



*Empowering*  
FAMILIES

*Growing*  
OUR AGENCY

*Strengthening*  
THE COMMUNITY



# Mission Statement

The Greater Erie Community Action Committee (GECAC) is Erie County's designated community action agency formed to provide advocacy and diverse services directed toward the elimination of poverty and the causes of poverty. GECAC is dedicated to empowering individuals and families to improve their quality of life through

- the advancement of opportunity for education and training,
- the opportunity to work, and
- the opportunity to live in decency and dignity.

# The Promise

Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community and are dedicated to helping people help themselves and each other as they move from poverty to self-sufficiency.

# A Message from the CEO and Board of Directors

The 2017-2018 fiscal year has been a year of defining. Defining who we are and who we are not. Defining our accomplishments of the past and our goals for the future. Defining our actions for ourselves and for others.

While much of our actions have served to answer questions about our past, our more concerted efforts stood to pave a path for our future. Early in 2018, GECAC entered into a contract with Wipfli, LLP to guide us through a strategic planning process. The resulting strategic plan consists of long and short term goals with accompanying action plans to guide our work over the next five years. These long term goals focused on education, employment, collective impact, marketing and the GECAC culture emerged from themes identified through focus groups, interviews and surveys.

But beyond the development of the final strategic plan, the planning process provided the context for us to learn how others defined GECAC. Community stakeholders defined what GECAC means to them. Staff members defined the GECAC culture. Public and private funders defined how GECAC can improve to be better able to compete for funding.

These constituents defined what programs are impacting lives and what processes are hindering this progress. Through all the details, the definition that GECAC is a helping organization emerged as the most common. The stories of Barb, Vanessa, Erin, Kasi and Tracy are five examples of how GECAC is helping people to be a better version of themselves.

As we move into the 2018-2019 fiscal year, our focus will be on action. While we have a solid strategic plan consisting of 18 action plans to help us reach our goals, the work is only just beginning. Attention must now turn to implementing these action plans. Thank you to everyone who has participated in the process to date and to everyone who will be helping to implement the plans moving forward



Danny J. Jones  
Chief Executive Officer



Michael Butler  
Board Chairperson

# CMMUNITY

GECAC's strategic planning process was a collaborative approach which engaged stakeholders from across the community. To lead the strategic planning process, GECAC engaged the services of Wipfli LLP, a national consultant specializing in working with community action agencies. Under Wipfli's direction, interviews and focus groups were conducted to better understand the community's perception of GECAC and where future efforts should be focused. Additionally employees completed surveys providing input on the organization's culture, effectiveness and where improvements should be made.

A goal  
without  
a plan  
is just  
a wish.

Wipfli compiled the raw data and presented it to GECAC's Board of Directors, management team and strategic planning committee in early June.

Agreeing that these five areas are where our efforts should be focused over the next five years, the Board, management team and strategic planning committee drafted long and short term goals focused on each of these areas. Action plans also have been developed to outline how these goals will be accomplished so that we remain focused moving forward.

The ultimate goal of GECAC is to improve the lives of the individuals we encounter on a daily basis. Therefore, it is important

that our strategic planning goals keep our constituents in focus. The following pages provide an overview of each long term goal as well as a story demonstrating how our work has contributed to that goal and resulted in Helping People and Changing Lives.

Through the information gathering process five key themes were identified:

## Education

GECAC should own the education component in breaking the poverty cycle.

## Employment

GECAC should be the bridge for youth and adults in preparing for and finding employment, while engaging the community, including seniors, in this effort.

## Collective Impact

GECAC should lead increased collaboration across agencies within the Erie community.

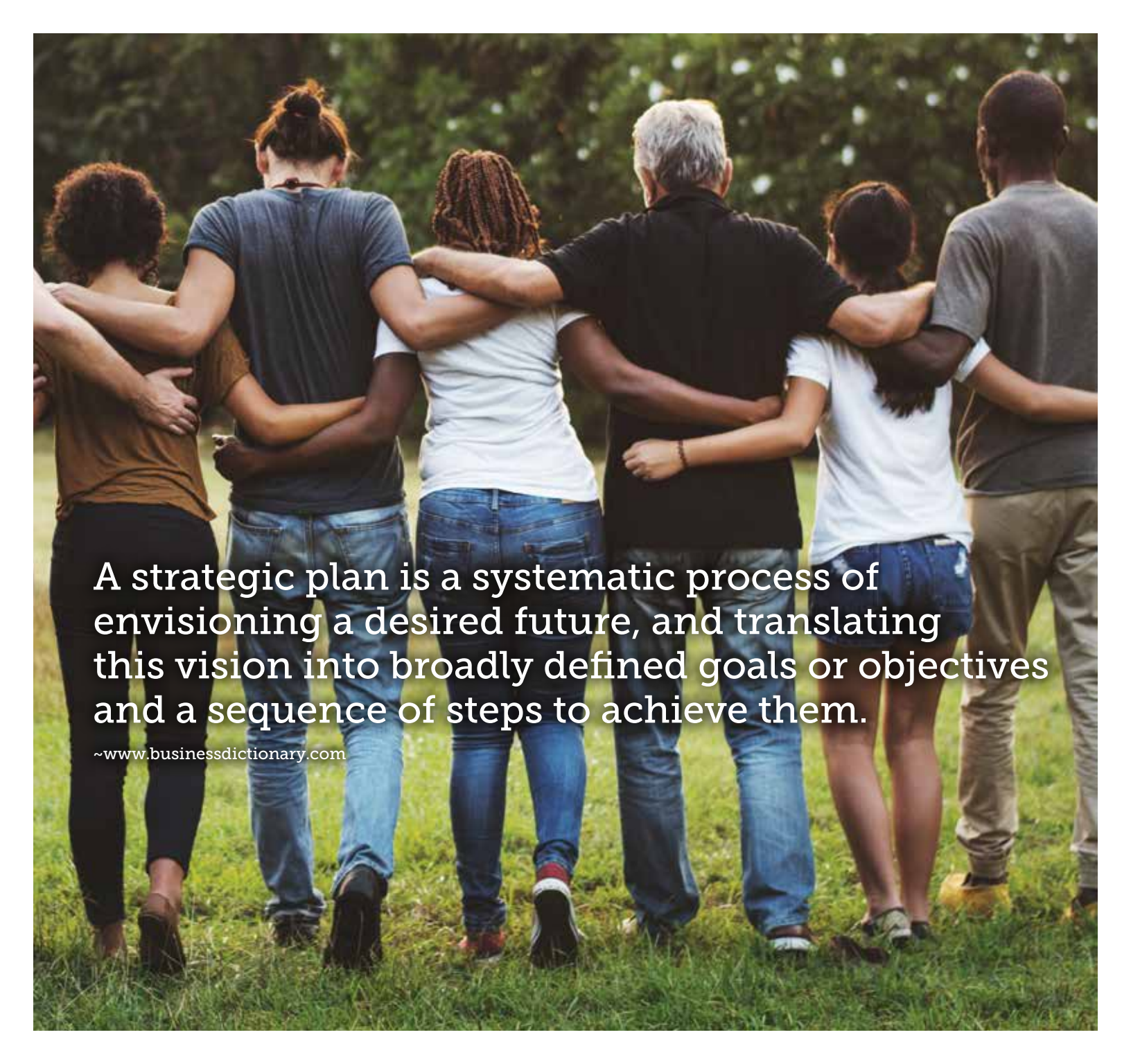
## Marketing

We must tell the GECAC story. Efforts need to focus on marketing, branding and relationship building, both inside and outside the agency.

