

Community Action Partnership of North Alabama, Inc.
Board of Directors Meeting
January 26, 2012 5:30 P.M.
Central Office
Decatur, Alabama

Board Meeting Minutes

The Community Action Partnership of North Alabama, Inc. Board of Directors meeting was called to order at 5:31 p.m. by Jim Turner, Board Chair and Private Sector representative.

Board members in attendance: Leigh Frances, Cleo McDaniel, Matt Holmes, Christine Garner, Carolyn Orr, Jim Turner, Mike Bates, Kim Hood, Shelly Waters, Allen Stover, Kenneth Kilgo, George Spear, Paul Lott, Bruce Gordon

Board members absent: Lorrie Lee, Pat Gilbert, Darris Frost, Annette Creest

Advisors present: Todd Russell

Advisors absent: Johnny Turner, Daniel Tidwell.

Staff in attendance: Fred Harvey, Jennifer Carroll, Alicia Higginbotham, Richard Lyons, Sue Stancil, Lorrie Mauro, Jack Green, Laurie Lincoln, Kim Dodd, Angela Warren, Allison Speegle, Michael Tubbs

Board Attorney: Bingham Edwards

Our Mission

The Community Action Partnership of North Alabama, a results-driven non-profit business, is committed to reducing or eliminating the causes and consequences of poverty.

Board Chair Comments

Jim Turner opened the meeting and welcomed those in attendance.

Introduction of Staff, Guests

Michael Tubbs, CEO, introduced all staff and guests.

Recognition of Outgoing Board Member

Michael Tubbs acknowledged Todd Russell with a gift for his service to the Board. Todd served as liaison to the Policy Council, served on interview committee for key jobs at the agency and also served as Board Chair. He was instrumental in helping the board through a transition phase.

Seating of New Board Member

Jim Turner recognized Allen Stover as Mayor Don Stanford's recommendation to replace Todd Russell. The agency is currently working with Allen and his office on some projects with the City of Decatur. As long as the Mayor is in office, Allen can serve up to a 5-year term limit. Jim Turner made a motion to accept Mayor Stanford's recommendation of Allen Stover to represent the City of Decatur. George Spear seconded. Motion approved.

Roll Call

Allison Speegle called roll and quorum was established.

Reciting of the Mission

The mission statement of the Partnership was recited by all.

Nomination Committee Report

Shelly Waters, Committee Chair, reported that she and committee members, Todd Russell and Cleo McDaniel, met on November 17, 2011. It is the committee's recommendation to present the following slate of officers to serve for 2012: Carolyn Orr, Chair; George Spear, Vice Chair; Darris Frost, Secretary, all of whom have agreed to serve. Shelly opened the floor for any additional nominations. There being no further nominations Jim Turner asked for a motion to accept the slate of officers as presented. Bruce Gordon motioned. Kim Hood seconded. Motion approved.

Swearing in of Officers

Shelly Waters conducted the swearing in of the new officers. Darris Frost was unable to attend meeting.

Passing the Gavel

Jim Turner passed the gavel to incoming Chair Carolyn Orr. Jim Turner was presented a gift and recognized for the role he served in as Chair. Jim Turner thanked everyone for their support and commended staff for the great work they do.

Financial Committee Report

Carolyn Orr stated that all members received a copy of the financial reports to review. George Spear, Committee member, stated the committee met on January 18th for a regular scheduled meeting. The committee also met with Kathleen Devine, who was on site conducting a NeighborWorks program review. The current YTD Average Expenses Per Day is \$82,713 with an Average Days of Cash on Hand at 7.2. Discussion followed on the need to find additional ways to increase the Public/Non-Public Revenue.

Fred Harvey gave the following audit update. It is a requirement to have an annual audit and it must follow the federal A-133 guidelines. A Request for Proposal is on a 3-year cycle. The RFP was mailed to approximately 12 firms and 2 responses were received. The Financial Committee, Michael Tubbs and myself were involved in the scoring process. The audit was awarded to Wear, Howell, Strickland, Quinn and Law, LLC. Auditing firm will be on site the middle of March. Auditors will meet with the Financial Committee and the final audit will be presented to the full Board at the May Board of Directors meeting. The audit will be a single audit which will look at all programs with a snapshot of the agencies fiscal year.

The floor was opened for questions/discussion on the financials and audit. There being no further discussion Carolyn Orr asked for a motion to approve the financials as presented. Shelly Waters motioned. Jim Turner seconded. Motion approved.

Acceptance of November 17, 2011 Minutes

Carolyn Orr opened the floor for questions/discussion on the November 17, 2011 minutes as received. There being no questions/corrections she asked for a motion to approve minutes as received. Shelly Waters motioned. Jim Turner seconded. Motion approved.

By -Law Committee Report

Carolyn Orr, Committee Member, reported that she, Shelly Waters and Leigh Frances met with Michael Tubbs and Allison Speegle to review the By-Laws. Recommended edits were minor. Bingham Edwards, Legal Counsel to the Board has reviewed and approved proposed revisions. A draft copy was included in the board packet. The floor was opened for questions/discussion on proposed revisions to the By-Laws. There being no further discussion

Carolyn Orr asked for a motion to approve revisions to the By-Laws. George Spear motioned. Matt Holmes seconded. Motion approved.

Business Development Committee Update

Carolyn Orr reported that the committee consists of Paul Lott, Darris Frost and Todd Russell and herself. A site visit was made to Recycletronics in Georgia on January 23rd. Those attending the visit were Carolyn Orr, Paul Lott, Fred Harvey, Michael Tubbs, Laurie Lincoln and Allison Speegle. A brief video about the Recycletronics operation was viewed. The initial investment is \$15,000.00 and this would include marketing, training and event guidelines. Carolyn stated the agency must look at business opportunities that would increase the non-restricted revenue. Paul Lott stated that the agency would start small with only a couple of staff. He stated that in addition to the recycling that there are a lot other services that go along with the license. He stated that as the agency develops the expertise there are other opportunities to go in different directions. Fred Harvey stated that it is the intention of the agency to be a collection point for Recycletronics and that the agency would not be everything that was viewed on the video. Recycletronics would buy what we collect and pay the agency by the pound. As part of the \$15,000.00 they would accompany us as we call on businesses to partner with us. The business plan shows a loss the first year. The \$15,000.00 would be borrowed from our CDFI and it would be set up as a separate business. Michael Tubbs stated that the Tommy Nobis Center grew out of helping disabled people. There is an employment outcome that has a social impact. The floor was opened for questions/discussion. After a brief questions/answer period Carolyn Orr asked for a motion to have the Business Development Committee to move forward with pursuing license and agreement with Bingham Edwards review and approval and it will then be brought before the full Board for final approval. Bruce Gordon motioned. Shelly Waters seconded. Motion approved.

Strategic and Operational Plan Update

Carolyn Orr stated that she was part of the team that created the Strategic Plan which was approved by the Board of Directors at the November 17th Board meeting. Michael Tubbs presented a power point of Area of Focus V: Model Non-profit Board Goal 1 and Goal 2 giving a status of not achieved, on-going or not achieved for each item.

The Operational Plan was created and submitted to NeighborWorks. The plan is reviewed and information submitted determines the amount of funding the agency will receive. The Operational Plan addressed housing and long term recovery needs. Agency was awarded \$182,000 for long term recovery in Hackleburg.

Head Start Approvals

Kim Dodd, Head Start Director, reviewed the November and December Program Information Report that was included in the board packet.

Jennifer Carroll, ERSEA Content Team Leader, stated that the Board approved the ERSEA Selection Criteria for Head Start at the November 17th Board meeting. However, since then, the Head Start Team had a meeting with a T&TA Specialist who recommended that Head Start Eligibility Verification Priority Points page be revised. A copy of that form was received in the board packet for review. The change includes adding the Family Demographics Section and Veterans to the Other Factors Section. The purpose is to be fair but serve the neediest.

The floor was opened for questions/discussion on the Program Information Report and changes to Selection Criteria as presented. Carolyn Orr asked for a motion to approve the change to the Selection Criteria. George Spear motioned. Jim Turner seconded. Motion approved.

Michael Tubbs stated that for information purposes only that he wanted to inform the Board of Directors that Kaplan is an agency vendor through which purchases are made. Tom Dodd, who is the husband of Kim Dodd, Head Start Director, works for Kaplan. In order to avoid a conflict of interest a process is in place to approve purchases so all parties are protected. Fred Harvey stated that bid proposals are submitted on a yearly basis and Kaplan has been awarded the bid for the past several years as a result of no charge for shipping.

Disaster Recovery Update

Jack Green referenced the letter received in the board packet announcing the agency was selected to receive funding in the amount of \$2,440,000.00 to provide Disaster Case Management Services to April tornado storm survivors in 10 counties. Grant will be for a 15 month period. Agency will hire approximately 35 people with Case Management experience. A job description is currently posted on the agency website. The agency is

partnering with Community Action Agency in NW Alabama. It was noted that any partnering agreements must receive approval from the Governor's Office. Agency is required to have a physical presence in each county. Laurie Lincoln-Swaim and Jennifer Kelley will serve as Case Manager Team Leaders. A third Team Leader will be hired along with 26 case managers. Michael Tubbs stated that the agency is only one of three agencies in the State awarded the grant.

Executive Committee Report

Carolyn Orr stated the Executive Committee met on January 11th to review proposed changes to the Human Resources Policies and Procedures manual, complete the Board of Directors Evaluation for 2011 and performance evaluation of the CEO.

In regard to the HR Policies and Procedures Manual the major change was to the Social Media policy. There were grammatical changes and updates to current policies. The Executive Committee approved the proposed changes as permitted by the Board of Directors at the November 17th Board meeting. The HR Policies and Procedures Manual is available to any Board member that would like one.

The Board Evaluation, which was included in the board packet, revealed a few areas that need work such as quorum for each meeting and board training. Members were asked to review the board attendance for 2011 that was included in the board packet.

The Executive Committee completed a performance review on Michael Tubbs, CEO. Information was documented and will be placed in personnel file. Carolyn Orr stated that she has worked with many organizations and she appreciates Mr. Tubbs and the work of the agency.

Appointment to Housing Committee

Carolyn Orr stated that one of the changes in the By-Laws which was approved by the Board at the November 17th Board meeting, was the Housing Committee was changed from a four member committee to a five member committee. Carolyn, as Chair will serve on the committee along with Bruce Gordon, Matt Holmes and Mike Bates. Jim Turner has agreed to serve on this committee. The floor was opened for any additional volunteers and/or nominations. There being no further recommendations Carolyn Orr asked for a motion to approve Jim Turner to serve on the Housing Committee. George Spear motioned. Matt Holmes seconded. Motion approved.

Other Business

Michael Tubbs presented a power point of the before and after pictures of the renovations completed on the foreclosure property the agency purchased on Blueberry Lane in Decatur. Lorrie Mauro oversaw the renovations.

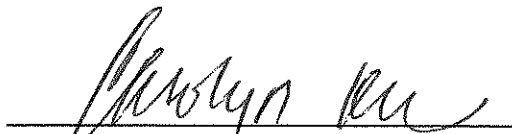
The agency's housing portfolio is extensive in the State of Alabama. As a result the agency has attracted the attention from a Housing Investor who has a portfolio similar to ours who has shown an interest in selling his 44 properties. The agency has been in conversation with him to discuss the possibility and process of what it would take to purchase the property. This is still in the talking stages and is not ready to be brought before the Board at this time. The Financial Committee and the Executive Committee have been informed. This is a confidential matter at this time at the request of the seller. An update will be given at the March 29th Board meeting. Any decision to move forward would come through the Housing Committee to the Board of Directors.

Calendar for 2012

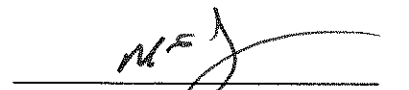
The Board of Directors is scheduled to meet on March 29th, May 24th, July 26th, September 27th and December 6th.

The floor was opened for any additional business and/or discussion. There being no further discussion the meeting was adjourned at 7:05 p.m.

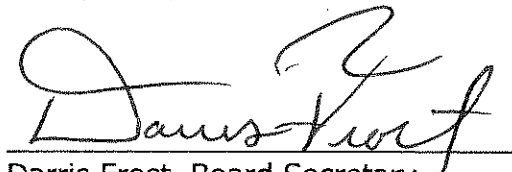
Minutes submitted by Allison Speegle



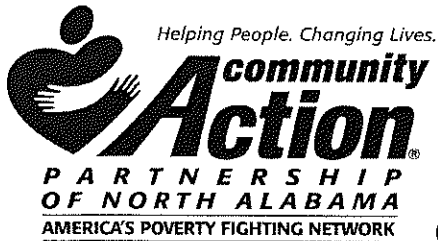
Carolyn Orr, Board Chair



Reviewed by Michael Tubbs



Darris Frost, Board Secretary



Community Action Partnership of North Alabama, Inc.
Board of Directors Meeting
January 26, 2012
Sign In Sheet

Leigh Frances	Community Sector/Morgan	Leigh Frances
Cleo McDaniel	Community Sector/Morgan	Cleo McDaniel
Matt Holmes	Community Sector/Morgan	Matt Holmes
Christine Garner	Community Sector/Lawrence	Christine Garner
Carolyn Orr	Community Sector/Lawrence	COO
Lorrie Lee	Community Sector/Cullman	
Pat Gilbert	Community Sector/Cullman	
Darris Frost	Private Sector/Morgan	
Jim Turner	Private Sector/Morgan	Jim Turner
Annette Creest	Private Sector/Cullman	
Mike Bates	Private Sector/Cullman	Mike Bates
Kim Hood	Private Sector/Lawrence	Kim Hood
Shelly Slate Waters	Public Sector/Morgan	Shelly Waters
Allen Stover	Public Sector/Morgan	Allen Stover
Kenneth Kilgo	Public Sector/Cullman	Kenneth Kilgo
George Spear	Public Sector/Cullman	George Spear

Paul Lott	Public Sector/ Lawrence	<i>Paul Lott</i>
Bruce Gordon	Public Sector/ Lawrence	<i>Bruce Gordon</i>
Todd Russell	Advisor to the Board	<i>Todd Russell</i>
Johnny Turner	Advisor to the Board	
Daniel Tidwell	Advisor to the Board	
Bingham Edwards	Attorney at Law, Legal Counsel to the Board	<i>Bingham Edwards</i>

Staff/Guest Present

<i>Bob [unclear]</i>		<i>Angela [unclear]</i>
<i>Jennifer Carroll</i>		<i>[unclear]</i>
<i>Alicia Higginbotham</i>		<i>[unclear]</i>
<i>Robert [unclear]</i>		
<i>Rue Blance</i>		
<i>[unclear]</i>		
<i>[unclear]</i>		
<i>Laurie Lincoln</i>		
<i>Ann [unclear]</i>		

Board of Directors

January 26, 2012

5:30 P.M.

Decatur, Alabama

Central Office

Agenda

Welcome

- Board Chair Comments
- Introduction of Staff and Guests

Actions of the Board

- Recognition of Outgoing Board Member
- Seating of New Member *
- Roll Call to Establish Quorum
- Reciting of the Mission
- Nomination Committee Report *
- Swearing in of Officers
- Passing the Gavel

Business

- Acceptance of November 17, 2011 Minutes *
- Financial Committee Report *
- By Law Committee Report *
- Executive Committee Report
- Business Development Team Update
- Strategic and Operational Plan Update
- Programs
 - Head Start Approvals
 - ERSEA Criteria *
 - Kaplan Orders
 - Disaster Recovery
- Human Resource Manual Review
- Appointment to Housing Committee *
- Other Business
- Calendar for 2012

Adjourn

* Action of the Board Required

Our Mission

The Community Action Partnership of North Alabama, a results-driven non-profit business, is committed to reducing or eliminating the causes and consequences of poverty.

January 23, 2012

Board Members & Advisors

The Community Action Partnership of North Alabama, Inc. Board of Directors will meet on Thursday, January 26, 2012.

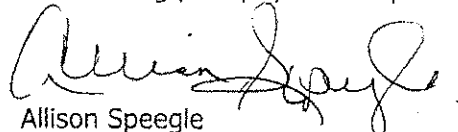
Light refreshments will be available at 5:00 p.m. and the meeting will begin promptly at 5:30 p.m. Please mark your calendar and be in attendance. As the agenda indicates there are several items of business that require discussion and/or approval.

In order to help you prepare for the meeting the following items are attached for your review:

1. Tentative Agenda
2. Executive Director's Report
3. Copy of Letter Mailed sent 12/22/11 from Nomination Committee
4. November 17, 2011 Minutes
5. Financial Reports
6. Proposed By-Laws
7. Board of Directors Attendance for 2011 – Executive Committee Report
8. Board Performance Expectations – 2011 – Executive Committee Report
9. Head Start Eligibility Verification Form for Program Year 2012-13
10. Head Start Program Reports for November & December 2011
11. Copy of Governor's Office of Faith-Based and Community Initiatives Grant Award Announcement

Also, we have plans to take a photo of those members that were not present at the November 17th meeting. We would also like to make a group photo of all board members if everyone is in attendance.

As always, your service to your community and to our agency is appreciated. In order for the agency to function well, your presence and participation in our meetings is essential. The business of The Partnership needs your input and support. Please make every effort to be present. Board Chair Jim Turner will open our meeting promptly at 5:30 p.m.



Allison Speegle
Community Action Partnership of North Alabama, Inc.
Assistant to the CEO

Attachments

Our Mission

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Board of Directors

January 26, 2012

5:30 P.M.

