



2015 Annual Report



Our Mission

To strengthen families in our communities by offering opportunities in education, health, and employment.

About Us

The Community Council of Idaho, Inc. is a 501(c)(3) nonprofit organization that has been established in our communities since 1971. We are a multi-service agency that provides social services to migrant and seasonal farmworkers, low-income populations, and at-risk youth and families throughout the southern part of the state. We are governed by a culturally diverse Board of Trustees. We are now the largest organization to serve Latinos in the state.

From the Executive Office

As we look back on 2015's accomplishments and growth as an agency, the leadership and Board of Trustees at the Community Council of Idaho are amazed and humbled by the dedication and innovation of its staff members and volunteers.



In this annual report, we take a moment to reflect on the work we have done with the support of our community partners, sister organizations, vendors, donors, and volunteers. Together, we face challenges, fight for equality, and celebrate our successes. As the economy grows, so does this agency, and we are proud of our new systems, improved services, and expanded reach. With every step we take, our vision of preserving families, renewing lives drives our decision-making, and our passion for meeting our families' needs, challenging us to continue adapting and evolving to stay at the forefront of providing social services to our most vulnerable. Our dedication to farmworkers, low-income populations, and at-risk youth and families has made the Community Council of Idaho notorious for its unique reach in our Idaho communities.

Once again, we thank those who have supported us, and invite you to review our 2015 Annual Report.

Sincerely,

Irma Morin, Executive Director
Enrique Rivera, Board President

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Agency Expenditures, FY 2014-2015

Funding source	Program	Amount
U.S. Dept. Health and Human Services	Migrant Seasonal Head Start	\$7,597,435
U.S. Dept. Health and Human Services	Community Family Clinics	\$1,037,907
U.S. Dept. Labor	National Farmworker Jobs Program	\$975,406
U.S. Dept. Agriculture	Rural Rental Housing	\$661,741
U.S. Dept. Education	High School Equivalency Program	\$486,686
U.S. Dept. Agriculture	Rural Rental Assistance Payments	\$372,378
El Milagro	Housing Expenditures	\$338,825
U.S. Dept. Labor	YouthBuild	\$309,187
U.S. Dept. Health and Human Services	Community Services Block Grant	\$228,867
U.S. Dept. Agriculture	Child and Adult Care Food Program	\$205,724
GAAP In-kind	In-kind match	\$162,030
U.S. Dept. Health and Welfare	Maternal Infant, & Early Childhood Home Visiting	\$142,504
U.S. Dept. Health and Human Services	Temporary Assistance for Needy Families	\$71,889
Cambia Health Foundation	Muevete! Y Cambia Tu Vida	\$54,873
U.S. Dept. Labor	Housing and Utilities Assistance	\$53,360
YouthBuild In-kind	YouthBuild match	\$49,963
Unrestricted	Fundraisers, donations	\$29,801
United Way	Emergency Food and Shelter Program	\$1,013
Total		\$12,779,589

Agency 2014-2015 Audit Report: <http://tinyurl.com/cciaudit1415>

Staff and Longevity

259 Seasonal staff

92 Regular full-time staff

351 Total staff

Years with CC Idaho

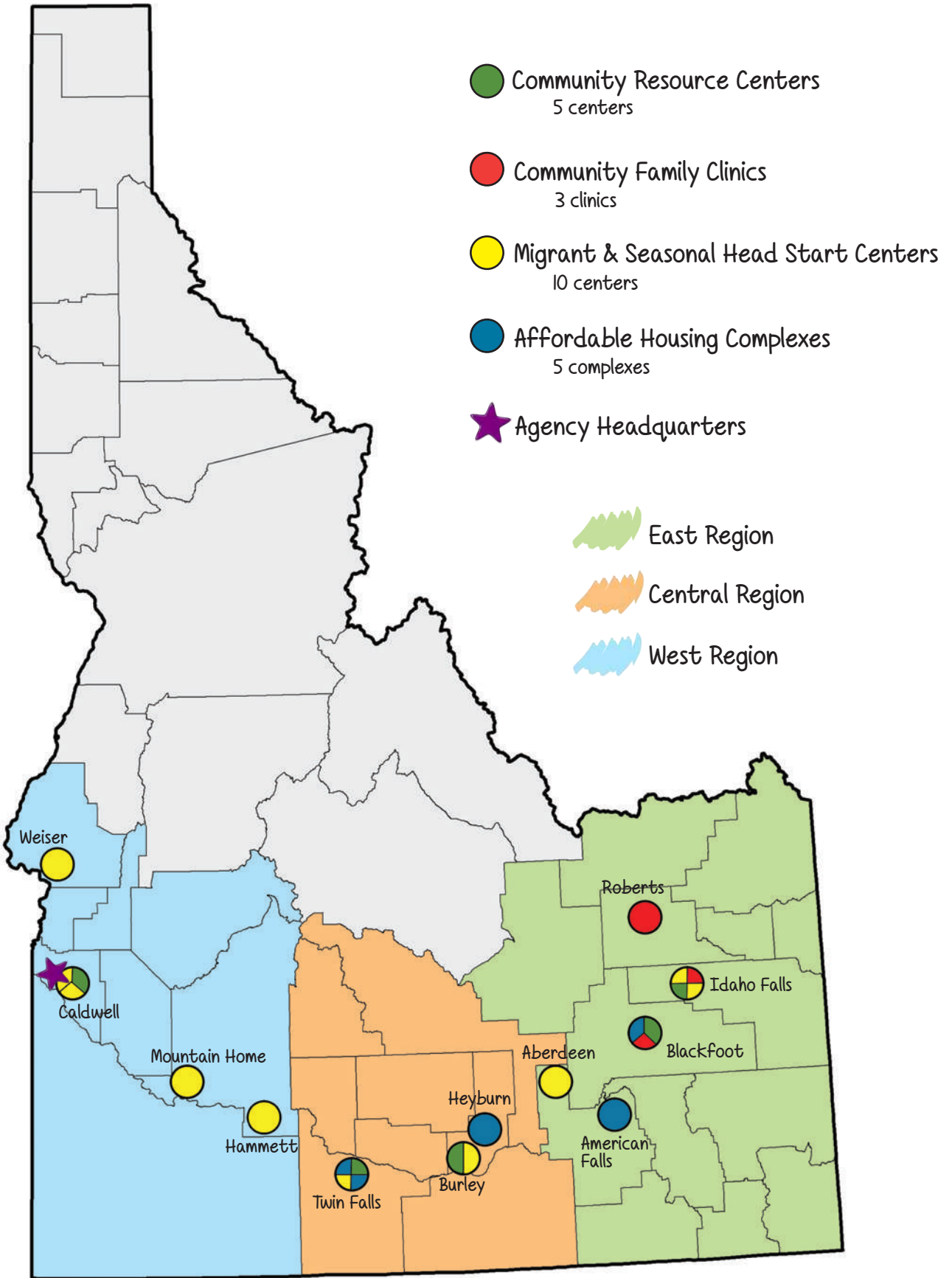
0-4	5-9	10-14	15-19	20-24	25-29	30+
151	75	72	27	15	8	3

