custodial parents in single-parent families that participate in CSBG programming about the availability of child support services. In addition, describe your method for referring eligible parents to the child support office[s].

ESR's client Success Plans include a household budget analysis that seeks out sources of income that the client may qualify for but is not taking advantage of, including but not limited to child support. We refer client custodial parents who are eligible for child support directly to the Department of Social Services for child support services. ESR has, through a number of collaborative projects, direct linkage to DSS, and we are able to refer eligible clients directly to the appropriate department, and sometimes even to a specific person in that department.

13. Does your agency calculate return on investment for your CSBG program? If so, please explain and give the calculation.

At present, ESR does not calculate return on investment for any of our programs or specific fund sources, nor do we calculate it based on the total agency budget. To date we likely do not have enough data tracked to provide this information for past performance.

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Agency Strategy for Eliminating Poverty

Planning Period: July 1, 2013 - June 30, 2016

Section I: Identification of the Problem (use additional sheets if necessary)

1. Give the Poverty Cause name, rank the poverty cause(s) and identify which one(s) the agency will address.

   Lack of comprehensive services for the purpose of enabling low-income families to become self-sufficient

2. Describe the poverty cause(s) in detail in the community with appropriate statistical data (Include data sources). Explain why the problem exists. Identify the segment of the population and give the number of people experiencing the problem. Explain how the persons are adversely affected.

   In a recent CFED study, it was found that one out of every four households owes more than they own, and over one third of families do not have enough assets to meet their most basic needs for three months should they lose their main source of income. [1] This lack of household stability is defined as "asset poor." Providing low-income families with comprehensive services (client assistance and case management) improves their opportunities to become self-sufficient. Lack of educational attainment (only 23% of Winston-Salem residents have a bachelor's degree or higher) and skills training are barriers that prevent low-income families from wage improvement, which is a move toward self-sufficiency. Jobs, housing, or education, without supportive services designed to remove barriers, such as childcare, transportation, counseling needs, etc., often do not result in successful outcomes. Further, families with no supportive Success Coaching often lose jobs and housing within four months because of the lack of supports. Problems addressed in a piecemeal way rather than comprehensively are more likely to fail. While no agency can lift every family from poverty, those providing only limited services or services with no case management component seem to provide only limited relief to these distressed families and often do not address generational poverty at all. Comprehensive services address not only the immediate, critical needs of families in poverty, but attempt to remediate the broader range of barriers that exists for those families.

   According to the _Assets & Opportunity Profile: Winston-Salem and Forsyth County_, 39% of Winston-Salem households live in asset poverty, 22% live in extreme asset poverty, 60% of single-parent homes live in asset poverty, and 56% have subprime credit scores. [1] A variety of factors threaten the economic security of our families and children in recent years including increased poverty, extremely high unemployment levels, industrial decline, slow job growth, and reduction in federal and state social services spending. Private fund sources have become more reticent with regards to grants, being able to provide less support to fewer

non-profits than ever before, at a time when the need is greatest.

Various agencies provide Success Coaching services for select populations in Forsyth County. However, these services are limited in scope and intensity, they focus on individuals rather than families, and they are not comprehensive in nature. We are not aware of any other agency that provides comprehensive, customized, and integrated Success Coaching services and other supportive services offered by the Self-Sufficiency Program.

According to the US Census Bureau, approximately 37% of Forsyth County households have annual incomes of less than $35,000. Single parent, female-headed households are at greatest risk of being persistently poor, with 67% of these single-parent households defined as asset poor. New families are joining the ranks of the low-income from the middle class as the recession continues and jobs that pay enough to support families disappear. These newly impoverished families are steadily swelling the unemployment rolls, as well as increasing the volume of citizens seeking out supportive services. The US Department of Labor Bureau of Labor Statistics reports that unemployment continued to rise during 2013, sometimes exceeding 9% in Forsyth County.

Statistics prepared by the Conference on Poverty, Inc. suggested that there are 6,000 poor families with children in Forsyth County. This represents 12% of the total population in Forsyth County. Seventy-four percent (74%), or 4,440 families, are single parent, female-headed households. Conference on Poverty, Inc. statistics also suggested that there are 30,000 individuals (counting both families with children and individuals) in poverty in Forsyth County. The adverse effects of the current economic recession have caused the number of families and individuals in poverty in Forsyth County to increase. Also, the nation's savings rate for low to moderate income families is similar to the rate documented in 1933, which is the lowest in history.

Supportive services for the poor, including Success Coaching, are the most critical ingredients in empowering families to move toward self-sufficiency. Services offered without supportive services and intensive case monitoring are often unsuccessful. Recidivism often becomes a problem when comprehensive services are unavailable, as well; as poor families struggle to find ways to survive, they find themselves back in the same cycle of having only some of their needs addressed, or addressed only short- term. In the majority of cases, impoverished families need a broad range of services in order to become self-sufficient, and either cannot access or do not know about resources in the community that can assist them. They take care of the immediate crisis through available services, but may still be only one illness or accident away from homelessness. As long as these families have difficulty taking advantage of comprehensive services that include individualized case management as well as supportive services, their children will also be more likely to remain impoverished, continuing the cycle of generational poverty. Not only does this type of financial insecurity destabilize families, it also jeopardizes the long-term vitality of cities and local economies.

1 Building Economic Security In America's Cities: New Municipal Strategies for Asset Building and Financial Empowerment (Washington, DC: CFED, 2011).

Section II: Resource Analysis (use additional sheets if necessary)

3. Resources Available:

   a. Agency Resources:
      Burton Street Shelter
      Spring Street Shelter
      Fifth Street Permanent Housing Facility
      WSSU Interns (volunteers)

   b. Community Resources:

   Training, In Kind Services
   American Red Cross
   Career Connections and Prosperity Center
   Department of Commerce
   Employment Security Commission
   Forsyth County DSS
   Forsyth County Health Department
   Forsyth County Mental Health Department
   Forsyth Technical Community College
   Goodwill Industries
   JobLink Career Center
   Lou Baldwin Realty
   NC Cooperative Extension
   Next Step Ministries
   Second Harvest Food Bank of Northwest NC
   Salem College
   Veteran's Administration
   Wake Forest University
   WIA/JobLink Career Center
   Winston-Salem Housing Authority
   Winston-Salem Housing Authority
   Winston-Salem State University
   Winston-Salem/Forsyth County Homeless Council
   Workforce Development Board