Decatur, Alabama

Central Office

Tentative Agenda

Welcome

- Board Chair Comments
- Introduction of Staff and Guests

Actions of the Board

- Recognition of Outgoing Board Member
- Seating of New Member *
- Roll Call to Establish Quorum
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- Nomination Committee Report *
- Swearing in of Officers
- Passing the Gavel

Business

- Acceptance of November 17, 2011 Minutes *
- Financial Committee Report *
- By Law Committee Report *
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- Business Development Team Update
- Strategic and Operational Plan Update
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- Other Business
- Calendar for 2012

Adjourn

- * Action of the Board Required

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Executive Director's Report

January 23, 2012

➤ General Information

- Sue Stancil has announced her retirement (please attend 1/27 event), but will be working in a part-time capacity doing Housing Counseling.
- The Governor's Office on Faith Based and Community Initiatives has awarded our agency a \$2.44 million grant to deliver Case Management results in 10 Alabama counties.
- NeighborWorks America Organization Assessment Division was on site 1/18-19 and will furnish a report of our progress and improvement opportunities.
- Strategic Plan – Continuing to pursue goals and objectives.
- NeighborWorks Organization Underwriting –Operational Plan is still being reviewed to determine funding. Announcement should come by mid-February.
- Chartering Event at Harbor Pointe II December 7 was very successful.
- Long Term Recovery Efforts – Staff making in-roads in support of Lawrence and Cullman county to support LTR in those areas. Staffing up for LTR in other counties will begin 2/1/2012.
- Recycletronics-Two board members and staff will make a site visit to gather information on 1/24 before a recommendation to proceed, or not, is made to the Board.
- By Law Committee met, reviewed and edited by laws. To be presented for vote 1/26.
- Executive Committee met. Reviewed Board Performance, CEO performance and approved changes to HR Manual. To be presented 1/26.
- General

○ Funding Issues

- CSBG- Funded at near 2011 levels. Stable.
- LIHEAP – funded at about 80% of 2011 base funding. All three offices are fully functional.
- Weatherization funding will end March 31, 2012. We have permission to roll some of our DOE and ARRA funds for this program into the remainder of the year. Future funding very uncertain and most likely diminished by 90%.
- Head Start funding is secure for now and has seen a slight increase.
- Agency staff are beginning to use a new software (Timestar) that will be implemented agency-wide soon.
- HUD Housing Counseling funding has not been renewed. We have responded to a new RFP and hope to see some funding come in to support this program.
- Foster Grandparent/Senior Companion Programs. Funding for 2012 is uncertain at this time but will be reduced due to shortfall in

program hours. Staff has been reduced from three to two to accommodate this change.

- Cindy Anderson, Sharalee Little, Robin Fuller and Mari Jaurez will now oversee Morgan, Cullman and Lawrence County offices from Decatur for LIHEAP, MOW and support for Energy Program. Two part time staff have been added to support this effort.

➤ Programmatic

- Letter sent to ADECA on CSBG Monitor's findings on Nov. 3. No response yet from ADECA.
- Weatherization has completed 448 homes and has remaining only a few dozen remaining. Houses have been weatherized in Morgan, Cullman, Lawrence, Marion, Winston, and Walker Counties. In addition, a Housing Preservation Grant that will renovate 11 homes has been released and should be complete just after 3/2012. Six houses complete. This grant uses our Weatherization contractors but targets homes that need much more extensive work. We asked for and received a 90- day extension on this grant.
- Foster Grandparent/Senior Companion has made progress but has been below its funded target levels. Board Member needed for Advisory Council.
- Meals on Wheels is very stable and continues to serve approximately 350 people in Morgan County. A dietician has been working with this program and we are adjusting food choices, preparation, quality and variety. Also considering new packaging for delivery. Received another estate gift of \$10,000 recently.
- Head Start, Early Head Start, Pre K began the second semester on January 5 fully enrolled. 102 classrooms in 67 sites are delivering high quality child care services to 1,899 children as the largest program provider of early education in Alabama. Organization and funding are stable. Five programs in Alabama are flagged for re-competition, meaning that the local grantee must now compete with other programs to retain their own program. Our program will most likely be reviewed in the next 90 days.
- Housing
 - Harbor Pointe II in Decatur leasing is done. Fully occupied.
 - Partnered with Federation of Appalachian Housing Enterprises for USDA 502 training for staff.
 - Purchased a HUD foreclosed property in Decatur for the purpose of rehabbing and selling to qualified homeowner. Home complete. Ready for sell.

- Housing Counseling – Sue has delivered first time homebuyer counseling to Habitat for Humanity clients. Other Housing Counseling has been done by Jennifer Kelley.
- CDFI – Although no loans have been processed thru the CDFI we do intend to use the CDFI in future housing ventures.
- New Housing Ventures- A Memorandum of Understanding has been reached with the City of Decatur for the rebuilding of the old Stonegate property. Infrastructure construction has begun on Seville property.
- A Memorandum of Understanding has been reached with the City of Montgomery and has the potential to create a partnership that will allow us to operate as a Community Housing Developer in this growing city. Richard, Fred, Allison and Mike met with Deputy Mayor and Development office on several emerging developments. Contract in the works and will be sent for Bingham Edwards and Housing Committee to review.
- Submitted an extensive update on our CHDO application for Alabama Housing Finance Authority which is due each year. Some critical items from Board members still needed before deadline.
- Met with USDA staff in Huntsville and a local developer, to consider taking on the ownership of a very large portfolio of affordable apartments. This issue will be brought before the Housing Committee in their February Meeting.
- Developer Fred Bennett, will submit an application to AHFA to build a 56 unit complex in Pell City.

➤ Community

- United Way Campaign. Cindy Moses served as our loaned executive to United Way. Edie Dugger was our Campaign Chair and did a good job. Unfortunately agency level giving was down considerably.
- Two Head Start staff are going through Chamber Leadership class.

➤ Key Events

- Next regularly scheduled Board Meeting is March 29th.
- Quarterly Housing Committee February, date TBD.





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Community Action Partnership of North Alabama, Inc.
Board of Directors
Nomination Committee

The Nomination Committee which consists of Shelly Waters, Chair; Cleo McDaniel and Todd Russell met on November 17, 2011. It is the committee's recommendation to present the following slate of officers to serve for 2012.

Chair	Carolyn Orr
Vice Chair	George Spear
Secretary	Darris Frost

Please be advised that according to the By-Laws, Article Seven, Appointments that nominations made by the Nominating Committee shall not preclude nominations from the floor at the January meeting.

Submitted on behalf of the Nomination Committee

Allison Speegle
Recording Secretary to the Board of Directors

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Board of Directors Meeting
November 17, 2011 5:30 P.M.
Central Office
Decatur, Alabama

Board Meeting Minutes

The Community Action Partnership of North Alabama, Inc. Board of Directors meeting was called to order at 5:34 p.m. by Jim Turner, Board Chair and Private Sector representative.

Board members in attendance: Leigh Frances, Cleo McDaniel, Matt Holmes, Christine Garner, Carolyn Orr, Pat Gilbert, Darris Frost, Jim Turner, Annette Creest, Mike Bates, Shelly Waters, Todd Russell, Paul Lott, Bruce Gordon

Board members absent: Lorrie Lee, Kim Hood, Kenneth Kilgo, George Spear

Advisors present: None

Advisors absent: Debbie Twilley, Johnny Turner, Daniel Tidwell.

Staff in attendance: Allison Speegle, Fred Harvey, Jack Green, Kim Dodd, Richard Lyons, Angela Warren, Lorrie Mauro, Michael Tubbs

Board Attorney: Bingham Edwards

Our Mission

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Board Chair Comments

Jim Turner welcomed those in attendance to the Annual board meeting.

Introduction of Staff, Guests

Michael Tubbs, CEO, introduced all staff and guests and commended Jim Turner for the work he has done this year as Board Chair, as this will be his last official meeting as Board Chair.

Roll Call

Allison Speegle called roll and quorum was established.

Reciting of the Mission

The mission statement of the Partnership was recited by all.

Executive Director's Report

Jim Turner stated that Michael Tubbs, CEO, had submitted an Executive Director's Report on updates/highlights of the agency for information purposes. It was noted that the agency had an ADECA monitoring review in August and one finding was the use of Modern Rules of Order versus Robert's Rules of Order in that Modern Rules of Order allows for a motion and second or approval by general consensus. As a result of the conversation with Jim Turner and Bingham Edwards, the decision was made to comply with the request to call for a motion and second on all approvals. The floor was opened for questions/discussion on report.

Acceptance of October 6, 2011 Minutes

Jim Turner opened the floor for questions/discussion on the October 6, 2011 minutes. Paul Lott stated that page 2 should reflect Mayor Ray Alexander as the Mayor of Moulton, not Lawrence County. Jim Turner asked for a motion to approve the October 6, 2011 minutes with correction. Carolyn Orr motioned. Todd Russell seconded. Minutes stand approved.

Financial Committee Report

Darris Frost stated that the Financial Committee, which consists of him, Jim Turner, Carolyn Orr and George Spear, met on November 10th. The financial reports were reviewed in detail. It was noted that the financial statements reviewed are the same ones that the board members receive also. Fred Harvey stated that the Financial Management Ratio report is good to review to see where the agency stands. The floor was opened for questions/discussion. Jim Turner asked for a motion to approve the financial reports as received. Darris Frost motioned. Shelly Waters second. Financial reports stand approved.

Housing Committee Report

Matt Holmes stated the Housing Committee met today at 4:00 p.m. He stated that the environmental tests have been completed and a closing date has been set for The Village at Blackwell Farms. Harbor Pointe II construction is complete and leasing on units started in November. An open house and ribbon cutting is planned for December 7th. The Federal Home Loan Bank request for Village Arbors project was not approved. The Montgomery CHDO was approved by HUD and a Memorandum of Understanding has been executed. A contract for Lanier Place and Seville Place in Decatur for single family housing is being drawn up. The Memorandum of Understanding has been executed for Seville Place. Renovations on purchased foreclosure property on Blueberry Lane in Decatur are currently in process. Lorrie Mauro is overseeing this project. Approved Southern Community Builders to seek a financial line of credit for the Montgomery and Decatur projects. The floor was opened for questions/discussion. Jim Turner asked for a motion to approve Housing Committee report as presented. Matt Holmes motioned. Cleo McDaniel seconded. Housing Committee report stands approved.

Approve Nomination Committee Selection – Officers for 2012

Jim Turner stated that he asked Shelly Waters, Cleo McDaniel and Todd Russell to serve as the Nomination Committee with Shelly being the Chair of the committee. Committee was charged to present a slate of officers at the January meeting to serve for 2012. Shelly Waters asked that if anyone was interested in serving to please contact one of the members of this committee. Jim Turner asked for a motion to approve the nomination committee selection. Matt Holmes motioned. Leigh Frances seconded. Nomination Committee stands approved.

Elect/Approve Board Member to Serve on Head Start Policy Council

Jim Turner asked for a board member to volunteer to serve as the liaison from the Board of Directors to the Policy Council. As part of the shared governance Jim reminded members that Leigh Frances serves on the Board of Directors representing the Head Start Policy Council. The floor was opened for nominations/volunteers. Pat Gilbert, Community Sector, Cullman County volunteered. There being no further nominations/volunteers Jim Turner asked for a motion to approve Pat Gilbert as Board Representative to the Head Start Policy Council. Carolyn Orr motioned. Darris Frost seconded. Nomination stands approved.

Executive Committee Recommendation to Approve Strategic Plan and Organization Underwriting Plan for NeighborWorks

Jim Turner stated the organization has been working on a Strategic Plan for several months. Big issue facing the agency going forward is cuts in federal funding. Agency is trying to be proactive and think forward. A copy of both plans was in the board packet received for review. Carolyn Orr, who was on the Strategic Planning Team stated she thought the Strategic Plan was well written. It is a requirement of NeighborWorks and as it indicates, it is going to require a lot more board participation than in the past. She stated that creating these documents is forward thinking and what the agency must do to survive. She stated that an ADECA Official attended one of the Strategic Planning sessions and stated that there will be some Community Action Agencies that will no longer exist due to lack of federal funding and management. Michael Tubbs stated that a cross section team of the agency served on the committee. A consultant assisted with the outline of the Strategic Plan based on the SWOT Analysis (Strengths, Weaknesses, Opportunities, and Threats). Carolyn Orr and George Spear met with the Strategic Planning committee before it was submitted to NeighborWorks. The floor was opened for questions/discussion on the Strategic Plan and Organization Underwriting Plan. Jim Turner asked for motion to accept the Executive Committee's recommendation to approve the Strategic Plan and Organization Underwriting Plan for NeighborWorks. Carolyn Orr motioned. Pat Gilbert seconded. Both plans stand approved.

Head Start Approvals

Jim Turner stated that members received a copy of the Head Start Selection Criteria in the board packet. Kim Dodd, Head Start Director, reviewed the Eligibility form and the ERSEA Policy and Procedures that pertains to eligibility, enrollment, recruitment, selection and acceptance. The Head Start Selection Criteria is approved yearly and updated to meet the needs of the community. It was noted that this information has been approved by the Head Start Policy Council. The floor was opened for questions/discussion. Jim Turner asked for a motion to approve Criteria Policies for Enrollment, Recruitment and Selection Priorities for Upcoming Head Start year. Shelly Water motioned. Matt Holmes seconded. The Head Start Selection Criteria stands approved.

Elect By-Law Review Committee

Jim Turner asked for 2-3 volunteers to review the current Bylaws for any necessary changes. Committee will work in conjunction with Michael Tubbs and Allison Speegle. Any proposed edits would be submitted to Bingham Edwards, Legal Counsel to the Board, for review. The floor was opened for volunteers. Carolyn Orr, Shelly Waters and Leigh Frances volunteered to serve on this committee. Jim Turner asked for a motion to approve these three members to serve on the By-Law committee. Darris Frost motioned. Matt Holmes seconded. Committee stands approved.

Recycletronics

Jim Turner stated the agency is looking at different revenue streams to reduce the dependency on governmental funding. As a result of a recommend from the consultant who assisted on the Strategic Plan, the agency has been in contact and a few staff has made a visit to Recycletronics in Georgia. Their mission parallels the agency mission. Fred Harvey, CFO, stated that Tommy Nobis started a training center for individuals with disabilities and formed a franchise for Recycletronics. They take anything electronic that contains a motherboard/circuit board and they recycle the parts by separating the fibers from the metals. They sell the electronics that still have value on EBay. They are currently looking for collection/drop points. The agency would be responsible for obtaining an agreement with area businesses to take their electronics at no cost to them. Fred distributed a copy of the 3-year business plan submitted by Recycletronics which he has revised based on the agency projections. This information has been reviewed and discussed with the Financial Committee. Plan reflects a profit in the 2nd year of business. The upfront cost for a license fee is \$15,000.00 which also includes a marketing plan. This would include as many counties as the agency would like to serve. It would require a forklift, scales and building. If the board thinks this is something the agency should pursue then it is the recommend that the board select a Business Development Committee, who would make a visit to Recycletronics and meet with personnel. Jim Turner stated that the Financial Committee spent time discussing this and felt it should be brought before the Board for feedback. The floor was opened for questions/discussion. Todd Russell stated that he would be glad to schedule a meeting with Ricky Terry, Morgan County Landfill, to find out the volume of electronics that comes into the landfill which has to be separated out and disposed of differently since it cannot go into the landfill. Jim Turner asked for a motion to pursue the Recycletronics venture and report back to the Board. Carolyn Orr motioned. Matt Holmes seconded. Motion stands approved.

Elect Business Development Committee

Jim Turner stated there is a need to form a Business Development Committee to assist with looking for outside sources of funding that would potentially bring new revenue to the agency. Committee would meet on as needed basis. The floor was opened for volunteers to serve on this committee. Todd Russell, Darris Frost and Paul Lott volunteered. Jim Turner asked for motion to accept these members to serve on this committee. Pat Gilbert motioned. Leigh Frances seconded. Committee members stand approved.

Approve Executive Committee to Review Human Resources Policies & Procedures Revision to be effective 1/1/2012

Jim Turner stated the agency is in the process of making revision to the HR Policies & Procedures manual for implementation 1/1/12. The board is not scheduled to meet again until the middle of January 2012. The recommendation is for the board to approve the Executive Committee to meet and review the proposed revisions to be effective 1/1/12 and then will be brought before the full board at the January meeting. Shelly Waters motioned. Matt Holmes seconded. Executive Committee's review of the Human Resources Policies & Procedures stands approved.

Other Business

NeighborWorks Chartering Event will be December 7th at Harbor Pointe II apartments on Sandlin Road in Decatur. Michael Tubbs stated that 80 agencies applied for the NeighborWorks Charter in 2007 and 8 agencies were selected. Process took 3 ½ years. Agency has already received \$182,000 from NeighborWorks this year to assist with storm recovery as a result of April tornados.

The floor was opened for question/discussion on the proposed 2012 Board meeting dates. All meetings are tentatively scheduled for Tuesday evenings at 5:30 p.m. Members were asked to contact Allison within the next week if they had conflicts with Tuesday evenings.

Members were asked the status of the Board Source Membership that the agency enrolled them in to receive electronically. Majority of members stated they had received notification of membership but had not received any additional information. Allison will check status.

The Executive Committee will meet during the month of December to complete a yearly evaluation of Michael Tubbs, CEO and to complete the yearly board evaluation. A date for this meeting has not been scheduled.

The Financial Committee is scheduled to meet on December 15th for a regular monthly meeting.

Jim Turner stated that it is a requirement of Head Start that there be shared governance between the Policy Council and Board of Directors. Included in the board packet was the Monthly Head Start Governance Program Information report for October.

The floor was opened for questions/discussion. Paul Lott stated that the proposed November 2012 meeting was during Thanksgiving holidays. This was oversight in planning and the November meeting date will be revised. It was noted that after feedback is given to Allison on proposed meeting dates she will send the confirmed dates to all members.

There being no further business the meeting adjourned at 6:57 p.m.

