Annual Report

For Audited information as of 9-30-2022
Children in Bowie, Camp, Cass, and Morris Counties got a Head Start with CSNT’s Head Start and Early Head Start Programs!

Children Served: 481

HS Funds Expended: $3,841,482

EHS Funds Expended: $204,231

USDA-CACFP: $128,804

Please call us so your child can have a Head Start too!
HEAD START/EARLY HEAD START SERVICE DATA

Total number of children to be served based on Head Start/Early Head Start funding 481
Average number of children served daily (Head Start/Early Head Start) HS 465 EHS 16
Average monthly enrollment (as a percentage of funded enrollment HS/EHS) HS 87% EHS 77%
Percentage of eligible children served (Head Start/Early Head Start) HS 78% EHS 1%

RECENT REVIEWS

The most recent review of the Head Start program revealed the following findings:

Comprehensive Education and Child Development Services - (No areas of non-compliance)
Health & Safety - (No areas of non-compliance)
Classroom Assessment Scoring System - Results within the benchmarks set by Head Start
Family and Community Engagement - (No areas of non-compliance)
Eligibility, Recruitment, Selection, Enrollment, Attendance (ERSEA) (no areas of non-compliance)
Fiscal Infrastructure - (No areas of non-compliance)
Leadership, Governance, and Management Systems - (No areas of non-compliance/one area of concern in supporting teachers in promoting school readiness by having specified degrees or courses)

The most recent audit of Community Services of Northeast Texas, Inc. revealed the following:

Material weakness identified in financial reporting NO
Material weakness identified in control over federal awards NO
Significant deficiencies identified NONE
Audit findings required to be reported under 45 CFR Part 75 & 45 CFR Part 200 NONE
Auditee qualified as a low-risk auditee NO
Financial findings and questioned costs NONE

HEAD START MEDICAL AND DENTAL SERVICE INFORMATION

Percentage of enrolled children up-to-date on schedule of age appropriate preventive and primary health care (Head Start/Early Head Start) HS 78% EHS 87%
Percentage of enrolled children receiving dental exams (Head Start/Early Head Start) HS 68% EHS 94%
Percentage of enrolled children with up-to-date immunizations (Head Start/Early Head Start) HS 92% EHS 100%
Percentage of enrolled children with an IEP (Head Start/Early Head Start) HS 11% EHS 13%

PARENT ENGAGEMENT ACTIVITIES

CSNT, Inc. Head Start/Early Head Start coordinates the following activities to promote parent involvement:

- Parent Committee meetings
- Parent Trainings and Activities
- Monthly Policy Council meetings
- Volunteering in classrooms
- Budget management training
- Job search and counseling from local colleges
- Local college and universities financial aid training
- Partnering with Local Food Banks
- Implementation of the FRED Reading Program
- Implementation of the Read Across America Program
- Participation in SHOP WITH A COP Program
- Implementation of Father Engagement Activities
**PREPARING CHILDREN FOR KINDERGARTEN**

CSNT, Inc. Head Start/Early Head Start engages in the following efforts to prepare children for public school:

- Provide a variety of learning styles and skill levels for school readiness
- Provide opportunities for children to be independent and self-directed
- Provide ‘hands-on’ activities
- Establish healthy eating habits and proper lunchtime procedures
- Provide orientation to Kindergarten Campus (when applicable)
- Track and analyze data on each child’s development using state-adopted, research-based assessments
- Allow children to make a smooth transition into kindergarten, Head Start, or other receiving program
- Coordinate with school districts and receiving programs for records needed
- Initiate communication between Early Head Start, Head Start, and receiving program staff
- Initiate joint training with Head Start/Early Head Start teachers and receiving program staff
- Provide parent-teacher communication for children transitioning out of program

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**EFFORTS IN BUILDING SCHOOL READINESS**

CSNT, Inc. Head Start engages in the following efforts to prepare children for public school:

- Participation in the Texas Kindergarten Readiness System
- Implementation of the Texas Pre-K Guidelines and the Head Start Early Learning Outcomes Framework
- Implementation of a state-adopted, developmentally appropriate, research-based curriculum
- At least 15 hours of classroom-focused professional development annually for teachers
- Implementation of the Classroom Assessment Scoring System
- Implementation of Campus School Readiness Teams
- Monitoring of school readiness goals
- Partnerships with local education agencies
- Assessment systems that track data on a student’s progress on a continuum
- Creation of student progress reports based on data

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<table>
<thead>
<tr>
<th>2022/2023 SCHOOL READINESS GOALS - Head Start</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Area Assessed</strong></td>
</tr>
<tr>
<td>Social &amp; Emotional Development</td>
</tr>
<tr>
<td>Perceptual, Motor, and Physical Development</td>
</tr>
<tr>
<td>Approaches to Learning</td>
</tr>
<tr>
<td>Language and Literacy</td>
</tr>
<tr>
<td>Cognitive Mathematics Development</td>
</tr>
<tr>
<td>Parent Involvement Goals</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2021/2022 SCHOOL READINESS GOALS - Early Head Start</th>
</tr>
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<tbody>
<tr>
<td><strong>Area Assessed</strong></td>
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<td>Parent Involvement Goals</td>
</tr>
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</table>
Families in Bowie, Camp, Cass, Delta, Franklin, Hopkins, Lamar, Marion, Morris, Rains, Red River, and Titus Counties were empowered to self-reliance in our Community Services Block Grant (CSBG) TOPS Program!

Let us help you become self-reliant too!

17 individuals transitioned out of poverty!
CSNT is “Doing the Most Good” for families in Cass and Marion Counties by administering Salvation Army funds! In 2022, 130 families were served by CSNT with Salvation Army funds.

If you live in Cass or Marion County and are in need of assistance, call us!
7,388 families in Bowie, Camp, Cass, Delta, Franklin, Hopkins, Lamar, Marion, Morris, Rains, Red River, and Titus Counties had running water, natural gas, propane, and electricity due to assistance provided by CSNT!

Call us if you need help with your utility bills!
Our Vet Services Now (VSN) Program, funded by Texas Veterans Commission (TVC) expended $235,033.00 helping Northeast Texas Veterans!

If you are a Veteran and live in Bowie, Camp, Cass, Delta, Franklin, Gregg, Harrison, Hopkins, Lamar, Marion, Morris, Panola, Rains, Red River, Rusk, Smith, Titus, Upshur, or Wood County, contact us!
Tenant Based Rental Assistance serves families in Bowie, Camp, Cass, Delta, Franklin, Hopkins, Lamar, Marion, Morris, Rains, Red River and Titus Counties!

Call us if you need assistance with your rent!
### Programs operated and counties served:

**Head Start**  
Operated in four counties  
- Bowie  
- Camp  
- Cass  
- Morris

**Early Head Start**  
Operated in one county  
- Cass

**Children/Adult Care Food Program**  
Operated in four counties  
- Bowie  
- Camp  
- Cass  
- Morris

**Community Services Block Grant**  
Operated in twelve counties  
- Bowie  
- Camp  
- Cass  
- Delta  
- Franklin  
- Hopkins  
- Lamar  
- Marion  
- Morris  
- Rains  
- Red River  
- Titus

**Comprehensive Energy Assistance Program**  
Operated in twelve counties  
- Bowie  
- Camp  
- Cass  
- Delta  
- Franklin  
- Hopkins  
- Lamar  
- Marion  
- Morris  
- Rains  
- Red River  
- Titus

**Food Banks**  
Operated in four counties  
- Camp  
- Cass  
- Marion

**Salvation Army**  
Operated in two counties  
- Cass  
- Marion

**Tenant Based Rental Assistance**  
Operated in twelve counties  
- Bowie  
- Camp  
- Cass  
- Delta  
- Franklin  
- Hopkins  
- Lamar  
- Marion  
- Morris  
- Rains  
- Red River  
- Titus

