



Sue Rosa President/CEO

President/CEO's Message

It is an incredible honor for me to be writing a message to reflect on the past year and look forward to the upcoming year as the new CEO of CEO.

There are many words that could describe my 30+ year career path with this agency and my vision for the future. At the moment, it's best described in three simple, yet powerful words:

I am *grateful* for the opportunity to lead this great agency into the future during a period in history where we are still navigating the challenges of the past few years. I am *thankful* for the opportunity the Board of Directors has given me in appointing me as the new CEO. I am also thankful for the entire team of CEO staff who show up to work every day and are making a long-lasting impact in big and small ways. I am *inspired* to have a platform, created by those leaders before me, that allows CEO to act as the conduit for empowerment opportunities that improve the lives of individuals and families each and every day.

Throughout 2022, there was a significant focus on collaborating and expanding our partnerships so we may be stronger together. This included the development of the Troy Youth Alliance, a group of dedicated individuals operating programs and offering services with a common purpose

of mentoring our youth and young adults. To watch this group develop and come together is so exciting, as they are truly our youth impact warriors. Another focus has been on internal human resource improvements such as work/life integration, increased agency-wide training and the development of our Diversity, Equity, Inclusion and Belonging initiatives. We have also focused on the construction of a new facility, the Community Resource Center Bridge Building, that will be opening our doors in the fall to offer increased services to our community. While the momentum with this project has been exciting, we are still looking for additional support as we near project completion. We hope you will consider becoming a supporter of this exciting project that will help bridge the community needs and available services well into the future.

While 2022 was a good year, 2023 is poised to be a great year for CEO and the entire community!



Dr. Pat O'Connor Board Chair

Board Chair's Message

Poverty in Rensselaer County is a sad reality for many individuals and families; and for those living just above the poverty line, the day-to-day survival demands are taxing.

That's why the work that the Commission on Economic Opportunity does is so important for the communities across the county. This has a been a year full of exciting changes.

It was President/CEO, Katherine Maciol's, last year of tenure, and the board was called upon to search for her replacement. Choosing the leader to take the reins of this outstanding organization is both a great responsibility and an honor. We are incredibly excited to see Sue Rosa step into that role. Her success story, working her way up within the organization, and coming from circumstances that mirror many of CEO's customers, is inspirational. We know that Sue is going to steer the organization toward more great things in the future.

While one aspect of the leadership has changed, the rest of the team has remained during the transition, and we are happy to have the privilege to continue working with all of them. This year, they published their Community Needs Assessment and are looking forward to publishing that assessment and using it to design future programming for CEO soon.

With new and expanded services in mind, CEO also broke ground on the new CRC Bridge Building. We are excited that the building will open in fall 2023; CEO will be able to offer expanded programs and services to the youth, families, and throughout the neighborhood.

It's an exciting time here at CEO! I look forward to continuing in my role as Board Chairperson; the members of the CEO Board will both watch and guide as CEO expands to meet the needs of the community.

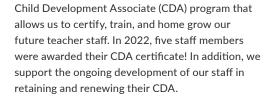


in Our Early Childhood Program

CEO'S EARLY CHILDHOOD PROGRAM takes great pride in the professional development and growth opportunities we provide to our Early Head Start and Head Start team members.

We embrace the importance of providing our future and current team members with training and growth experiences for them to be the best professional they can be in their current roles!

Our program has developed several internal courses that enable staff to become credentialed as Early Head Start Teachers, Teacher Assistants, and Family Advocates. We proudly offer an internal



CEO has two Family Development Credential (FDC) train the trainers. The FDC provides staff with a credential and skills that certifies them to work with families as Family Advocates. In 2022, five CEO team members earned their FDC!

A Day in the Life of CEO'S CDA Program



Not only does our program provide the ability for staff to become credentialed - we also strongly believe in developing career paths for our team.

Every Head Start team member completes a professional development plan. They can participate in cross-training opportunities to gauge their interest in furthering their career within CEO.

One of program's highlights has been the opportunity for individuals to participate in our Early Childhood Leadership track program, where selected members meet on a regular basis and learn about a variety of topics including: what type of leader they are, how to handle challenging situations, and how to be an effective leader. This program allows team members to develop skills that will help them in their current role, as well be prepared for potential leadership opportunities!

Our Early Childhood program is all about helping everyone reach their fullest potential and we provide an array of opportunities to do so!



Early Childhood Services By the Numbers

Total Enrollment: 538



Two-Parent Family: 201 One-Parent Family: 337



Health Insured at Enrollment



341 100% Below Poverty Line 93 100-130% of Poverty Line **76**Receive Public Assistance