Minutes submitted by Allison Speegle

Jim Turner, Board Chair

Reviewed by Michael Tubbs

George Spear, Board Secretary

Community Action Partnership of North Alabama, Inc

Balance Sheet - Consolidating Financial Position
As of 12/31/2011
(In Whole Numbers)

Assets	Community Action Partnership	Consolidated...	Community Action Partnership - Total	North AL Comm Partnership Fund LLC	Property Holdings LLC	Southern Community Builders Inc	Southern Comm Builders - SC Inc	Total
Cash								
General Oper Cash - Regions	593,040	0	593,040	0	0	0	0	593,040
Gen Oper Cash - Regions - NACPF	0	0	0	58,398	0	0	0	58,398
Gen Oper Cash - Regions - SCB	0	0	0	0	0	1,500	0	1,500
Payroll Cash	0	0	0	0	0	0	0	0
MOW Operating Cash	0	0	0	0	0	0	0	0
LIP Cash - Operations	0	55,339	55,339	0	0	64,439	10,872	130,650
Other	0	0	0	0	0	0	0	0
Total Cash	593,040	55,339	648,379	58,398	0	65,939	10,872	783,588
Restricted Deposits/Reserves								
Prepaid Expenses	199	10,550	10,749	0	0	12,710	9,442	32,901
Loan Assets	0	0	0	568	0	0	0	568
Tenant Security Deposits	0	32,237	32,237	0	0	81,750	24,928	138,915
Replacement Reserve	0	269,879	269,879	0	0	383,046	0	652,925
Tax & Insurance Escrow	0	43,019	43,019	0	0	86,279	0	129,298
Private Rental Assistance Reserve	0	0	0	0	0	88,768	0	88,768
Operating Deficit Reserve	0	129,149	129,149	0	0	295,687	0	424,836
Total Restricted Deposits/Reserves	199	484,834	485,033	568	0	948,240	34,370	1,468,211
A/R								
A/R - Grants	378,457	0	378,457	0	0	0	0	378,457
A/R - Other	596	0	596	0	0	0	0	596
A/R - Corporate	7,712	0	7,712	0	0	0	0	7,712
A/R - Subsidiaries	195,178	0	195,178	0	0	0	0	195,178
A/R - NA Comm Pkship Fund	0	0	0	0	0	0	0	0
A/R - Mountain Side Apts	256,680	0	256,680	0	0	0	0	256,680
A/R - Northgate Place Apts	315,946	0	315,946	0	0	0	0	315,946
A/R - Saddle Ridge Apts	225,562	0	225,562	0	0	0	0	225,562
A/R - Holly Pond Apts	85,046	0	85,046	0	0	0	0	85,046
A/R - Holly Pond II Apts	42,518	0	42,518	0	0	0	0	42,518
A/R - Reform Apts	156,000	0	156,000	0	0	0	0	156,000
A/R - Harover Ridge Apts	0	0	0	0	0	0	0	0
A/R - Tenants	0	4,728	4,728	0	0	5,196	500,000	500,000
A/R - Subsidy	0	0	0	0	0	0	4,310	14,234
Total A/R	1,663,695	4,728	1,668,423	0	0	1,692	504,310	2,179,621

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Community Action Partnership of North Alabama, Inc

Balance Sheet - Consolidating Financial Position
As of 12/31/2011
(In Whole Numbers)

	Community Action Partnership	Consolidat...	Comm Action Partnership Consolidat... Total	North AL Comm Partnership Fund LLC	Property Holdings LLC	Southern Community Builders Inc	Southern Comm Builders - SC Inc	Total
Fixed Assets								
Transportation Equip	355,898	0	355,898	0	0	0	0	355,898
Land	0	401,100	401,100	0	286,069	1,756,085	223,598	2,666,852
Land Improvements	0	145,329	145,329	0	0	3,017,503	194,835	3,357,667
Buildings	1,459,246	7,037,225	8,496,471	0	645,117	21,132,671	4,588,382	34,862,641
Furniture and Equipment	111,610	259,889	371,499	0	0	931,509	220,570	1,523,578
Office Furniture & Equipment	0	9,435	9,435	0	0	16,990	0	26,425
Housing Inventory	0	0	0	34,445	0	0	0	34,445
Fixed Assets - Accumulated Dep...	(463,611)	(2,464,469)	(2,928,080)	0	(73,898)	(4,922,626)	(1,615,891)	(9,540,495)
Other Assets	0	0	0	0	0	230,494	27,354	257,848
Total Fixed Assets	1,463,143	5,388,509	6,851,652	34,445	837,288	22,162,626	3,638,848	33,544,859
Investments								
Investments - Housing Develop...	(24,924)	0	(24,924)	0	0	(193)	0	(25,117)
Total Investments	(24,924)	0	(24,924)	0	0	(193)	0	(25,117)
Total Assets	3,695,153	5,933,410	9,628,563	93,411	857,288	23,183,500	4,188,400	37,951,162
Liabilities								
Current Liabilities								
A/P - Misc	80	0	80	0	0	0	0	80
Accounts Payable	0	0	0	0	139,372	0	0	139,372
A/P - Due to CAPNA	(200)	10,350	10,150	0	0	23,391	41,877	75,418
AP - Related Parties	0	1,800	1,800	0	0	5,822	0	7,622
Loan Payments W/H	752	0	752	0	0	0	0	752
Misc Employee Deduction	300	0	300	0	0	0	0	300
Garnishments Withheld	4,053	0	4,053	0	0	0	0	4,053
Total A/P - Misc	4,986	12,150	17,136	0	139,372	29,213	41,877	227,598
A/P - Payroll Taxes	17,385	0	17,385	0	0	0	0	17,385
A/P St Income Tax WH	70	0	70	0	0	0	0	70
A/P Fed Income Tax W/H	(176)	0	(176)	0	0	0	0	(176)
A/P-Soc Sec	10	0	10	0	0	0	0	10
A/P-Medicare	14,471	0	14,471	0	0	0	0	14,471
A/P-SUI	31,760	0	31,760	0	0	0	0	31,760
Total A/P - Payroll Taxes	97,797	0	97,797	0	0	0	0	97,797
A/P - Payroll Benefits								
A/P-Retirement								

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Community Action Partnership of North Alabama, Inc

Balance Sheet - Consolidating Financial Position
As of 12/31/2011
(In Whole Numbers)

	Community Action Partnership	Consolidat...	Comm Action Partnership - Consolidat... Total	North AL Comm Partnership Fund LLC	Property Holdings LLC	Southern Community Builders Inc	Southern Comm Builders - SC Inc	Total
A/P Deferred Comp	402	0	402	0	0	0	0	402
A/P Hltb Ins	140,157	0	140,157	0	0	0	0	140,157
A/P Christmas Club	18,040	0	18,040	0	0	0	0	18,040
A/P United Way W/H	4,361	0	4,361	0	0	0	0	4,361
A/P Worker Comp	26,206	0	26,206	0	0	0	0	26,206
Other	0	0	0	0	0	0	0	0
Total A/P - Payroll Benefits	286,964	0	286,964	0	0	0	0	286,964
Accrued Payroll/Taxes	0	0	0	0	0	0	0	0
Accrued Payroll	0	0	0	0	0	0	0	0
Total Accrued Payroll/Taxes	0	0	0	0	0	0	0	0
Current Portion of Long Term Debt	0	46,623	46,623	0	0	108,579	0	155,202
Current Portion of Long-Term Debt	0	46,623	46,623	0	0	108,579	0	155,202
Tenant Security Deposits	0	32,237	32,237	0	0	81,750	25,464	139,451
Total Tenant Security Deposits	0	32,237	32,237	0	0	81,750	25,464	139,451
Total Current Liabilities	323,709	91,010	414,719	0	139,372	219,542	67,341	840,974
Long Term Liabilities								
Note Payable - Regions - 1	0	0	0	0	120,865	0	0	120,865
Note Payable - Regions - 2	0	0	0	0	78,175	0	0	78,175
Note Payable - Regions - 3	0	0	0	0	425,000	0	0	425,000
Note Payable - Regions - LOC	0	0	0	0	75,000	0	0	75,000
First Mortgage Payable - LLP	0	273,134	273,134	0	0	1,676,810	0	1,949,944
NP - Community Action Partners...	0	0	0	0	15,201	252,000	0	267,201
Long-Term Debt	0	2,988,077	2,988,077	0	0	4,921,833	500,000	8,409,910
NP - AHP	0	0	0	0	0	1,618,650	0	1,618,650
Developer Fee Payable	0	0	0	0	0	527,508	280,384	807,892
Total Long Term Liabilities	0	3,261,211	3,261,211	0	714,242	8,996,801	780,384	13,752,638
Other Accrued Expenses	0	0	0	0	7,000	0	0	7,000
Accrued Expenses	0	0	0	0	0	33,587	0	33,587
Accrued Liabilities	0	23,788	23,788	0	0	30,683	0	54,471
Accrued Property Taxes	0	8,734	8,734	0	7,707	0	0	16,441
Accrued Interest	0	191,171	191,171	0	0	202,731	208,377	602,279
Total Other Accrued Expenses	0	223,693	223,693	0	14,708	267,001	208,377	713,779
Deferred Revenue	0	0	0	0	0	0	0	0

Community Action Partnership of North Alabama, Inc

Balance Sheet - Consolidating Financial Position
As of 12/31/2013
(In Whole Numbers)

	Community Action Partnership	Consolidati..	Comm Action Partnership Consolidat.. Total	North AL Comm Partnership Fund LLC	Property Holdings LLC	Southern Community Builders Inc	Southern Comm Builders - SC Inc	Total
Deferred Revenue	139,652	0	139,652	0	0	0	0	139,652
Total Deferred Revenue	139,652	0	139,652	0	0	0	0	139,652
Total Liabilities	463,361	3,575,914	4,039,275	0	868,321	9,483,344	1,056,102	15,447,042
Net Assets								
Prior Year Fund Balances								
Fund Balance	582,126	0	582,126	0	28,531	0	0	610,657
Total Prior Year Fund Balances	582,126	0	582,126	0	28,531	0	0	610,657
Fixed Assets / Investments								
Distributions	0	(4,324)	(4,324)	0	0	(7,492)	0	(11,816)
Fund Bal - Fixed Assets	1,467,749	(125,858)	1,341,891	97,416	(22,205)	(706,189)	(397,051)	313,861
Fund Bal - Investments	1,077,146	2,487,678	3,564,824	0	0	14,412,530	3,529,349	21,506,703
Fund Bal - Equity Investments	(24,924)	0	(24,924)	0	0	(193)	0	(25,117)
Total Fixed Assets / Investments	2,519,971	2,357,496	4,877,467	97,416	(22,205)	13,698,656	3,132,298	21,783,631
Current YTD Net Income								
	129,695	0	129,695	(4,005)	(17,359)	1,500	0	109,831
Total Current YTD Net Income	129,695	0	129,695	(4,005)	(17,359)	1,500	0	109,831
Total Net Assets	3,231,792	2,357,496	5,589,288	93,411	(11,033)	13,700,156	3,132,298	22,504,120
Total Liabilities and Net Assets	3,695,153	5,933,410	9,628,563	93,411	857,288	23,183,500	4,188,400	37,951,162

Community Action Partnership of North Alabama
Financial Management Ratios

RATIOS		2010	Current YTD
CURRENT RATIO			
	current assets	154%	183%
	current liabilities		
	current assets as a % of current liabilities		
PAY-OFF RATIO			
	cash + a/r	7.1	3.0
	accts payable		
	number of times cash + a/r can pay-off a/p		
AVERAGE EXPENSES PER DAY			
	total expenses - in-kind	\$ 96,123	\$ 82,713
	working days		
AVERAGE DAYS IN ACCOUNTS PAYABLE			
	accts payable	3.0	3.9
	avg exp's per day		
	avg number of days exp's in accts payable		
AVERAGE PROGRAM REVENUE PER DAY			
	program revenue	\$ 96,774	\$ 83,137
	working days		
AVERAGE DAYS IN ACCOUNTS RECEIVABLE			
	accounts receivable	4.8	4.6
	avg program revenue per day		
	avg number of days grant receivable accts receivable		
AVERAGE DAYS CASH ON HAND			
	cash & equivalents	4.5	7.2
	avg exp's per day		
ADMINISTRATIVE EXP'S TO TOTAL EXP'S			
	administrative expenses	4.6%	4.5%
	total expenses		
	administrative exp's as a % of total expenses		
DEBT TO NET ASSETS RATIO			
	total liabilities	16.4%	14.3%
	total net assets		
	liabilities as a % of net assets		
REVENUE TO EXPENSES			
	total revenue	100.6%	100.5%
	total expense		
	total revenue as a % of total exp's		
EQUITY PERCENTAGE			
	unrestricted net assets	7.6%	6.9%
	total assets		

Community Action Partnership of North Alabama, Inc
Statement of Cash Flows - Parent Company Only
As of 12/31/2011

	Selected Period	Prior Year Selected Period
Cash Flows from Operating Activities		
Excess Revenues over Expenditures		
	129,695.06	159,870.48
Total Excess Revenues over Expenditures	129,695.06	159,870.48
Accounts Receivable		
	53,796.47	(74,256.09)
Total Accounts Receivable	53,796.47	(74,256.09)
Accounts Payable		
	(4,420.00)	4,500.00
Total Accounts Payable	(4,420.00)	4,500.00
Accrued Expenses		
	(199.95)	0.00
Total Accrued Expenses	(199.95)	0.00
Deferred Revenue		
	(74,694.54)	(324,837.65)
Total Deferred Revenue	(74,694.54)	(324,837.65)
Total Cash Flows from Operating Activities	104,177.04	(234,723.26)
Cash Flows from Assets		
	0.00	98,309.23
Total Cash Flows from Assets	0.00	98,309.23
Cash Flows from Financing Activities		
Loan Payments W/H	684.00	68.40
Misc Employee Deduction	300.00	0.00
Garnishments Withheld	384.66	(1,058.21)
A/P St Income Tax WH	901.72	(1,495.30)
A/P Fed Income Tax W/H	(1.00)	70.82
A/P-Soc Sec	0.00	88.01
A/P-Medicare	0.00	(23.12)
A/P-SUI	(7,383.10)	5,182.36
A/P-Retirement	(1,849.38)	6,619.26
A/P Deferred Comp	860.66	(978.42)
A/P Hlth Ins	17,392.46	50,262.32
A/P Christmas Club	695.00	3,431.36
A/P United Way W/H	1,550.60	2,863.14
A/P Worker Comp	28,263.12	(25,830.89)
Fund Bal - Fixed Assets	0.00	(106,298.23)
Fund Bal - Investments	0.00	165,164.00
Fund Bal - Equity Investments	0.00	(1,175.00)
Total Cash Flows from Financing Activities	41,798.74	96,890.50
Net Increase/(Decrease) in Cash and Cash Equivalents	145,975.78	(39,523.53)
Cash and Cash Equivalents at the Beginning of the Year		
General Oper Cash - Regions	429,736.84	336,184.24
MOW Operating Cash	17,526.59	23,492.57
MOW Depreciation	0.00	(13.44)
Total Cash and Cash Equivalents at the Beginning of the Year	447,263.43	359,663.37
Cash and Cash Equivalents at the End of the Selected Period	593,239.21	320,139.84

Community Action Partnership of North Alabama, Inc

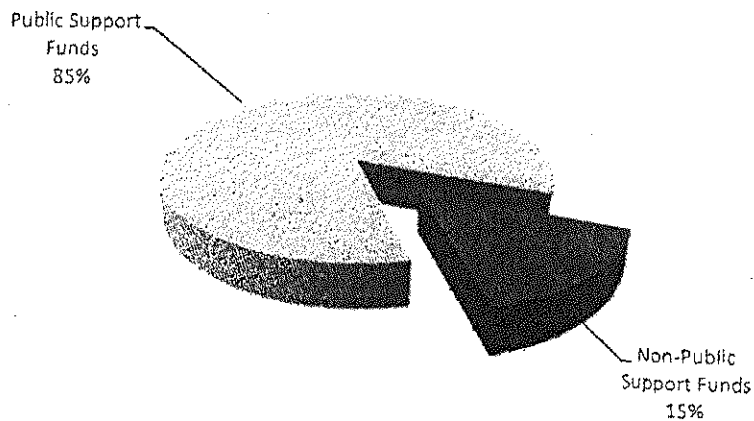
Statement of Revenues - Public / Non-Public

From 1/1/2011 Through 12/31/2011

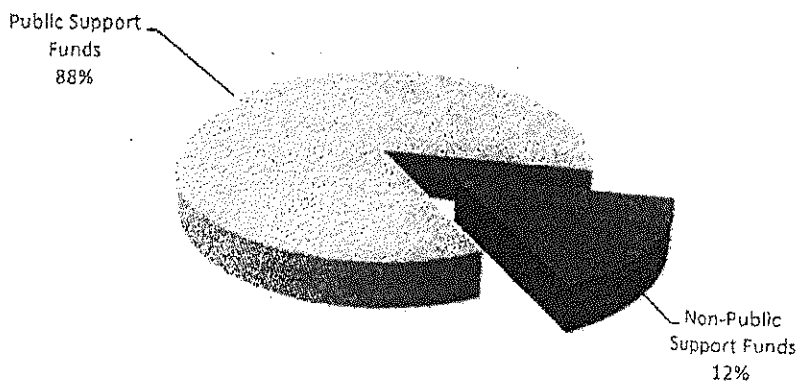
Current YTD

	Actual	Prior Year Actual
Revenues		
Non-Public Support Funds	3,556,075.04	4,081,206.07
Public Support Funds	19,349,718.21	22,812,453.07
Total Revenues	22,905,793.25	26,893,659.14

2011 YTD



2010



By definition, Public Support Funds are any revenues that are received from federal, state, or local governments.

