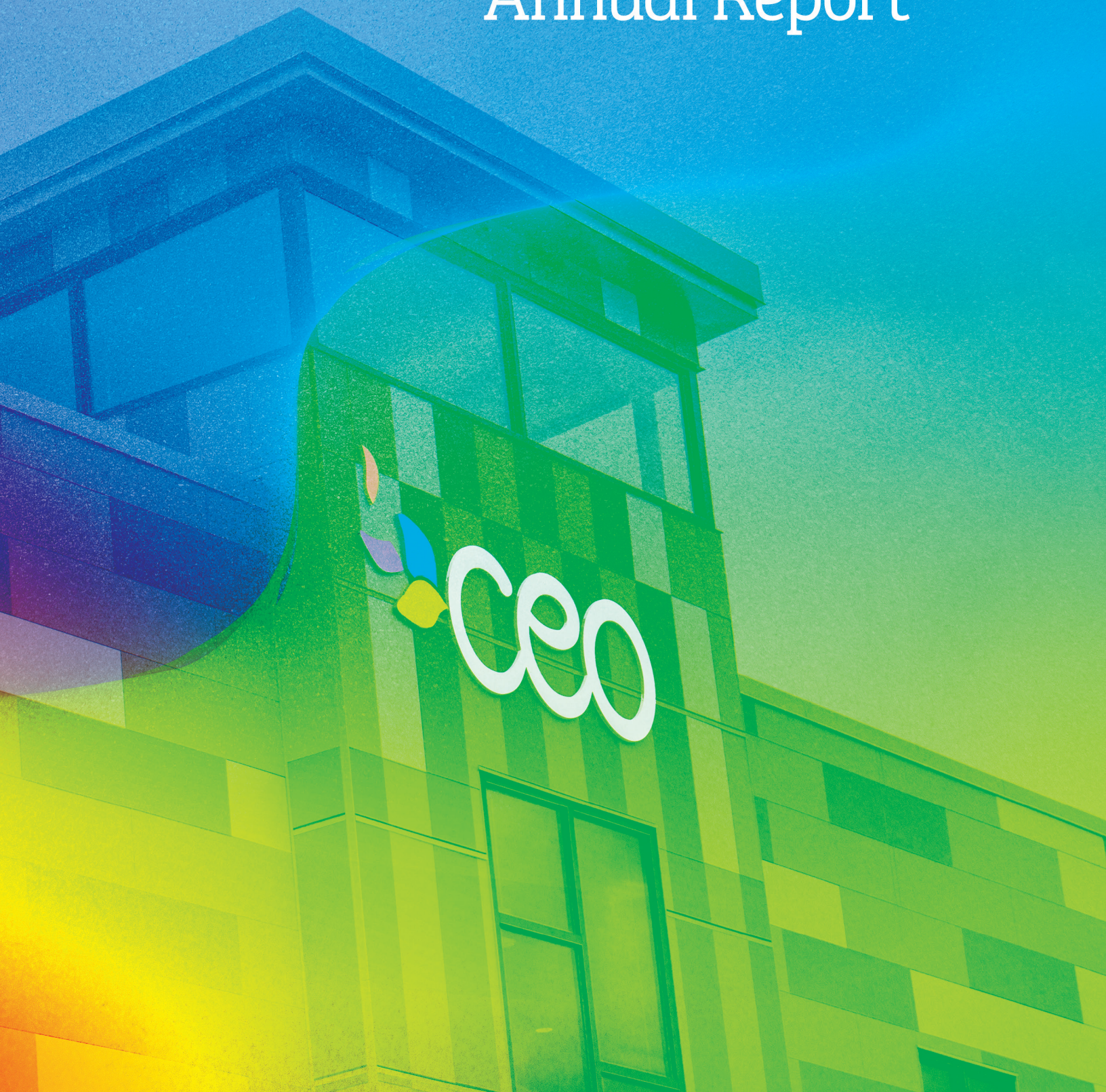


# 2023-2024

## Annual Report





# Community Action

...changes people's lives,  
embodies the spirit of hope,  
improves communities, and  
makes America a better place to live.

We care about the entire community,  
and we are dedicated to helping people  
help themselves and each other.