   Referral
   Local Faith Community
   Rescue Mission
   Salvation Army
   Samaritan Ministries
   Crisis Control Ministries
   Sunnyside Ministry
   Battered Women's Shelter

   Fund Sources
   MDC/EITC Carolinas
   Kate B. Reynolds Charitable Trust
   NC Department of Health & Human Services(OEO)
   United Way of Forsyth County
   Winston-Salem Foundation
   W-S Community & Business Development Dept.
   City of Winston-Salem
   Department of Housing & Urban Development (HUD)
   Department of Labor
   FEMA
   RJ Reynolds

   IDA Partner/Resource
   Center for Home Ownership (CHO)
   Forsyth County Housing Department
   Local Banks
   Local Realtors
   Habitat for Humanity
   IDA Work Group
   IDA Work Group
   NC Housing Finance Agency
   NC IDA Collaborative

   EITC/NC Saves Partner/Resource/Site
   Forsyth Working Families Partnership
   Local Libraries
   Local Banks
   IRS
   Offices Community Services
   Goodwill Industries

4. Resources Needed

   c. Agency Resources:
      Staff, volunteers, and financial resources

d. Community Resources:
    Volunteers
    Mentors in a variety of life skills areas
    Supportive Services

Section III: Goal and Strategy

5. Long-Range Goal:
    To move 180 families above Poverty Income Guidelines by June 30, 2016

6. Strategies for Achieving Long-Range Goal:
    Provide Success Coaching to low-income families along with a direct provision of services resulting in an increase in family income and empowerment leading to economic self-reliance including families moving above the poverty level.

    Provide long-term Success Coaching to families along with a direct provision of services that results in job placement, job retention, job stability, wage progression, family income increase, improvement in educational levels, economic literacy training, asset building, stable, affordable housing, healthcare coverage and basic independent living skills.

    Collaboration of services with local human service agencies to provide needed assistance, to maximize resources, to minimize gaps in services, and to prevent duplication of services.

    Promote a better community understanding regarding the need to remove barriers affecting the unemployed and underemployed in their efforts to attain skills to enable them to compete in the job market.

    Provide educational training in career areas leading to employment paying a living wage and providing healthcare coverage.

    Provide self-sufficiency and housing services to low-income families significantly affected by welfare reform initiatives and the present recession who are not homeless but present significant housing needs.

    Provide economic literacy training and associated programs with the goals of:
    a. Changing savings/spending habits,
    b. Creating a realistic family budget,
    c. Persuading families to take advantage of Earned Income Tax Credits (EITC), free tax preparation services and to make wise use of their tax refund money,
    d. Promoting savings, investment, wealth accumulation, and asset building, rather than spending and consumption, as a way to increase net worth,
    e. Promoting asset accumulation as a new tool for combating generational poverty,
    f. Introducing clients to the Individual Development Account program as a new tool to combat generational poverty,
    g. Introducing clients to NC Saves, which assists households in opening a savings account, assists in accumulation of savings, teaches financial literacy, provides a wealth coach, and helps establish good credit and reduce debt.
    h. Use other ESR in-house programs such as IDA, NC Saves, and EITC/VITA to supplement and support our core services provided in the Self-Sufficiency Program.

Community Services Block Grant Program
Fiscal Year 2014-15 Application for Funding
One-Year Work Program
OEO Form 212

Section I: Project Identification							
1. Project Name:	Self-Sufficiency Program						
2. Poverty Cause Name:	Lack of comprehensive services for the purpose of enabling low-income families to become self-sufficient.						
3. Long-Range Goal:	To move 180 families above Poverty Income Guidelines by June 30, 2016.						
4. Selected Strategy:	To provide families with long-term Success Coaching and direct provision of services, resulting in the cost effective empowerment of clients leading to economic self-reliance.						
5. Project Period:	July 1, 2014	To	June 30, 2015	Plan Year	2	of	3
6. CSBG Funds Requested for this Project:							
7. Total Number Expected to Be Served:	180						
a. Expected Number of New Clients	80						
b. Expected Number of Carryover Clients	100						
8. Number expected to be moved above Federal Poverty Guidelines this year (Self-Sufficiency Projects):						60	
9. Percent of Long-Range Goal Expected to be Met this Year (For projects other than Self-Sufficiency):							

Section II: One-Year CSBG Program Objective and Activities					
Objective: To provide 180 families with long-term Success coaching and direct provision of services, resulting in the cost effective empowerment of clients leading to economic self-reliance during the period of July 1, 2014 through June 30, 2015. We will start with approximately 100 carried over, and add 20 new participants per quarter for a minimum of 180 per year.		Implementation Schedule			
Activities	Position Title(s)	First Quarter	Second Quarter	Third Quarter	Fourth Quarter
1. Obtain detailed case record information in order to determine eligibility and needs. ESR verifies eligibility on all cases. Staff makes every effort to maintain file integrity and client privacy.	Director of Agency Operations Self-Sufficiency Service Manager Outreach Service Coordinator Success Coach I Executive Program Assistant Administrative Assistant Orientation Specialist Reception/Resource & Referral Agent Technical Support Associate	(20 new)	(20 new)	(20 new)	(20 new)

Community Services Block Grant Program
Fiscal Year 2014-15 Application for Funding
One-Year Work Program
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Section II: One-Year CSBG Program Objective and Activities					
Objective: To provide 180 families with long-term Success coaching and direct provision of services, resulting in the cost effective empowerment of clients leading to economic self-reliance during the period of July 1, 2014 through June 30, 2015. We will start with approximately 100 carried over, and add 20 new participants per quarter for a minimum of 180 per year.		Implementation Schedule			
Activities	Position Title(s)	First Quarter	Second Quarter	Third Quarter	Fourth Quarter
2. Examine and evaluate individual client situation to determine services needed to promote self-sufficiency.	Dir. of Agency Operations SS Service Manager Outreach Service Coordinator Success Coach I Exec. Program Assistant Administrative Assistant Orientation Specialist Receptionist/Resource & Referral Agent	120 (20 new)	140 (20 new)	160 (20 new)	180 (20 new)
3. Develop a Success Plan, including short-term objectives and long-term goals with each new client to provide comprehensive services for enabling self-sufficiency.	Dir. of Agency Operations SS Service Manager Outreach Service Coordinator Success Coach I	20 (20 new)	40 (20 new)	60 (20 new)	80 (20 new)
4. Formulate or update Success plans as necessary with each client. Periodically review cases for quality control (minimum of every two weeks, maximum every 90 days)	Dir. of Agency Operations SS Service Manager Outreach Service Coordinator Success Coach I Exec. Program Assistant Administrative Assistant Orientation Specialist	120 (20 new)	140 (20 new)	160 (20 new)	180 (20 new)
5. Accept and track referrals from and refer individuals to as many appropriate resources as necessary. Follow up/track referrals accepted from other resources to determine program enrollments, program completions and results. This increases accessibility to services in a community that is rich in resources and saves ESR's resources by having the human service agency receiving the referral to activate its resources to serve the client.	Dir. of Agency Operations SS Service Manager Outreach Service Coordinator Success Coach I Exec. Program Assistant Admin Assistant Orientation Specialist Receptionist/Resource & Referral Agent	ONGOING			