Community Action Partnership of North Alabama, Inc

Statement of Revenues and Expenditures - Summary

From 1/1/2011 Through 12/31/2011

	<u>Current Year Actual</u>	<u>Total Budget</u>	<u>% Budget Used</u>	<u>Budget Remaining</u>	<u>Prior Year Actual</u>
Revenues					
Federal-Grantee	13,310,609.21	13,906,534.20	95.71%	(595,924.99)	14,841,842.72
Federal-SubGrantee	5,473,952.98	5,006,266.92	109.34%	467,686.06	7,507,110.55
Local Contributions	3,200,076.16	3,542,005.79	90.34%	(341,929.63)	3,693,725.86
Other Income	1,612,012.46	1,532,087.48	105.21%	79,924.98	1,916,195.61
State Grant	320,222.02	319,266.05	100.29%	955.97	387,889.80
United Way	166,220.76	165,783.00	100.26%	437.76	204,688.04
Local Grants	223,506.57	132,393.02	168.82%	91,113.55	64,405.44
Local Governments	<u>62,934.00</u>	<u>42,700.00</u>	<u>147.38%</u>	<u>20,234.00</u>	<u>65,610.00</u>
Total Revenues	<u>24,369,534.16</u>	<u>24,647,036.46</u>	<u>98.87%</u>	<u>(277,502.30)</u>	<u>28,681,468.02</u>
Expenditures					
Salaries	8,529,811.29	8,900,817.37	95.83%	371,006.08	9,589,317.07
Benefits/Taxes	4,840,642.96	4,870,745.64	99.38%	30,102.68	5,313,193.21
Other Costs	2,926,646.76	2,777,774.12	105.35%	(148,872.64)	3,269,685.19
Space Cost	2,045,873.30	2,379,061.57	85.99%	333,188.27	2,789,048.45
Direct Services	2,691,499.88	2,039,331.22	131.97%	(652,168.66)	2,519,637.26
Indirect Cost	1,094,122.09	1,102,967.19	99.19%	8,845.10	1,159,299.67
Consumable Supplies	731,605.12	996,793.61	73.39%	265,188.49	1,601,207.39
Contract Services	713,900.44	762,111.41	93.67%	48,210.97	1,334,900.89
Stipends	341,145.25	415,050.00	82.19%	73,904.75	383,135.53
Travel	242,315.27	273,195.61	88.69%	30,880.34	379,179.98
Transportation Costs	64,886.54	82,128.00	79.00%	17,241.46	103,012.39
Capital Expenditures	<u>17,390.20</u>	<u>45,863.72</u>	<u>37.91%</u>	<u>28,473.52</u>	<u>79,980.51</u>
Total Expenditures	<u>24,239,839.10</u>	<u>24,645,839.46</u>	<u>98.35%</u>	<u>406,000.36</u>	<u>28,521,597.51</u>
Net Revenues	<u>129,695.06</u>	<u>1,197.00</u>	<u>10,835.00%</u>	<u>128,498.06</u>	<u>159,870.48</u>

Community Action Partnership of North Alabama, Inc

Statement of Revenues and Expenditures - Detail

From 1/1/2011 Through 12/31/2011

		Current Year Actual	Total Budget	% Budget Used	Budget Remaining	Prior Year Actual
Revenues						
Community Services Block Grant	40101	336,451.36	387,400.01	86.84%	(50,948.65)	1,293,831.03
Low Income Home Energy Assist...	40105	2,719,510.45	2,010,131.24	135.29%	709,379.21	2,609,748.32
Low Income Weatherization Assi...	40121	0.00	0.00	0.00%	0.00	61,682.87
Dept of Energy Weatherization	40125	1,223,876.61	1,384,315.68	88.41%	(160,439.07)	2,325,800.19
AL Business Charitable Trust - WX	40129	21,613.57	12,500.02	172.90%	9,113.55	34,301.43
State General Fund	40140	25,558.71	19,169.05	133.33%	6,389.66	29,286.04
Operation Warm	40155	0.00	0.00	0.00%	0.00	3,060.11
Decatur Utilities	40156	12,137.03	12,000.00	101.14%	137.03	11,177.67
Hartselle Utilities	40157	3,019.75	3,500.00	86.27%	(480.25)	1,678.64
Joe Wheeler EC	40158	9,429.30	10,000.00	94.29%	(570.70)	9,001.04
Cullman Electric Co/Op	40159	2,879.12	4,250.00	67.74%	(1,370.88)	2,974.17
Cullman Power Board	40160	3,159.00	3,500.00	90.25%	(341.00)	3,504.00
AL Business Charitable Trust - E...	40165	19,893.00	19,893.00	100.00%	0.00	20,104.01
Disaster Relief Donations	40180	518.35	0.00	0.00%	518.35	0.00
Housing & Urban Dev Counseling	40190	28,087.99	32,149.49	87.36%	(4,061.50)	39,273.77
Training Fees	40200	26,777.40	0.00	0.00%	26,777.40	27,250.00
FDC Institute	40201	0.00	0.00	0.00%	0.00	500.00
Corp National Ser - Foster Grndp...	40301	276,735.95	299,926.00	92.26%	(23,190.05)	316,683.66
Corp National Ser - Sr Companio ...	40305	246,725.91	365,131.00	67.57%	(118,405.09)	325,207.36
St of AL RSVP	40310	14,662.84	0.00	0.00%	14,662.84	33,000.00
Head Start Grant	40410	12,759,059.36	13,209,327.71	96.59%	(450,268.35)	14,160,677.93
AL Dept Educ - US Dept Agri	40412	1,151,728.15	1,106,249.99	104.11%	45,478.16	1,168,462.14
St of AL - Office of School Readi...	40440	265,337.63	282,500.00	93.92%	(17,162.37)	303,603.76
NeighborWorks Grant	40700	182,000.00	100,000.00	182.00%	82,000.00	10,000.00
USDA	40912	24,216.41	100,000.00	24.21%	(75,783.59)	0.00
Housing Dev Revenue	40920	31,853.11	35,000.00	91.00%	(3,146.89)	80,042.67
Developer Fees	40921	62,939.20	70,000.00	89.91%	(7,060.80)	0.00
Housing Dev Consulting Fees	40922	18,830.00	20,000.00	94.15%	(1,170.00)	0.00
Homeownership Counseling Fees	40925	500.00	0.00	0.00%	500.00	0.00
MOW Decatur Daily/Local	40950	121,819.27	166,505.00	73.16%	(44,685.73)	134,791.30
FEMA - Morgan Co	40952	18,170.00	18,170.00	100.00%	0.00	23,000.00
FEMA - Law Co	40953	0.00	0.00	0.00%	0.00	8,586.00
FEMA - Cull Co	40954	0.00	0.00	0.00%	0.00	16,000.00
U/Way - Morgan Co	40955	156,076.00	154,827.00	100.80%	1,249.00	189,755.00
U/Way - Law Co	40956	478.12	956.00	50.01%	(477.88)	1,434.38
U/Way - Cullman Co	40957	9,666.64	10,000.00	96.66%	(333.36)	13,498.66
Morgan Co Commission	40960	27,600.00	28,800.00	95.83%	(1,200.00)	26,400.00
Cullman Co Commission	40962	2,000.00	1,000.00	200.00%	1,000.00	0.00
Cullman Co Contributions	40967	0.00	0.00	0.00%	0.00	2,863.97
Copter Rev	40970	31,376.61	0.00	0.00%	31,376.61	29,456.22
St RSVP	40973	14,662.84	17,597.00	83.32%	(2,934.16)	22,000.00
City of Decatur	40975	23,854.00	0.00	0.00%	23,854.00	28,230.00
City of Moulton	40976	0.00	1,500.00	0.00%	(1,500.00)	1,500.00
City of Hartselle	40977	5,400.00	5,400.00	100.00%	0.00	5,400.00
City of Cullman	40978	4,080.00	6,000.00	68.00%	(1,920.00)	4,080.00
Round-Up Trust	40980	6,600.00	0.00	0.00%	6,600.00	0.00
Area 1 Rev	40981	152.43	0.00	0.00%	152.43	687.20
Area 2 Rev	40982	0.00	0.00	0.00%	0.00	700.00
Area 4 Rev	40984	1,663.75	0.00	0.00%	1,663.75	1,999.64
Area 5 Rev	40985	3,244.29	0.00	0.00%	3,244.29	6,291.94

Community Action Partnership of North Alabama, Inc

Statement of Revenues and Expenditures - Detail

From 1/1/2011 Through 12/31/2011

		Current Year Actual	Total Budget	% Budget Used	Budget Remaining	Prinr Year Actual
Area 6 Rev	40986	1,379.84	0.00	0.00%	1,379.84	1,849.68
Area 7 Rev	40987	0.00	0.00	0.00%	0.00	24.00
Area 8 Rev	40988	40.00	0.00	0.00%	40.00	200.88
Area 11 Rev	40991	1,364.36	0.00	0.00%	1,364.36	1,680.61
Call Center Revenue	40992	0.00	0.00	0.00%	0.00	145,707.10
Facility Administration Revenue	40993	38,913.93	0.00	0.00%	38,913.93	124,287.58
Estates/Bequests/One Time Gifts	40994	116,274.88	0.00	0.00%	116,274.88	66,971.52
Misc Local Funds	40995	11,740.04	1,918.00	612.09%	9,822.04	14,050.66
Salv of Equipment	40996	6,025.00	8,787.48	68.56%	(2,762.48)	13,575.00
I/T Revenue	40997	299,328.28	303,987.00	98.46%	(4,658.72)	338,847.35
T/Cost	40998	1,094,122.09	1,094,298.00	99.98%	(175.91)	1,149,410.63
Local Match / Inkind	40999	2,858,166.00	3,340,332.79	85.56%	(482,166.79)	3,423,478.41
Interest	41000	1,346.84	15.00	8,978.93%	1,331.84	7,019.06
Area 12 Rev	41992	3,751.75	0.00	0.00%	3,751.75	1,321.00
UPS Foundation	44003	0.00	0.00	0.00%	0.00	4,750.39
Model Classroom Project	44004	0.00	0.00	0.00%	0.00	669.03
American Alliance	44005	42,737.00	0.00	0.00%	42,737.00	0.00
Total Revenues		24,369,534.16	24,647,036.46	98.87%	(277,502.30)	28,681,468.02
Expenditures						
Salaries	61110	8,529,811.29	8,900,817.37	95.83%	371,006.08	9,589,317.07
Stipends	61130	341,145.25	415,050.00	82.19%	73,904.75	383,135.53
Retirement	61210	955,063.90	1,042,708.45	91.59%	87,644.55	1,052,369.80
Hlth Insurance	61220	2,836,710.70	2,764,893.43	102.59%	(71,817.27)	3,129,972.28
Social Security	61230	482,900.17	513,584.08	94.02%	30,683.91	559,861.17
Medicare	61240	113,059.80	116,656.25	96.91%	3,596.45	125,584.32
Worker Comp	61250	186,862.56	180,735.82	103.38%	(6,126.74)	170,821.93
SUI	61260	266,045.83	252,167.61	105.50%	(13,878.22)	274,583.71
Office Supplies	62100	78,730.81	80,831.56	97.40%	2,100.75	139,258.59
Environmental/Hlth Supplies	62110	52,741.00	95,019.00	55.50%	42,278.00	83,570.98
Clsrms/Licensing Supplies	62120	62,810.23	189,115.33	33.21%	126,305.10	352,118.35
Mental Health Supplies	62125	673.76	2,000.04	33.68%	1,326.28	0.00
Special Needs Supplies	62127	427.30	750.00	56.97%	322.70	0.00
Service Supplies	62130	536,349.59	629,077.68	85.25%	92,728.09	1,022,821.16
Oper Round-Up Supplies	62140	(127.57)	0.00	0.00%	127.57	3,438.31
Postage	62190	21,921.96	22,582.20	97.07%	660.24	23,862.23
Printing	62200	166,555.81	128,138.50	129.98%	(38,417.31)	150,439.53
O/Side Printing	62210	7,925.80	15,812.56	50.12%	7,886.76	14,344.60
Info/Tech	62250	378,043.86	396,533.20	95.33%	18,489.34	427,259.71
Bldg/Liab Insurance	62300	146,172.50	150,513.43	97.11%	4,340.93	149,090.12
Child Insurance	62320	12,782.00	12,814.00	99.75%	32.00	13,194.50
Vehicle Insurance	62340	25,863.07	34,649.96	74.64%	8,786.89	54,413.00
Tires	62350	356.00	500.00	71.20%	144.00	27.00
Vehicle Repairs	62360	7,143.81	5,333.28	133.94%	(1,810.53)	10,363.21
Fuel	62370	45,992.57	20,203.14	227.65%	(25,789.43)	39,599.08
Tags/License	62380	0.00	430.52	0.00%	430.52	640.35
Utilities	62400	370,973.53	348,392.52	106.48%	(22,581.01)	356,896.80
Building Security	62410	5,557.15	7,676.28	72.39%	2,119.13	22,999.66
Pest Control	62420	44,530.90	34,882.48	127.65%	(9,648.42)	44,866.38
Building Repairs/Maint	62430	249,033.72	367,747.74	67.71%	118,714.02	740,999.61
Rent	62450	1,375,778.00	1,620,362.55	84.90%	244,584.55	1,623,286.00

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Community Action Partnership of North Alabama, Inc

Statement of Revenues and Expenditures - Detail

From 1/1/2011 Through 12/31/2011

		Current Year Actual	Total Budget	% Budget Used	Budget Remaining	Prior Year Actual
Telephone	62480	331,270.73	363,358.35	91.16%	32,087.62	365,925.33
O/T Travel	62610	81,602.50	69,879.82	116.77%	(11,722.68)	113,242.37
Local Travel	62620	160,516.77	200,990.80	79.86%	40,474.03	265,937.61
Parent Travel	62630	196.00	2,324.99	8.43%	2,128.99	0.00
Parent Activities	62640	12,271.10	13,299.98	92.26%	1,028.88	3,515.33
Registration/Trng	62650	122,964.64	133,340.45	92.21%	10,375.81	179,505.51
Policy Council Exp	62680	2,998.26	4,150.00	72.24%	1,151.74	2,704.86
Enrichment Activities	62690	760.91	5,725.01	13.29%	4,964.10	820.09
Transportation	62700	64,886.54	82,128.00	79.00%	17,241.46	103,012.39
Family Basic Needs	62910	43,070.68	95,000.00	45.33%	51,929.32	1,338.12
Utility Assistance	62920	2,623,875.85	1,926,524.22	136.19%	(697,351.63)	2,479,909.76
Mortgage Assistance	62930	6,158.33	7,807.00	78.88%	1,648.67	14,806.09
Rent Assistance	62940	18,395.02	10,000.00	183.95%	(8,395.02)	23,583.29
Family Literacy	63180	545.00	950.01	57.36%	405.01	1,397.99
Career Development	63200	21,648.97	38,499.95	56.23%	16,850.98	30,107.16
Medical	63500	2,984.44	10,850.01	27.50%	7,865.57	17,648.38
Dental	63550	4,409.90	26,637.51	16.55%	22,227.61	14,132.25
Dues/Subscriptions	64050	22,492.63	10,563.36	212.93%	(11,929.27)	16,746.21
Fees/Legal Exp	64400	10,545.15	19,083.28	55.25%	8,538.13	24,272.16
Audit	64450	63,845.00	52,000.00	122.77%	(11,845.00)	54,681.88
Consultant/Contract Ser	64500	650,055.44	710,111.41	91.54%	60,055.97	1,280,219.01
Recognition	64600	5,894.28	8,443.00	69.81%	2,548.72	5,896.27
Food	65000	202,217.31	233,612.50	86.56%	31,395.19	249,247.62
Child Contract Meals	65050	1,237,538.75	1,100,999.98	112.40%	(136,538.77)	1,136,410.01
Adult Contract Meals	65100	0.00	0.00	0.00%	0.00	(4.00)
Staff Food Reimbursement	65110	(173.32)	0.00	0.00%	173.32	(215.00)
Tools/Equip	65350	0.00	999.96	0.00%	999.96	8,534.62
Equipment	65400	0.00	22,113.72	0.00%	22,113.72	69,240.07
Equipment Repairs	65410	0.00	2,000.00	0.00%	2,000.00	0.00
Equipment Lease	65420	17,390.20	21,750.00	79.95%	4,359.80	10,740.44
Interest Exp	65450	2,645.54	0.00	0.00%	(2,645.54)	95.83
Plygrd Renovations	65510	107,142.33	27,500.04	389.60%	(79,642.29)	200,750.34
Investment Advances	65800	0.00	0.00	0.00%	0.00	100,000.00
Area 1 Exp	68010	0.00	0.00	0.00%	0.00	704.25
Area 2 Exp	68020	0.00	0.00	0.00%	0.00	1,300.13
Area 4 Exp	68040	156.35	0.00	0.00%	(156.35)	3,033.19
Area 5 Exp	68050	4,404.87	0.00	0.00%	(4,404.87)	4,497.06
Area 6 Exp	68060	2,390.28	0.00	0.00%	(2,390.28)	3,139.67
Area 8 Exp	68080	7.54	0.00	0.00%	(7.54)	366.39
Area 11 Exp	68110	721.57	0.00	0.00%	(721.57)	3,482.10
Area 12 Exp	68120	930.68	0.00	0.00%	(930.68)	519.00
Bank Charges	68500	752.28	0.00	0.00%	(752.28)	0.00
Transfer to SCP	68900	7,331.42	0.00	0.00%	(7,331.42)	2,750.00
Transfer to FGP	68910	7,331.42	0.00	0.00%	(7,331.42)	2,750.00
Transfer to/from CSBG	68920	(71,237.64)	(116,990.25)	60.89%	(45,752.61)	(193,218.92)
Transfer to/from LIHEAP	68940	24,055.55	61,913.59	38.85%	37,858.04	132,257.87
Transfer to/from St.GenFund	68950	(25,558.71)	(19,169.24)	133.33%	6,389.47	(29,286.04)
Transfer to/from CHC	68960	48,611.63	37,653.85	129.10%	(10,957.78)	59,966.77
Transfer to/from Info Ref	68961	24,129.17	28,591.99	84.39%	4,462.82	30,280.32
Misc Exp	68980	1,706.35	250.00	682.54%	(1,456.35)	6,769.11
Indirect Cost	68990	1,094,122.09	1,102,967.19	99.19%	8,845.10	1,159,299.67

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Community Action Partnership of North Alabama, Inc
Statement of Revenues and Expenditures - Detail
From 1/1/2011 Through 12/31/2011

	Current Year Actual	Total Budget	% Budget Used	Budget Remaining	Prior Year Actual
Total Expenditures	<u>24,739,839.10</u>	<u>24,645,839.46</u>	<u>98.35%</u>	<u>406,000.36</u>	<u>28,521,597.54</u>
Net Revenues	<u>129,695.06</u>	<u>1,197.00</u>	<u>10,835.00%</u>	<u>128,498.06</u>	<u>159,870.48</u>

Community Action Partnership of North Alabama, Inc
Statement of Activities - Budget
From 1/1/2011 Through 12/31/2011
(In Whole Numbers)

	Community Service Block Grant	Low Income Home Ergy Prog	Weatherization - DOE	Weatherization - ARRA	US Dept Agri - Housing Preservation	FEMA/EFS Morgan Co	Housing Counseling	Foster Grandparent Program
Budgeted Revenues, Gains, and Other Support								
Federal - Grantee	0	0	0	0	100,000	0	32,149	289,926
Federal - Sub-Grantee (St of Alabama)	387,400	2,010,131	38,415	1,345,901	0	0	0	0
Federal - Sub-Grantee (U/Way of America)	0	0	0	0	0	18,170	0	0
State of Alabama	0	0	0	0	0	0	0	0
Local United Ways	0	0	0	0	0	0	0	15,913
Local Public Support	0	0	0	0	0	0	0	13,550
Local Private Support and Contributions	0	0	0	0	0	0	0	14,049
Non-Cash Contributions	0	0	0	0	0	0	0	24,500
Interest Income	0	0	0	0	0	0	0	0
Other Revenues	0	0	0	0	0	0	0	0
Total Budgeted Revenues, Gains, and Other Support	<u>387,400</u>	<u>2,010,131</u>	<u>38,415</u>	<u>1,345,901</u>	<u>100,000</u>	<u>18,170</u>	<u>32,149</u>	<u>369,256</u>
Budgeted Expenditures								
Salaries	42,448	134,022	0	148,950	0	0	37,378	53,676
Stipends	0	0	0	0	0	0	0	185,389
Benefits and Payroll Taxes	24,192	63,397	0	71,135	0	0	16,061	26,885
Consultant/Contract Services	0	0	27,625	459,561	40,000	0	375	4,550
Travel	1,400	0	0	9,897	0	0	663	4,217
Space Costs	39,378	0	0	6,933	0	0	3,464	6,250
Consumable Supplies	240	0	5,100	554,478	60,000	363	900	1,000
Other Costs	67,100	0	3,310	74,852	0	0	3,075	41,705
Direct Assistance	0	1,875,881	0	0	0	17,807	0	0
Transportation Costs	0	0	0	0	0	0	0	38,128
Interest Expense	0	0	0	0	0	0	0	0
Transfers	108,980	(80,983)	0	0	0	0	(35,488)	0
Indirect Costs	<u>102,950</u>	<u>17,825</u>	<u>2,380</u>	<u>20,325</u>	<u>0</u>	<u>0</u>	<u>5,831</u>	<u>7,455</u>
Total Budgeted Expenditures	<u>386,987</u>	<u>2,010,131</u>	<u>38,415</u>	<u>1,345,901</u>	<u>100,000</u>	<u>18,170</u>	<u>32,150</u>	<u>369,256</u>