## Operations

GECAC must improve efficiency, sustainability of operations and employee morale.

*A heartfelt thank you to everyone who contributed to this process by completing a survey, participating in a focus group or completing an interview. Additionally, thanks is given to the strategic planning committee – Michael Butler, Georgia Del Freo, Emily Gates, Dave Gerber, Danny Jones, Rhonda Kumer, Silvana Rabat-Lavor, Nick Rist, and Matthew Trott – for their work in leading this process.*

A diverse group of six people, including men and women of various ages and ethnicities, are standing in a line on a grassy field. They are all facing away from the camera, with their arms around each other's shoulders, suggesting a sense of unity and teamwork. The background is a soft-focus green field with trees in the distance.

A strategic plan is a systematic process of envisioning a desired future, and translating this vision into broadly defined goals or objectives and a sequence of steps to achieve them.

~[www.businessdictionary.com](http://www.businessdictionary.com)



# Education

*Goal: Develop a community approach to foster lifelong learning.*

I have been volunteering as an ESL Tutor for a little over three years now. After my husband died, I knew that I needed to find ways to overcome my grief and to occupy my time. I have always had an interest in meeting some of the immigrants and refugees that have settled here in Erie. I think that they have so much to share, in addition, I had been trained to be a teacher. I left that profession many years ago, and I felt that I'd like to refresh my skills and put that education to work for the good of others.

One day, in our local paper, I saw that the Tutor Coordinator at GECAC was in need of more tutors. This was my perfect opportunity! I called and met with Tracy Short and before long, I was assigned to teach my first student, Ibrahim. He was a refugee from Sudan. What a wonderful human being he is and how lucky I was to have him as my first student. I was nervous when I started since I had never taught ESL. But soon we were working so well together. He knew a little English already and his eagerness and quick ability to catch on made our sessions go smoothly. I asked him to help write a story about his life in Sudan and his experiences in getting to this country. He was so happy to share all of this. And I learned a lot from him. We even started Arabic lessons for me. He would never let us finish a class without teaching me new Arabic words and drilling on what I had learned already. After about a year and a half, he started studying for his CDL license. He passed his test and got a job as a truck driver. He now travels all over the country and keeps in touch with me through Facebook.

So, I was ready for a new student. Courtney Tirak, our new coordinator, soon connected me with Rania, who is from Qatar. I was so happy to get another student who speaks Arabic. She is just a joy. She has a great sense of humor and another student who is very smart and enthusiastic about improving her English. Although she already has a college degree from her home country, she wants to obtain her degree here and get a good job in communications or human resources. (Careers she had back home.)

*Education is essential to overcoming poverty. Studies have proven that a solid educational beginning early in life is a key contributing factor to financial and general well-being over a lifespan. For those individuals who do not have the benefit of quality early childhood or traditional school-age education, this knowledge needs to be acquired later in life. Even for those who have a solid educational background, learning should never end and is the key to ongoing life success. GECAC's strategic planning goal focused on education encompasses all of these life stages and sets the vision for learning at any age. Barb's story is one example of how even when we begin as the teacher, we can end up becoming a student ourselves.*

Meanwhile, Rania made a good friend in her GECAC class here and that friend, Tatyana, joined us for tutoring sessions over a year ago. Since she is from Ukraine, I am now working on learning some Ukraine and Russian words and phrases. Tatyana has experience in the medical field, having worked as a nurse in Ukraine. She wants to pursue a degree or certificate in the medical field here. She is extremely focused on her studies and is another very accomplished and smart person.

So, what have I gotten from all of this? I always say that I have benefited and learned more from my students than maybe they have learned from me. I have a new world view....I've learned so much about Sudan, Qatar, Syria, Ukraine and Russia. I've regained confidence in my teaching abilities. I look forward to every session. I'm experiencing an abundance of satisfaction from my work with these students. I have formed friendships with these students. I do realize that they will eventually move on, but I will never forget the joy they have brought to my life.



**BARB GERENSER** *GECAC ESL Tutor*

# Employment

*Goal: Develop opportunities to engage individuals to access meaningful employment and community involvement.*

In 2018, Kasi Reedy, a seventeen-year-old Corry High School student who is active on the cheerleading team decided to enroll in the Erie County, Summer JAM Program. Summer JAM is designed to help youth gain the job readiness training needed to be successful in the future while also obtaining summer employment. The students are matched with local employers and are expected to apply the skills they learn in the Summer JAM training to their day-to-day work. The employers serve as mentors in the program to ensure the students are given the opportunity to learn different aspects of the organization.

As a first-year student in the program, Kasi was assigned to work at Corry Jamestown Credit Union (CJCU). Kasi had no prior work experience and never had the opportunity to work in a traditional office environment. As Kasi began her experience at CJCU, she trained and worked as a window teller, processed transactions and filed documents. After a short time at the bank, Kasi noticeably struggled to meet the demands and expectations of the job. In fact, Kasi's supervisor debated whether or not the position at the bank was a good fit for her.

As the program progressed and after numerous interventions from her Summer JAM Counselor (David DeFelice), her supervisor (Amanda) and other bank employees—Kasi's attitude began to shift positively. CJCU employees, Marlo and Amanda, gave Kasi numerous resources to help her. As a

result, Kasi started to use effective communication and began accepting feedback. Moreover, Kasi began to see herself as part of CJCU's mission and family.

By the conclusion of the program, the credit union expressed an interest in offering Kasi a part-time job during the school year. "It has been wonderful to see the changes in Kasi," commented Amanda Watrous, CJCU-BSA Officer. "In the beginning she was shy and reserved, and we have watched her grow into a more confident, happy teller. We are so glad to

welcome her to the CJCU team!"

Due to the design of the Summer JAM Program and the initiative of CJCU employees, Kasi gained valuable skills and most importantly an experience that changed her life. When asked what the best part of the Summer JAM program was, Kasi replied "getting hired!"

***One of the ways to engage in the community is through meaningful employment or community service. However, many of our county's residents do not have the skills, education or connections to find, obtain or retain these opportunities. GECAC's strategic planning goals related to employment focus on training job seekers for the jobs that exist in our county and on connecting local employers and community agencies with the employees and volunteers they need to achieve their missions.***





KASI REEDY

# Collective Impact

*Goal: Convene stakeholders to collaboratively serve the holistic needs of our diverse community.*

Vanessa Lucas was a straight A student throughout her elementary school days. Things started to change in middle school when she began to get bullied. She missed school often, and her mother was fined. She asked her mother to help her switch to a local charter school but quickly found out that she was not happy in that situation either.

Vanessa needed to repeat the 7th grade and decided to go back to her original school. Things started to look up, but then changed dramatically when Vanessa found out that her mother was very ill and would have to go to Pittsburgh to have a mass removed. Her aunt went with her mother, where they stayed for about a month. Though Vanessa had adults to care for her, she had many distractions as she was now responsible for paying bills in order to keep the house and babysitting her nieces and nephews. Consequently, she started to miss school again.

September came quickly and school was about to begin. Things had changed, there was no money to buy school clothes and supplies. Vanessa was unsure of what was happening with her mother and unsure of starting school. Once she started school, the bullying began again. Vanessa dropped out at the age of 14. After dropping out, Vanessa stayed in the house. She spent three years using reading and writing as an escape to the troubles she had in the past.