**Targeting Local Communities (TLC)**  
Operated in twelve counties  
- Bowie  
- Camp  
- Cass  
- Delta  
- Franklin  
- Hopkins  
- Lamar  
- Marion  
- Morris  
- Rains  
- Red River  
- Titus

**Veterans Services Now**  
Operated in nineteen counties  
- Bowie  
- Camp  
- Cass  
- Delta  
- Franklin  
- Gregg  
- Harrison  
- Hopkins  
- Lamar  
- Marion  
- Morris  
- Panola  
- Rains  
- Red River  
- Rusk  
- Smith  
- Titus  
- Upshur  
- Wood

### Offices, occupied buildings, and locations of operation in the following cities:

<table>
<thead>
<tr>
<th>Atlanta</th>
<th>Hughes Springs</th>
<th>Mt Pleasant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bloomburg</td>
<td>Linder</td>
<td></td>
</tr>
<tr>
<td>Nacifas</td>
<td>New Boston</td>
<td></td>
</tr>
<tr>
<td>Dangefield</td>
<td>Timpahna</td>
<td></td>
</tr>
<tr>
<td>Pittsburg</td>
<td>Jefferson</td>
<td></td>
</tr>
</tbody>
</table>

Community Services of Northeast Texas, Inc. currently employs 113 employees. The total payroll for fiscal year ending September 30, 2022 was $4 million.

CSNT, Inc. currently operates in 11 locations in a fourteen county area. Eight of the locations operate the Head Start program. Early Head Start is provided at one of the nine Head Start locations. CSNT has the ability to provide certain services in additional counties.
Revenue

Federal Awards
- Head Start: $3,841,482
- Early Head Start: 204,231
- Community Services Block Grant: 355,061
- Community Services Block Grant - CARES: 17,902
- Community Services Block Grant - DISCRETIONARY: 29,820
- Comprehensive Energy Assistance Program: 5,100,619
- Comprehensive Energy Assistance Program - CARES: 206
- Comprehensive Energy Assistance Program - ARP: 2,832,431
- LIHWAP: 46,866
- Tenant-Based Rental Assistance Program: 198,943
- SS Administration: 37,768

Fee-for-service contracts
- Veterans Services Now: 235,033
- USDA-CACFP: 128,804

Private & State Funds
- Salvation Army: 1,239
- Targeting Local Communities: 7,727
- Cash Donations: 1,013
- In-kind donations: 1,576,739

Total revenue all categories: $14,009,324

Community Services of Northeast Texas, Inc. is a 501(c)(3) charity, and as such retains no earnings from Federal awards, and all revenues are expended according to federal, state, and local regulations.

Expenditures

<table>
<thead>
<tr>
<th></th>
<th>Head Start</th>
<th>Early Head Start</th>
<th>CSBG</th>
<th>CEAP</th>
<th>All others</th>
<th>Org Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personnel</td>
<td>1,954,505</td>
<td>121,968</td>
<td>119,581</td>
<td>291,919</td>
<td>476,798</td>
<td>2,964,400</td>
</tr>
<tr>
<td>Fringe Benefits</td>
<td>481,536</td>
<td>47,961</td>
<td>44,535</td>
<td>79,921</td>
<td>55,167</td>
<td>708,700</td>
</tr>
<tr>
<td>Travel</td>
<td>2,428</td>
<td>0</td>
<td>3,465</td>
<td>5,923</td>
<td>16,970</td>
<td>28,382</td>
</tr>
<tr>
<td>Equipment1</td>
<td>155,265</td>
<td>18,590</td>
<td>35,247</td>
<td>2,798</td>
<td>129,741</td>
<td>86,160</td>
</tr>
<tr>
<td>Supplies2</td>
<td>203,699</td>
<td>18,184</td>
<td>21,351</td>
<td>8,490</td>
<td>8,936</td>
<td>260,650</td>
</tr>
<tr>
<td>Contractual services1</td>
<td>2,708,171</td>
<td>35,835</td>
<td>178,313</td>
<td>7,545,024</td>
<td>-167,939</td>
<td>10,299,403</td>
</tr>
<tr>
<td>Other (rent, utilities, operating expenses)2</td>
<td>5,505,994</td>
<td>242,168</td>
<td>402,492</td>
<td>7,933,256</td>
<td>246,197</td>
<td>14,347,705</td>
</tr>
</tbody>
</table>