Number of staff



MARISELA LEE, CENTER COORDINATOR FOR FELIPE CABRAL HEAD START IN TWIN FALLS, RECEIVED HER **30-YEAR LONGEVITY AWARD** IN 2015.

Agency Map



Agency Endeavors and Accomplishments 2015

Community Family Clinics awarded \$1 million grant to build new clinic

On September 15, 2015, the U.S. Department of Health and Human Services announced the distribution of \$150 million to 160 health centers across the nation for facility renovation, expansion or construction to increase patient or service capacity. We at the Community Council of Idaho are proud to announce that we have been awarded \$1 million from that funding pool to build a new health care facility in Idaho Falls.

The funding from this new grant will build a new facility in Idaho Falls on Alan Street near Members Preferred Central Credit Union. The facility will be 9,400 square feet, which is nearly four times as large as the current clinic in Idaho Falls that we have outgrown. The new clinic will have 18 exam rooms, six to eight administrative offices, a lobby and conference room.



CURRENT IDAHO FALLS CLINIC, LOCATED AT 2088 E. 25TH STREET

CLINICS EXPAND HOURS, STAFF

In addition to the new building grant, our clinic staff have worked hard to meet the growing needs of the community by expanding our hours and hiring additional staff. Because of these efforts, in 2015, our clinics were able to open the Blackfoot and Roberts satellite offices for one and two extra days, respectively.

Inaugural Annual Gala hosted in conjunction with the Hispanic Chamber



We partnered with the Idaho Hispanic Chamber of Commerce to put on a fundraising gala on November 11, 2015 at the Boise Grove Hotel. This is the first joint fundraising gala that our agency has attempted in recent memory.

The night featured presentations which allowed us to showcase the success of our programs alongside the Chamber, a catered dinner, a silent auction, live music, a DJ, and a night of dancing. We netted \$1,010 in revenue, and would like to thank the Hispanic Chamber for their work and partnership in this event.

Partnership with Cassia County School District expands MSHS services



The Cassia County School District and the Community Council of Idaho teamed up to offer winter preschool services for the first time ever in Burley and the surrounding communities. The services were made possible with funding from the State of Idaho Migrant Education Program and funding from the Temporary Assistance for Needy Families program. Thirty-five children and their families received high quality Head Start services from January through April of 2015.

Agency Endeavors and Accomplishments 2015



Annual Scholarship

For **30 years**, we have awarded \$1,000 scholarships each to Idaho high school seniors. To date, we've awarded **\$176,500** in scholarships.

For the first time since its inception, we have changed the requirements for our scholarship. Beginning in 2016, the qualifications are:

- 🎓 First-time post-secondary attendee of any kind
- 🎓 Must demonstrate financial need
- 🎓 Must be living in Idaho for at least 6 months
- 🎓 Must turn in completed application by due date of April 15*

*Application online at communitycouncilofidaho.org/scholarship_application

2015 Scholarship Recipients

Elizabet Campos
of Jerome
College of Southern Idaho
Nursing major

Adolfo Andazola Carmona
of Picabo
Idaho State University
Pre-medicine major

Casandra Juarez
of Glens Ferry
Boise State University
Business major

Maria Guadalupe Villagomez
of Nampa
College of Western Idaho
Pre-law major

Andrea Ivon Figueroa Garcia
of Montevieu
Unknown
Dental Assisting major

Karen Hernandez
of Caldwell
College of Western Idaho
Education major

Jesus Daniel Hernandez
of Twin Falls
College of Idaho
Biology major

Vanessa Negrete
of Weiser
University of Idaho
Biology major

Shania Mon'nette Arrellano
of Idaho Falls
Idaho State University
Nursing major



1 We partnered with Salazar Law and the Hispanic Cultural Center of Idaho to provide **free citizenship classes** in Spanish to the public for 8 weeks at a time.