Vanessa's brother suggested that she get her GED. She called GECAC Adult Learning Center and began classes when she turned 18. All those years of reading and writing paid off earning her a high score on the placement exam. Despite Vanessa's high scores in reading and writing, the path to her GED was not smooth. Her mother's health deteriorated again, and Vanessa took on the responsibilities of paying the bills and keeping up the home. Despite Vanessa's best efforts and financial support from her brother, one by one the utilities were shut off and the house was declared uninhabitable. Thanks to the intervention of a friend Vanessa and her mom were able to rent an apartment in the Little Italy neighborhood.

Settled into her new home, Vanessa started classes again and earned her GED. She was able to pass the reading portions of the tests fairly quickly but struggled with the math instruction. Her instructor, Jonathan Edwards, worked very closely with her in order to give her the instruction that she missed from dropping out of school at such an early age. It took her more than one try to pass the math test but through encouragement from the staff, she persisted to the point of earning her GED credential.

During her time at GECAC, Vanessa was connected to the case manager of the Byrne Criminal Justice Initiative grant, a cross-sector

collaboration to reduce crime and improve opportunities for youth living in Little Italy, where she was referred to the Youth program through the local Title I program. She participated in a work experience in the Career Resource Center at the local one stop where she helped people to navigate job related websites. She improved her work habits and communication skills. She also worked with the case manager to explore careers and training opportunities. Since Vanessa struggled with math, she attended GECAC's Transition to Postsecondary math class held at a local college. This not only gave her the skills she needed but also the "campus" feeling for college.

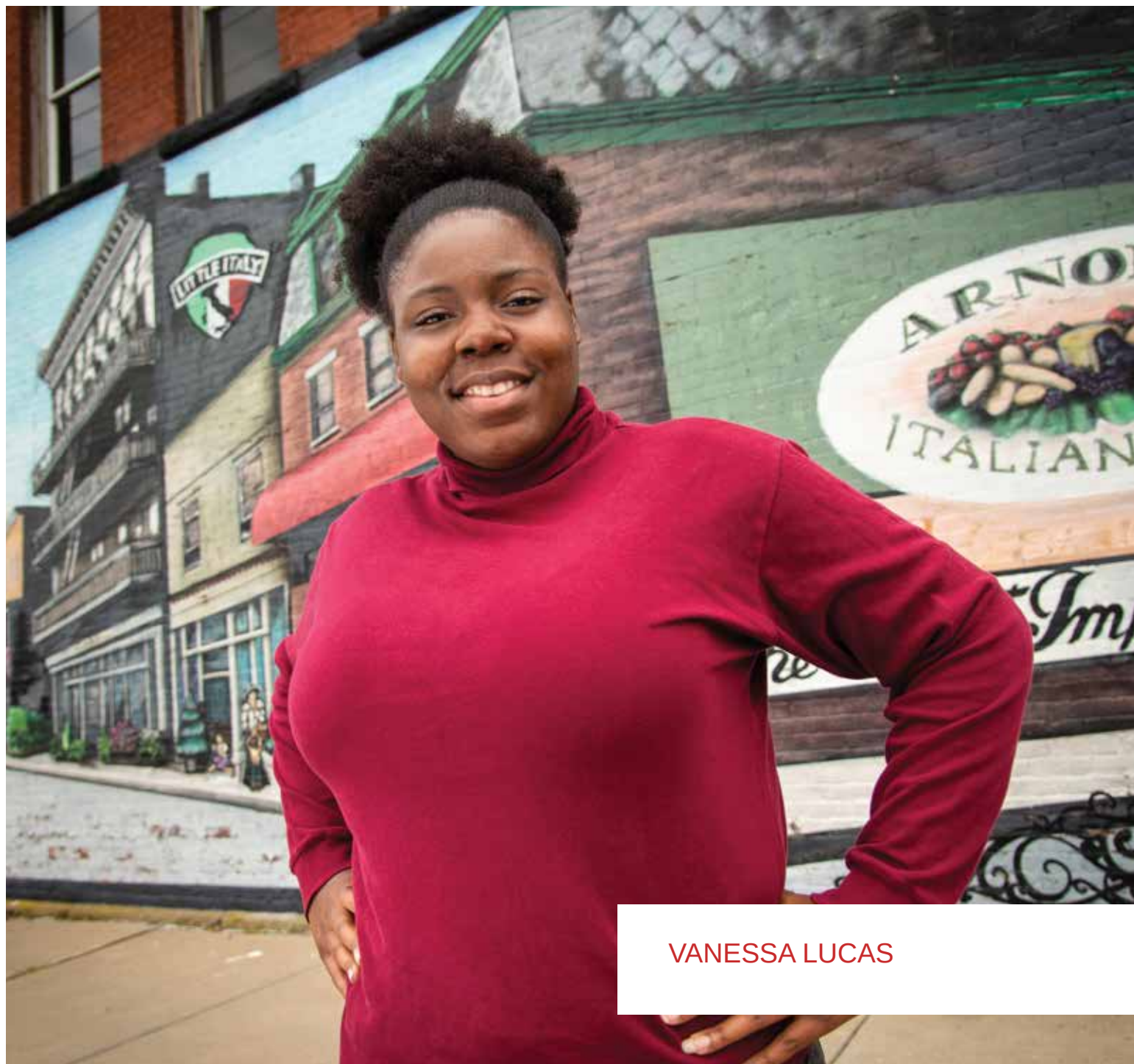
Throughout the time spent at

GECAC Adult Learning Center, Vanessa has built a community of support including her family and the employees of the GECAC Adult Learning Center. Vanessa enrolled in the Porreco College of Edinboro University of Pennsylvania in Liberal Studies. She has secured a financial package that has covered everything. She is excited about the future and is looking forward to beginning her studies in August.

"I have really enjoyed the programs at GECAC, because all the programs I have participated in have helped me get to that next level I was trying to achieve. I also like the different types of programs offered, because of the different avenues you can take."

***Poverty is a complex problem. No one instance causes a family to live in poverty, and no one solution will move a family out of poverty. Rather it takes multiple people, resources and organizations to address the holistic needs of our County's families to move them out of poverty. The coming together of multiple stakeholders to strive towards a common goal is called "Collective Impact." GECAC's strategic planning goals around collective impact will focus both internally and externally to ensure that the multiple needs of all clients are being met. As you'll read, Vanessa engaged in several supports to overcome challenges in many aspects of her life.***





VANESSA LUCAS

# Marketing

*Goal: Develop a recognizable brand and effectively market GECAC.*

Branding and marketing have always taken a backseat to providing services to our customers. Historically, people living in poverty have heard about our services by word-of-mouth. But to continue to advance our mission, GECAC must use all available resources to communicate with families that need our help.

To reach more young adults GECAC has begun placing ads through social media. Most young people cannot remember the world without the internet and get their news from Facebook, YouTube, Instagram, Snapchat, LinkedIn and Twitter—all on their smart phones.

To promote GECAC's Career JumpStart program, we ran ads on Facebook and Instagram. Through this program GECAC assists struggling individuals with overcoming problems that stop them from working. The response was great. Approximately 7,000 people saw our ad. One such person was Erin Anderson.

Here is Erin's story:

I thought all hope was lost on going back to school and creating a career for myself. I had some issues come up from my past that placed a hold on me returning to college. One day I was scrolling through Facebook and happened to see an ad for a GECAC program called Career JumpStart.

I instantly downloaded the brochure and eventually enrolled in the program.