62%



Currently Homeless Currently in Foster Care

Health Insured at Year End Received Dental Care

536 Children with Health Insurance 604
Parent
Volunteer
Hours

1,679
Staff
Training
Hours

65
Children
with a
Disability

202Children
going to
Kindergarten

Children Ages 0-5 Meeting or Exceeding Age-Appropriate Skills in Spring 2022



Cognitive



Physical



Math



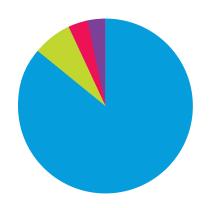
Social



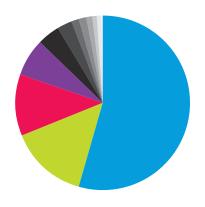
Language



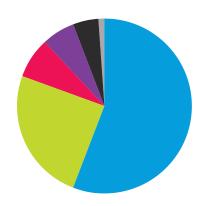
Literacy



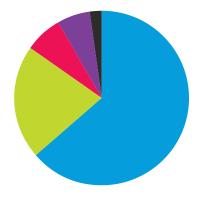
Financial Funding Head Start



	Fund Source		\$7,894,545		Fund Allocation		\$7,894,545	
•	U.S. Dept. of HHS	87%	\$ 6,809,880		Personnel	55%	4,310,157	
	In-Kind	7%	\$ 548,545	•	Fringe	14%	1,135,098	
	U.S. Dept. of HHS (COVID-19)	3%	\$ 268,863	•	Occupancy	12%	916,346	
	U.S. Dept. of Agriculture	3%	\$ 267,257		In-Kind	7%	548,545	
				•	Food	4%	328,781	
					Other	2%	200,969	
					Supplies	1.5%	126,362	
					Training/Development	1.5%	100,843	
					Phone/Mail/Copy	1%	79,264	
					Insurance	1%	70,772	
					Consulting	1%	66,932	
					Transportation	0%	10,476	



Financial Funding CEO Agency



Fund Source		\$16,536,895		Fund Allocation		\$15,524,151
Federal Funding (direct)	56%	\$ 9,243,808		Early Childhood	64%	\$ 9,846,466
Federal Funding (thru NY)	25%	\$4,083,385		Nutrition Programs	21%	\$ 3,194,794
Program Service Fees	7%	\$1,260,868	•	Family Development	7%	\$ 1,141,194
County/Local Govt.	6%	\$1,017,262		Housing	6%	\$ 987,538
State	5%	\$ 787,327		Senior Citizens	2%	\$ 354,159
Contributions	1%	\$ 144,013	! !			
Interest Income	0%	\$ 232	I I			



Return to Service

The past two years have been a remarkable journey for **CEO's Foster** Grandparent Program. Despite the unprecedented challenges of the COVID-19 pandemic, the program persevered and returned to normalcy in 2022

CEO'S FOSTER GRANDPARENT PROGRAM

went on hiatus in March 2020, with our first volunteer returning in October 2021. Since then, we have witnessed a gradual but steady resurgence in our operations.

The COVID-19 pandemic compelled us to adapt and find innovative ways to stay connected. We shifted to Zoom for biweekly meetings and organized drop-off events to personally deliver gifts and certificates to volunteers.

As conditions improved, we gradually reintroduced in-person activities, starting with outdoor picnics and trainings held in libraries to maintain small group sizes and comply with safety guidelines. In June 2022, we hosted our first in-person full-volunteer meeting at a spacious venue in Troy, attended by approximately 45 volunteers.

Currently, CEO's Foster Grandparent Program extends its reach across three counties, with a passionate team of 54 dedicated volunteers.

The summer of 2022 marked a significant milestone through our new partnership with the Schenectady City School District. We conducted virtual presentations for both principals and faculty of three elementary schools. Inspired by our program's goals, they reached out independently to place volunteers.

Thanks to this partnership, we were able to extend our presence to new locations within the district. Our outreach efforts have become more targeted and effective, enabling us to make a difference where it matters most.

We are actively recruiting new and returning volunteers through word-of-mouth incentives, bus ads, paper fliers, and TV ads at Stewart's Shops.

2022 proved the unwaivering dedication of CEO's Foster Grandparent Program. We appreciate the support from our volunteers and partners, and are confident in our collective ability to build a brighter future for our communities.

Program Operations By the Numbers

11,000+ Individuals Served

5,200+ Households Served

2,982 Households Served by Food Pantry

202Community Partners
Established & Maintained

53,649Lbs. of Product provided through Nourish N.Y.

51 Children Received School Supplies

2,416Households Received Cleaning Products

112
People Received
Free Tax Prep

2,530Families, Infants & Children Served by WIC

53People Received Winter Coats

461Families Received Formula & Diapers

32YouthBuild Students
Employed (90+ days)

The CRC Bridge

A modern community and program space with outdoor meeting pavilion and expanded classrooms to meet the changing needs of our community



THE CRC BRIDGE BUILDING reflects the changing needs of our community and the changing landscape of the Hoosick Street Corridor.

Partially funded by the Downtown Revitalization Initiative, the outdoor spaces created by this project will offer the CEO community better options for outdoor programing and will help change the face of lower Hoosick Street.

The CRC Bridge Building project was made possible through CDBG funding that supports CEO's virtual service capabilities and promotes ease of access to programming for the ever-changing virtual/remote needs of the community.

The first floor will be dedicated to Early Childhood Services and will improve our ability to better address special needs for children on our campus.

The second floor will be a multi-use center, home to: The Troy Youth Alliance, CEO Workforce Training, a Community Service Navigator, as well as community wellness initiatives and nonprofit collaborations. 18,000+ Square Footage

Large Classrooms

2nd Campus Playground

New Pavilion
Space

2023 Completion





We are incredibly thankful for those who have already helped us with our fundraising goal, but we still need community support.

More information enclosed.



THANK YOU TO

NY State Homes & Community Renewal Head Start

Downtown Revitalization Initiative

Troy Savings Bank
Charitable Foundation
Wojeski & Company
Standard Insulating
AJS Masonry
The Bonadio Group
Colonie Mechanical
PCA Consultants
Syvertsen Rigosu Architects
Bond, Schoeneck & King
Troy Redevelopment
Gianni Construction
Services LLC
Joseph P. Mangione
Affinty BST
Arthur J. Gallagher & Co.
Jan-Pro

Annual Report 2022