Community Services Block Grant Program
Fiscal Year 2014-15 Application for Funding
One-Year Work Program
OEO Form 212 (continued)

Section II: One-Year CSBG Program Objective and Activities					
Objective: To provide 180 families with long-term Success coaching and direct provision of services, resulting in the cost effective empowerment of clients leading to economic self-reliance during the period of July 1, 2014 through June 30, 2015. We will start with approximately 100 carried over, and add 20 new participants per quarter for a minimum of 180 per year.		Implementation Schedule			
Activities	Position Title(s)	First Quarter	Second Quarter	Third Quarter	Fourth Quarter
6. To continue our cooperative work agreement with the TANF/WorkFirst program, including a formal work agreement for IDA. The CSBG Self-Sufficiency Program is a form of WorkFirst diversionary assistance in Forsyth County.	Executive Director Dir. of Agency Operations Self-Sufficiency Service Manager		ONGOING		
7. Provide individual counseling in such areas as: life skills, employment, housing, domestic violence prevention, homeownership (IDA), economic literacy, asset building, savings (NC Saves), tax returns (EITC), etc.	Dir. of Agency Operations SS Service Manager Outreach Service Coordinator Success Coach I	120 (20 new)	140 (20 new)	160 (20 new)	180 (20 new)
8. Provide financial assistance for clients needing supportive services (food, shelter, household expenses, clothing, childcare, and transportation), work and education-related expenses, or any other barrier to self-sufficiency. Communication with Community Emergency Assistance Providers is through the CHIN system.	Dir. of Agency Operations SS Service Manager Outreach Service Coordinator Success Coach I	120 (20 new)	140 (20 new)	160 (20 new)	180 (20 new)
9. Coordinate Self-Sufficiency activities with all ESR services (IDA, Housing, Permanent Housing, NC Saves, EITC) through intra-agency referrals, interagency referrals, joint case staffing, and self-sufficiency training of adjunct staff by the Director of Agency Operations)	Dir. of Agency Operations SS Service Manager Outreach Service Coordinator Success Coach I		ONGOING		
10. Formulate, coordinate and conduct workshops designed to provide and/or enhance knowledge and skills needed to cope with or escape from a poverty lifestyle, i.e. consumer information, economic literacy, asset building, safety and crime prevention, parenting, etc.	Dir. of Agency Ops SS Service Manager Outreach Service Coordinator.	1	1	1	1

Community Services Block Grant Program
Fiscal Year 2014-15 Application for Funding
One-Year Work Program
OEO Form 212 (continued)

Section II: One-Year CSBG Program Objective and Activities					
Objective: To provide 180 families with long-term Success coaching and direct provision of services, resulting in the cost effective empowerment of clients leading to economic self-reliance during the period of July 1, 2014 through June 30, 2015. We will start with approximately 100 carried over, and add 20 new participants per quarter for a minimum of 180 per year.		Implementation Schedule			
Activities	**Position Title(s)**	First Quarter	Second Quarter	Third Quarter	Fourth Quarter
11. Accumulate detailed information through the maintenance of a case file system and a computerized client assistance recording software package (AR4CA). AR4CA stores and retrieves information efficiently and effectively.	Dir. of Agency Ops SS Service Manager Outreach Svc Coord. Success Coach I Exec. Program Asst Admin Assistant Orientation Specialist Receptionist/Resource & Referral Agent		ONGOING		
12. Develop and document a job enhancement service plan emphasizing job development, job search, job placement, wage progression, healthcare coverage, future training, job retention, educational upgrade, transportation, childcare, and related topics. We have two staff persons spending a portion of their time at our local JobLink Center, ESC office, and at Prosperity Center.	Dir. of Agency Ops SS Service Manager Outreach Service Coordinator Success Coach I	120 (20 new)	140 (20 new)	160 (20 new)	180 (20 new)
13. Coordinate with other community agencies and groups in order to initiate institutional changes that benefit low-income residents of Forsyth County through information sharing, community problem solving, planning, advocacy, etc.	Dir. of Agency Ops Development/Agency Relations Mgr		ONGOING		
14. Conduct annual evaluations of services and staff. This evaluation will include data from monthly, quarterly and semi-annual reviews.	Executive Director Dir. of Agency Operations SS Service Manager				May 2014

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Section II: One-Year CSBG Program Objective and Activities					
Objective: To provide 180 families with long-term Success coaching and direct provision of services, resulting in the cost effective empowerment of clients leading to economic self-reliance during the period of July 1, 2014 through June 30, 2015. We will start with approximately 100 carried over, and add 20 new participants per quarter for a minimum of 180 per year.		Implementation Schedule			
Activities	Position Title(s)	First Quarter	Second Quarter	Third Quarter	Fourth Quarter
15. Staff cases with other agencies providing services as appropriate. These joint case staffing will assist in the activation of all available community resources in assisting families in becoming self-sufficient. The "Success" project will serve as the lead project for joint case staffing with agencies providing human services in Winston-Salem/Forsyth County.	Dir. of Agency Ops SS Service Manager Outreach Svc Coord Success Coach I	ONGOING			
16. Obtain clients from walk-ins, direct referrals, and recruitment efforts that result in clients coming to the Experiment In Self-Reliance to access services. Identify, outreach, and recruit potential participants in low-income communities to ensure that services are being made available to eligible clients who might not otherwise access services at ESR. The EITC VITA tax sites are providing ESR an opportunity to serve CSBG eligible clients that have never been in contact with self-sufficiency services before.	Dir. of Agency Ops SS Service Manager Outreach Service Coordinator Success Coach I Development/ Agency Relations Mgr	20 (20 new)	40 (20 new)	60 (20 new)	80 (20 new)
17. Plan and coordinate our annual Back to School Drive to prepare youth/children to enter or return to school in the fall. This event is supported by local businesses with in-kind donations that are distributed through ESR to low income youth, including those in our CSBG Self-Sufficiency Program.	Dir. of Agency Ops Dvmt/ Agency Rel Mgr Outreach Svc. Coords Success Coach I Admin Assistant Orientation Specialist Recpt/Resource & Ref. Agent	July	October		