Community Action Partnership of North Alabama, Inc
Statement of Activities - Budget
From 1/1/2011 Through 12/31/2011
(in Whole Numbers)

	Senior Companion Program	Head Start	US Dept of Agriculture	Early Head Start Expansion - ARRA	Head Start Expansion - ARRA	State General Fund	AL Pre-K - Blount Co	AL Pre-K - Leon Sheffield
Budgeted Revenues, Gains, and Other Support								
Federal - Grantee	365,131	12,251,410	0	590,625	367,292	0	0	0
Federal - Sub-Grantee (St of Alabama)	0	0	1,106,290	0	0	0	0	0
Federal - Sub-Grantee (UWay of America)	0	0	0	0	0	0	0	0
State of Alabama	0	0	0	0	0	19,169	80,000	45,000
Local United Ways	16,268	0	0	0	0	0	0	0
Local Public Support	13,550	0	0	0	0	0	0	0
Local Private Support and Contributions	3,548	0	0	0	0	0	0	0
Non-cash Contributions	13,500	3,062,853	0	147,857	97,823	0	0	0
Interest Income	0	0	0	0	0	0	0	0
Other Revenues	0	8,787	0	0	0	0	0	0
Total Budgeted Revenues, Gains, and Other Support	411,997	16,323,050	1,106,290	738,282	459,116	19,169	80,000	45,000
Budgeted Expenditures								
Salaries	53,676	6,841,333	0	375,748	211,793	0	60,582	23,296
Stipends	229,681	0	0	0	0	0	0	0
Benefits and Payroll Taxes	26,884	3,919,188	0	177,374	110,892	0	18,408	12,204
Consultant/Contract Services	8,500	79,000	0	5,825	750	0	0	0
Travel	6,217	199,458	0	16,125	8,225	0	0	0
Space Costs	8,000	2,154,491	0	64,875	26,558	0	0	0
Consumable Supplies	1,000	239,510	11,500	16,750	31,847	0	0	5,000
Other Costs	26,604	1,023,752	1,084,750	45,563	42,146	0	0	3,955
Direct Assistance	0	0	0	0	0	0	0	0
Transportation Costs	44,000	0	0	0	0	0	0	0
Interest Expense	0	0	0	0	0	0	0	0
Transfers	0	0	0	0	0	19,169	0	0
Indirect Costs	7,455	866,320	0	34,223	19,913	0	0	0
Total Budgeted Expenditures	411,997	15,323,061	1,106,290	738,282	459,116	19,169	80,000	44,505

Community Action Partnership of North Alabama, Inc
Statement of Activities - Budget
From 1/1/2011 Through 12/31/2011
(in Whole Numbers)

	AL Pre-K - Hartselle	AL Pre-K - Hazewood	AL Pre-K - Haleyville	AL Pre-K - Winfield	AL Pre-K - Hanceville	Weatherization - ABC	Operation Warm	Operation Share
Budgeted Revenues, Gains, and Other Support								
Federal - Grantee	0	0	0	0	0	0	0	0
Federal - Sub-Grantee (St of Alabama)	0	0	0	0	0	0	0	0
Federal - Sub-Grantee (U/Way of America)	0	0	0	0	0	0	0	0
State of Alabama	45,000	45,000	11,250	11,250	45,000	0	0	0
Local United Ways	0	0	0	0	0	0	0	0
Local Public Support	0	0	0	0	0	0	0	0
Local Private Support and Contributions	0	0	0	0	0	12,500	25,500	7,750
Non-cash Contributions	0	0	0	0	0	0	0	0
Interest Income	0	0	0	0	0	0	0	0
Other Revenues	0	0	0	0	0	0	0	0
Total Budgeted Revenues, Gains, and Other Support	<u>45,000</u>	<u>45,000</u>	<u>11,250</u>	<u>11,250</u>	<u>45,000</u>	<u>12,500</u>	<u>25,500</u>	<u>7,750</u>
Budgeted Expenditures								
Salaries	28,552	31,504	6,687	6,687	28,246	0	0	0
Stipends	0	0	0	0	0	0	0	0
Benefits and Payroll Taxes	9,648	6,696	3,491	3,491	9,554	0	0	0
Consultant/Contract Services	0	0	0	0	0	4,875	0	0
Travel	0	0	62	62	0	0	0	0
Space Costs	0	0	0	0	0	0	0	0
Consumable Supplies	4,300	4,300	500	500	4,300	7,000	0	0
Other Costs	2,500	2,500	509	509	2,500	825	0	0
Direct Assistance	0	0	0	0	0	0	25,500	7,750
Transportation Costs	0	0	0	0	0	0	0	0
Interest Expense	0	0	0	0	0	0	0	0
Transfers	0	0	0	0	0	0	0	0
Indirect Costs	0	0	0	0	0	0	0	0
Total Budgeted Expenditures	<u>45,000</u>	<u>45,000</u>	<u>11,250</u>	<u>11,250</u>	<u>45,000</u>	<u>12,500</u>	<u>25,500</u>	<u>7,750</u>

Community Action Partnership of North Alabama, Inc
Statement of Activities - Budget
From 1/1/2011 Through 12/31/2011
(in Whole Numbers)

	ABC Trust	Information & Referral - 211	Meals on Wheels	Neighborhoods Disaster Relief	Community Development	Information & Technology	Indirect Cost	Total
Budgeted Revenues, Gains, and Other Support								
Federal - Grantee	0	0	0	0	0	0	0	14,006,534
Federal - Sub-Grantee (SI of Alabama)	0	0	0	0	0	0	0	4,888,087
Federal - Sub-Grantee (UMW of America)	0	0	0	0	0	0	0	19,170
State of Alabama	0	0	0	0	0	0	0	301,869
Local United Ways	0	30,314	103,888	0	0	0	0	185,783
Local Public Support	0	0	15,600	0	0	0	0	42,700
Local Private Support and Contributions	19,893	0	166,505	100,000	0	0	0	346,745
Non-cash Contributions	0	0	0	0	0	0	0	3,340,333
Interest Income	0	0	15	0	0	0	0	15
Other Revenues	0	0	0	0	0	0	0	0
Total Budgeted Revenues, Gains, and Other Support	<u>19,893</u>	<u>30,314</u>	<u>286,098</u>	<u>100,000</u>	<u>125,000</u>	<u>303,987</u>	<u>1,084,298</u>	<u>1,533,989</u>
								<u>24,647,036</u>
Budgeted Expenditures								
Salaries	0	23,003	82,476	0	35,000	\$3,678	582,076	8,900,817
Stipends	0	0	0	0	0	0	0	415,050
Benefits and Payroll Taxes	0	11,774	60,586	0	16,450	41,483	230,662	4,870,746
Consultant/Contract Services	0	250	2,000	0	40,000	2,000	35,000	710,111
Travel	0	1,499	200	0	5,500	2,100	20,000	273,196
Space Costs	0	2,685	13,430	0	3,345	19,061	30,410	2,379,062
Consumable Supplies	2,500	270	10,236	0	150	3,000	30,000	996,794
Other Costs	0	7,350	106,323	5,000	20,075	142,685	166,250	2,883,636
Direct Assistance	17,393	0	0	85,000	0	0	0	2,039,331
Transportation Costs	0	0	0	0	0	0	0	82,128
Interest Expense	0	0	0	0	0	0	0	0
Transfers	0	(19,860)	0	0	0	0	0	(8,000)
Indirect Costs	0	3,265	19,747	0	4,280	0	0	1,102,967
Total Budgeted Expenditures	<u>19,893</u>	<u>30,314</u>	<u>286,098</u>	<u>100,000</u>	<u>125,000</u>	<u>303,987</u>	<u>1,084,298</u>	<u>24,645,839</u>

Community Action Partnership of North Alabama, Inc.
Statement of Activities - Expenditures
From 1/1/2011 Through 12/31/2011

	Community Service Block Grant	Low Income Home Empty Prog	Weatherization - DOE	Weatherization - AFRA	US Dept Agt - Housing Preservation	FEMAEF'S Morgan Co	FEMAEF'S Cullman Co	Housing Counseling	Foster Grandparent Program	Senior Companion Program
Revenues, Gifts, and Other Support										
Federal - Grants	0.00	0.00	0.00	0.00	24,216.41	0.00	0.00	28,007.99	216,735.95	246,725.91
Federal - Sub-Grantee (St of Alabama)	336,451.36	2,719,510.45	71,334.73	1,152,541.88	0.00	0.00	0.00	0.00	0.00	0.00
Federal - Sub-Grantee (Univ of Alabama)	0.00	0.00	0.00	0.00	0.00	18,170.00	0.00	0.00	0.00	0.00
State of Alabama	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Local United Ways	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	15,489.42	15,489.34
Local Public Support	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	16,050.50	16,050.50
Local Private Support and Contributions	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10,408.66	7,331.42	7,331.42
Non-cash Contributions	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,520.00	1,675.00
Interest Income	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Revenues	0.00	0.00	0.00	0.00	0.00	0.00	0.00	500.00	0.00	250.00
Total Revenues, Gifts, and Other Support	<u>336,451.36</u>	<u>2,719,510.45</u>	<u>71,334.73</u>	<u>1,152,541.88</u>	<u>24,216.41</u>	<u>18,170.00</u>	<u>0.00</u>	<u>38,996.54</u>	<u>319,135.29</u>	<u>287,722.17</u>
Expenditures										
Salaries	50,056.94	80,240.87	7,383.96	108,802.47	0.00	0.00	0.00	48,836.80	50,087.34	50,087.32
Stipends	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	182,382.88	186,782.37
Benefits and Payroll Taxes	23,584.83	58,500.16	0.00	66,188.77	0.00	0.00	0.00	21,083.90	25,304.17	25,302.27
Consultant/Contract Services	(677.69)	0.00	29,872.25	421,086.37	10,433.25	0.00	0.00	106.38	2,889.04	2,719.53
Travel	1,331.12	1,791.24	450.00	271.63	0.00	0.00	0.00	1,128.13	3,405.32	3,405.05
Space Costs	40,749.73	0.00	0.00	11,961.39	0.00	0.00	0.00	3,416.33	4,783.97	4,785.90
Consumable Supplies	1,859.87	21.84	32,527.56	479,535.00	13,783.18	383.00	0.00	1,067.19	540.07	540.07
Other Costs	83,549.69	0.00	480.00	55,863.13	0.00	0.00	0.00	3,216.01	17,206.32	15,354.47
Direct Assistance	0.00	2,578,785.37	0.00	0.00	0.00	17,807.90	0.00	0.00	0.00	0.00
Transportation Costs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	35,139.66	29,746.88
Interest Expense	0.00	0.00	0.00	0.00	9.00	0.00	0.00	0.00	0.00	0.00
Transfers	71,297.84	(24,055.59)	0.00	0.00	0.00	0.00	0.00	(48,511.63)	0.00	0.00
Indirect Costs	54,757.42	13,226.72	620.93	15,610.82	0.00	0.00	0.00	2,204.51	7,208.25	7,208.25
Total Expenditures	<u>336,451.36</u>	<u>2,719,510.45</u>	<u>71,334.73</u>	<u>1,152,540.99</u>	<u>24,216.41</u>	<u>18,170.00</u>	<u>0.00</u>	<u>38,455.46</u>	<u>328,847.02</u>	<u>297,982.61</u>
Net Revenue over Expenditures	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>(3,898.50)</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>541.08</u>	<u>(9,711.73)</u>	<u>(10,260.44)</u>
Current YTD Net Assets										
Current YTD Fund Balance	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Current YTD Net Assets	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Beginning Net Assets										
Fund Balance	0.00	0.00	(0.24)	3,898.50	0.00	3.00	(283.11)	3,466.42	9,814.17	34,397.43
Distributions	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fund Bal - Fixed Assets	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fund Bal - Investments	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fund Bal - Equity Investments	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Beginning Net Assets	<u>0.00</u>	<u>0.00</u>	<u>(0.24)</u>	<u>3,898.50</u>	<u>0.00</u>	<u>3.00</u>	<u>(283.11)</u>	<u>3,466.42</u>	<u>9,814.17</u>	<u>34,397.43</u>
Ending Net Assets	<u>0.00</u>	<u>0.00</u>	<u>(0.24)</u>	<u>0.00</u>	<u>0.00</u>	<u>3.00</u>	<u>(283.11)</u>	<u>4,006.50</u>	<u>107.44</u>	<u>24,136.99</u>

Community Action Partnership of North Alabama, Inc
Statement of Activities - Expenditures
From 1/1/2011 Through 12/31/2011

	Head Start	Head Start - ARRA	US Dept of Agriculture	Early Head Start Expansion - ARRA	Head Start Expansion - ARRA	Neighborhoods America	State General Fund	State FGR/SCP	AL Pre-K - Biount Co	AL Pre-K - Leon Sheffield
Revenues, Gifts, and Other Support										
Federal - Grantee	11,958,573.87	0.00	0.00	517,463.08	282,022.41	0.00	0.00	0.00	0.00	0.00
Federal - Sub-Grantee (St of Alabama)	0.00	0.00	1,151,728.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal - Sub-Grantee (U/May of America)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
State of Alabama	0.00	0.00	0.00	0.00	0.00	0.00	25,558.71	14,652.84	77,354.83	42,946.56
Local United Ways	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Local Public Support	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Local Private Support and Contributions	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Non-cash Contributions	2,612,767.00	0.00	0.00	147,657.00	92,339.00	0.00	0.00	0.00	0.00	0.00
Interest Income	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Revenues	6,025.00	0.00	0.00	0.00	0.00	1,000.00	0.00	0.00	0.00	0.00
Total Revenues, Gifts, and Other Support	14,578,355.87	0.00	1,151,728.15	665,120.08	374,361.41	72,581.45	25,558.71	14,652.84	77,354.93	42,946.56
Expenditures										
Salaries	6,575,981.04	0.00	0.00	333,851.00	187,408.78	0.00	0.00	0.00	51,476.13	25,888.25
Stipends	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Benefits and Payroll Taxes	3,903,524.44	0.00	0.00	171,639.58	107,350.50	0.00	0.00	0.00	24,549.85	13,717.08
Consultant/Contract Services	75,428.48	0.00	0.00	108.00	102.53	0.00	0.00	0.00	0.00	0.00
Travel	176,917.38	0.00	0.00	9,286.97	3,776.24	299.90	0.00	0.00	1,614.78	886.13
Space Costs	1,837,370.90	0.00	0.00	42,115.89	9,960.34	0.00	0.00	0.00	0.00	0.00
Consumable Supplies	116,653.83	0.00	6,862.10	6,884.57	7,547.82	1,458.86	0.00	0.00	0.00	2,065.10
Other Costs	900,986.80	30.00	1,145,995.05	85,472.81	38,181.73	13,787.33	0.00	0.00	380.00	380.00
Direct Assistance	0.00	0.00	0.00	7.80	0.00	0.00	0.00	0.00	0.00	0.00
Transportation Costs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interest Expense	2,645.84	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Transfers	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Indirect Costs	500,837.01	0.00	0.00	35,555.46	19,318.7	0.00	25,558.71	14,652.84	0.00	0.00
Total Expenditures	14,580,845.42	30.00	1,152,632.15	665,120.08	374,361.41	15,645.49	25,558.71	14,652.84	78,030.84	42,946.56
Net Revenue over Expenditures	(2,277.55)	(30.00)	(1,129.00)	0.00	0.00	57,045.96	0.00	0.00	(675.91)	0.00
Current YTD Net Assets										
Current YTD Fund Balance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Current YTD Net Assets	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Beginning Net Assets										
Fund Balance	2,277.55	30.00	1,129.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Disbursements	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fund Bal - Fixed Assets	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fund Bal - Investments	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fund Bal - Equity Investments	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Beginning Net Assets	2,277.55	30.00	1,129.00	0.00	0.00	57,045.96	0.00	0.00	(675.91)	0.00
Ending Net Assets	0.00	0.00	0.00	0.00	0.00	57,045.96	0.00	0.00	(675.91)	0.00

Community Action Partnership of North Alabama, Inc
Statement of Activities - Expenditures
From 1/1/2011 Through 12/31/2011