The first part was a two week Work Certified class which was excellent for me to refresh some skills that I haven't used in a while. The teacher, Desiree Higley, was amazing. She sat in the classroom with us and went over everything. The second part of the program was an 8-week online course provided by Penn State Behrend. GECAC was amazing through the

whole process. My caseworker, Maureen Kennedy Fink, was awesome. She helped me get funding for a few bills and was there any and every time I needed her.

When I completed the Penn State class and earned my Medical Office Associate Certificate, GECAC had a reception and presented our certificates. But GECAC's involvement didn't stop there. They continue to help us with creating resumes, helping me set up interviews with job sites and even alerting me about potential jobs. I absolutely loved

this program, not to mention it was completely free. This was the best opportunity for me because of my issues from my past and my work history. They have been very supportive and are helping me achieve my goals of finding a career path that will not only better my future but also will help me provide for my family.

***GECAC has a fifty-three year history, yet we remain a well-kept secret within the Erie community. Consequently the great work of our staff and participants often goes unnoticed. This needs to change. The strategic planning goal regarding branding emphasizes the need for us to tell our own story, rather than relying on others to tell it for us.***





ERIN ANDERSON

# Operations

*Goal: Develop a culture that makes GECAC a desirable place to work.*

The year was 2005, I was 27 years old and looking to put my roots down somewhere. I worked for several other companies until I found GECAC. Seniors always held a special place in my heart, I figured why not, let's give this place a try. I remember my first day like it was yesterday, I thought to myself how will I survive. Well I've survived 13 plus years, and I'm still going strong! I have held three positions here at GECAC. I was a case manager for the OPTIONS and Family Caregiver Support Programs, an Assessor, and my current position as Senior Center Director.

My first position at GECAC was as an aging case manager. What a great way to start, I would get to help all these seniors successfully remain independent in their own homes. I thought, "This is going to be great! I'm going to change the world one senior at a time." I worked several years with my seniors, yes my seniors. I did everything I could to help and change their lives.

During this time I was asked to help out the assessment team. I went kicking and screaming because it was different, and it took me away from my seniors. However, looking back, it was a great opportunity. I learned so much and was able to take the information I learned as an assessor and apply it helping my seniors. I took every opportunity to

improve myself. Attending trainings, asking questions of my supervisors, working closely with my coworkers, and learning from my seniors. Going forward I did not anticipate having struggles as a case manager. I learned so much as a case manager, but I needed more. I felt trapped, and I needed a

change. I worked hard; however, I did not feel like I was helping and changing lives to the best of my abilities.

Then a perfect opportunity for change happened. I was promoted to direct the Tri-Boro Senior Center. Just when I was feeling stuck, I received the opportunity to learn something new, have a fresh start and become a member of the management team. I'm back advocating for my seniors again and enjoying my time with them. I continue to learn and grow as a person every day.

Looking back on my thirteen plus years here at GECAC I've had my ups and downs, and as I evolve in this new role, I will have many more. The ups are those that

mean the most. Many people have contributed to my success over the years. Mr. Steele gave me my start at GECAC. My supervisors, my coworkers, and my seniors have supported me along the way. I continue to learn from each of them every day and am extremely thankful for their support.

***GECAC is nothing without our employees, but often we get so engrossed in serving our clients that we forget to "serve" the people who make all our successes happen. The final strategic plan goal focuses on creating a culture focused on developing, recognizing and celebrating the men and women who make GECAC what it is. One way to keep employees engaged is by finding opportunities to help them to advance both personally and professionally.***



TRACY TITKO *SENIOR CENTER DIRECTOR*  
AND PARTICIPANT WILLIAM T. HODGES



# Board of Directors



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Chairperson



Chanel M. Cook  
Vice Chair



Homer L. Smith, Jr.  
Secretary



Christine F. Konzel  
Treasurer



James E. Bowen, Sr.



Pasquale J. Bruno, III



Stephen M. Danch



Hattie Johnson



Brenda McWilliams



Alice Quinones



Alison Samuels



Depend Tamba



Mary Timashenka



Gwendolyn White





Danny J. Jones  
*Chief Executive Officer*



Georgia L. Del Freo  
*Vice President/Operations*



David L. Gerber  
*Vice President/Finance*



Bettie J. Vincent  
*Vice President/Human Resources*



Edward Sitter  
*Director of Planning*

## Executive Management Staff



Matthew Trott  
*Aging Division*



Wendy Wojtecki  
*Child Development  
Division*



Nicole Johnson  
*Education, Training &  
Community Services Division*



Benjamin Wilson  
*Workforce Development  
Services Division*

## Division Managers

# Staff Roster

## AREA AGENCY ON AGING

Adams, Bridget  
Adkins, Rosan  
Archer, Felicia  
Baker, Cara  
Bender, Charles  
Blakely, Wanda  
Bratek, Wanda  
Carter-Snell, Helen  
Casane, Pasquale  
Daley, Julia  
DeCrease, Christine  
DiMattio, Carolyn  
Dolak, Kylie  
Dregalla, Jamie  
Dropcho, Cynthia  
Edwards, Jennifer  
Edwards, Jonathan  
Edwards, Kimberly  
Fetty, Adam  
Fleming, Cynthia  
Frank, Ashley  
Garcia, Abner  
Grigoryan, Karine  
Hagstrom, Kyle  
Holowienko, Theresa  
House, Regina  
Hund, Karen  
Hutchings, Michelle  
Hutzelman, Kimberly  
Jones, Latece  
Joyce, Henry  
Kerr, Roxane  
Lindberg, Mark  
London, Ernest  
Maholtz, Raymond  
Malone, Kimberly  
Martin, Erika  
Mattson, Cathy  
Mehler, Erin  
Minick, Benjamin  
Mitchell, Benny  
Morrow, Jennifer  
Muckinhaupt, Thomas  
Musone, Elizabeth  
Myers, Teresa

Pete, John  
Price, Rachael  
Raymond, Valeri  
Reiland, Michele  
Reynard, Peggy  
Reynolds, Lisa  
Rist, Nicholas  
Roberts, Carolyn  
Rosario, Pennie  
Rozanski, Cynthia  
Samusenko, Maria  
Shannon, Diane  
Shapiro, Barry  
Simmons, Gertrude  
Soriano, April  
Spaid, Laura  
Spencer, Vanessa  
Starvaggi, Sharen  
Stewart, Dana  
Strasser, Robert  
Tau, Kathleen  
Taylor, Richard  
Titko, Tracy  
Trenn, Amanda  
Trott, Matthew  
Trott, Maureen  
Vanderhoof, Tara  
Vega Arroyo, Maday  
Velasquez, Erin  
Williams, Kelly  
Wintermyer, Elizabeth  
Wunch, Tina  
Yauger, Jennifer  
Young, Katherine  
Zuba, Alicia

## CHILD DEVELOPMENT

Agens, Cheryl  
Allen, Barbara  
Anderson, Brittany  
Anderson, Susan  
Bailes, Lesley  
Baker, Kyleen  
Balkovic-Johnson, Brenda  
Baluch, Aryana  
Barber, Lynn  
Barnes, Angela