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Section II: One-Year CSBG Program Objective and Activities					
Objective: To provide 180 families with long-term Success coaching and direct provision of services, resulting in the cost effective empowerment of clients leading to economic self-reliance during the period of July 1, 2014 through June 30, 2015. We will start with approximately 100 carried over, and add 20 new participants per quarter for a minimum of 180 per year.		Implementation Schedule			
Activities	Position Title(s)	First Quarter	Second Quarter	Third Quarter	Fourth Quarter
18. Ensure that ESR meets ROMA goals, including the capture, analysis and publication of performance outcome results and management accountability.	Dir. of Agency Ops SS Service Manager Outreach Svc Coord Success Coach I Development/ Agency Relations Mgr Tech Support Associate Exec. Program Asst Admin Assistant		ONGOING		
19. Collaborate Self-Sufficiency services with the Earned Income Tax Credit Program. All CSBG clients are strongly encouraged use EITC/VITA sites for free tax preparation. Historically, approximately 50% do so. Additionally, counselors offer asset building and financial literacy information as well as tax services.	Dir. of Agency Os SS Service Manager Outreach Svc Coord Success Coach I Development/ Agency Relations Mgr Tech Support Associate Exec. Program Asst Admin Assistant	5	10 (5 new)	80 (70 new)	90 (10 new)
20. Continue expanding the NC Saves Project. This project assists clients in opening interest bearing savings accounts at local banks with no service charges. This allows ESR Success Coaches to assist CSBG clients in changing their spending/savings habits. Our CSBG Success Coaches provide financial literacy education and one-on-one financial counseling.	Dir. of Agency Operations SS Service Manager Outreach Svc Coord Success Coach I	10 (10 new)	20 (10 new)	30 (10 new)	40 (10 new)

Community Services Block Grant Program
Fiscal Year 2014-15 Application for Funding
One-Year Work Program
OEO Form 212 (continued)

Section II: One-Year CSBG Program Objective and Activities					
Objective: To provide 180 families with long-term Success coaching and direct provision of services, resulting in the cost effective empowerment of clients leading to economic self-reliance during the period of July 1, 2014 through June 30, 2015. We will start with approximately 100 carried over, and add 20 new participants per quarter for a minimum of 180 per year.		Implementation Schedule			
Activities	**Position Title(s)**	First Quarter	Second Quarter	Third Quarter	Fourth Quarter
21. Implement new strategic planning strategies through all ESR programs. CSBG funded staff provide offsite services at Forsyth Technical Community College as a liaison for ESR clients with educational needs. CSBG funded staff provide offsite services at the Department of Commerce/Division of Workforce Solutions and Goodwill to act as a liaison for ESR clients with employment training opportunities.	Dir. of Agency Ops Tech Support Associate Development/ Agency Relations Mgr Outreach Svc. Coord. Success Coach I Executive Assistant Admin Assistant Orientation Specialist Recpt/Resource & Ref. Agent		ONGOING		
22. ESR's CSBG funded staff work collaboratively with the Housing Authority of Winston-Salem to help HAWS reach their requirement for funding and to provide self-sufficiency services to HAWS residents. ESR staff attends HAWS meetings regularly to remain abreast of the barriers to self-sufficiency HAWS residents experience.	SS Service Manager IDA Program Manager Outreach Svc. Coord. Success Coach I Orientation Specialist Recpt/Resource & Ref. Agent		ONGOING		
23. At the request of our W-S City Council Members, ESR emphasizes direct provision of Success Coaching services to veterans. The focus of these services is to remove barriers to self-sufficiency and to empower Veterans to become economically and socially self-sufficient.	Dir. of Agency Ops SS Service Mgr Outreach Svc. Coord Success Coach I Admin Assistant Orientation Spec Recpt/Resource & Ref. Agent	4 (2 new)	6 (2)	8 (2)	10 (2)

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Community Services Block Grant Program
Fiscal Year 2014-15 Application for Funding
One-Year Work Program
OEO Form 212 (continued)

Section II: One-Year CSBG Program Objective and Activities						
Objective: To provide 180 families with long-term Success coaching and direct provision of services, resulting in the cost effective empowerment of clients leading to economic self-reliance during the period of July 1, 2014 through June 30, 2015. We will start with approximately 100 carried over, and add 20 new participants per quarter for a minimum of 180 per year.			Implementation Schedule			
Activities	Position Title(s)	First Quarter	Second Quarter	Third Quarter	Fourth Quarter	
24. ESR's focus on financial literacy and asset building has become a growing program trend for our clients. We want to continue to focus on bringing additional resources to bear that will offer more clients of our core program access to this type of training, education, and information. We have leveraged local funding sources to provide Financial Literacy and Asset Building classes such as Money Management and Budgeting Your Money Effectively in partnership with local banks and collaborative agencies.	Executive Director Dir. of Agency Ops SS Service Manager Outreach Svc. Coord Success Coach I Admin Assistant Orientation Specialist Recpt/Resource & Ref. Agent	ONGOING				
25. We are a part of a community wide plan to examine Asset Poverty. As part of this collaborative initiative with the city of Winston-Salem and Forsyth County, we will expand the EITC Program and potentially the IDA Program. This plan emphasizes economic literacy training to families to help break the cycle of generational poverty and give citizens more of a stake in their community.	Executive Director Dir. of Agency Ops Sr. Finance Director SS Service Manager Housing Service Manager Dvmt/ Agency Relations Mgr IDA Program Director	ONGOING				

Community Services Block Grant Program
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One-Year Work Program
OEO Form 212 (continued)

10. Use the tables below to enter your agency's projected outcome results (targets). The outcome measures will be included in the agency's CSBG contract.

All CSBG grantees operating self-sufficiency projects are required to complete Table 1. All CSBG grantees operating non self-sufficiency projects are required to enter applicable outcomes in the Table 2. If your agency operates more than one non self-sufficiency project, please add tables as needed. There should be one table of outcome measures per project.