	AL Pre-K - Hanceville	AL Pre-K - Halewood	AL Pre-K -Haleysville	AL Pre-K -Wainfield	AL Pre-K - Hanceville	Family Development	Weatherization - ABC	American Legion Community Assistance	Non-Federal Direct Assistance	Special Projects
Revenues, Gains, and Other Support										
Federal - Grantee	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal - Sub-Grantee (St of Alabama)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal - Sub-Grantee (U/May of America)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
State of Alabama	42,411.48	42,825.34	7,458.13	8,474.87	43,884.92	0.00	0.00	0.00	0.00	0.00
Local United Ways	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Local Public Support	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Local Private Support and Contributions	0.00	0.00	0.00	0.00	0.00	0.00	21,613.57	0.00	0.00	49,307.00
Non-cash Contributions	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interest Income	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Revenues	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Revenues, Gains, and Other Support	<u>42,411.48</u>	<u>42,825.34</u>	<u>7,458.13</u>	<u>8,474.87</u>	<u>43,884.92</u>	<u>22,025.00</u>	<u>21,613.57</u>	<u>0.00</u>	<u>3,628.71</u>	<u>49,307.00</u>
Expenditures										
Salaries	26,113.49	28,758.35	5,440.12	6,004.23	26,930.27	9,801.60	0.00	0.00	0.00	0.00
Supplies	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Benefits and Payroll Taxes	13,340.51	10,888.69	2,017.31	2,439.28	13,885.60	5,000.87	0.00	0.00	0.00	0.00
Contract/Contract Services	0.00	0.00	0.00	0.00	0.00	7,565.00	11,057.74	0.00	0.00	0.00
Travel	872.44	1,054.86	2.10	31.15	776.10	851.50	0.00	0.00	0.00	0.00
Space Costs	0.00	0.00	0.00	0.00	0.00	1,124.57	0.00	0.00	0.00	0.00
Consumable Supplies	1,182.29	1,341.46	0.00	0.00	1,885.95	288.42	10,309.76	0.00	351.44	7,428.83
Other Costs	902.75	650.00	0.00	0.00	513.00	3,771.90	0.00	0.00	1,747.00	31,303.60
Direct Assistance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,688.29	0.00
Transportation Costs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interest Expense	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Transfers	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Indirect Costs	0.00	0.00	0.00	0.00	0.00	1,303.62	0.00	0.00	0.00	0.00
Total Expenditures	<u>42,411.48</u>	<u>42,825.34</u>	<u>7,458.13</u>	<u>8,474.87</u>	<u>43,884.92</u>	<u>29,667.48</u>	<u>21,367.50</u>	<u>0.00</u>	<u>15,417.73</u>	<u>38,760.43</u>
Net Revenue over Expenditures	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>(7,642.48)</u>	<u>246.07</u>	<u>0.00</u>	<u>(5,840.02)</u>	<u>10,546.57</u>
Current YTD Net Assets										
Current YTD Fund Balance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Current YTD Net Assets	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Beginning Net Assets										
Fund Balance	0.00	0.00	0.00	0.00	0.00	6,039.64	6,844.33	7.84	8,173.96	4,565.71
Distributions	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fund Bal - Fixed Assets	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fund Bal - Investments	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fund Bal - Equity Investments	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Beginning Net Assets	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>6,039.64</u>	<u>6,844.33</u>	<u>7.84</u>	<u>8,173.96</u>	<u>4,565.71</u>
Ending Net Assets	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>417.16</u>	<u>7,090.40</u>	<u>7.84</u>	<u>2,674.94</u>	<u>15,142.28</u>

Community Action Partnership of North Alabama, Inc.
Statement of Activities - Expenditures
From 1/1/2011 Through 12/31/2011

	Operation Warm	Operation Share	ABC Trust	Information & Referral - 211	Head Start Local Revenue	Meals on Wheels	MOVW Depreciation	Budcock Foundation Grant	Neighborhoods Disaster Relief	Agency Non-Federal
Revenues, Gains, and Other Support										
Federal - Grantee	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal - Sub-Grantee (St of Alabama)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal - Sub-Grantee (Hwy or America)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
State of Alabama	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Local United Ways	0.00	0.00	0.00	30,314.00	0.00	104,928.07	0.00	0.00	0.00	0.00
Local Public Support	0.00	0.00	0.00	0.00	0.00	30,633.00	0.00	0.00	0.00	0.00
Local Private Support and Contributions	24,586.08	6,038.12	19,893.00	0.00	11,396.42	121,819.27	0.00	0.00	100,000.00	0.00
Non-cash Contributions	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interest Income	0.00	0.00	0.00	0.00	0.00	7.84	0.00	0.00	0.00	1,338.08
Other Revenues	0.00	0.00	0.00	0.00	200.00	0.00	0.00	0.00	0.00	31,708.89
Total Revenues, Gains, and Other Support	<u>24,586.08</u>	<u>6,038.12</u>	<u>19,893.00</u>	<u>30,314.00</u>	<u>11,796.42</u>	<u>373,862.88</u>	<u>0.00</u>	<u>0.00</u>	<u>100,000.00</u>	<u>38,047.89</u>
Expenditures										
Salaries	0.00	0.00	0.00	22,985.08	0.00	79,383.89	0.00	0.00	19,747.20	0.00
Supplies	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Benefits and Payroll Taxes	0.00	0.00	0.00	11,649.91	0.00	61,015.25	0.00	0.00	7,654.56	0.00
Consultant/Contract Services	0.00	0.00	0.00	61.38	0.00	2,278.98	0.00	0.00	3,350.00	0.00
Travel	0.00	0.00	0.00	1,386.22	0.00	28.55	0.00	0.00	2,298.52	0.00
Space Costs	0.00	0.00	0.00	2,678.82	0.00	18,661.50	0.00	0.00	2,910.81	25.84
Consumable Supplies	0.00	0.00	2,560.00	263.07	(127.57)	10,428.98	0.00	0.00	1,088.76	480.11
Other Costs	0.00	0.00	0.00	7,023.50	8,911.28	117,064.50	0.00	0.00	8,064.63	33,668.65
Direct Assistance	16,787.67	4,865.10	17,393.00	0.00	0.00	0.00	0.00	0.00	48,144.65	0.00
Transportation Costs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interest Expense	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Transfers	0.00	0.00	0.00	(24,129.17)	0.00	0.00	0.00	0.00	0.00	0.00
Indirect Costs	0.00	0.00	0.00	3,265.18	0.00	11,485.58	0.00	0.00	1,734.47	0.00
Total Expenditures	<u>16,787.67</u>	<u>4,865.10</u>	<u>18,893.00</u>	<u>75,134.00</u>	<u>8,483.72</u>	<u>288,337.74</u>	<u>0.00</u>	<u>0.00</u>	<u>94,995.80</u>	<u>34,174.58</u>
Net Revenue over Expenditures	<u>7,798.41</u>	<u>1,183.02</u>	<u>0.00</u>	<u>5,180.00</u>	<u>3,312.70</u>	<u>75,525.75</u>	<u>0.00</u>	<u>0.00</u>	<u>5,004.20</u>	<u>4,873.11</u>
Current YTD Net Assets										
Current YTD Fund Balance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Current YTD Net Assets	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Beginning Net Assets										
Fund Balance	30,852.31	875.74	483.96	(0.05)	8,487.38	198,385.11	13.44	7,600.00	0.00	230,774.34
Distributions	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fund Bal - Fixed Assets	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fund Bal - Investments	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fund Bal - Equity Investments	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Beginning Net Assets	<u>30,852.31</u>	<u>875.74</u>	<u>483.96</u>	<u>(0.05)</u>	<u>8,487.38</u>	<u>198,385.11</u>	<u>13.44</u>	<u>7,600.00</u>	<u>0.00</u>	<u>230,774.34</u>
Ending Net Assets	<u>38,650.72</u>	<u>2,028.78</u>	<u>483.96</u>	<u>5,179.95</u>	<u>11,800.08</u>	<u>274,910.86</u>	<u>13.44</u>	<u>7,600.00</u>	<u>5,004.20</u>	<u>235,647.45</u>

Community Action Partnership of North Alabama, Inc.
Statement of Activities - Expenditures
From 1/1/2011 Through 12/31/2011

	Agency Assets/Liabilities	Community Development	Facilities Administration	Information & Technology	Indirect Costs	LLP Investments	Property Holdings LLC	North AL Community Partnership Fund LLC	Southern Community Builders Inc.	Southern Comm Builders-SC Inc.
Revenues, Gains, and Other Support										
Federal - Grants	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal - Sub-Grantee (SI of Alabama)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Federal - Sub-Grantee (WV of America)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
State of Alabama	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Local United Way	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Local Public Support	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Local Private Support and Contributions	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Non-cash Contributions	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interest Income	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Revenues	0.00	113,722.31	38,913.93	299,328.28	1,094,122.09	0.00	750.00	(11,500)	20,330.00	0.00
Total Revenues, Gains, and Other Support	<u>0.00</u>	<u>113,722.31</u>	<u>38,913.93</u>	<u>299,328.28</u>	<u>1,094,122.09</u>	<u>0.00</u>	<u>750.00</u>	<u>(11,500)</u>	<u>20,330.00</u>	<u>0.00</u>
Expenditures										
Salaries	0.00	30,944.60	2,000.00	91,970.02	595,628.31	0.00	0.00	0.00	0.00	0.00
Supplies	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Benefits and Payroll Taxes	0.00	17,451.99	1,394.16	40,431.26	213,838.41	0.00	0.00	0.00	0.00	0.00
Consultant/Contract Services	0.00	38,755.42	45.00	1,310.08	39,575.88	0.00	0.00	3,800.00	16,930.00	0.00
Travel	0.00	3,444.42	53.28	1,260.80	25,588.84	0.00	0.00	0.00	0.00	0.00
Space Costs	0.00	3,397.60	4,019.91	18,725.36	41,204.16	0.00	0.00	0.00	0.00	0.00
Consumable Supplies	0.00	99.66	1,807.49	4,046.20	19,464.79	0.00	0.00	193.00	0.00	0.00
Other Costs	0.00	10,563.03	29,571.35	141,584.46	168,820.80	0.00	0.00	0.00	0.00	0.00
Direct Assistance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Transportation Costs	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Interest Expense	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Tenants	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Indirect Costs	0.00	4,555.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Expenditures	<u>0.00</u>	<u>113,722.31</u>	<u>38,913.11</u>	<u>299,328.28</u>	<u>1,094,122.09</u>	<u>0.00</u>	<u>18,108.10</u>	<u>3,993.00</u>	<u>16,930.00</u>	<u>0.00</u>
Net Revenue over Expenditures	<u>0.00</u>	<u>0.00</u>	<u>(77.18)</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>(17,358.10)</u>	<u>(4,004.50)</u>	<u>1,500.00</u>	<u>0.00</u>
Current YTD Net Assets										
Current YTD Fund Balance	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Current YTD Net Assets	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Beginning Net Assets										
Fund Balance	0.00	0.00	0.00	716.60	(0.17)	0.00	28,531.00	0.00	0.00	0.00
Distributions	0.00	0.00	0.00	0.00	0.00	(4,324.00)	0.00	0.00	(7,492.00)	0.00
Fund Bal - Fixed Assets	1,457,748.81	0.00	0.00	0.00	0.00	(125,658.00)	(22,205.21)	87,415.66	(706,189.00)	(397,051.00)
Fund Bal - Investments	1,077,146.02	0.00	0.00	0.00	0.00	2,487,676.00	0.30	0.00	14,412,530.00	3,529,349.00
Fund Bal - Equity Investments	(24,624.00)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	(193.00)	0.00
Total Beginning Net Assets	<u>2,519,970.83</u>	<u>0.00</u>	<u>0.00</u>	<u>716.60</u>	<u>(0.17)</u>	<u>2,357,496.00</u>	<u>6,325.69</u>	<u>87,415.66</u>	<u>13,698,656.00</u>	<u>3,132,298.00</u>
Ending Net Assets	<u>2,519,970.83</u>	<u>0.00</u>	<u>(77.18)</u>	<u>716.60</u>	<u>(0.17)</u>	<u>2,357,496.00</u>	<u>(11,033.41)</u>	<u>93,411.16</u>	<u>13,700,156.00</u>	<u>3,132,298.00</u>

Community Action Partnership of North Alabama, Inc
Statement of Activities - Expenditures
From 1/1/2011 Through 12/31/2011

	Total
Revenues, Gains, and Other Support	
Federal - Grantee	13,394,825.62
Federal - Sub-Grantee (State of Alabama)	5,431,566.57
Federal - Sub-Grantee (University of Alabama)	18,170.00
State of Alabama	305,559.18
Local United Ways	166,220.76
Local Public Support	62,634.00
Local Private Support and Contributions	451,546.30
Non-cash Contributions	2,858,166.00
Interest Income	1,346.84
Other Revenues	1,750,267.39
Total Revenues, Gains, and Other Support	24,390,602.66
Expenditures	
Salaries	8,529,811.29
Supplies	341,145.25
Benefits and Payroll Taxes	4,840,842.06
Consultant/Contract Services	672,086.44
Travel	242,315.27
Space Costs	2,045,873.30
Consumable Supplies	731,606.12
Other Costs	2,090,766.56
Direct Assistance	2,891,499.88
Transportation Costs	64,886.54
Interest Expense	20,754.84
Treasury	14,682.84
Indirect Costs	1,094,122.09
Total Expenditures	24,280,771.29
Net Revenue over Expenditures	109,831.46
Current YTD Net Assets	
Current YTD Fund Balance	0.00
Total Current YTD Net Assets	0.00
Beginning Net Assets	
Fund Balance	610,656.87
Distributions	(111,816.00)
Fund Bal - Fixed Assets	313,667.16
Fund Bal - Investments	21,506,703.02
Fund Bal - Equity Investments	(25,117,000)
Total Beginning Net Assets	22,394,288.06
Ending Net Assets	22,594,118.51

Community Action Partnership of North Alabama, Inc
Statement of Revenues and Expenditures - H/Start 11-12 @ 12/31/11 (50 print of Prog Yr)
1410 - Head Start
1112 - 2011-2012
From 7/1/2011 Through 12/31/2011

		YTD Actual	Total Budget	% of Budget Used	Budget Variance
Revenues					
40410	Head Start Grant	6,060,378.04	12,564,898.00	48.23%	(6,504,519.96)
40996	Sale of Equipment	4,000.00	4,000.00	100.00%	0.00
40999	Local Match / Inkind	966,600.00	3,141,224.00	30.77%	(2,174,624.00)
	Total Revenues	7,030,978.04	15,710,122.00	44.75%	(8,679,143.96)
Expenditures					
61110	Salaries	3,095,416.04	6,964,843.00	44.44%	3,869,426.96
61210	Retirement	316,885.03	758,075.00	41.80%	441,189.97
61220	Hlth Insurance	1,157,202.62	2,330,458.00	49.65%	1,173,255.38
61230	Social Security	174,311.24	393,322.00	44.31%	219,010.76
61240	Medicare	40,767.03	89,061.00	45.77%	48,293.97
61250	Worker Comp	63,357.08	128,466.00	49.31%	65,108.92
61260	SUI	38,578.62	229,610.00	16.80%	191,031.38
62100	Office Supplies	21,908.61	29,950.00	73.15%	8,041.39
62110	Environmental/Hlth Supplies	28,889.71	72,800.00	39.68%	43,910.29
62120	Clsrm/Licensing Supplies	32,880.07	156,550.00	21.00%	123,669.93
62125	Mental Health Supplies	673.76	4,000.00	16.84%	3,326.24
62127	Special Needs Supplies	427.30	1,500.00	28.48%	1,072.70
62190	Postage	4,695.97	10,550.00	44.51%	5,854.03
62200	Printing	43,916.87	103,500.00	42.43%	59,583.13
62210	O/Side Printing	6,824.36	9,700.00	70.35%	2,875.64
62250	Info/Tech	131,608.17	265,000.00	49.66%	133,391.83
62300	Bldg/Liab Insurance	94,453.00	102,630.00	92.03%	8,177.00
62320	Child Insurance	11,974.00	11,975.00	99.99%	1.00
62340	Vehicle Insurance	26,989.07	26,500.00	101.84%	(489.07)
62350	Tires	0.00	500.00	0.00%	500.00
62360	Vehicle Repairs	106.30	2,500.00	4.25%	2,393.70
62370	Fuel	2,833.84	8,500.00	33.33%	5,666.16
62380	Tags/License	0.00	375.00	0.00%	375.00
62400	Utilities	111,740.57	327,750.00	34.09%	216,009.43
62410	Building Security	2,494.50	6,150.00	40.56%	3,655.50
62420	Pest Control	18,700.56	37,500.00	49.86%	18,799.44
62430	Building Repairs/Maint	111,659.76	357,823.00	31.20%	246,163.24
62450	Rent	657,958.00	1,548,693.00	42.48%	890,735.00
62480	Telephone	69,325.69	189,000.00	36.68%	119,674.31
62610	O/T Travel	14,795.66	32,340.00	45.75%	17,544.34
62620	Local Travel	72,364.07	170,500.00	42.44%	98,135.93
62630	Parent Travel	196.00	600.00	32.66%	404.00
62640	Parent Activities	9,542.70	12,750.00	74.84%	3,207.30
62650	Registration/Trng	19,524.75	50,519.00	38.64%	30,994.25
62680	Policy Council Exp	1,548.01	4,150.00	37.30%	2,601.99
62690	Enrichment Activities	256.91	8,000.00	3.21%	7,743.09
63200	Career Development	14,906.98	30,500.00	48.87%	15,593.02
63500	Medical	1,243.23	7,850.00	15.83%	6,606.77
63550	Dental	1,907.40	23,075.00	8.26%	21,167.60
64050	Ducs/Subscriptions	4,030.00	3,500.00	115.14%	(530.00)
64400	Fees/Legal Exp	397.50	1,500.00	26.50%	1,102.50
64500	Consultant/Contract Scr	33,040.65	70,500.00	46.86%	37,459.35
65050	Child Contract Meals	96,287.35	125,000.00	77.02%	28,712.65
65110	Staff Food Reimbursement	(50.32)	0.00	0.00%	50.32
65420	Equipment Lease	10,696.26	22,500.00	47.53%	11,803.74
65450	Interest Exp	2,645.54	0.00	0.00%	(2,645.54)
65510	Plygrd Renovations	32,423.99	55,000.00	58.95%	22,576.01
68990	Indirect Cost	448,643.59	924,557.00	48.52%	475,913.41
	Total Expenditures	7,030,978.04	15,710,122.00	44.75%	8,679,143.96

Community Action Partnership of North Alabama, Inc
Statement of Revenues and Expenditures - Pre-K 11-12 @ 12/31/11 (25 percent of Prog Yr)
From 10/1/2011 Through 12/31/2011

		Current Year Actual	Total Budget \$ - Revised	Percent Budget Used	Budget Variance
Revenues					
St of AL - Office of Sch...	40440	79,148.89	350,000.00	22.61%	(270,851.11)
Total Revenues		79,148.89	350,000.00	22.61%	(270,851.11)
Expenditures					
Salaries	61110	55,298.27	228,294.00	24.22%	172,995.73
Retirement	61210	5,555.46	27,278.00	20.36%	21,722.54
Hlth Insurance	61220	12,753.00	36,176.00	35.25%	23,423.00
Social Security	61230	3,217.72	13,729.00	23.43%	10,511.28
Medicare	61240	752.57	3,211.00	23.43%	2,458.43
Worker Comp	61250	893.13	2,194.00	40.70%	1,300.87
SUI	61260	13.84	3,342.00	0.41%	3,328.16
Clssrm/Licensing Supplies	62120	67.80	21,200.00	0.31%	21,132.20
O/T Travel	62610	56.70	0.00	0.00%	(56.70)
Local Travel	62620	36.40	500.00	7.28%	463.60
Registration/Tng	62650	0.00	14,076.00	0.00%	14,076.00
Enrichment Activities	62690	504.00	0.00	0.00%	(504.00)
Total Expenditures		79,148.89	350,000.00	22.61%	270,851.11