2 We made some **major improvements** at our headquarters in Caldwell (known as El Mercado) including new carpet, new windows and window tinting, a new reader board and software, parking lot renovations, and general yard maintenance.

3 We **expanded our winter program** for Migrant & Seasonal Head Start services, operating out of 6 centers; we plan to continue growing!

4 We resumed management of our largest housing project, **El Milagro**, so we can begin major renovations. Syringa Property Management still manages our four other projects.

5 This year was a busy year for us **in the media**. We were featured on the front page of the Idaho Statesman twice, had a brief spot on KTVB, and had a collaborative press release about our YouthBuild program appear in over 150 publications around the world, plus many more appearances!

6 Each year, we "adopt" a senior with the **Hispanic Seniors of Idaho** and deliver Christmas presents to them. In return, they invite us to their festivities!

7 Although we had an internal newsletter for many years, we introduced our first **public newsletter** in several years during our third quarter. The response was very positive!

8 We hired for a new position in 2015. Kathy Parker was brought on as our **Development Director**, and is in charge of grants writing and fundraising on behalf of the agency and its programs. We are excited to have you on board, Kathy!

9 In an effort to further unify our staff and create cogency with our services, we conducted **regional trainings** that included all departments in the agency. We celebrated longevity achievements, learned about other departments, had some team building, and fun! (East Region pictured)

HISPANIC HEALTH CARE CONFERENCE + MANUFACTURING



CRISTIAN ARCEGA, ONE OF THE FOUR INSPIRATIONAL TEAM MEMBERS FOR THE MOVIE "SPARE PARTS," WAS BROUGHT TO IDAHO AS KEYNOTE SPEAKER FOR THE CONFERENCE.

The Community Council of Idaho partnered with the Future Hispanic Leaders of America, College of Western Idaho, the Idaho Department of Labor, and several other organizations to put on the 2015 Hispanic Health Care Conference + Manufacturing at Northwest Nazarene University on April 18, 2015. We were involved in the planning, sponsoring, and fiscal oversight for the conference, which over 250 people attended.

The conference's purpose is to provide an opportunity for aspiring professionals, mainly high school students, to meet Latino experts and leaders in various STEM fields, including medicine, engineering, biology, management, and more. Three of our nurses headed one of the tracks.

There was much excitement for the

keynote speaker, Cristian Arcega, who came from Arizona to tell his story. Cristian was a member of the high school underdog team that beat MIT to win a national collegiate underwater robotics competition, which spurred a documentary called "Underwater Dreams," and a movie with George Lopez called "Spare Parts."

FHLA AT NCLR

The conference raffle ticket sales and vendor fees raised enough money to send four FHLA leaders/conference organizers to the NCLR Líderes Summit in Kansas City, Missouri in July. At this large national conference, the Idaho students competed and won several categories, including Represent Your Organization Best. We are all so proud of these young leaders!



FROM LEFT TO RIGHT: AISHA OROZCO, CRYSTAL GALLEGOS, EDGAR MONARREZ, AND CARLOS GARCIA REPRESENTING IDAHO AT THE NCLR LÍDERES SUMMIT.

Migrant & Seasonal Head Start (MSHS)



We provide full-day, bilingual school readiness education to children of farmworkers ages 0 to 5.

The five essential domains of our curriculum are physical health and development, social and emotional development, approaches to learning, language

and literacy development, and cognition and general knowledge in math, science, social studies.

The Early Learning Accomplishment Profile (ELAP) is an observational assessment used with children who are very young (0-3), while LAP-3 is used with older children (3-5).

These assessments provide information about a child's development during critical early years. They are used by educators to determine child development, the effectiveness of intervention programs and developmentally appropriate learning activities.

791

total children served

82, or 10.3%

children with disabilities

22

on-site mental and behavioral health trainings: separates for staff and parents

275

on-site volunteers

50

community member volunteers

553

total volunteers

Laura DeLaCruz

Parent of the Year

Godalberto Contreras

Parent of the Year

Migrant & Seasonal Head Start (MSHS)

Program Year 2014-2015

Center	Location	Enrollment
El Venadito	Weiser	54
La Adelita	Caldwell	55
Casa De Colores	Caldwell	118
El Arcoiris	Mountain Home	56
Jardín de los Niños	Hammett	42
Felipe Cabral	Twin Falls	87
Emiliano Zapata	Burley	54
Manuel Cavazos	Aberdeen	66
La Estrellita	Idaho Falls	91
El Castillito	Idaho Falls	52
Casa De Colores - Winter program	Caldwell	42
La Adelita - Winter program	Caldwell	30
Emiliano Zapata - Winter program	Burley	5
Felipe Cabral - Winter program	Twin Falls	39
Total		791