Barnes, Cornelia  
Beers, Melinda  
Belden, Laura  
Bilski, Brandon  
Black, Julie  
Blarr, Cheri  
Botwright-Noonan, Beth  
Bozenhard, Carianne  
Bridgett, Sarah  
Britt, Kathy  
Brizuela, Mariah  
Bryant, Lisa  
Bucci, Rebecca  
Buchanan, Paula  
Buettner, Deborah  
Callahan, Erin  
Candelaria-Vega, Maria  
Causgrove, Thomas  
Conley, Molly  
Courteau, Lauren  
Courtney, Carol  
Crandell, Elizabeth  
Crane, Rebecca  
Cullison, Lisa  
Davis, Mallory  
Davis, Megan  
Davis, Patricia  
Decker, Beth  
Demaske, Leslie  
Denial, Rebecca  
Denihan, Erick  
Driscoll, Kim  
Duda, Alan  
Dudley, Devon  
Evans, Doris  
Ewing, Cynthia  
Fohner, Darin  
Frontera, Dawn  
Gambill, Debra  
Gamble, Melinda  
Gantz, Laura  
Gates, Emily  
Gates, Leah  
Gee, Tammy  
Gines-Agosto, Anibel  
Golden, Doreen

Grabinski, Lori  
Graves, Shelly  
Greenman, Marie  
Gruver, Deborah  
Hansbrew, Shaquana  
Harper, Jessica  
Hatch, Katherine  
Hawkins, Suprena  
Herrmann, Pamela  
Hicks, Liana  
Howze, Stacy  
Hudson-Estrella, Nena  
Humes, David  
Humes, Maggie  
Jeannerat, Debra  
Jones, Karen  
Jones, Patricia  
Kauffman, Brenda  
Kilbane, Deborah  
Kilbane, Rita  
Kimmy, Tammie  
Lane, Selena  
Lasko, Deborah  
Leninsky, Joy  
Letzelter, Sherry  
Lillie, Michelle  
Luke, Julia  
Lunger, Brittny  
Majewski, Linda  
Mattson, Jamie  
McCallum, Veronica  
McFadden, Kathleen  
McLaughlin, Cindy  
McLaurin, Paula  
Mead, Nicole  
Messner, Stephanie  
Moore, Tyonna  
Moore-Roeback, Barbara  
Mortimer, Brandee  
Nelson, Tabatha  
Nientimp, Gail  
Ortiz Rodriguez, Milton  
Pacley, Cathy  
Parker, Jaclyn  
Plott, Leamon

Podalski, Angela  
Potter, Mary  
Potts, Stephanie  
Raun, Carol  
Rickard, Samantha  
Roberts, Norma  
Robinson, Deniqwa  
Romba, Doreen  
Rose, Sandra  
Royal, Dianne  
Ruth, Jessica  
Sanford, Christine  
Santi, Jennifer  
Sargent, Marcia  
See, Kimberly  
Seth, Renee  
Shirley, Donna  
Shufesky, Candace  
Smith, Alexandria  
Smith, Kathleen  
Songer, Dana  
Sturgill, Carol  
Sturgill, Heather  
Sullivan, Cathlin  
Sullivan, Trisha  
Sykes, Kayla  
Szelinski, Michael  
Tate, Angela  
Tate, Martha  
Teribery, Nancy  
Theuerkauf-Iszkula, Mary  
Thomas, Tracey  
Thorhauer, Corinna  
Turner, Helen  
Vitale, Lori  
Waldinger, Carlie  
Washington, Leslie  
Whitney, Nancy  
Wierzbicki, Grazyna  
Wilson, Robin  
Wojtecki, Wendy  
Wood, Alyssa  
Woodson, Dana  
Zaczyk, Diane

## **EDUCATION, TRAINING & COMMUNITY SERVICES**

Barnett, Sandra  
Burns, Karleen  
Cornwell, Cheryl  
DeCarolis, Starlynn  
DelleCurti, Frank  
DiPlacido, Nicola  
Ferrell, Diane  
Fiolek, Leora  
Fuhrman, Daniel  
Geist, Carolyn  
Gouldsmith, Helen  
Gray, Alan  
Harvey, Todd  
Higley, Nancy  
Hollis, Annjerrica  
Hope, Wendy  
Hulings, Lorri  
Hulings, Sarah  
Johnson, Nicole  
Johnson, Royal  
Konetsky, Linda  
Kosiorek, Dana  
Lansberry, Scott  
Long, Michael  
Markley, Ronald  
McClellan, Barbara  
Meerhoff, Kelli  
Momeyer, Michael  
Norton, Michael  
Pennsy, Michael  
Plonski, Stefine  
Robinson, Vicki  
SanFilippo, Angela  
Schwabenbauer, Patricia  
Tate, Deirdre  
White, Linda  
Wills, Diane

## **EXECUTIVE**

Blanks, Gerald  
Byes, Ebony  
Cermak, Leslie  
DeFelice, Linda  
Del Freo, Georgia  
Dolak, Kaitlin  
Dyke, Matthew

Gerber, David  
Goodwine, Raushani  
Harper, James  
Hoffman, Susan  
House, Vivian  
Jones, Danny  
Kessler, Christina  
Klick, Kristin  
Kowalczyk, Linda  
Kumer, Rhonda  
Love, Charlene  
McCaslin, Kimberly  
McCullum, Arden  
McCullum, Vivian  
McMullin, Andrea  
Mitchell, Brian  
Sawatsky, Holly  
Silman, Sheila  
Sirak, Maryann  
Sitter, Edward  
Steele, Barbara  
Stevens, Colette  
Tate, Jessie  
Vincent, Bettie  
Vincent, Endia  
Wensel, Donna  
Whelan, Roger  
Williams, Garry

## **WORKFORCE DEVELOPMENT**

Dodd, Janet  
Hamrock, Christina  
Hargenrader, Annette  
Higley, Desiree  
Kennedy-Fink, Maureen  
McCoy, Anita  
Meyers, Claritha  
Nordin, Melissa  
Rabat-Lavor, Silvana  
Swoger, Teresa  
Tirak, Courtney  
Vincent, Jovan  
Wilson, Benjamin

# Division Overviews

## AREA AGENCY ON AGING

The GECAC Area Agency on Aging (AAA) focuses on the key mandates of the Older Americans Act. Programs are designed to respond to the needs of those seniors who:

- remain active and involved in their community;
- are cared for in their homes where they are comfortable and secure;
- require placement eligibility; or
- require protection and advocacy.

## CHILD DEVELOPMENT

Recognizing that a lifetime of success can be built during the earliest years, GECAC's Child Development Division focuses on the education of our county's youngest children – those aged birth to age five – through three main programs, Early Head Start-Child Care Partnership, Head Start and Pre-K Counts.

## EDUCATION, TRAINING & COMMUNITY SERVICES

Services within ETCS focus on helping individuals & families to achieve self-sufficiency through three main categories:

- Education – Upward Bound college preparation program for high school students.
- Community Services – Homeless assistance, Utility Assistance, Financial Literacy, Weatherization, Homebuyer classes & free tax preparation.
- Supportive services – Food Services & Transportation services for programs within the agency.

## EXECUTIVE & SPECIAL PROJECTS

In addition to the supportive functions provided by the many Executive departments, some special projects also are operated out of this functional area. These include the educational scholarship programs for K-12 students attending private schools and the supportive services provided by the Erie County Reentry Services and Support Alliance.

## WORKFORCE DEVELOPMENT SERVICES

Recognizing that employment is an essential stepping stone out of poverty, the Workforce Development Services Division serves to provide employment supports, education and training for potential workers and to connect those workers to employers who have openings.





Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has.