Table 1 Outcome Measures for Self-Sufficiency Projects	
Project Name:	Expected to Achieve the Outcome in Reporting Period (Target)
Outcome Measures	
Number of persons served	180
The number of low-income families rising above the poverty level	60
The average change in annual income per participant family (in whole #'s)	$16,500
The number of participants obtaining employment	24
The number of participants obtaining jobs with medical benefits	12
The participant average wage rate	$10.00 per hour
The number of participants completing education/training programs	24
The number of participants securing standard housing	4
The number of participants provided emergency assistance	4

Table 2 Outcome Measures for Non Self-Sufficiency Projects	
Project Name:	Expected to Achieve the Outcome in Reporting Period (Target)
Outcome Measures	
Number of persons served	

Community Services Block Grant Program
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One-Year Work Program
OEO Form 212 (continued)

11. For Community Action Agencies that serve multiple counties, provide a breakdown of the expected *number of persons served* in each designated county in the table below. Show the total *number of persons served* in the table.

Number of Families to be Served Per County										
Agency Name:										
Project Name:										
County										Total
Total Planned										
Project Name:										
County										Total
Total Planned										

Community Services Block Grant Program
Fiscal Year 2014-15 Application for Funding
Monitoring, Assessment and Evaluation Plan

1. Describe the role and responsibilities of the following in the assessment and evaluation of agency programs.

    a. Board of Directors:

    With the assistance of ESR's staff, the Program Committee develops the evaluation process, the evaluation plan, and the Evaluation Process Narrative (EPN) and presents to the Board of Directors for approval. The Program Committee coordinates and implements the Board's evaluation of all programmatic operations. Board ad hoc committees, with each committee consisting of at least one representative from each sector of the Board, conduct further evaluation. Each committee prepares a comprehensive evaluation report to submit to the full Board for its review and approval. The Program Committee reviews evaluation strategies for impact and effectiveness. From time to time, at its discretion the Board may hire or use outside consultants and experts to assist with different phases of the evaluation. Likewise, the Board may utilize other evaluation mechanisms from time to time if appropriate.

    b. Low-Income Community:

    In addition to Board representation, the Poor sector reviews our program at public meetings, public hearings, and focus groups, and we have an open door policy at ESR for public review and comments. We also have representatives of the low-income homeless population on our Board and in attendance at Homeless Council meetings, Shelter Providers meetings, and at Housing Advisory committee meetings. We receive input from the poor through the WorkFirst Planning Committee, which includes at least two Poor sector members, the Workforce Development Program, the Faith community, and the community at large. As ESR restructured our election process for selecting representatives of the Poor on our Board, feedback from the low-income community received emphasis. Organization of the election process served to set up elections and to welcome input from the low-income community members about ESR as a whole.

    c. Program Participants:

    Program participants have input through daily contact, by making suggestions on the agency client survey form after every visit, and on another more comprehensive client survey form after completion and termination/graduation from our program. ESR also provides suggestion boxes for clients at our managed housing facilities with client comments reported to the Board by the Director of Agency Operations. Also, ESR receives program participant feedback through our client grievance procedure including comments on our participant rights form, strategic planning process, through our major strategic planning process, and through focus groups related to specific projects. These processes include feedback from past, current and potential ESR clients. Program graduates sometimes speak at Board meetings to share their experiences while enrolled in ESR Programs.

d. Others:

At various times during the year, ESR staff members meet with low-income and target area representative groups, such as the various tenant councils of the local public Housing Authority, to discuss program activities and any problems of concern to these communities. Past Board members also continue to be active in the community to relate community impact.

ESR welcomes interns to work with our program staff in conjunction with Winston-Salem State University, and Forsyth Technical Community College. These students are able to bring fresh perspectives to the community action process and give us valuable feedback on their experiences with our agencies and programs. We learn from them how our activities parallel or diverge from expectations students gained from their classroom studies.

Winston-Salem City Council, Forsyth County Commissioners, Johnson-West Associates, Inc., Mr. Chuck Chambers, Mr. Karl Yena, and all of our local funding sources have been involved in assessment and evaluation activities in Winston-Salem. Also, our community collaborative partners provide feedback during the CSBG planning regarding the CSBG plan and any changes that might need to occur.

The agency's annual Audit also plays a major role in the assessment and evaluation of all projects. Both Audit and Monitoring visits occur frequently with ESR fund source representatives coming to ESR for on-site visits, financial auditing of our budget and program monitoring related to program performance. We understand that characteristics such as immediacy, transparency, and accountability are crucially important to the operation of CSBG funded programs.

2. Describe how administrative policies and procedures are monitored by the Board of Directors.

The Board of Directors reviews the agency's administrative policies and procedures periodically to ensure that these are up to date and appropriate to the operation of programs and activities within the agency's scope. The Board seeks input from appropriate outside sources as well (e.g. wage comparability studies when discussing salary changes) to determine what if any changes or updates are necessary. These updates are most often part of the agency's strategic planning process. Additionally, because many of these policies are included with a wide variety of applications for funding, the Board revisits these policies at least annually to be sure they meet funding source requirements.

3. Describe how the Board acts on monitoring, assessment and evaluation reports.

The Program Committee monitors program activities and progress and gives periodic reports on all program activities (not just problem areas), and makes recommendations for corrective action as appropriate. The results of evaluations and impact studies are used in future planning efforts. When the evaluation indicates a need for immediate corrective action, the full Board takes appropriate action after adequate review by the affected committees. The corrective action taken by the Board may result in amended policies and procedures or amended plans and projects as appropriate.

The Program Committee may request outside assistance from various community organizations and agencies when evaluations and impact studies reveal problems or obstacles. The committee receives staff assistance in developing possible solutions or modifications. The committee submits recommendations to the full Board for approval. After Board approval, the committee amends plans and projects as appropriate or moves to implement said plans, projects, or updates on approval. The Board monitors new programs and program changes especially closely, resulting in intensified activity and discussion at such times.

ESR's Board and staff use the cumulative record of assessments and evaluations as an instrument for the needs assessment, goal development, and strategy selection phases in the development of the current three-year CSBG plan (2013-2015).

4. Describe the Board's procedure for conducting the agency self-evaluation.
    The Board appoints an ad hoc committee to manage the evaluation process. The committee establishes a bidding process to select a consultant to conduct the evaluation. The selected consultant works with the committee to plan, implement, and follow up with the evaluation. The committee ensures that all action steps are implemented and recommendations fulfilled. The consultant schedules a follow up evaluation to monitor agency progress in meeting evaluation goals.