MSHS Expenditures for Fiscal Year 2014-2015

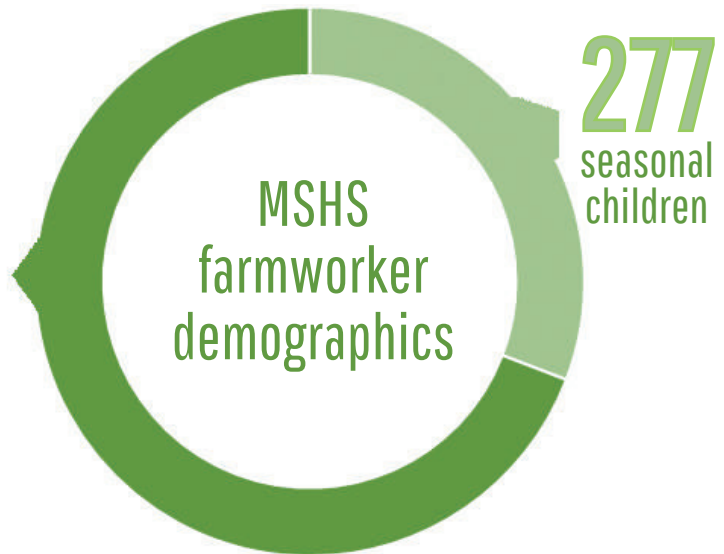
Salaries and benefits	\$4,728,407
Indirect	\$890,822
Space costs	\$672,651
Other	\$389,924
Supplies	\$355,027
Staff development	\$236,154
Equipment	\$154,738
Child transportation	\$102,413
Parent services	\$50,344
Child services consultants	\$16,954
Total	\$7,597,435

82.7%
average daily attendance

375 two-parent households

167 single-parent households

514 migrant children



2 centers received newest surfacing technology:
Rainbow Turf Poured-in-Place recycled shredded rubber mulch

\$292,000
total spent in facility and playground maintenance

Migrant & Seasonal Head Start (MSHS)



242,447 miles driven

35 buses in fleet

22 certified bus drivers

19 counties served

66 cities served

New Classroom Curriculum

During the winter program, several classrooms piloted the Pre-K and Toddler Frog Street curricula, which provided training for the teachers. This comprehensive curriculum is research-based, bilingual, with integrated instruction across developmental domains and early learning disciplines. At the end of the season, the results indicated it is in our best interest to continue using Frog Street curriculum.

BSU Service Learning Classes

We started a service learning project with students from an anthropology and psychology class at Boise State University. The anthropology students volunteered

in the classrooms as preschool assistants where they helped plan activities and assisted in children's learning. The psychology students came as researchers to determine teachers' attitudes toward two curriculums and their effect on its implementation. They observed preschool and toddler classrooms and interviewed teachers regarding their approach to their assigned curriculum. In their written report, the students recommended implementation of Frog Street.

Languages spoken by children*

66 English
724 Spanish

*Some children identify as bilingual

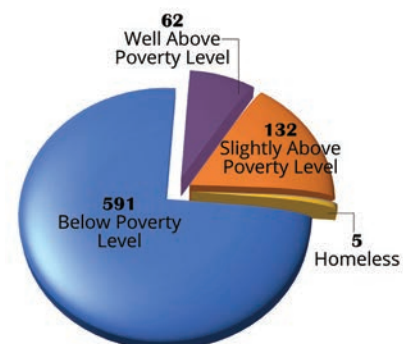
Educational qualifications by degree

Teachers	
BA	7
AA	27
CDA	45
HS/GED	2*

*Interim positions

Teacher Aides	
BA	1
AA	4
CDA	11
HS/GED	34

MSHS family income



MSHS Health Services

Muevete! Y Cambia Tu Vida

Thanks to this grant from the Cambia Health Foundation, we launched our latest parent involvement activity endeavor: Muevete! Y Cambia Tu Vida, a project to build capacity to prevent obesity and diabetes among our migrant and seasonal farmworking families. With help from the University of Idaho, we adapted curriculum developed by UCLA Anderson and Johnson & Johnson to be culturally responsive for our clients.

Below, we are proud to present some midterm numbers.

32 staff members trained by University of Idaho to conduct and track obesity measures

4 centers piloted the program: Felipe Cabral, Casa De Colores, La Adelita, Emiliano Zapata

189 MSHS parents received our training and follow-up home visit

75 families surveyed regarding knowledge, beliefs, and customs about nutrition and physical activity

3 workshops by Humphreys Diabetes Center, presenting to 60 participants

150 MSHS parents screened for risk of diabetes and cardiovascular disease



MSHS Overall Health Services Markers

Up-to-date with required immunizations	100%
Health insured	96%
Have a medical home (ongoing source of medical care)	99%
Up-to-date with all required health screenings	95%
Receiving migrant health services	32%
Have a dental home (ongoing source of dental care)	93%
Preschoolers who received dental exams	94%
Preschoolers who received preventative dental treatment	92%
Infants and toddlers who received dental screenings	97%



We partnered with Be The Match to help find more people, especially Latinos, to join the national bone marrow registry in hopes of matching more people who need a bone marrow transplant to save their lives.

So far, we added **25** people to the national registry.
To register, visit join.bethematch/ccidaho

Vision Screenings

MSHS began to use the SPOT Vision Screener on children 6 months and older in 2013. This objective screening tool is effective in identifying vision concerns because it is not subjective (doesn't require the child to interact with the screener) and takes about 30 seconds per child; staff can then refer the child to a specialist, if needed.