1 For Head Start, this line item includes vehicles and equipment over the cost of $5,000
2 Supplies in ‘all others’ includes all consumable and food costs for the nutrition programs
3 This line item is for contracted services outside the normal scope of program operation

Note: Revenue amounts represent program funding; expense amounts represent fiscal year amounts and may not equal entire program funding amounts

PROPOSED BUDGETS

<table>
<thead>
<tr>
<th></th>
<th>Head Start</th>
<th>Early Head Start</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personnel</td>
<td>$2,150,010</td>
<td>$149,500</td>
</tr>
<tr>
<td>Fringe Benefits</td>
<td>536,665</td>
<td>33,914</td>
</tr>
<tr>
<td>Travel</td>
<td>10,800</td>
<td>2,150</td>
</tr>
<tr>
<td>Equipment1</td>
<td>68,900</td>
<td>0</td>
</tr>
<tr>
<td>Supplies2</td>
<td>831</td>
<td>260</td>
</tr>
<tr>
<td>Supplies</td>
<td>245,800</td>
<td>15,000</td>
</tr>
<tr>
<td>Contractual FACILITIES / CONSTRUCTION</td>
<td>291,866</td>
<td>34,800</td>
</tr>
<tr>
<td>Other (Rental)</td>
<td>28,730</td>
<td>3,807</td>
</tr>
<tr>
<td>Indirect Costs</td>
<td>438,805</td>
<td>23,765</td>
</tr>
<tr>
<td>Total</td>
<td>$4,439,225</td>
<td>$333,250</td>
</tr>
</tbody>
</table>

Community Services Block Grant
- Personnel: $153,960
- Fringe Benefits: 36,839
- Travel: 3,342
- Equipment: 33,820
- Supplies: 7,189
- Contractual: 4,699
- Other: 157,822
- Indirect Costs: 43,805
- Total: $430,690

Comprehensive Energy Assistance Program
- Administration: $214,635
- Household Crisis: 1,154,621
- Utility Assistance: 1,154,621
- Program Services: 360,259
- Travel: 2,150
- Total: $2,973,350
Community Services of Northeast Texas, Inc. is a non-profit, private Community Action Agency that is part of the original War on Poverty, declared by President Lyndon B. Johnson, and initiated by the Economic Opportunity Act of 1964.

CSNT, Inc.’s Executive Director, Michelle Morehead, grew up all over Texas and lived in North Carolina for a very short period as a child. Michelle got married to her high school sweetheart at 18 years old and began her adult life in a small town north of College Station, Texas. Her greatest personal accomplishment has been raising her three children, ages now, 25, 22, and 16.

She began working in a Head Start program in November of 2006 as a temporary Teacher’s Assistant. After working as an assistant for a year, Michelle was asked to be a permanent employee. She worked her way up to Teacher and held many different roles in the Head Start division of the agency. After spending eight years learning and growing in Head Start, Michelle moved to the Community Services division becoming a Senior Case Manager. She spent seven years learning everything she could about the Community Services division and about how the community action agency functions. Every time an opportunity came to learn something new, she took it.

In 2021, Michelle and her family moved to Northeast Texas. Michelle became the Deputy Executive Director of CSNT, Inc. In 2023, she met her greatest professional goal so far when she transitioned to Executive Director after the retirement of the previous Executive Director.

CSNT, Inc. has been fighting the War on Poverty since 1965 and will continue to fight under Michelle’s leadership. CSNT has an amazing team that considers every day as a new opportunity to help someone through a crisis and to help break the cycle of generational poverty.

Please help us break the cycle by calling for assistance, by volunteering your time, or by donating to CSNT. For more information, call (903)756-5596.