~Margaret Mead

# GECAC

## Agency Services

### AREA AGENCY ON AGING

|                                  |      |
|----------------------------------|------|
| Adult Protective Services        | 756  |
| Aging Waiver                     | 930  |
| Assessment                       | 3659 |
| Care Management                  | 670  |
| Domiciliary Care                 | 19   |
| Family Caregiver                 | 58   |
| Foster Grandparent Program       | 48   |
| Health and Wellness              | 130  |
| Home Delivered Meals             | 625  |
| Home Health                      | 512  |
| HomePLUS                         | 433  |
| Home Support                     | 251  |
| Legal Services                   | 70   |
| Long Term Care Ombudsman         | 220  |
| Medical Supplies                 | 219  |
| Nursing Home Transition          | 56   |
| Person Centered Counseling       | 31   |
| Personal Care                    | 289  |
| Retired Senior Volunteer Program | 425  |
| Senior Centers                   | 1512 |
| Transportation                   | 1478 |

### CHILD DEVELOPMENT UNIT

|   |     |
|---|-----|
| Early Head Start-Child Care Partnership | 75  |
| Head Start                              |     |
| Federal Slots                           | 728 |
| State Slots                             | 78  |
| Pre-K Counts                            | 68  |

### SPECIAL PROJECTS

|   |          |
|---|----------|
| Erie County Reentry Services & Support Alliance |          |
| Intensive Case Management                       | 219      |
| Resource Coordination                           | 129      |
| Tax Credit Scholarship Programs                 |          |
| Educational Improvement                         |          |
| Scholarships awarded:                           | 121      |
| Dollars awarded:                                | \$53,000 |
| Opportunity Scholarship                         |          |
| Scholarships awarded:                           | 32       |
| Dollars awarded:                                | \$16,000 |

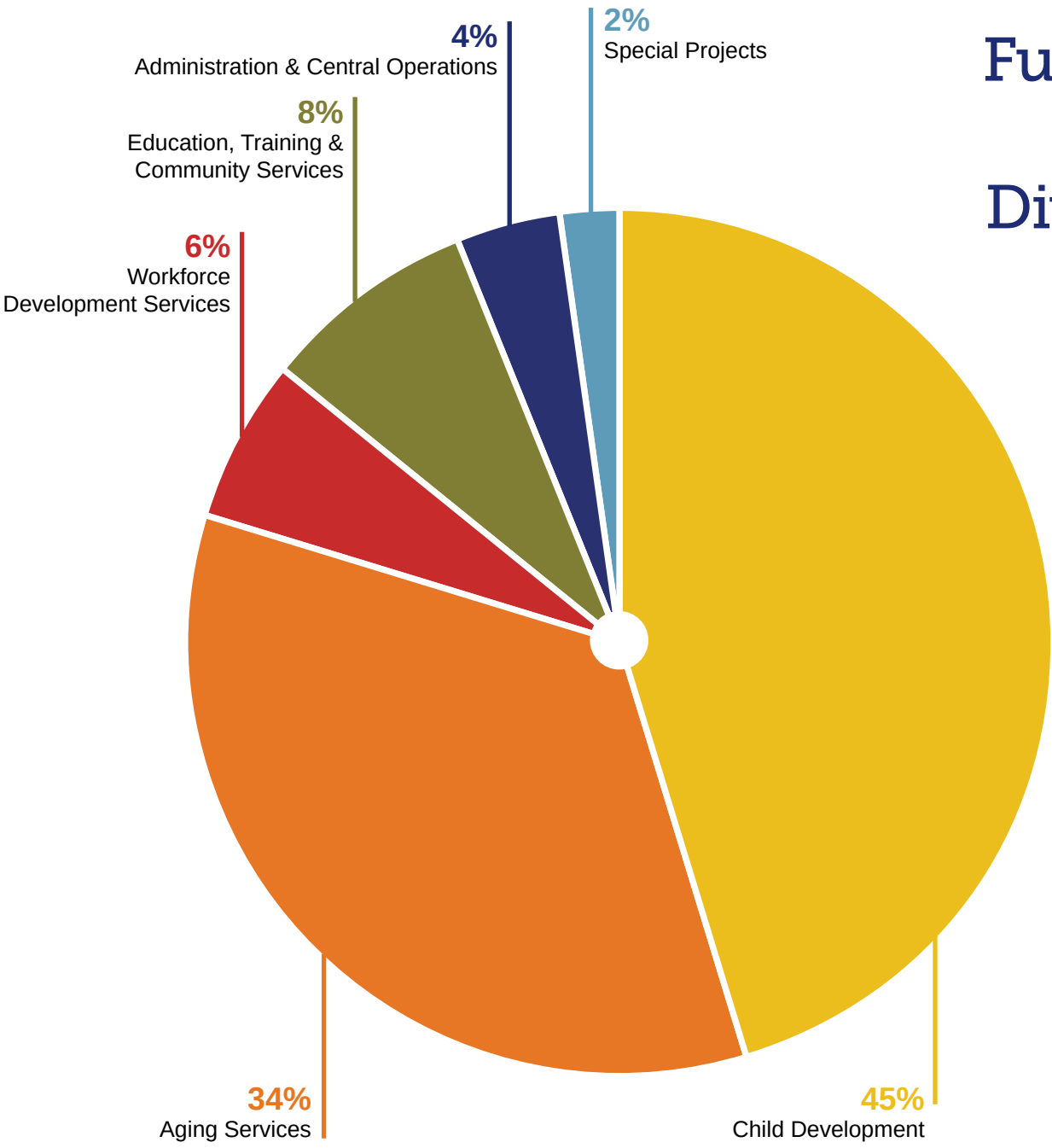
### EDUCATION TRAINING & COMMUNITY SERVICES

|   |         |
|---|---------|
| Family Savings Account/ Individual Development Accounts | 7       |
| Food Services   |         |
| # meals for Elderly                                     | 104,075 |
| # meals for Child Care                                  | 198,724 |
| Housing Assistance                                      | 448     |
| Money Works For You                                     | 13      |
| Money Works For You Youth                               | 24      |
| PNC Home Buyers Club                                    | 18      |
| Transportation  | 830     |
| Upward Bound  | 74      |
| Utility Assistance                                      | 396     |
| Volunteer Income Tax Assistance                         | 579     |
| Weatherization  |         |
| # of homes weatherized                                  | 25      |
| # of clients services                                   | 56      |

### WORKFORCE DEVELOPMENT SERVICES

|                            |     |
|----------------------------|-----|
| Adult Basic Education      | 156 |
| Career Jump Start          | 130 |
| Erie Together              |     |
| Family Action Team Members | 36  |
| Community Partners         | 112 |
| Senior Community Service   |     |
| Employment Program         | 22  |
| Work Ready                 | 53  |
| Work Ready SNAP            | 49  |