Because of this screener, the percentage of children receiving needed vision treatment has increased. We now use one SPOT vision screener per region (3 total).

MSHS CHILDREN WHO RECEIVED REFERRED TREATMENT AFTER VISION CONCERNS WERE IDENTIFIED

2014-15: 106
2012-13: 67
2010-11: 5

Hearing Screenings

Idaho Sound Beginnings has provided staff with training since we first started using OAE hearing screeners state-wide in 2009. Before this, MSHS did not have any age appropriate screeners to use on children under 4 years old.

Staff were relying on subjective hearing screenings obtained during well child exams. When MSHS had only three OAE hearing screeners per region, it was difficult to screen all 3-year-olds within 30 days of enrollment. But it's viable now that each center has its own screener.

MSHS CHILDREN RECEIVED REFERRED TREATMENT AFTER HEARING CONCERNS WERE IDENTIFIED

2014-15: 29
2012-13: 18
2010-11: 18

Healthy Infants and Parents

The Healthy Infants and Parents program's mission is to strengthen familial bonds through home visits by bringing individualized support to parents for their child's developmental well-being, teaching parents to be self-sufficient and to be their child's most powerful advocate. HIP's home visitors go into the homes of eligible parents with children ages 0 to 3 and pregnant women, serving Twin Falls and Jerome counties. Each week, they visit with the families for 90 minutes to assess the family's needs and set goals with the family. Enrolled families complete three years with HIP, then are transitioned to providers that can assist with their specific needs and goals.



HIP eligibility criteria

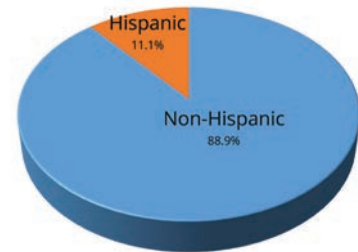
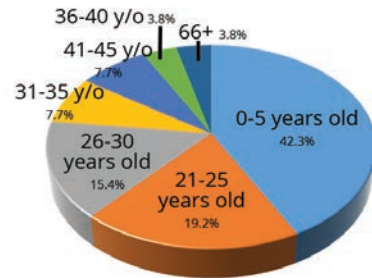
- ✓ Pregnant women under 21
- ✓ Involvement with Child Protective Services
- ✓ Homelessness
- ✓ Suspected or diagnosed disability
- ✓ History of substance abuse
- ✓ Families of armed forces
- ✓ Tobacco users



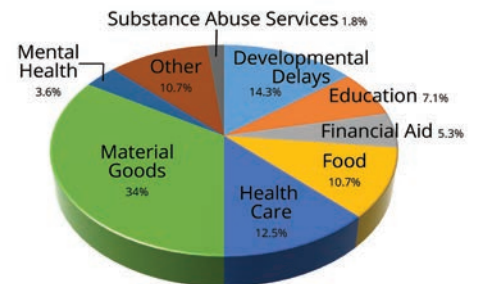
PROGRAM YEAR 2014-2015

36 families served

1,872 home visits conducted



We made 56 outside referrals for:

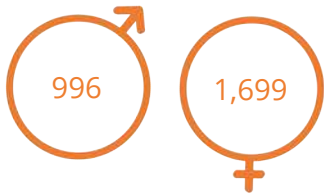


Community Family Clinics

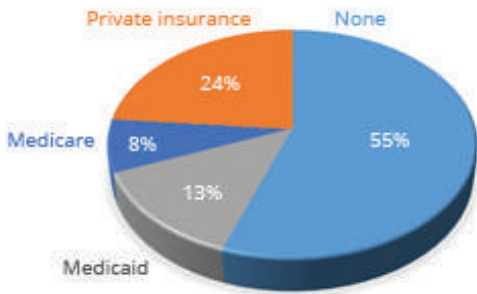
2,695 Total patients served in 2015

- ↳ 487 farmworkers
- ↳ 192 homeless

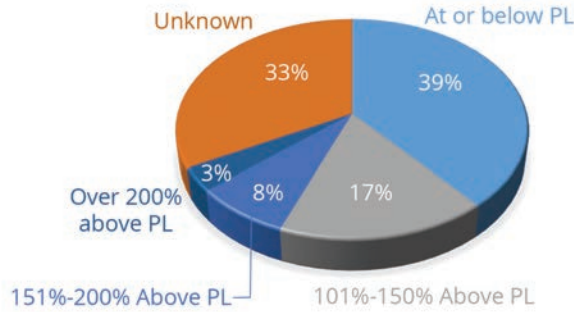
PATIENTS BY GENDER



PATIENTS BY TYPE OF INSURANCE



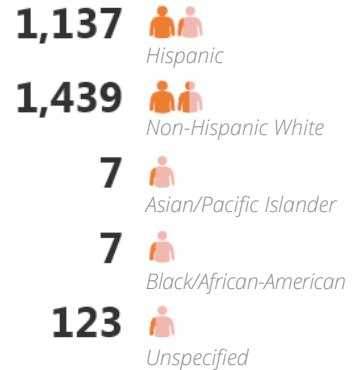
PATIENTS BY RELATION TO FEDERAL POVERTY LEVEL



PATIENTS BY LANGUAGE OF PREFERENCE



PATIENTS BY ETHNICITY



Community Family Clinics

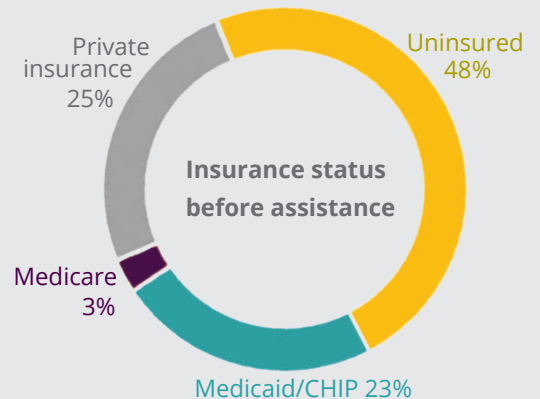
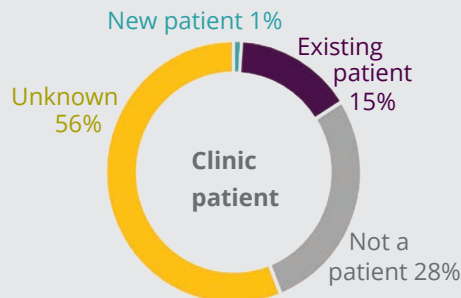
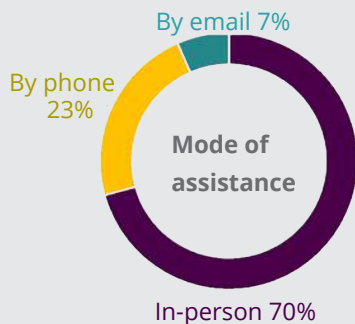
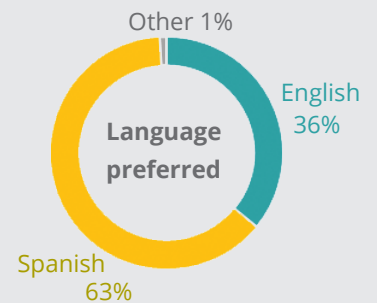
Our Community Family Clinics offer bilingual, bicultural primary health care to all Idahoans, regardless of ability to pay, race, gender, national origin, preferred language, age, or sexual preference.

Primary Care Services

- | | |
|---------------------------|----------------------|
| Cold | Immunizations |
| Urinalysis | Sports physicals |
| Flu (vaccinations) | Diabetes |
| Child exams | Hypertension |
| Women's preventative care | Tuberculosis testing |
| General primary care | Annual exams |

HEALTH INSURANCE OUTREACH AND ENROLLMENT: HELPING PEOPLE NAVIGATE THE MARKET

- 1,272** Total people helped in 2015
- 227** Completed enrollment process
- 3,673** Consumers represented
- 188** Applications submitted
- 21** referred out for additional assistance



Affordable Housing

5

Total properties

180

Total units

615

Total people housed

58

Total farm-worker families housed

3.4

Average family size

7

Largest family size

2

Smallest family size

Colonia De Colores, Twin Falls



24	Units
84	Individuals housed
19	Families housed
15	Farmworker families housed
3	Average family size

El Rancho Grande Estates, American Falls



24	Units
94	Individuals housed
22	Families housed
8	Farmworker families housed
5	Average family size

Colonia Cesar Chavez, Blackfoot



24	Units
78	Individuals housed
13	Families housed
6	Farmworker families housed
3	Average family size

Project Hope, Heyburn



24	Units
78	Individuals housed
16	Families housed
12	Farmworker families housed
3	Average family size

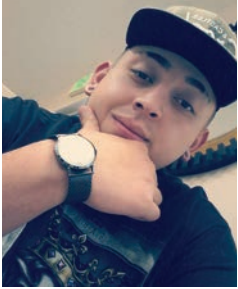
El Milagro, Twin Falls*



84	Units
281	Individuals housed
84	Families housed
17	Farmworker families housed
3	Average family size

*El Milagro is corporate-owned rather than funded by the USDA and therefore has no agricultural restriction on tenants' income.

Employment and Training



Ivan Herrera

Ivan's Story

As I sat in that juvenile detention center office with Ivan, a current YouthBuild member, I watched as he rocked in his chair with a look of anxiety on his face. I could only wonder what he was thinking. Ivan was nervous because before joining YouthBuild, he would only go to his probation office because he either had a violation, a complaint from his mother, or he was just released from incarceration. But this visit was different. Way different. He had good news to give his probation officer, and he had the Community Council of Idaho and the YouthBuild team to back him up.

Ivan has had an attitude most of his life — an attitude most people would call troubled. Where it comes from, we don't know. It could be from not growing up with his father, or it could be from just dealing with the struggles of growing up these days. If you look at Ivan, he is tall, has broad shoulders, is a big boy and looks older than he appears. His image could be an issue as well because people usually forget he is only 16 but expect an adult out of him. He's also loud and can pull a room together with his influence. Ivan is no stranger to attention and thrives on it, negative or positive, such as when he's singing his favorite rap songs on local stages around town.