Community Action Partnership of North Alabama, Inc
Statement of Revenues and Expenditures - USDA 11-12 @ 12/31/11 (25 print of Prog Yr)
1412 - US Dept of Agriculture
1112 - 2011-2012
From 10/1/2011 Through 12/31/2011

		Current Year Actual	Total Budget \$ - Revised	Percent Budget Used	Budget Variance
	Revenues				
40412	AL Dept Educ - US Dept Agri	318,453.19	1,125,000.00	28.30%	(806,546.81)
	Total Revenues	318,453.19	1,125,000.00	28.31%	(806,546.81)
	Expenditures				
62110	Environmental/Hlth Supplies	1,287.52	11,500.00	15.54%	9,712.48
65000	Food	15,437.32	100,000.00	15.43%	84,562.68
65050	Child Contract Meals	301,228.35	1,013,500.00	29.72%	712,271.65
	Total Expenditures	318,453.19	1,125,000.00	28.31%	806,546.81

Community Action Partnership of North Alabama, Inc
Expenditure Journal - Credit Card Expenditures
From 12/1/2011 Through 12/31/2011

ID	Name	Effective D...	Document Nu...	Transaction Description	Fund Title	Object Title	Expenditures
AME001	AMERICAN EXPR...	12/13/2011	2011-12-384	ACCOUNT #3732-739830-21...	Head Start	Office Supplies	4,453.54
	AMERICAN EXPR...		2011-12-384	ASHRAE 62.2-2010 Standards	Weatherization - ARRA	Office Supplies	117.00
	AMERICAN EXPR...		2011-12-384	Fingerprint Ink	Indirect Cost	Office Supplies	22.42
	AMERICAN EXPR...		2011-12-384	Food for Board Meeting	Head Start	Office Supplies	200.00
	AMERICAN EXPR...		2011-12-384	Hotel for Region IV Conference	Head Start	Registration/Tmg	483.72
	AMERICAN EXPR...		2011-12-384	Plant Tickets, Registration for ...	Foster Grandparent Program	Registration/Tmg	444.40
Total AME001	AMERICAN EXPR...						5,721.08
THE003	THE HOME DEPO...	12/13/2011	2011-12-389	16.5 Cubic Foot Refrigerator ~...	Head Start	Environmental/Hlth Supplies	470.40
	THE HOME DEPO...		2011-12-389	ACCOUNT #6035 3220 0016 ..	Indirect Cost	Building Repairs/Maint	18.34
	THE HOME DEPO...		2011-12-389	Furniture Dollies	US Dept of Agriculture	Environmental/Hlth Supplies	251.62
	THE HOME DEPO...		2011-12-389	Garbage Cans -Neighborhoods	NeighborWorks Disaster Relief	Office Supplies	75.94
	THE HOME DEPO...		2011-12-389	IT Supplies for Lawrence Co. . .	Information & Technology	Office Supplies	97.92
	THE HOME DEPO ..		2011-12-389	Maintenance Materials - Scotts...	Head Start	Building Repairs/Maint	16.10
	THE HOME DEPO...		2011-12-389	Step Stool - Cotacito	Head Start	Clstrn/Licensing Supplies	9.97
Total THE003	THE HOME DEPO...						940.29
Report Total							6,661.37

By Law Changes and Edits based on By Laws Review Committee and input from Bingham Edwards

Page 2. Deleted 'Tax Counseling' in C.

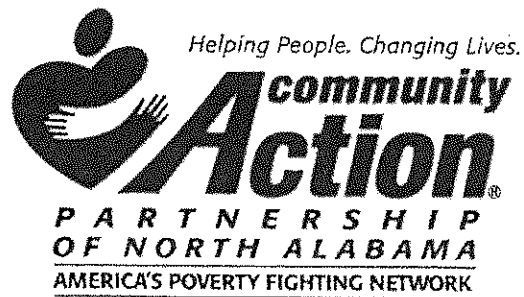
Page 3. Reworded Statement 13, paragraph 2.

Page 10, Article Five, sentence 2, 'powers' is not capitalized

Page 11, c. Secretary. Added language and reordered the paragraph.

Page 13, Housing Development Committee, membership is now four, not three.

Some slight grammatical errors were found and corrected as well.



BY-LAWS
OF THE
COMMUNITY ACTION PARTNERSHIP OF NORTH ALABAMA, INC.
A NON-PROFIT CORPORATION

ARTICLE ONE

The name of the corporation is the Community Action Partnership of North Alabama, Inc.

ARTICLE TWO

The purposes of this corporation are to transact any and all lawful business for which non-profit corporations may be incorporated including the following:

1. To eliminate the cause and consequences of poverty in Alabama.
2. To mobilize and utilize resources (public and private) in the service area.
3. To stimulate programmatic results and provide assistance and other activities which move families and communities out of poverty.
4. To develop, conduct and administer these activities and cooperate with other agencies to eliminate unnecessary duplication of services.
5. To seek the maximum feasible participation of residents of the service area and of the groups served.

6. To be a source of leadership in identifying and eliminating the causes of poverty.
7. To stimulate a better focusing of all available local, state, private and federal resources for the goal of enabling low-income families of all ages, to attain the skill, knowledge and opportunities needed for them to become fully economically independent.
8. To significantly and meaningfully involve the community in achieving community and family results.
9. To mobilize public and private resources to generate family, community and agency outcomes.
10. To plan and evaluate strategies for overcoming the effects of poverty in the service area.
11. To serve as an advocate of the community on matters of public policy and programs which affect their status, promoting institutional improvement and desirable changes in social policies and programs.
12. To conduct in its own right or delegate to other agencies the development and conduct of programs financed through congressional and/or legislative acts, funds or other available funds. Such programs may include but are not limited to the following:
 - (a) The care and education of young children.
 - (b) Energy conservation and energy assistance programs.
 - (c) Budget counseling.
 - (d) Assistance/care giving to senior adults.
 - (e) Community information and referral.
 - (f) Special, remedial and other non-secondary school age children. Includes pre-college assistance.
 - (g) Literacy course and other adult basic education.
 - (i) Specialized and comprehensive neighborhood health services programs.

- (j) Emergency food and medical assistance to prevent hunger.
 - (k) Housing development, including development of programs and services, for tenants and homeowners, including mortgage counseling.
 - (l) Employment and workforce training.
 - (m) Youth development and activities.
 - (n) Individual and family counseling and referral.
 - (o) Assistance to small neighborhood businesses.
 - (p) Economic development activities.
 - (q) Provide public transportation through contracts for the purpose of providing public transportation.
13. To acquire, construct, provide and operate decent, affordable housing and related facilities suitable to the special needs and living requirements of eligible occupants (based on Federal law) including low and moderate income people. To sell, convey, assign, mortgage or lease any real or personal property. To borrow money and to execute such evidence of indebtedness and such contract, agreement and instruments, as may be necessary and to execute and deliver any mortgage, deed of trust, assignment of income or other security instrument in connection therewith.

The Chief Executive Officer and the housing staff of the Corporation shall report to the Board of Directors, at its request, as to the status of past, present and proposed housing activities, to the extent relevant and material to the operations of the corporation. The Chief Executive Officer and the housing staff of the corporation, as representatives of the Board of Directors of the corporation, will:

- (a) seek out sites in the State of Alabama where affordable housing for low and moderate income residents are needed
- (b) develop affordable housing in areas of growth and prosperity, and in other areas so as not to cause further concentrations of low and/or low-moderate income populations in the State of Alabama
- (c) solicit, develop, assist and maintain relationships with other non-profit and community service organizations serving the low and moderate income citizens of the State of Alabama
- (d) obtain input from residents of low and moderate income communities by such processes as the Chief Executive Officer in his or her discretion deems appropriate to advise the corporation in its decisions regarding the design, siting, development and management of affordable housing, which processes may include, without limitation, consultation with, development of, and/or participation in neighborhood advisory councils, open neighborhood/town meetings, ad hoc or special committees of neighbors, and surveys conducted door to door or through community service providers

14. To receive and administer funds for the above listed, and for other purposes as determined proper by the Board of Directors, however, notwithstanding any other provision of these Articles, this organization shall not carry on any activities not permitted to be carried on by an organization exempt from Federal income tax under Section 501(c) (3) of the Internal Revenue Code of 1986 or the corresponding provision of any future United States Internal Revenue Law. To that end it may take and hold by contract

agreement, bequest, devise, gift, purchase and lease either absolutely or in trust for such objects and purposes, or any of them any property, real, personal or mixed without limitation as to amount or value, except such limitations, if any, as may be imposed by law to sell, convey and dispose of any such property and to deal with such property for any of these purposes, without limitation, except such limitation, if any, as may be contained in the instrument under which such property is received; and to exercise any, all and every power for which a non-profit corporation organized under the provisions of the laws of the State of Alabama can be authorized to exercise. Any advocacy by this corporation would be in accordance with all Federal and State Law.

ARTICLE THREE

The Community Action Partnership of North Alabama, Inc., shall have as its membership and be governed by a "Governing Board" or "Board of Directors" of not more than 30 members. The Governing Board, regarding Head Start oversight, will have at least one member with expertise in fiscal management or accounting, one member with an expertise in early childhood education and a licensed attorney familiar with issues that come before the board. Consultants may be used as advisors to the Board if no members have this expertise. All board member selection must be in accordance with the CSBG Public Law, Alabama Code, Alabama Open Meetings Act, Alabama Non-Profit Corporation Act and applicable Head Start Reauthorization Act. The Board shall consist of members selected by the entity with 1/3 being public officials, at least 1/3 chosen in accordance with democratic selection procedures and that are representative of low income families, and up to 1/3 being members of business, industry, faith organizations, education or other major groups or interests. The County Commissioners of each county will review and approve the process of selection for each representative group. Only Group II members can be reimbursed for travel. No other members are compensated.

GROUP I - Public

One-third shall be of the leading elected public officials of the area, or their representatives who shall be designated in writing by the chief elected official of the unit of government represented. Members of this Group shall be from the area served, two representatives of each county, and once elected shall serve until they are no longer in an elected office. Group I elected officials may appoint a representative to serve on their behalf. If an appointment is made in lieu of the elected official, then that seat cannot be filled by anyone other than the appointee. The Selection Process for public officials is to have one member appointed by the County Commission Chairman of each member county and one from the leading elected official of the primary municipality of each county or from a member government's mayor from the mayor's association from the county.

GROUP II - Community

At least one-third shall be representatives of persons who are income eligible for Community Action programs and chosen in accordance with established democratic selection procedures (see below), adequate to assure that they are representatives of the county. Members of Group II shall be chosen from residents of the area served, at least two per county. Members of Group II are limited to one five (5) year term of service.

One additional Community Representative will be recommended from the Head Start Policy Council and seated by Board vote. The Head Start Policy Council will vote and select a Policy Council Member (who will then serve in a shared governance role on the Board) from Lawrence, Cullman or Morgan County. This Member from the Policy Council will serve for a one to three year term based on Policy Council By Laws.

GROUP III - Private

Up to one-third of the Membership shall be persons who are officials or members selected from business, industry, faith organizations, education or other major groups or interests concerned with specific needs of the Community. The

Executive Committee of the Board will be charged by the Members to seek out organizations that have an interest in the low income community and have a history of representation, advocacy or support for anti-poverty efforts in the community. Once an organization is selected it shall nominate through a proper selection process its own representative to the Board. These nominated individuals will meet with the Chair, Chief Executive Officer and Recording Secretary to determine if their experience, advocacy and willingness match the requirements of Board Membership. Those potential members would complete a board resume, a conflict of interest statement, receive an orientation to the Partnership and will require an approval of the Board before they are seated as a voting member.

Members of this Group shall be residents of the area served. Group III are limited to one, five year term of service.

Advisory Group

Advisors to the Board can be unlimited in number and can come from any public, private or community organization. Advisors are recommended to the Board by the Board Chair and Chief Executive Officer and are voted onto the Board by majority vote. Advisors are non-voting Board members. At the discretion of the Board and with a majority vote, existing Board members who have served their term may move into an Advisory role after leaving their formal board seat. Advisors can serve and vote in the action of a committee. Advisors cannot serve as a committee chair and cannot make a motion or vote in a board meeting.

ARTICLE FOUR

PROCESS FOR SELECTING NEW MEMBERS

Potential Group III (Private) and Advisory members shall be identified as needed when vacancies occur or when any Private board member seat is open. The Board Chair, Chief Executive Officer and Recording Secretary shall discuss potential areas of expertise needed to strengthen the whole Board and then meet with the candidate, clearly explain the role, responsibilities and function of

the member, and if the individual is agreeable and acceptable, present the potential member to the Board who will vote to fill the seat.

GROUP II:

SELECTION PROCESS OF COMMUNITY REPRESENTATIVES

When necessary to fill Group II seats, a public notice will be published at points of interest in the targeted community for the purpose of electing representatives for that low income community. Care shall be given to ensure that low income areas, based on poverty demographics, are the sectors from which potential members are chosen. The process for selection shall take place with a public notice, followed in ten days with a public meeting in the identified area where minutes are recorded, a sign in sheet provided, and nominations and a majority vote taken to select a potential member. Each voting adult (18 or older) will have to provide proof of residency to verify they are of the identified low income community. A board member job description will be provided for all nominees. The residence of all nominees shall be verified to ensure they are indeed of the community and a clear explanation of the expectations of proper board governance provided. A signed conflict of interest form and a Member Information Sheet should be obtained from the prospective member. These potential members will serve as a voice, advocate and representative of the community sector in their county.

VACANCIES

Any vacancy which occurs on the Board for any reason shall be filled within 60 days.

MEMBERSHIP REMOVAL

Any member of the Board who ceases to be a resident of the low income community or private community organization which he/she represents on the Board, or any public official who ceases to hold the office which entitles a seat on the Board, shall no longer be a member of the Board. Any member of the Board may be removed from membership for willful misconduct, a violation of the code of ethics or a violation of the conflict of interest. Action of the Board to

remove a member must be announced ten days in advance of the meeting and requires a majority vote of record. Any member of the Board who, without just cause as determined by the Board, is absent for three (3) or more consecutive regularly scheduled meetings of the Board, shall no longer be a member of the Board. Any recommendation of removal of a member must come from a vote of the Executive Committee.

CODE OF ETHICS

As a member of the Board, I will:

- Listen carefully to fellow members and the constituents I serve
- Respect the opinion of my fellow members
- Respect and support the majority decision of the board
- Recognize that all authority is vested in the board when it meets in legal session and not with any individual member
- Remain well informed of relevant issues that may come before the board
- Participate actively in meetings and actions
- Serve on committees as needed
- Call to the attention of the board any issues I believe will have an adverse affect on the agency, constituents or members
- Attempt to interpret the needs of the public to the agency and interpret and support the action of the agency to constituents
- Refer constituent or staff complaints to the proper level of the agency organizational structure
- Recognize that the member's role is to ensure that the agency is well managed, not to manage the agency
- Consider myself a trustee of the agency and do my best to ensure the success of the agency and that it is healthy and viable to serve the community
- Work to learn more about the member's role and how to serve the agency better
- Declare any conflicts of interest and avoid voting on any issue that may be a conflict

I will not:

- Be critical or disparaging in or outside of the board meetings of fellow members, their opinions or the staff of the agency
- Use the agency or any part of the organization for my personal advantage or the advantage of any friend or relative
- Discuss the confidential proceedings of the board outside the meetings
- Promise, prior to a meeting, how I will vote on any issue in the meeting
- Interfere with the duties of the Chief Executive Officer or undermine the Chief Executive Officer's authority

CONFLICT OF INTEREST

Members of the Board are prohibited from accepting gifts, money, and gratuities:

- (a) from persons receiving benefits or services under any program financially assisted by the organization, or
- (b) from any person or agency performing services under contract, or
- (c) from persons who are otherwise in a position to benefit from the actions of any employee or Board member.

ARTICLE FIVE

POWERS and RESPONSIBILITIES

The powers of the Governing Board shall include an annual Performance Appraisal of the Chief Executive Officer's performance. The Board's powers should also work in harmony with the Governance Manual of the Board. The Board shall work in harmony with the Chief Executive Officer in matters of Policy, Program reviews for compliance, Program growth and priority, Financial Planning, and approval of major program decisions. The Executive Committee should be included in the selection and interview of key management staff (Chief Executive Officer, Chief Financial Officer, Head Start Director, Human Resource Director). The Board will delegate to the Chief Executive Officer the responsibility to manage the organizational structure.

The Board is responsible to govern itself and shall establish and implement a regular practice of evaluating the individual members and the board as a whole for performance and capacity. The Board shall undertake a biennial review of the By Laws. The Board will establish a recruitment and training program to ensure individual members are adequately prepared to carry out their assignments.

ARTICLE SIX

OFFICERS

1. Officers of the Agency shall be the Chair, Vice-Chair, and Secretary. These positions shall be elected from the membership once each year for one year terms. No more than two consecutive terms can be served by an officer in the same position. These officers and the immediate past Chair shall constitute the Executive Committee.
2. The duties of the officers shall be as follows:
 - (a) **Chair**: Shall preside at all meetings of the Executive Committee and the Governing Board; appoint all committees, unless otherwise directed by the Executive Committee or by the Governing Board; and call special meetings whenever necessary, or upon the written request of three members of the Governing Board. The Chair will serve as ex officio on all committees.
 - (b) **Vice-Chair**: Shall perform all of the duties of the Chair when convenient to the operation of the corporation. He or she may assume such other responsibilities and duties as may be assigned from time to time by the Governing Board.
 - (c) **Secretary**: The role of Recording Secretary may be delegated to a staff member upon recommendation of the Chief Executive Officer and vote of the Board. Shall keep the minutes of the meetings of the membership and the Board, shall notify members and directors of their election and shall, when so directed by the Board, keep the corporation's records and documents. He or she shall also have charge of the funds of the corporation and shall be

bonded for the faithful performance of his or her duties by corporate surety in such amount as shall be fixed by the Executive Committee.