**Sue Rosa** President & CEO

**THIS PAST YEAR, AND MOVING FORWARD INTO NEXT YEAR,** my focus has been on getting back to the roots of our Community Action Pledge. We've seen firsthand how community action changes lives, embodies hope, and strengthens our neighborhoods. At CEO, we remain committed to caring for our entire community and empowering individuals to help themselves and each other. As we plan for the future, we are excited for the CRC Bridge and the ability to meet our top community needs with this versatile new space. Together, we will continue to drive impactful change and foster a spirit of unity and resilience.



**Brian J. Williams**  
Board Chair

## BOARD CHAIR'S MESSAGE

**I am excited & honored to serve as the new Chair of CEO's Board of Directors and am grateful for the leadership tenure of Dr. Patricia O'Connor, our immediate past Chair, who continues on as our Board Vice-Chair.**

**LOOKING BACK OVER THE PAST YEAR,** I am amazed at the continued accomplishments of CEO in a year filled with remarkable achievements and transformative empowering initiatives in our community. As a Community Action organization, impact on our communities in Rensselaer County is paramount to our mission that we live each and every day.

Our Early Childhood Education programming through Head Start continues to provide the much-needed educational and support services to our youngest residents and their families. Supporting learning, development, and family well-being is the cornerstone of Head Start, along with a strong focus on empowerment. This year, we celebrate the remarkable journey of empowerment exemplified by Head Start parents who have not only benefited from our programs but have also become integral members of our staff and Board. Join me in congratulating Shawna Burt, our Babies in Waiting Coordinator, Meghan Reed, our dedicated Family Advocate at the RFRC, Moe Moe Swe, an Early Head Start teacher at the RFRC, and Fortune Omase, a valued member of our Board. Their journeys inspire us and reaffirm our commitment to fostering opportunities for growth and advancement within our communities.

Our commitment to combating food insecurity through initiatives like the Nourish New York program has made a tangible difference in the lives of many. In this report, you will find an overview of the program, highlighting the food pantries we support and the local farms we partner with, including a map illustrating the specific areas we serve and source food from.

I would be remiss if I did not highlight that this year marks the first full year of our President/CEO Sue Rosa. Sue's leadership has been instrumental in driving positive change across our Fifth Avenue Campus in Troy. From the revitalization of our administrative building to the expansion of the Troy Youth Alliance and the development of innovative programming for our new CRC Bridge building, Sue's vision and dedication has embodied our continued mission.

The CRC Bridge Building completion this year is the exciting development that has already proven to be transformative to reaching and serving our community members. I extend heartfelt gratitude to the supporters whose generosity made the new CRC Bridge possible. The Ribbon Cutting ceremony this spring was a testament to the power of community collaboration, and we are immensely grateful for your unwavering support.

I encourage you to join us in our mission by volunteering your time and talents to support CEO initiatives. Your involvement is crucial as we continue to make a meaningful difference in the lives of those we serve.

As we reflect on the past year's accomplishments and look towards the future, I am filled with gratitude for our incredible team, volunteers, partners, and supporters who make our work possible. Together, we will continue to build a brighter, more equitable future for all.

Thank you for your continued steadfast support of the Commission On Economic Opportunity!



# Assessing COMMUNITY NEEDS

**EVERY THREE YEARS,** CEO conducts a county-wide survey to identify the needs of our local residents. This process often uncovers new trends that help improve our services.

## 2023 TOP IDENTIFIED NEEDS:

- Early Childhood and Youth Services
- Education and Employment
- Health and Nutrition Services
- Safe and Affordable Housing

## OTHER KEY FINDINGS:

<b>64%</b> Households Located in a Childcare Desert	<b>\$15,394</b> Average Cost of Childcare for Each Child	<b>\$33/hr.</b> Living Wage for a Single Parent with One Child	<b>10.4%</b> Poverty Rate for Individuals	<b>16.9%</b> Child Poverty Rate (Under 18)
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SCAN THE QR CODE BELOW TO READ THE FULL 2023 COMMUNITY NEEDS ASSESSMENT

# HEAD START *Parent Involvement*

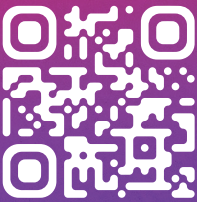


## Fortune Omase

Policy Council Board Rep. & Head Start Parent

“The best part of being a part of CEO’s Policy Council is knowing ahead-of-time what’s going to happen, and then being able help other parents advocate to get things done. And it has been really, really fun! The Policy Council is a great way to involve the parents in the decision-making. I love being a part of the Policy Council, and will be as long as I’m eligible!”