    ESR's Board conducts a self-evaluation every three to five years in conjunction with the new strategic plan cycle. Self-evaluations occur annually on a smaller scale. The Board evaluates program annual results at its annual meeting every September. Also, the United Way requires an annual self-evaluation as part of our requirements as a United Way sponsored agency.

5. Summarize the results of the Board's most recent self-evaluation. Describe how the information has been or will be used to develop the agency's next Strategy for Eliminating Poverty. Indicate the timeframe and planned activities for the next evaluation.
    The results of the most recent strategic planning process included a self-evaluation. ESR reviewed its Asset Building Programs (IDA and EITC) to align them with the community-wide study that focused on the impact of asset poverty in Forsyth County. The study determined that middle class families in Forsyth County have less than 90 days worth of savings to aid in maintaining their families during a crisis.

    It was determined that one of the ways for Forsyth County residents to pay down debt and create savings opportunities is to expand the EITC program. Last year the EITC/VITA program served nearly 3,000 people. The EITC/VITA program seeks to educate taxpayers about the Earned Income Tax Credit and assist them in receiving the credit for their household. In the past two years, we have saved taxpayers at least $1 million in total tax refunds to Forsyth County, half of which stemmed from the EITC credit. The EITC Program is one of the largest anti-poverty programs in the US, seeking to lift 6.6 million people out of poverty. On average, a qualified Forsyth County taxpayer receives $1,700 in EITC refund dollars. In addition to benefiting working families, the credit brings money directly into our community. Studies show that taxpayers spend their refunds to buy consumer goods,

pay off bills and work towards asset-building, and that financial education is critical to helping families save to weather financial difficulties in the future.

The most recent Agency evaluation process began in December 2011 and entered implementation phases during 2013. Implementation of the action steps from the strategic plan proceeds according to the expected schedule. While most aspects of the strategic plan have an associated time deadline, some are ongoing processes.

Funding from the Winston-Salem Foundation funded our strategic planning process. The Board chose Karl Yena, an outside consultant, to conduct the strategic planning process. The result of the process is a five-year strategic plan, covering the time period from 2013 through 2017.

Major tasks/changes regarding this plan include the following.
- Revise vision and mission statements
- ESR will align with community goals
- Revise "Core Values"
- Update Succession Plan
- Establish Salary Rate Scale
- ESR will add 3 positions to plan for future staff transitioning due to potential retirement to be outlined in our Succession plan. Proposed functional areas to add staff will be Human Resources, Finance, and Development.
- Develop Talent/Retention Plan to maintain leadership team and provide necessary leadership skills for the future
- Change Transitional Housing Program to Housing Services to meet new HUD guidelines
- ESR will continue to be the community leader in providing Self-Sufficiency, Housing Services, IDA, EITC, and NC Saves services
- ESR will continue to promote self-sufficiency through asset building, wealth accumulation, economic literacy training, savings and investment, and related strategies to combat poverty and to minimize generational poverty factors
- ESR will continue to work in concert with the Winston-Salem/Forsyth County 10 Year Plan to End Chronic Homelessness
- Wrap up capital campaign to raise $3 million to move our office location. Through the fundraising process, ESR is educating the entire community regarding ESR's services, our rich history, and our future funding needs. ESR has purchased land in the community to continue to be easily accessible to our target population, to modernize our facilities, and to preserve our rich cultural heritage.
- The secondary goal of ESR's capital campaign is to expand our donor base to provide additional fundraising opportunities for the future. ESR will host a 50th Year Celebration with will launch our Annual Giving Campaign

OEO Form 225
Revised: 8/8/2013

AGENCY BUDGET INFORMATION

	Budget Type:	Annual Application: x	Amendment:	Budget Change:

Section 1. IDENTIFICATION

Agency Name:	EXPERIMENT IN SELF-RELIANCE, INC.	Contract Period:	July 1, 2014 - June 30, 2015

SECTION II. CONTRACT SUMMARY

CSBG	Total Direct Costs	Total Indirect Costs	Admin. Support (CSBG Only)	Total Contract Amount
	$597,490	$125,074	$37,482	$760,046
			TOTAL OEO CONTRACT AMOUNT	$760,046

CSBG ADMINISTRATIVE SUPPORT: Insert name of program supported by CSBG and the amount of support indicated on the Administrative Support Worksheet (OEO Form 212A).

Community Develop.Block Grant	$16,895	Individual Develop. Acct.	$20,587	

SECTION III. BUDGET SUMMARY

OBJECT CATEGORIES	SELF-SUFFICIENCY	(Insert Program Name)	PROGRAM TOTALS	COUNTY TOTALS
Salaries & Wages	$276,285		$276,285	$276,285
Fringe Benefits	$105,487		$105,487	$105,487
Equipment	$5,375		$5,375	$5,375
Communication	$7,185		$7,185	$7,185
Space Cost	$24,860		$24,860	$24,860
Travel	$13,768		$13,768	$13,768
Supplies/Materials	$4,860		$4,860	$4,860
Contractual	$12,281		$12,281	$12,281
Client Services	$147,389		$147,389	$147,389
Other				
Total Direct Costs	$597,490		$597,490	$597,490
Indirect Costs				
Approved Rate: 45.27%	$125,074		$125,074	
Base : Direct salaries $276,285				
TOTALS	$722,564		$722,564	$597,490

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EXPERIMENT IN SELF-RELIANCE, INC.