The term of service of officers begins immediately after their election by the members. For purposes of continuity in the role of Officers of the Board, succession from Vice Chair to Chair is recommended as officers are elected each year.

The responsibility of fiscal oversight can be delegated to the Chief Executive Officer and Chief Financial Officer.

The Chief Financial Officer will be allowed to bypass the Chief Executive Officer and go directly to the Executive Committee if a fiscal matter could put the Board in jeopardy.

ARTICLE SEVEN

APPOINTMENTS

The Chair, subject to the approval of the Governing Board, may appoint such persons, standing committees and/or special committees as may be deemed necessary to expedite the work of the Corporation. These special committees shall perform such duties as may be defined in their creation and may be dissolved upon the fulfillment of their responsibilities.

- The Executive Committee consists of the Chair, Vice Chair, Secretary and past Chair. This committee should meet as needed to provide oversight on critical matters to come before the Board, evaluate the performance of the Board and evaluate the Chief Executive Officer annually.
- The Chair, Vice Chair, Secretary and one appointee will serve as the Financial Oversight Committee. This standing committee has the responsibility of Monthly review of agency and program budgets. This committee also should plan, discuss and meet with an auditor each year. This committee should recommend an auditor to the Board each year. It is necessary that this

committee have financial expertise from at least one member on this committee.

- The Board will select a four member Housing Development Committee to oversee the development activities and housing assets of the agency. A member with expertise in financial and real estate matters should serve on this committee as well as one officer.
- The Board shall elect a Nominating Committee at least thirty days prior to the annual meeting. The Nominating committee shall be composed of three members. The duties of this committee shall be to nominate candidates for officers. Nominations made by the Nominating Committee shall not preclude nominations from the floor in the annual meeting. The formation of this committee and the process for nominations will follow The Modern Rules of Order.

ARTICLE EIGHT

MEETINGS

The annual meeting of the Membership shall be held once each year at such time and place as shall be determined by the Chair. Notice of meetings, unless waived, shall be distributed to the Membership at least seven (7) days in advance. Other meetings of the Board may be called by the Chair or by the Executive Committee at any time deemed advisable for the best conduct of the business of the Corporation or upon the written request of three (3) members of the Corporation. All members present shall be entitled to one vote. No proxy voting is allowed.

ARTICLE NINE

QUORUM

A quorum for all meetings of the Governing Board shall be a majority of Board Members regardless of vacancies. A quorum for all meetings of any Committee shall be a majority of the Committee membership.

ARTICLE TEN

FISCAL YEAR

The fiscal year shall correspond with the calendar year unless otherwise designated by the Governing Board.

ARTICLE ELEVEN

RULES OF ORDER

In all matters of parliamentary procedure not covered by these By-Laws, the Modern Rules of Order shall be the parliamentary authority. In matters concerning meeting notification, electronic communication and public access to the meetings of this Board and its committees, the Alabama Open Meetings Act shall govern these actions of the Board. These By Laws should be read in light of and along with the Board Governance Manual, The Modern Rules of Order, the Alabama Open Meetings Act and Community Service Block Grant legislation.

ARTICLE TWELVE

HEARING PANEL

A Hearing Panel shall be selected each year and shall consist of one Member from each of the three groups constituting the Governing Board. This Hearing Panel shall receive petitions from any representative group of the county which may feel inadequately represented in the Agency, and who petition for representation. Each petition must have the signatures of 15 persons of each county who are concerned with the particular issue. The petition shall be addressed to the Chair of the Board of Directors. It shall be recorded and delivered to the Hearing Panel. The Hearing Panel members shall acknowledge receipt of the petition within ten (10) working days after receipt thereof and shall call a meeting of the Hearing Panel with ten (10) days after acknowledgement of the petition. The Hearing Panel shall meet with the representatives of the petitioning group and conduct a formal hearing within 30 days after receipt of the petition. All information shall be carefully and fully considered. If the petitioners are not satisfied at this hearing, the Hearing Panel shall present the

petition, with recommendations, to the Governing Board at its next meeting which shall have the final say regarding the issues raised by the petition.

CONFLICT RESOLUTION

The Executive Committee serves as the Grievance Committee and will meet to determine a resolution to any impasse concerning programmatic, customer or staff issues unable to be resolved through Leadership Team actions.

ARTICLE THIRTEEN

AMENDMENT

These By-Laws may be amended by a two-thirds vote of those present at any meeting of the membership, provided a summary of the proposed change together with the appropriate notice of the meeting, unless waived in writing, is submitted by mail to each member before the time of the meeting at which the amendment is to be considered. These By Laws cannot be set aside for expediency and must be followed in all matters of agency governance.

ARTICLE FOURTEEN

DISSOLUTION OF THE CORPORATION

Dissolution of this corporation shall be in compliance with the laws of the State of Alabama, and those pertinent requirements and regulations that apply to community action agencies that receive funds through the Community Services Block Grant. The disposition of all property and assets of this corporation shall be in accordance with local, state, and federal instructions as they prevail at the time of dissolution.

Board Chair Date

Secretary Date

Board Attorney Date

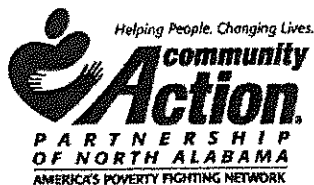
Community Action Partnership of North Alabama, Inc.
Board of Directors Attendance for 2011

Name	January 25 th	March 22 nd	May 24 th	June 23 rd	October 6 th	November 17 th
Alicia Ford		X				
Leigh Frances						X
Cleo McDaniel	X		X	X	X	X
Matt Holmes	X	X	X	X		X
Christine Garner	X	X				X
Carolyn Orr	X	X	X	X		X
Amy Speegle	X					
Lorrie Lee					X	
Pat Gilbert	X	X		X	X	X
Darris Frost	X	X	X	X	X	X
Jim Turner	X	X	X	X	X	X
Annette Creest		X		X		X
Mike Bates				X		X
Kim Hood	X			X		
Shelly Waters		X	X	X	X	X
Todd Russell		X	X		X	X
Kenneth Kilgo				X		
George Spear		X		X	X	
Ray Alexander						
Paul Lott					X	X
Bruce Gordon	X		X	X	X	X

Board Performance Expectations - 2011

	Achieved	Work in Progress	Not Achieved
1. Board membership and representation is in compliance with CSBG guidelines and Partnership By Laws.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Board attendance is recorded and in agreement with By Laws of the agency.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Board member openings are filled within 60 days.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Board Members are provided with an agency overview packet and personally oriented before they are seated.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. New members provide a resume of their experience and members are given a Member Job Description before joining the Board.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. A quorum is met for all meetings. 4/3	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
7. Board reviews By Laws annually.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Board evaluates itself annually.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Board conducts a legal liability audit on a biennial basis.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
10. Board has members who are capable of overseeing the financials of the agency.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Does Board meet as scheduled and are meetings posted and held in accordance with Alabama Open Meetings act?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Are members always notified concerning meetings in advance according to By Laws?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Do individual members have an annual calendar of meetings for planning purposes?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Does Board Chair conduct Board Meetings?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Does Board have a full complement of required officers?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. Does Board address poor attendance and act in accordance with By Laws to hold members accountable for participation?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. Is there an executive committee empowered by the full board to act on its behalf between scheduled meetings?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. Do members sign a Conflict of Interest Statement?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. Is there a Financial/Audit Committee that selects and works closely with the Auditors?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. Does the Financial Committee receive clear and understandable financial documents from the CFO and CEO?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22. Does the Board select a nominating committee annually to present a slate of officers?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23. Do other committees of the Board meet as required to conduct business?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24. Are accurate and concise minutes taken, accepted at subsequent meetings on a timely basis and entered in FACSPRO?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25. Do minutes accurately record action of members?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26. Does Board participate in the planning, development, oversight and evaluation of Agency programs?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27. Is the Board/CEO role in balance in the leading of the Agency?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

28. Does Board review Human Resource Policies?	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
29. Does Board review IRS form 990?	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
30. Does the Board retain a knowledgeable attorney who understands the agency, its mission and the role of the non-profit?	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
31. Does the Board have a Governance Manual that it abides by?	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
32. Does the agency have a written Financial Policy?	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
33. Does the Board annually evaluate the performance of the Chief Executive Officer?	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
34. Does the Board ensure that the agency has succession plans for key staff?	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
35. Do Members complete a CHDO form annually?	<input checked="" type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
36. Is the Board trained annually in Head Start Shared Governance processes?	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
37. Do Committees have a clear, definable role in writing?	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
38. Does the Board actively recruit new members when vacancies occur?	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
39. Are Members Photos displayed in the Central Office?	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
40. Have members spent a day each year becoming familiar with the programs and operations of the Agency?	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
41. Are Members provided regular, ongoing news about the Partnership?	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
42. Can the Members deliver the 'Parking Lot' speech if called upon?	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
45.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Program Year 12-13
Head Start
Head Start Eligibility Verification

Center Name: _____

Priority Points (Place an X on the points for each item) Documentation must be attached only for Insurance and Kinship

Income Points

95	100 - 75% below poverty guidelines (Categorically Eligible Children: Public Assistance, Foster Child, SSI-Sup. Sec. Income, Homeless)
85	75 - 50% below poverty guidelines
75	50 - 25% below poverty guidelines
65	25 - 0% below poverty guidelines
45	0 - 15% over poverty guidelines
35	15 - 30% over poverty guidelines
15	30% - 50% over poverty guidelines
5	50% + over poverty guidelines

Age Points (age as of 9-1-12)

95	Four (4)
45	Three (3)
25	Two (2) will be 3 during PY 12-13
95	Pregnant/Applying Applicant (EHS)
85	Birth - 6 months (EHS)
75	7 months - 12 months (EHS)
65	13 months - 19 months (EHS)
55	20 months - 29 months (EHS)
45	30 months - 35 months (EHS)

Other Factors

95	2 or more other factors—ONLY if amount of other factor points exceeds 95 pts
95	Homeless/Foster-Child/Kinship/Child with DHR Safety Plan/DHR referral
95	Crises (Tornado, Hurricane, Flood, Fire)
85	Parent/Guardian (under poverty guidelines) currently employed OR enrolled in college OR ABE OR ESL classes
85	Household member unemployed or laid off due to a company cut backs or shut down within the last 5 mths or more . Name of company _____ Date of Layoff ____/____/____
75	Multiple Family Members/Siblings applying—Siblings applying for services or currently receiving services and/or Pregnant Woman applying for EHS and child(ren) applying for either EHS or HS
65	Parent/Guardian is a Veteran or actively deployed
55	Medicaid/AllKids/Alabama Child Caring Insurance Program Attach a Copy of the Card
45	Applying child with NO medical insurance services
35	Currently enrolled in the WIC or Food Stamp Program: (Must insert number in the blank in order to receive pts) WIC #: _____ Food Stamp #: _____
25	Previously enrolled @ another (NOT CAPNA) HS/EHS/Pre-K (same program year)

Family Demographics

95	Non-Parent
85	Incarcerated or Parent in Rehab/Treatment
75	Parent is 19 years or younger
55	Single Parent
45	Two Parent

Disability

95	Diagnosed Disability (with IEP) HS Attach a Copy
95	Diagnosed Disability (with IFSP) EHS Attach a Copy

TOTAL ELIGIBILITY POINTS

I certify that I have examined documentation for the Eligibility Points above and have accurately recorded the documentation in the appropriate column.

Staff Signature: _____

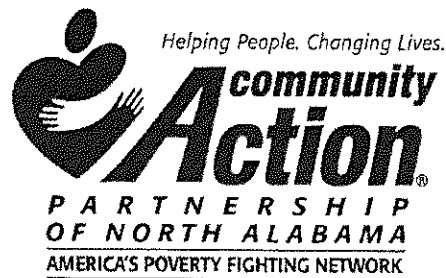
Date: ____/____/____

COPY- CLASSROOM FILE

Approved by PC: _____

ORIGINAL-ERSEA

Approved by Board: _____



Monthly Head Start Shared Governance Program Information Report for:

November 2011

FUNDED ENROLLMENT: **1,899** (Head Start=1,811; Early Head Start=88)

1. CURRENT ENROLLMENT:

Head Start: 1811 Early Head Start: 88 3 of the 88 Early Head Start Slots are pregnant mothers. (ARRA now combined into HS and EHS)

Explanation if less than fully enrolled:

2. OVERALL AVERAGE DAILY ATTENDANCE PERCENTAGES: 85%

Common Reasons for Absences:

Family Situations, Transportation, Illness/Injury, Lice, Dental/Medical Services, Excused, Unexcused, Leave of Absences, Weather, Death in Family, Immunizations

3. MAIN REASONS FOR CHILDREN WITHDRAWING FROM PROGRAM:

Attendance—2; Attending Another Program—8; Family Illness—4;
Family No Longer Interested—2; Family Situation—6; Hours of Operation—1;
Immature—1; Moved—20; No Reason Given—3; No Show—4; Transportation—9;
Unable to Contact—2; Uncooperative parent—2

4. NUMBER REPLACED WITHIN 30 DAYS: 89

5. NUMBER OF CHILDREN WITH DIAGNOSED DISABILITIES:

Actual: 151 Year to Date: 181

6. NUMBER OF OVER-INCOME PARTICIPANTS: 175

7. NUMBER ON WAITING LIST ~

Income Eligible: 1037 Middle Income—254 Over Income—407

8. NUMBER OF MEALS SERVED ~

Breakfast: 23,925 Lunch: 23,830 Snack: 18,987

9. SUMMARIZE PARENT ACTIVITIES FOR THE MONTH:

Parents were busy volunteering in the classroom and attending parent meetings. Also, some parents attended the Education Committee meeting held at Central Office.

10. SUMMARIZE HEAD START LEADERSHIP TEAM ACTIVITIES FOR THE MONTH:

Several Head Start staff attended the Alabama Head Start Conference in Huntsville that covered numerous topics. One of the main topics that were discussed was shared governance.

Also, two Head Start staff attended a conference in Nashville, TN that covered how to prepare for a federal review and how the review process has changed.

11. BUDGET PERCENTAGE ~ Expected & Current: Please see attached budget

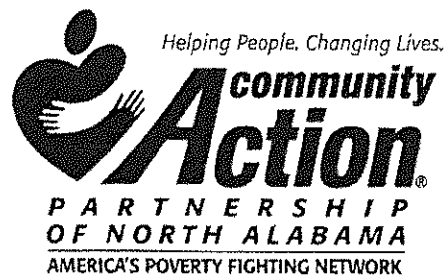
Explanation if percentages vary by 3% or more:

11. CREDIT CARD EXPENSES & Balances: Will be distributed at the meeting

12. IN KIND TO DATE:

* In-Kind- \$2,724.98 and Vol. Hrs- \$208,472.80= \$211,197.78.

Reflects total entered to date; however, it does not reflect total amount submitted by staff.



Monthly Head Start Shared Governance Program Information Report for:

December 2011

FUNDED ENROLLMENT: **1,899** (Head Start=1,811; Early Head Start=88)

1. CURRENT ENROLLMENT:

Head Start: 1811 Early Head Start: 88 (ARRA now combined into HS and EHS)
3 of the 88 Early Head Start Slots are pregnant mothers.

2. OVERALL AVERAGE DAILY ATTENDANCE PERCENTAGES: 84%

Common Reasons for Absences:

Family Situations, Transportation, Illness/Injury, Lice, Dental/Medical Services,
Excused, Unexcused, Weather, Death in Family, Immunizations

3. MAIN REASONS FOR CHILDREN WITHDRAWING FROM PROGRAM:
Attendance—4; Attending Another Program—3; Family Illness—3;
Hours of Operation—1; Moved—9; No Show—1; Separation Anxiety—1;
Transportation—8; Unable to Contact—1

4. NUMBER REPLACED WITHIN 30 DAYS: 37

5. NUMBER OF CHILDREN WITH DIAGNOSED DISABILITIES:
Actual: 161 Year to Date: 196

6. NUMBER OF OVER-INCOME PARTICIPANTS: 169

7. NUMBER ON WAITING LIST ~
Income Eligible—1045 Middle Income—264 Over Income—413

8. NUMBER OF MEALS SERVED ~
Breakfast: 18161 Lunch: 18314 Snack: 14623

9. SUMMARIZE PARENT ACTIVITIES FOR THE MONTH:

Self-Assessment and Community Assessment were completed in December. Policy Council members participated in the Self-Assessment by completing Health and Safety Checklist.

10. SUMMARIZE HEAD START LEADERSHIP TEAM ACTIVITIES FOR THE MONTH:

Winter work session was conducted with about 35 staff and representatives from the Policy Council. Three staff and a Policy Council representative attended a conference on Family Engagement in New Orleans. Per Kim Dodd's request, two Grantee Specialist provided training and technical assistance to management staff on several areas of the Performance Standards.

11. BUDGET PERCENTAGE ~ Expected & Current: Will be distributed at the meeting

12. CREDIT CARD EXPENSES & Balances: Will be distributed at the meeting

13. IN KIND TO DATE:

* In-Kind- \$3,293.56 and Vol. Hrs- \$248,000.01= \$251,293.57.

Reflects total entered to date; however, it does not reflect total amount submitted by staff.

ROBERT BENTLEY
GOVERNOR

JON MASON
DIRECTOR



RECEIVED
1/12/12

ONE COMMERCE STREET, SUITE 620
MONTGOMERY, ALABAMA 36104
(334) 954-7440
FAX: (334) 242-2885

STATE OF ALABAMA
GOVERNOR'S OFFICE OF FAITH-BASED AND COMMUNITY INITIATIVES

January 12, 2012

Community Action Partnership of North Alabama, Inc.
1909 Central Pkwy, SW
Decatur, AL 35601

Thank you for your application to the Governor's Office of Faith Base and Community Initiative to be included in the Alabama Disaster Case Management Program. After a review of all applications, conducted by an independent panel, we are pleased to inform you that your organization has been selected to receive sub-grant funding in the amount of **\$2,440,000** to provide Disaster Case Management Services to disaster survivors in the following declared counties:

Colbert, Cullman, Franklin, Lauderdale, Lawrence, Limestone, Marion, Morgan, Walker and Winston.

We hope that you will consider this response as an affirmation of our confidence in your organization to contribute to the accomplishment of this important project.

Sincerely,

A handwritten signature in cursive script that reads "Jon Mason".

Jon Mason
Director