WATCH FORTUNE’S VIDEO INTERVIEW



## Meghan Reed

Family Advocate, Rensselaer FRC

“I started off as a substitute after graduating high school. CEO had a teacher opening, and asked me if I wanted to fill in and get my CDA. I began working in the infant room, earning my CDA along the way. After that, I became the Infant Teacher in Lansingburgh, moved to the RFRC as a toddler teacher, and then applied for the Family Advocate position and got it. I just recently had my second son and earned my FDC through CEO too! My favorite part of the work is working with families. Even though I’m not a teacher, I still get to see the kids and make more of a connection. I’m a lifer! I’m not going anywhere.”



## Moe Moe Swe

Early Head Start Teacher, Rensselaer FRC

“I’ve been in this classroom for five years now. Every kid and every day is different, and I’m always learning from them. In my country, the people were all very similar; here, each family is unique, which I love! When I had my first baby, I didn’t even know how to change a diaper. Attending HVCC for early childhood development taught me so much and I’m always eager to learn more. The CDA class was eye-opening, and taught me so much about children’s physical and social-emotional development. I felt supported by CEO throughout the process, and I am so proud of myself for completing it.”



## Shawna Burt

Prenatal Program Coordinator

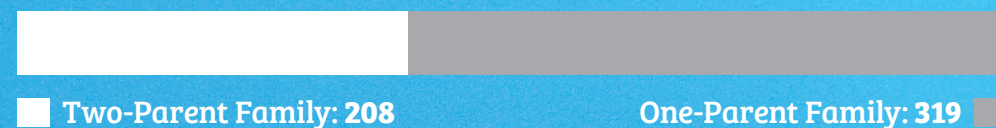
“I’ve had many roles here, from parent to TA, Substitute, Toddler Teacher, mentor, and now Prenatal Program Coordinator. I love relating to everyone as a Head Start parent. Being part of CEO has helped me form amazing bonds with staff and families. I enjoy being everyone’s cheerleader and supporter! As a single working parent, completing my CDA inspired me to return to the degree program I started 10 years earlier. I graduated from HVCC in 2015 and earned my Bachelor’s in 2022 from SUNY Empire. I love growing with CEO and making a difference while supporting the community!”



# BY THE NUMBERS

## Early Childhood Services

Total Enrollment: 527



**261**  
100% Below  
Poverty Line

**37**  
100-130% of  
Poverty Line

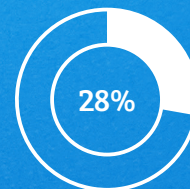
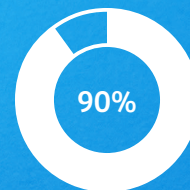
**199**  
Receive Public  
Assistance

**18**  
Currently  
Homeless

**12**  
Currently in Foster  
Care

**65%**  
Avg. Monthly  
Enrollment

Received  
Medical Exams



Received  
Dental Care

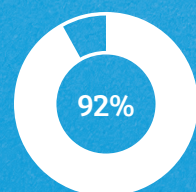
**1,474**  
Total Parent  
Volunteer Hours

**2,164**  
Total Staff  
Training Hours

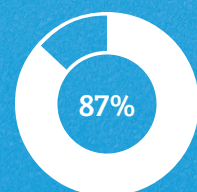
**55**  
Children with  
a Disability

**165**  
Children going  
to Kindergarten

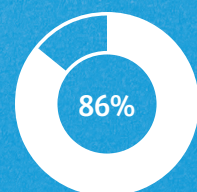
Children Ages 0-5 Meeting or Exceeding Age-Appropriate Skills in Spring 2023