# Funding by Division



# Distribution of Funds 2017 – 2018

|   | Total Budget       | Total Federal    | Total Non Federal |
|---|--------------------|------------------|-------------------|
| <b>ADMINISTRATION &amp; CENTRAL OPERATIONS</b>        |                    |                  |                   |
| Administration and Central Operations                 | \$1,000,636        | \$678,457        | \$322,179         |
| <b><i>Subtotal: Administration and Operations</i></b> | <b>\$1,000,636</b> | <b>\$678,457</b> | <b>\$322,179</b>  |

|  | Total Budget       | Total Federal      | Total Non Federal  |
|--|--------------------|--------------------|--------------------|
| <b>AGING SERVICES</b>                  |                    |                    |                    |
| Aging Waiver                           | \$2,090,480        | \$400,310          | \$1,690,170        |
| Area Agency on Aging                   | \$6,068,298        | \$937,677          | \$5,130,621        |
| Foster Grandparent Program             | \$194,617          | \$175,424          | \$19,193           |
| HomePLUS                               | \$432,692          | \$426,302          | \$6,390            |
| Nursing Home Transition                | \$53,905           | \$-                | \$53,905           |
| Retired Senior Volunteer Program       | \$140,465          | \$68,672           | \$71,793           |
| UPMC CBCCI                             | \$156,150          | \$-                | \$156,150          |
| <b><i>Subtotal: Aging Services</i></b> | <b>\$9,136,607</b> | <b>\$2,008,385</b> | <b>\$7,128,222</b> |

|   | Total Budget        | Total Federal      | Total Non Federal  |
|---|---------------------|--------------------|--------------------|
| <b>CHILD DEVELOPMENT</b>                  |                     |                    |                    |
| Early Head Start Child Care Partnership   | \$1,359,816         | \$831,142          | \$528,674          |
| Head Start                                | \$10,131,418        | \$7,739,499        | \$2,391,919        |
| Pre-K Counts                              | \$610,692           | \$-                | \$610,692          |
| <b><i>Subtotal: Child Development</i></b> | <b>\$12,101,926</b> | <b>\$8,570,641</b> | <b>\$3,531,285</b> |

Unless commitment is made,  
there are only promises and hopes;  
but no plans.

~Peter F. Drucker



|   | Total Budget       | Total Federal      | Total Non Federal |
|---|--------------------|--------------------|-------------------|
| <b>EDUCATION, TRAINING &amp; COMMUNITY SERVICES</b>           |                    |                    |                   |
| Child Care Food & Other Food Services                         | \$747,578          | \$523,495          | \$224,083         |
| Financial Literacy and Savings Programs                       | \$18,225           | \$225              | \$18,000          |
| Food Services (2)   | \$803,421          | \$-                | \$803,421         |
| Housing Assistance and Counseling Services                    | \$628,960          | \$91,281           | \$537,679         |
| Transportation (2)  | \$1,035,939        | \$-                | \$1,035,939       |
| Upward Bound  | \$306,881          | \$306,881          | \$-               |
| Volunteer Income Tax Assistance Program                       | \$16,500           | \$-                | \$16,500          |
| Weatherization  | \$452,460          | \$427,041          | \$25,419          |
| <b>Subtotal: Education, Training &amp; Community Services</b> | <b>\$2,170,604</b> | <b>\$1,348,923</b> | <b>\$821,681</b>  |

|   | Total Budget       | Total Federal      | Total Non Federal |
|---|--------------------|--------------------|-------------------|
| <b>WORKFORCE DEVELOPMENT SERVICES</b>           |                    |                    |                   |
| Adult Basic and Literacy Education              | \$367,182          | \$126,114          | \$241,068         |
| Little Italy Byrne Grant                        | \$13,592           | \$13,592           | \$-               |
| Senior Community Service Employment Program     | \$108,483          | \$77,748           | \$30,735          |
| Summer JAM                                      | \$340,015          | \$21,490           | \$318,525         |
| Work Ready                                      | \$330,228          | \$330,228          | \$-               |
| Workforce Innovation Fund Program               | \$501,045          | \$477,530          | \$23,515          |
| <b>Subtotal: Workforce Development Services</b> | <b>\$1,660,545</b> | <b>\$1,046,702</b> | <b>\$613,843</b>  |

|                                   | Total Budget     | Total Federal | Total Non Federal |
|-----------------------------------|------------------|---------------|-------------------|
| <b>SPECIAL PROJECTS</b>           |                  |               |                   |
| Erie Together~Getting Ahead       | \$37,500         | \$-           | \$37,500          |
| Erie County Reentry Services &    | \$390,668        | \$-           | \$390,668         |
| Maleno Family-to-Family Fund      | \$8,388          | \$-           | \$8,388           |
| Neighborhood Tax Credit Program   | \$10,000         | \$-           | \$10,000          |
| Poverty Fund                      | \$13,227         | \$-           | \$13,227          |
| R. Benjamin Wiley Memorial Fund   | \$2,959          | \$-           | \$2,959           |
| Tax Credit Scholarship Programs   | \$73,000         | \$-           | \$73,000          |
| Wiley Osborne Golf Classic        | \$51,241         | \$-           | \$51,241          |
| <b>Subtotal: Special Projects</b> | <b>\$586,983</b> | <b>\$-</b>    | <b>\$586,983</b>  |

|                    |                     |                     |                     |
|--------------------|---------------------|---------------------|---------------------|
| <b>Grand Total</b> | <b>\$26,657,301</b> | <b>\$13,653,108</b> | <b>\$13,004,193</b> |
|--------------------|---------------------|---------------------|---------------------|

# Funding Source Summary

## FEDERAL

|  |              |
|--|--------------|
| Corporation for National Community Service | \$244,096    |
| Department of Education                    | \$432,995    |
| Department of Energy                       | \$188,094    |
| Department of Justice                      | \$13,592     |
| Department of Labor                        | \$555,278    |
| Health and Human Services                  | \$11,067,869 |
| Housing and Urban Development              | \$531,833    |
| United States Department of Agriculture    | \$619,351    |

## TOTAL FEDERAL FUNDS

**\$13,653,108**

## STATE

|   |             |
|---|-------------|
| Department of Aging(1)  | \$4,403,402 |
| Department of Community and Economic Development (1)          | \$-         |
| Department of Education                                       | \$1,129,527 |
| Department of Human Services – Office of Long Term Living (1) | \$1,937,066 |

## TOTAL STATE FUNDS

**\$7,469,995**

## LOCAL

|   |             |
|---|-------------|
| City of Erie (1)                                  |             |
| County of Erie (1)                                | \$1,408,585 |
| Corporate/Educational Institutions/Other Agencies | \$517,175   |
| Fees and Contributions                            | \$258,169   |
| Foundations                                       | \$373,886   |
| Greater Erie Economic Development Corporation     | \$101,344   |
| Housing Authority of the City of Erie (1)         | \$-         |
| In-Kind Contributions                             | \$2,562,672 |
| United Way  | \$221,444   |
| Utilities (National Fuel Gas & First Energy)      | \$90,923    |

## TOTAL LOCAL FUNDS

**\$5,534,198**

## TOTAL AGENCY FUNDING

**\$26,657,301**

*(1) Designated Federal funds contracted from this source are reported under the originating federal funding source.*

*(2) Funds to operate this service are derived from purchase of service agreements with other internal programs and are not included in the grand total.*

*This is an unaudited financial statement*



Plans are worthless,  
but planning is everything.