Because of his attitude and choices he has made, Ivan has been in juvenile detention a total of 23 times since he was 14 years old, sometimes twice a week. As he sat in that office, he knew those days were over. Since he joined YouthBuild, he has not slept one more night in that cement steel building. Since joining YouthBuild, he has made positive changes in his life. Providing a positive report to his probation officer was a challenge because he hadn't had that opportunity in a long time.

Ivan joined YouthBuild mid-December 2014 because he did excellent in our Mental Toughness Week. He showed he was a great leader and quickly adapted to the new cohort. He made friends quick and knew a lot of the students from past encounters from school or juvenile hall. Ivan had brought with him the street cred he had earned, but the question YouthBuild staff had to ask was, is he going to continue to use his great leadership skills in a positive way?

Ivan continued to be a positive role model in the group. He always encouraged other students to keep going to GED classes even if he had to fake who he was, impersonating our GED instructor over text messages and Facebook. Ivan loved coming to class but what he loved more was the environment and being able to hang out and learn at the same time. Ivan passed his first GED test on April 8, 2015 but his celebration was short lived. That same day, Ivan gained a sense of accomplishment, but lost a best friend. A piece of him was suddenly gone. On April 8th, a fellow YouthBuild member passed away. It sent shock waves through the YouthBuild program, affecting staff and students to the core.

YouthBuild staff did what they could to keep the group together, putting on workshops and bringing in licensed counselors to help with the grieving process. For Ivan, the classroom wasn't the same and he lost all motivation. He stopped coming to GED classes and entered into a dark place in his life. YouthBuild staff kept in contact with Ivan and continued to encourage him to finish what he had started with such enthusiasm. Ivan planned on moving away and dropping everything, even if it meant violating his probation. YouthBuild staff met with his probation officer and held a meeting to talk to Ivan and get him back on track. With much reluctance Ivan agreed to meet with all parties. In the end, Ivan became convinced moving was not a solution, and he agreed to continue to work on obtaining his GED. But he was still angry and said he would get his GED just so he could move away from everybody. This inspired Ivan, but not as much as YouthBuild staff and the probation officer would have liked.

In August, YouthBuild held a graduation ceremony for students who had earned their GED and Home Builders Certificate, which Ivan was invited to. He was going to receive his HBI certification, but he had no plans to continue participating in YouthBuild. During the ceremony, YouthBuild staff recognized the student who had passed and awarded his mom with his HBI Certification. The ceremony continued, but something must have clicked in Ivan that day because he asked to speak in front of the whole audience. He stood up in front of everybody and talked about how he was wasting his opportunity, that if he finished his GED he would be the first in his family to do so. As Ivan choked up, he thanked everyone for not giving up on him and made a promise to his mother he would make her struggles for him worth it. He promised her he would soon be handing her a diploma.

In the months that followed, it was as if the graduation ceremony was a turning point for Ivan. It was as if Ivan's motivation flame was once again ignited. He was coming to class every day and began a job at Taco Bell. As he promised his mother, on November 5, 2015 Ivan called her with a shaky voice proudly told his mom that he had kept his promise and had something to give her. What he gave her was hope, pride and a brand new High School Equivalency Certificate.

As we sat there in that concrete office, Ivan gleamed with pride as he heard those words he never thought his probation officer would say to him: "I'm proud of you and great job"! Ivan nodded his head in approval and for once had nothing to say, he just enjoyed the moment.

—Written by Mike Gaxiola, YouthBuild Coordinator

Employment and Training



In YouthBuild, low-income young people learn construction skills through building affordable housing for homeless and low-income people in their neighborhoods and other community assets.

26 Total students enrolled in YouthBuild

21	Earned a GED
3	Received a literacy gain
3	Entered post-secondary education
16	Earned HBI construction certification
22	Unemployed upon entry into program
17	Placed in employment
\$9.22	Average hourly wage of YB students placed in employment
37.75	Average hours YB students worked in first week of placed employment

2015 YouthBuild demographics upon entry to the program

Low-income	26
Male	13
Female	13
White*	26
Hispanic*	12
American Indian/Alaska Native*	1
Limited English Proficient	1
High school dropout	26
Youth Offender	7
Adult Offender	5
Basic skills deficient	11
Child of incarcerated parent	1

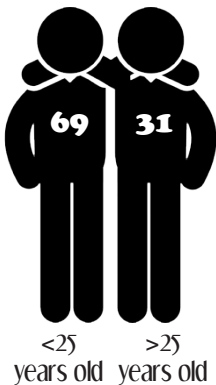
*Multiple demographics can apply to an individual.

Accomplishment	National Goal	Our Result
Placed in education/employment	70	82.46
Attained GED or construction certificate	50	62.03
Retained education or employment	75	78.05
Rate of juvenile recidivism	20	11.63

The High School Equivalency Program (HEP) helps migratory and seasonal farmworkers (or children of such workers) who are 16 years of age or older and not currently enrolled in school to obtain the equivalent of a high school diploma and, subsequently, to gain employment or begin postsecondary education or training.



HEP by Age



2014-2015 HEP Numbers

Total number of students	100
Students who earned a GED	15
Students still pursuing a GED	60
Total hours of instruction	11,648
Students who entered higher education, employment, or military service	15

HEP by Gender



Employment and Training

Our NFJP and CSBG programs often work jointly to assist farmworkers in furthering self-sufficiency by increasing capacity in income and job skills.