SECTION IV. - SALARIES AND FRINGE BENEFITS									
Position Title	Annual Salary & Wages	No. of Months	CSBG Salary	% CSBG Share FTE's	Fringe Type (Itemize)	Fringe Benefit Computation eg. Benefit Amount x No. of Months eg. Salary x benefit Amount/%	SELF-SUFFICIENCY Fringes	SELF-SUFFICIENCY Salary	(Insert Program Name) Fringes
Dir.of Agency Operation	$48,695	12	$24,348	50.00%	unemployment	21,400 x 2.34% = 500 x 50%	$250		
					health insurance	917.57 mo. X 12 mos.=11,010 x 50%	$5,505		
					retirement	48,695 x 6% = 2922 x 50%	$1,461		
					OASDI/medicare	48,695 x 7.65% = 3,725 x 50%	$1,862		
					Life/disability insurance	$31.67 mo. X 12 mos. = 380 x 50%	$190		
					workers compensation	48,695 x .44 = 214 x 50%	$107		
Self-sufficiency serv mgr	$41,200	12	$41,200	100.00%	unemployment	21,400 x 2.34% = 500	$500		
					health insurance	766.58 mo. X 12 mos	$9,199		
					retirement	41,200 x 6%	$2,472		
					OASDI/medicare	41,200 x 7.65%	$3,152		
					Life/disability insurance	27.28 mo. X 12 mos.	$327		
					workers compensation	41,200 x .44	$181		
Recept/Resource&Ref	$23,265	12	$17,449	75.00%	unemployment	21,400 x 2.34% = 500 x 75%	$375		
					health insurance	462.69 mo. X 12 mos. = 5,552 x 75%	$4,164		
					retirement	23,265 x 6% = 1396 x 75%	$1,047		
					OASDI/medicare	23,265 x 7.65% = 1780 x 75%	$1,335		
					Life/disability insurance	17.07 mo. X 12 mos. = 205 x 75%	$154		
					workers compensation	23,265 x .44 = 102 x 75%	$76		
Orientation Specialist	$24,603	12	$18,452	75.00%	unemployment	21,400 x 2.34% = 500 x 75%	$375		
					health insurance	462.69 mo. X 12 mos. = 5,552 x 75%	$4,164		
					retirement	24,603 x 6% = 1476 x 75%	$1,107		
					OASDI/medicare	24,603 x 7.65% = 1882 x 75%	$1,412		
					Life/disability insurance	17.66 mo. X 12 mos. = 212 x 75%	$159		
					workers compensation	24,603 x. 44 = 108 x 75%	$81		
Outreach Serv. Coord.	$32,464	12	$24,348	75.00%	unemployment	21,400 x 2.34% = 500 x 75%	$375		
					health insurance	462.69 mo. X 12 mos. = 5,552 x 75%	$4,164		
					retirement	32,464 x 6% = 1,948 x 75%	$1,461		
					OASDI/medicare	32,464 x 7.65% = 2483 x 75%	$1,863		
					Life/disability insurance	21.62 mo. X 12 mos. = 259 x 75%	$194		
					workers compensation	32,464 x.44 = 143 x 75%	$107		
Outreach Serv. Coord.	$33,927	12	$25,445	75.00%	unemployment	21,400 x 2.34% = 500 x 75%	$375		
					health insurance	462.69 mo. X 12 mos. = 5,552 x 75%	$4,164		
					retirement	33,927 x 6% = 2036 x 75%	$1,527		
					OASDI/medicare	33,927 x 7.65% = 2595 x 75%	$1,946		
					Life/disability insurance	23.13 mo. X 12 mos. = 278 X 75%	$208		
					workers compensation	33,927 x .44 = 149 x 75%	$112		
	TOTAL FRINGES		$56,151				$56,151		
	TOTAL SALARIES		$151,242						
		TOTAL FTE's		4.50					

OEO Form 225
Revised: 8/8/2013
EXPERIMENT IN SELF-RELIANCE, INC.

SECTION IV. - SALARIES AND FRINGE BENEFITS

Position Title	Annual Salary & Wages	No. of Months	CSBG Salary	% CSBG Share FTE's	Fringe Type (Itemize)	Fringe Benefit Computation eg. Benefit Amount x No. of Months eg. Salary x benefit Amount/%	SELF-SUFFICIENCY Fringes	SELF-SUFFICIENCY Salary	(Insert Program Name) Fringes	(Insert Program Name) Salary
Success Coach	$30,558	12	$30,558	100.00%	unemployment	21,400 x 2.34%	$500			
					health insurance	462.69 mo. X 12 mos.	$5,552			
					retirement	30,558 x 6%	$1,833			
					OASDI/medicare	30,558 x 7.65%	$2,338			
					Life/disability insurance	21.20 mo. X 12 mos.	$254			
					workers compensation	30,558 x .44	$134			
Success Coach	$28,840	12	$28,840	100.00%	unemployment	21,400 x. 2.34%	$500			
					health insurance	766.58 mo. X 12 mos.	$9,199			
					retirement	28,840 x 6%	$1,730			
					OASDI/medicare	28,840 x 7.65%	$2,206			
					Life/disability insurance	21.20 mo. X 12 mos.	$254			
					workers compensation	28,840 x .44	$127			
Executive & Prog.Asst.	$43,439	12	$17,376	40.00%	unemployment	21,400 x 2.34%= 500 x 40%	$200			
					health insurance	917.57 mo. X 12 mos. = 11,010 x 40%	$4,404			
					retirement	43,439 x 6% = 2,606 x 40%	$1,042			
					OASDI/medicare	43,439 x 7.65% = 3323 x 40%	$1,329			
					Life/disability insurance	28.60 mo. X 12 mos. = 343 x 40%	$137			
					workers compensation	43,439 x .44 = 191 x 40%	$76			
Administrative Asst.	$33,459	12	$25,094	75.00%	unemployment	21,400 x 2.34% = 500 x 75%	$375			
					health insurance	462.69 mo. X 12 mos. = 5552 x 75%	$4,164			
					retirement	33,459 x 6% = 2008 x 75%	$1,506			
					OASDI/medicare	33,459 x 7.65% = 2560 x 75%	$1,920			
					Life/disability insurance	22.04 mo. X 12 mos. = 264 x 75%	$198			
					workers compensation	33,459 x .44 = 147 x 75%	$110			
Develop.&Agency Relat	$38,625	12	$7,725	20.00%	unemployment	21,400 x 2.34% = 500 x 20%	$100			
					health insurance	462.69 mo. X 12 mos. = 5552 x 20%	$1,110			
					retirement	38,625 x 6% = 2317 x 20%	$463			
					OASDI/medicare	38,625 x 7.65% = 2955 x 20%	$591			
					Life/disability insurance	23.51 mo. X 12 mos. = 282 x 20%	$56			
					workers compensation	38,625 x .44 = 170 x 20%	$34			
Technical Support Assoc	$38,625	12	$15,450	40.00%	unemployment	21,400 x 2.34% = 500 x 40%	$200			
					health insurance	917.57 mo. X 12 mos. = 11,010 x 40%	$4,404			
					retirement	38,625 x 6% = 2317 x 40%	$927			
					OASDI/medicare	38,625 x 7.65% = 2955 x 40%	$1,182			
					Life/disability insurance	23.51 mo. X 12 mos. = 282 x 40%	$113			
					workers compensation	38,625 x .44 = 170 x 40%	$68			
	TOTAL FRINGES		$49,336				$49,336			
	TOTAL SALARIES		$125,043							
	TOTAL FTE's			3.75						

EXPERIMENT IN SELF-RELIANCE, INC.