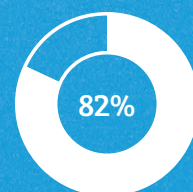
Physical



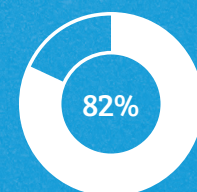
Cognitive



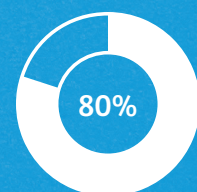
Math



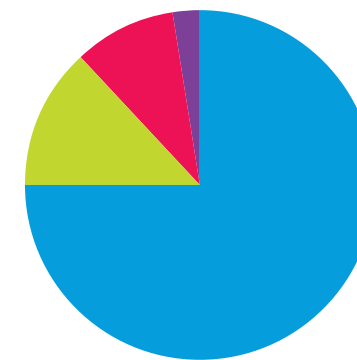
Social



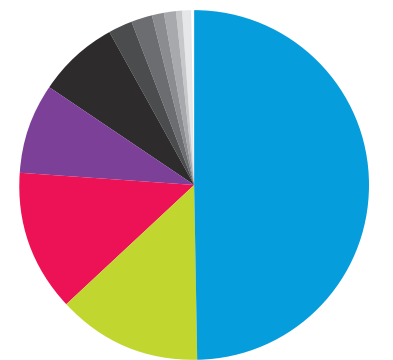
Language



Literacy



## Financial Funding HEAD START

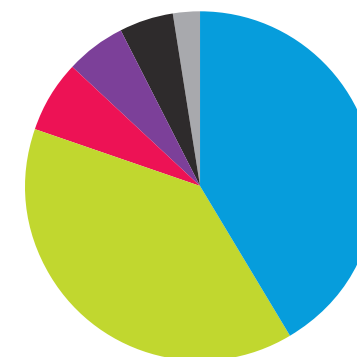


### FUND SOURCE \$ 9,817,334

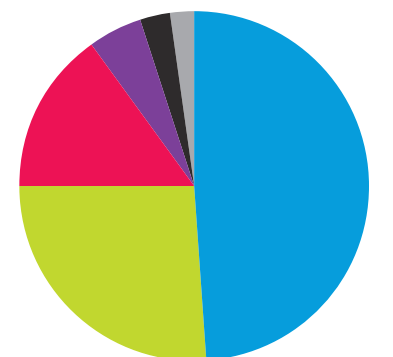
U.S. Dept. of HHS	75%	\$ 7,382,294
In-Kind	13%	\$ 1,276,110
U.S. Dept. of HHS (COVID-19)	9%	\$ 930,351
U.S. Dept. of Agriculture	3%	\$ 228,579

### FUND ALLOCATION \$ 9,817,334

Personnel	50%	\$ 4,880,545
Fringe	13%	\$ 1,323,584
In-Kind	13%	\$ 1,276,110
Occupancy	8%	\$ 823,903
Supplies / Equipment	7%	\$ 721,666
Food	2%	\$ 229,797
Other	2%	\$ 195,434
Consulting Services	1%	\$ 102,844
Staff Training	1%	\$ 100,843
Insurance	1%	\$ 78,250
Phone / Postage / Copy	<1%	\$ 65,642
Transportation	<1%	\$ 18,716