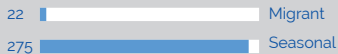
NFJP The National Farmworker Jobs Program (NFJP), which is subject to the Workforce Innovation and Opportunity Act (WIOA), works to counter chronic unemployment by migrant and seasonal farmworkers.

Participation summary

	Plan	Actual	% Difference
Total participants served	262	297	113%
Participants who achieved employment	120	140	117%
Participants who completed training services	60	71	118%
Number of participants who enrolled in Occupational Skills Training	100	120	120%
Number of participants who enrolled in Related Assistance Services	100	103	103%
Participants who enrolled in other training services (WEX, OJT, Direct Placement)	62	74	119%

NFJP Demographics

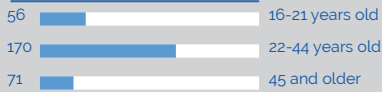
Farmworker group



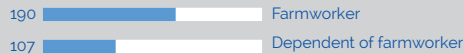
Gender



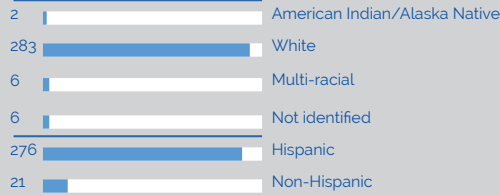
Age



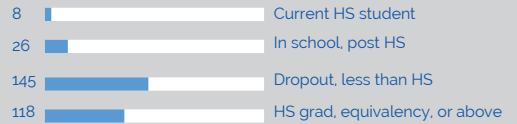
Qualification for program



Race/Ethnic Group



Education Status



Barriers to Employment



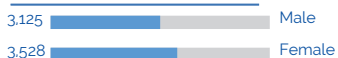
CSBG The Community Services Block Grant (CSBG) provides services and activities addressing employment, education, better use of available income, housing, nutrition, emergency services and/or health.

Participation summary

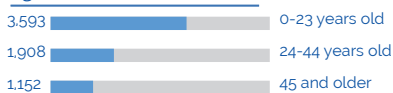
	Plan	Actual	% Difference
People who enrolled to find job placement	125	119	95%
People who received job placement	100	106	106%
Low-income people with barriers to employment who enrolled in education services	75	70	93%
Low-income people with barriers to employment who completed training	60	61	102%
Total tuition assistance given			\$24,788
Total foodboxes given			3,801

CSBG Demographics

Gender



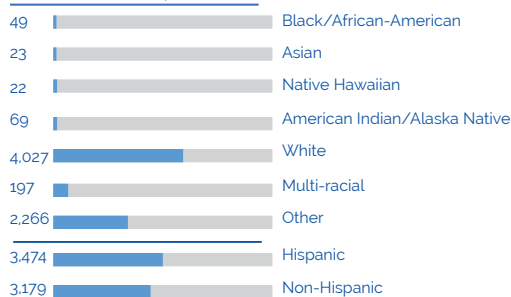
Age



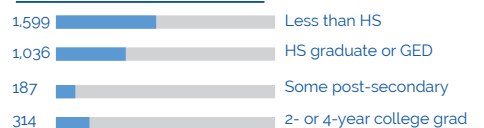
People with disabilities



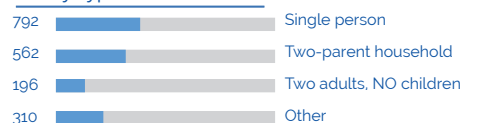
Race/Ethnic Group



Education Status



Family Type



Governance

Board of Trustees

Our agency is governed by the Board of Trustees, a 14-member culturally diverse group of volunteers. Our tripartite board is comprised of low-income, public, and professional community members from throughout the state.



Back row, left to right: Delores Brewerton, Elizabeth Calderon, Jose Favela, **Board President Enrique Rivera**, Hortencia Lemus, Frances "Pat" Romero. Front row, left to right: Janet Corson Stanton, Irma Morin, Charlotte Villarreal-Natale, Cecilia Huerta. Not pictured: Monica Salazar, Janeth Calderon, Patricia Carranza, Marisela Garcia, and Maria Lora.

Policy Council

The Policy Council is our Head Start-specific governing body comprised entirely of volunteer Head Start parents.



Back row, left to right: Beatriz de la Rosa, Lucia Galvez, Anna Ramirez, Maria de Lourdez Rodriguez, Claudia Montes. Front row, left to right: Maria Gonzalez, Juan Carlos Espino, Cecilia Huerta, Alfredo Carmelo, Janeth Calderon. Not pictured: Erika Palomares, Sylvia Martinez, Ana Simental, Jose Juan Ruiz, Adalberto Contreras, Maria Gamez.



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Fax: (208) 459-0448

Thank You! From our Leadership Team



Back row, left to right: IT Specialist Abe Gerthung, Development Director Kathy Parker, Director of Migrant/Seasonal Head Start Sara San Juan, Deputy Director Ruben Lugo. *Middle row, left to right:* Executive Assistant Antonio Loera, Finance Director Elisha Suldan, Director of Employment and Training Korene Gonzalez, Communications Director Rebecca De Leon. *Front row, left to right:* **Executive Director Irma Morin**, Clinic Administrator Arnold Cantu, HR Director Autumn Blewett.