SECTION IVa. - BUDGET SUPPORT DATA

COST CATEGORY				SELF-SUFFICIENCY	(Insert Program Name)	TOTAL
EQUIPMENT						
Description	Quantity	Unit Price				
Printer (computer lab) 50%	1	$750		$375		$375
10 desktop computers (computer lab) 50%	10	$1,000		$5,000		$5,000
TOTAL EQUIPMENT				$5,375		$5,375
COMMUNICATIONS						
$67 mo. X 8.25 extensions x 12 mos.				$6,633		$6,633
Postage 100 pieces avg./mo. X .46 x 12 mos.				$552		$552
TOTAL COMMUNICATIONS				$7,185		$17,935

OEO Form 225
Revised: 8/8/2013
EXPERIMENT IN SELF-RELIANCE, INC.

SECTION IVb - BUDGET SUPPORT DATA

COST CATEGORY		SELF-SUFFICIENCY	(Insert Program Name)	TOTAL
SPACE COST				
Mortgage $4,334 mo. X 12 mos. X 27.5%		$14,302		$14,302
water/sewer $63 mo. Avg. x 12 mos. X 27.5%		$208		$208
electricity $1,250 mo. Avg. x 12 mos. X 27.5%		$4,125		$4,125
pest control $70 mo. X 12 mos. X 27.5%		$231		$231
Trash collection $142 mo. X 12 mos. X 27.5%		$469		$469
Security monitoring $150 mo. X 12 mos. X 27.5%		$495		$495
Cleaning service $1,000 mo. X 12 mos. X 27.5%		$3,300		$3,300
Property and General Liability Insurance $6,290 annual x 27.5%		$1,730		$1,730
TOTAL SPACE COSTS		$24,860		$24,860
TRAVEL				
Meals/lodging (per diem)				
Meals average $56.75 per day x 4 days x 6 staff		$1,362		$1,362
Lodging average $100.66 per day x 4 days x 6 staff		$2,416		$2,416
Conference registration $300 avg. x 6 staff (NCCAA)		$1,800		$1,800
Mileage 1200 miles avg. x 5 staff x .565		$3,390		$3,390
On-site conferences $1,200 per day (4)		$4,800		$4,800
Essentials of Supervision, Intro. To ROMA, ROMA CSBG Community Assessment,				
Managing Change				
TOTAL TRAVEL		$13,768		$13,768
SUPPLIES/MATERIALS				
Office and computer supplies (pens, paper, folders, clips, cartridges, pads, etc.)		$3,900		$3,900
$325 mo. Avg. x 12 mos.				
Janitorial supplies (paper towels, tissue, soap, etc.) $80 mo. Avg. x 12 mos.		$960		$960
TOTAL SUPPLIES/MATERIALS		$4,860		$4,860

OEO Form 225

Revised: 8/8/2013

EXPERIMENT IN SELF-RELIANCE, INC.

SECTION IVc. - BUDGET SUPPORT DATA

COST CATEGORY		SELF-SUFFICIENCY	(Insert Program Name)	TOTAL
CONTRACTUAL				
Audit (Per Cost Allocation Plan)		$4,909		$4,909
Other (specify)				
SAVIN copier lease $281 mo. X 12 mos.		$3,372		$3,372
AR4CA Web based data base support		$4,000		$4,000
		$12,281		$12,281

OEO Form 225

Revised: 8/8/2013

EXPERIMENT IN SELF-RELIANCE, INC.

SECTION IVd. - BUDGET SUPPORT DATA

COST CATEGORY		SELF-SUFFICIENCY	(Insert Program Name)	TOTAL
CLIENT SERVICES				
Rent $400 mo. Avg. x 50 clients		$20,000		$20,000
Utilities $150 mo. Avg. x 50 clients		$7,500		$7,500
Financial Literacy Training (80 new clients) $93 each		$7,440		$7,440
Truck Driver Training $2,000 x 5 clients		$10,000		$10,000
Certified Medical Assistant Program (intense 8 mos. Program) $3,000 x 25		$75,000		$75,000
Other Tuition/fees (WSSU, FTCC) $1,000 avg. x 20		$20,000		$20,000
Textbooks, class supplies 372.45 avg. x 20		$7,449		$7,449
TOTAL CLIENT SERVICES		$147,389		$147,389
OTHER (specify)				
TOTAL OTHER				

OEO/TAB
Revised: 8/8/2013

COUNTY BUDGET

AGENCY   EXPERIMENT IN SELF-RELIANCE, INC.

FISCAL YEAR   <u>JULY 1, 2014 - JUNE 30, 2015</u>

| | COUNTY NAME(S) | | | | | | | | | | |
	FORSYTH	(County)	(County)	(County)	(County)	(County)	(County)	(County)	(County)	(County)	TOTAL
Per County Allocation	$760,046										
Expense Categories											
Salaries & Wages	$276,285										$276,285
Fringe Benefits	$105,487										$105,487
Equipment	$5,375										$5,375
Communication	$7,185										$7,185
Space Costs	$24,860										$24,860
Travel	$13,768										$13,768
Supplies/Materials	$4,860										$4,860
Contractual	$12,281										$12,281
Client Services	$147,389										$147,389
Other											
Total Direct Costs	$597,490										$597,490
Indirect Costs	$125,074										$125,074
Admin Support (CSBG only)	$37,482										$37,482
Total Costs	$760,046										$760,046

OFFICE of
ECONOMIC OPPORTUNITY

Community Services Block Grant [CSBG]
Documentation of Submission to County Commissioners

Background: The North Carolina Administrative Code [10A NCAC 97C.0111 (b)(1)(A)] requires that each CSBG grant recipient submit its Community Anti-Poverty Plan [grant application] to each County Commissioner Board that it serves.

Instructions: This form is to be completed and notarized by the Clerk to the Board.

Agency Name: _____

County: _____

Date of Application Submission: _____
[Note: This application should be submitted to the County Commissioners at least thirty [30] days prior to application submission to the Office of Economic Opportunity [OEO]. The grant application is due to OEO **January 31, 2014.**

Clerk to the Board should initial all items below.

_____ The agency submitted a complete grant application for Commissioner review.

_____ The Clerk to the Board will be responsible for assuring that the application is distributed to the Commissioners.

_____ Commissioners' comments provided those to the agency. (If applicable)

_____   _____
Clerk to the Board   Date

_____   _____
Witness/Notary   Date