## Financial Funding CEO AGENCY



### FUND SOURCE \$ 22,818,231

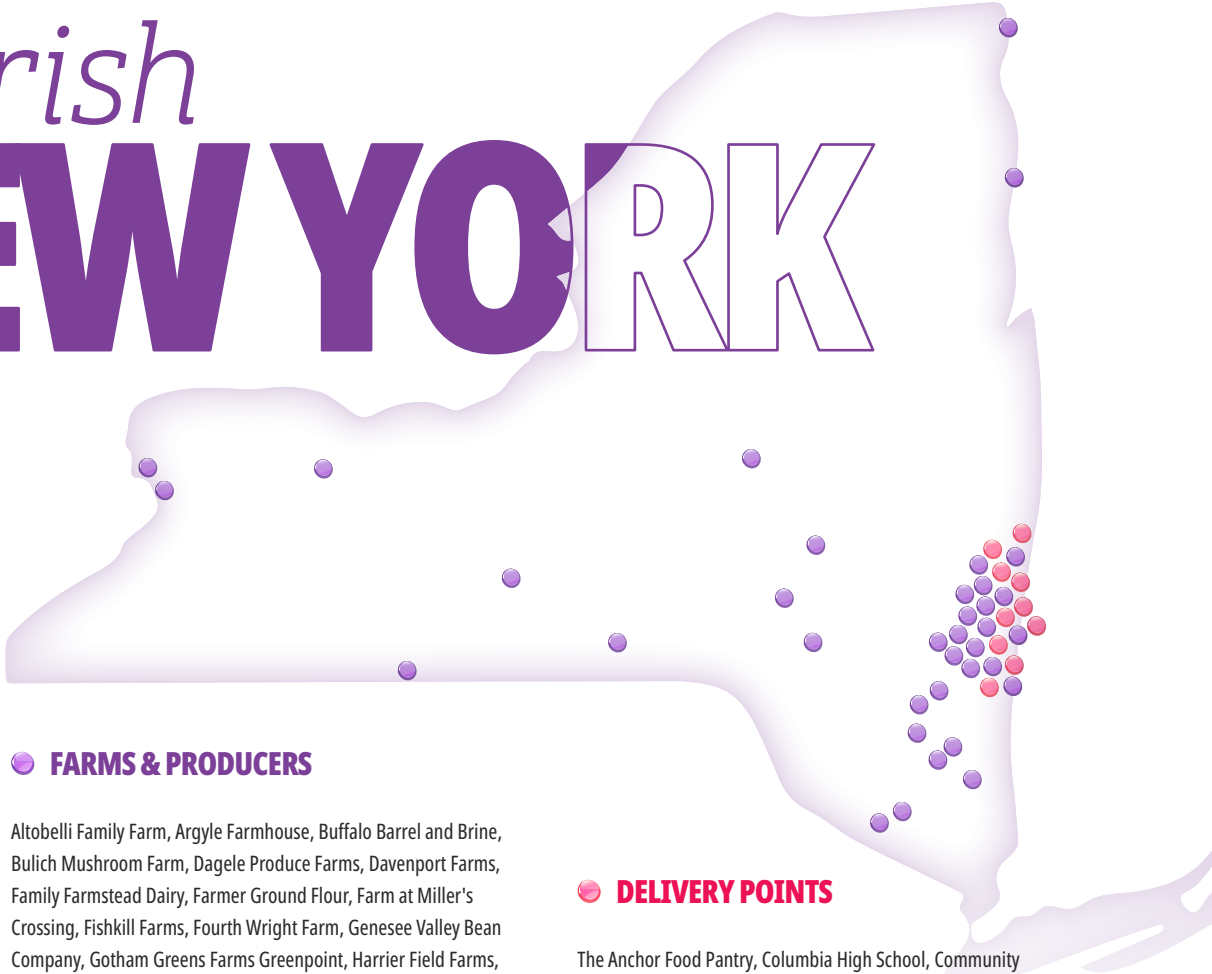
Federal Funding (thru NY)	42%	\$ 9,491,135
Federal Funding (direct)	39%	\$ 8,838,366
Contributions	6%	\$ 1,518,038
Program Service Fees	5%	\$ 1,280,567
County/Local Govt.	5%	\$ 1,133,659
State	2%	\$ 554,852
Interest Income	<1%	\$ 1,614

### FUND ALLOCATION \$ 19,718,840

Early Childhood	49%	\$ 9,661,845
Buildings/Capital Improvement	26%	\$ 5,199,513
Nutrition Programs	15%	\$ 2,929,737
Housing	5%	\$ 971,098
Family Development	3%	\$ 537,995
Senior Citizens	2%	\$ 418,652



# Nourish NEW YORK



New York State's *Nourish New York* initiative is a lifeline for our families and our farmers. It provides nourishment to those who are food-insecure, while providing a market for farmers to sell their products.

CEO has proudly participated in the *Nourish New York* program since it began in 2020, and we're proud to offer fresh home-grown food to our customers!

**FARMS & PRODUCERS**

Altobelli Family Farm, Argyle Farmhouse, Buffalo Barrel and Brine, Bulich Mushroom Farm, Dagele Produce Farms, Davenport Farms, Family Farmstead Dairy, Farmer Ground Flour, Farm at Miller's Crossing, Fishkill Farms, Fourth Wright Farm, Genesee Valley Bean Company, Gotham Greens Farms Greenpoint, Harrier Field Farms, Hawthorne Valley Farm, Hepworth Farms, Hudson Harvest, Hudson Valley Fresh Milk Plant, Issa's, Jenkins Lueken Orchards, Juniper Hill Farm, Love Apple Farm, Markristo Farm, Mead Orchards, Migliorelli Farm, MX Morningstar Farm, Nightingale Farm, Northwind Farms, Oliver's Organic Eggs, Radicle Farm, Ronnybrook Farm Dairy, Samascott Orchards, Story Farms, Sugar Hill Farm, Sun Sprout Farm, Hillsprings Farm, Greenane Farms, Yonder Farms Fruit.