~Dwight D. Eisenhower

# 2017-2018 Donor Report

*Together, we have been tireless in our support of families living in poverty. GECAC has helped the formerly incarcerated secure employment; provided emergency assistance such as furnace repairs and warm food; provided youth with job readiness skills; and ensured children were ready for kindergarten. Throughout the year, one undeniable truth emerged, GECAC's mission is now more relevant than ever. We express our deep appreciation to the following donors that help fund our work.*

Robert J. Alton  
Bay City Lodge #68 – Prince Hall Affiliate  
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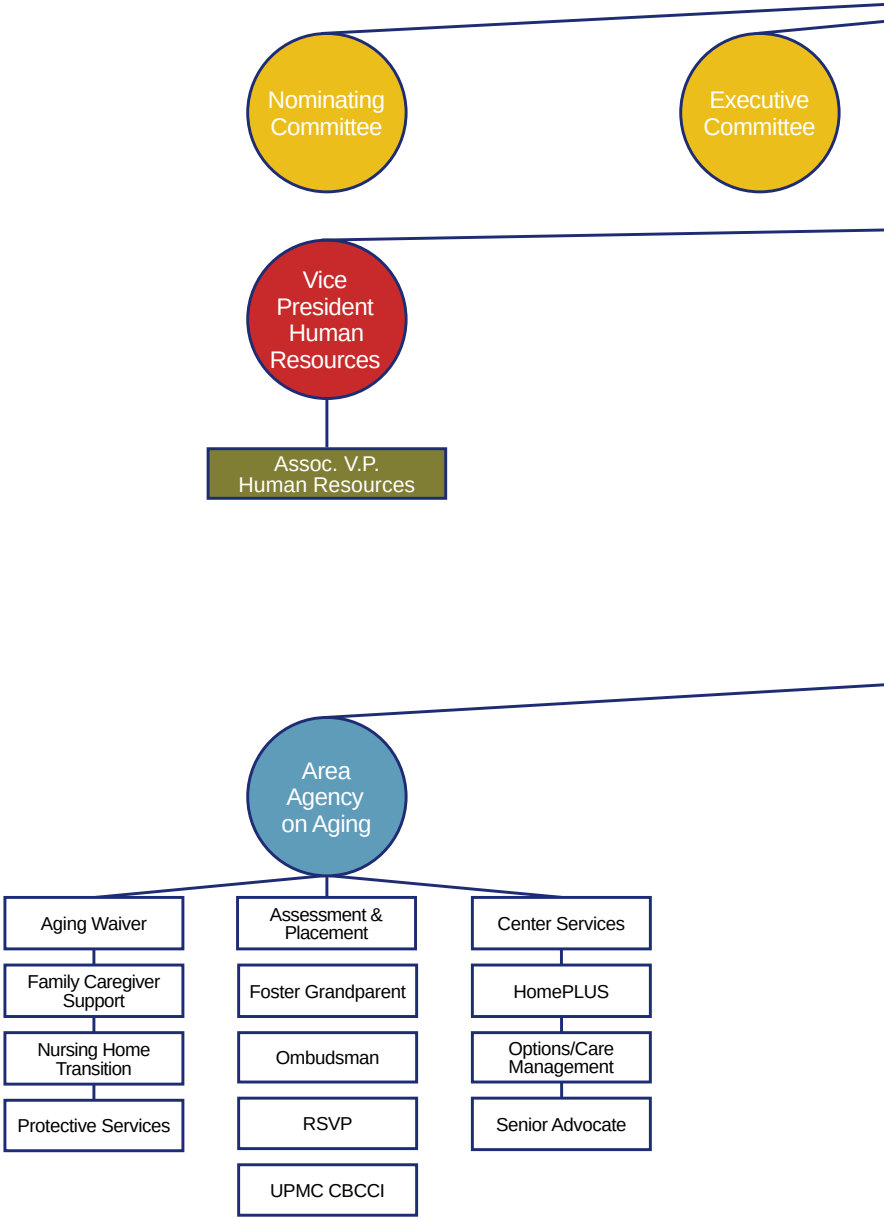
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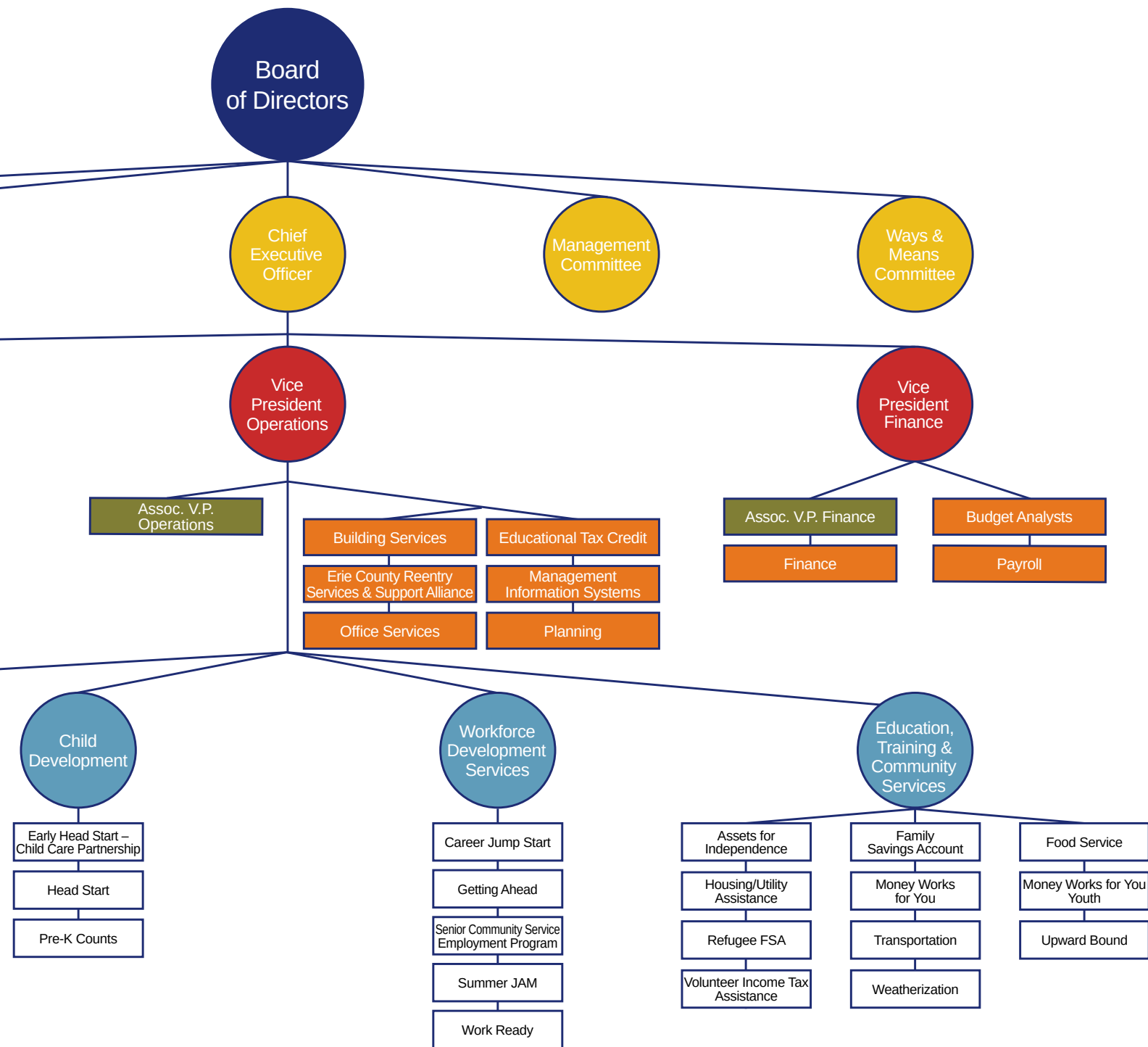
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Donations are tax deductible.*


CONTRIBUTORS July 1, 2017- June 30, 2018



# Organizational Chart







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your continued  
support of  
GECAC.



**GREATER ERIE COMMUNITY ACTION COMMITTEE**

*Helping People. Changing Lives.*