**DELIVERY POINTS**

The Anchor Food Pantry, Columbia High School, Community Resource Center (CEO), Hoosick Area Church Association Food Pantry, Hoosick Falls Family Resource Center (CEO), Hudson Valley Community College, Lansingburgh Family Resource Center (CEO), Lansingburgh High School, Mt. Ida Community Food Pantry, Oakwood Community Center Food Pantry, Rensselaer Family Resource Center (CEO), Schodack Family Resource Center (CEO), Sidewalk Warriors, Troy Middle School.



**69,057**  
Lbs. of Produce,  
Dairy, Meat &  
N.Y. Products

**17,187**  
Individuals  
Served

**7,128**  
Households  
Served

**170**  
Deliveries  
to Customers

**14**  
Unique  
Locations

## BY THE NUMBERS

### Community Services

**11,200+**  
Individuals  
Served

**3,071**  
Households Served  
by Food Pantry

**165**  
Customers Received  
Free Tax Prep (VITA)

**1,698**  
Customers Received  
Hygiene & Baby Products

**72**  
Children & Adults  
Received Winter Coats

**5,100+**  
Households  
Served

**2,582**  
Families, Infants &  
Children Served by WIC

**46**  
Children Received  
School Supplies

**188**  
Community Partners  
Established & Maintained

**38**  
Individuals Received  
Community Mini-Grants



# Cutting the Ribbon: CRC Bridge

**ON APRIL 10TH 2024,  
CEO gathered with supporters & friends  
to cut the ribbon on the new  
Community Resource Center Bridge  
on Fifth Avenue in Troy.**

**J**oined by New York State Homes & Community Renewal Commissioner RuthAnne Visnauskas, New York Department of State Deputy Secretary for Planning, Development, and Community Infrastructure Kisha Santiago, Senator Jacob Ashby, Assemblymember John McDonald, Troy Mayor Carmella Mantello, Rensselaer County Executive Steve McLaughlin, CDPHP's Vice President of Community Engagement Kathy Leyden, and Rensselaer County Regional Chamber of Commerce President Norris Pearson, President & CEO Sue Rosa spoke about the educational and wellness opportunities this new building will offer the community, as well as the benefits of wraparound support programming such as financial literacy, safety, employment training, and digital literacy and technology support services.

The project wouldn't have been possible without the support of New York State Homes & Community Renewal, their funding was essential to getting this project off the ground.

**CEO also had a number of other supporters and partners that made this new building possible:**

## OUR SUPPORTERS

<b>The City of Troy DRI Initiative</b>	<b>PCA Technology Group</b>
<b>Troy Redevelopment Foundation</b>	<b>Bond, Shoeneck &amp; King</b>
<b>Troy Savings Bank Charitable Foundation</b>	<b>Standard Insulating</b>
<b>Office of Head Start</b>	<b>Colonie Mechanical</b>
<b>Stephen J. McKee Foundation</b>	<b>Joseph P. Mangione</b>
<b>CDPHP</b>	<b>Jan-Pro</b>
<b>Syvertsen Rigosu Architects</b>	<b>The Bonadio Group</b>
<b>Salisbury Real Estate Services</b>	<b>Lia Honda</b>
<b>Gallagher Insurance</b>	<b>Affinity BST Advisors</b>
<b>AJS Masonry</b>	<b>Wojeski &amp; Company</b>
	<b>The Golub Foundation</b>

We are so thankful for each and every one of our supporters, and for our CEO Board of Directors and staff for supporting this project!

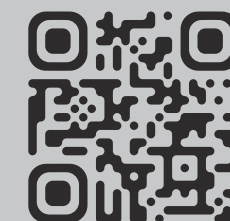


## DID YOU KNOW

**CEO is always looking for volunteers!**  
There are year-round opportunities to help those in-need through our many services.

From preparing Holiday food packages and sorting coats for the *Coats for Kids* Program, to supporting our Volunteer Income Tax Assistance (VITA) Program, CEO is always searching for dedicated volunteers to help out.

CEO welcomes all volunteers to share their talents and support our daily programs!



**Learn More  
About CEO's  
Volunteer  
Opportunities**  
◀ ◀ ◀ ◀ ◀ ◀ ◀ ◀  
**Scan QR Code**

VOLUNTEER



# 2023-2024

## Annual Report



### ANNUAL REPORT 2023 - 2024

Join our team today!  
Apply online at:  
[ceoempowers.org](https://ceoempowers.org)

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(518) 272-6012

