

Helping People. Changing Lives.



HELPING PEOPLE AND CHANGING LIVES

Mission Statement:

“SHARE provides resources and tools that equip individuals and families to improve their station in life.”

Sunbelt Human Advancement Resources, Inc. (SHARE)
Annual Report 2018



The Mission of **SHARE**

SHARE provides resources and tools that equip individuals and families to improve their station in life.

We serve families whose annual incomes are at or below poverty level as defined by federal guidelines. Services are provided based on need and our ability to help, without regard to race, color, creed or gender. Overall about one-third of our customers are white, about two-thirds are non-white, two-thirds female and one-third male.

The Promise of **COMMUNITY ACTION**

“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.”

Dear Supporters

I count the opportunity to serve the Board of Directors of SHARE to be one of the great honors of my life. Over the 6 years I have been a part of this team, we've seen firsthand the great work, the leadership, the struggles, and the overcoming nature of this great organization.

Whenever I have had the opportunity to speak to employees of SHARE, I'm always in awe of their tenure. Many of SHARE's employees have been a part of this organization more than 15 years, even up to 40+ years. When persons invest this amount of time into any organization, it's not just a job, it's a lifestyle. Caring for our customers is our lifestyle. Making sure that we can get what's needed to those who need it most is our lifestyle.

These individuals take their work very personally and constantly demonstrate their commitment to our clients, and it shows. This is what inspires board and senior staff to work together, assuring our people have what enables them to get our families' needs met, to the extent that we can.

2018 was a challenging year, but as always, SHARE is up to the challenge and we're excited about 2019 and beyond.

To all our staff, employees, board of directors, partners, sponsors, clients and families; thank you for believing in SHARE.

Sincerely,

Curtis L Johnson,
SHARE Board Chair, 2017-18



 **200,000**

People served in Greenville, Anderson, Pickens, Oconee Counties

 **350 +**

Employees in 4 counties

 **8%**

Growth in people served from prior year

Message from the Interim President/CEO

Pamela Sims

For more than 50 years Sunbelt Human Advancement Resources, Inc. (SHARE) has provides services and support to empower thousands of individuals and families in upstate South Carolina to exit poverty and become self-sufficient. Our relentless efforts to continue this mission remains unshaken.

This past year has presented us with many challenges and opportunities. After nearly 40 years, Dr. Willis Crosby Jr. stepped down as the President/CEO of SHARE. Mr. Shawn Reid accepted the position of President/CEO in December 2017 and served in the position until June 30, 2018. After acting as Interim President/CEO, our Board of Directors appointed me to the position permanently in September 2018.



It is an honor and certainly a rewarding experience to hold the position of President/CEO of this impactful organization and I am excited to present our progress and accomplishments in this 2017-2018 Annual Report.

I am committed to working with our community partners, stakeholders, area businesses, churches, and other entities to fight this war on poverty and to stabilize vulnerable households and help families to achieve self-sufficiency through education, employment, and advocacy.



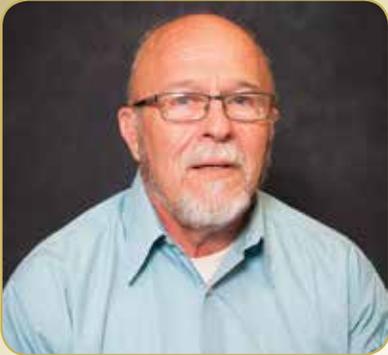
Shawn Reid

President/CEO - 12/4/17 to 7/5/2018

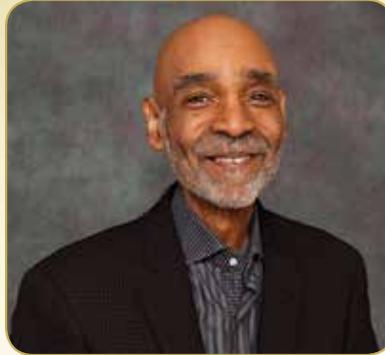
I believe working together with our community partners will bring real opportunities to everyone involved. A collaborative effort from all of us will in fact “change lives, embody the spirit of hope, improve communities and make America a better place to live” .

Thanks to all of our staff, board members, and partners as we continue this important work. We are stronger as a community when we work together for the common good.

2018 SHARE Board of Directors



Honorable Lynn Ballard
Greenville County/Public Sector



Rev. James Bennett
Anderson County/Private Sector



Mr. William K. Brooks
Pickens County/Customer Sector



Rev. Kenneth Dill
Pickens County/Public Sector



Ms. Mary Duckett
Greenville County/Public Sector



Ms. Ingrid Erwin
Greenville County/Private Sector



Ms. Dorthelia Griffin
Greenville County/Private Sector



Pastor Curtis Johnson
Greenville County/Customer Sector



Honorable Isaac Johnson
Greenville County/Public Sector



Honorable Xanthe Norris
Greenville County/Public Sector



Ms. Ann O'Dea
Greenville County/Private Sector



Mr. Christopher Owens
Oconee County/Private Sector



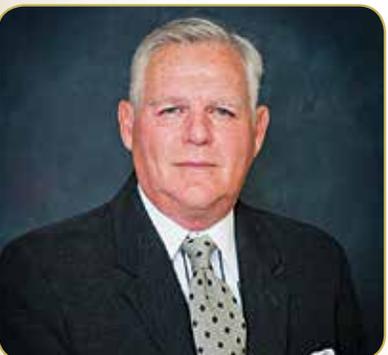
Honorable Denise Rozman
Oconee County/Public Sector



Ms. Yaniqua Thomas
Anderson County/Public Sector



Mr. Harry Thompson
Anderson County/Customer Sector



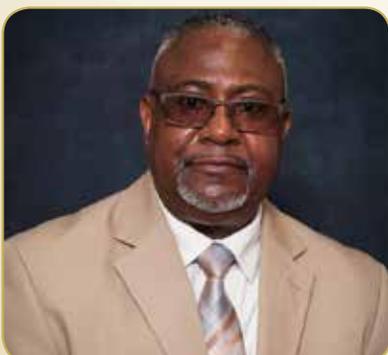
Mr. Randall West
Pickens County/Customer Sector



Mr. Tom Whitted
Greenville County/Private Sector



Honorable Paul Wickensimer
Greenville County/Public Sector



Rev. Randall Wright
Oconee County/Customer Sector

Chris Allen, MCRP

Resource Development Coordinator

On behalf of the SHARE Board of Directors, SHARE customers and the SHARE employee family, I would like to thank the community for another year of support. The dollars you contributed in 2018 allowed SHARE to help low-wealth individuals and families in many ways. Approximately 332 additional families received emergency assistance through Operation Warmth and revenue generated from fundraising in 2018 helped support the LADDER program that provides employment training and placement.



In fact every dollar contributed was put to good use in helping many of our consumers meet their basic needs while others received early education and homeless services. All of the programs and services that SHARE offers are designed to move low-wealth individuals on a path to self-sufficiency and with the goal of encouraging independence. Essentially, that represents SHARE's mission "...to provide resources and tools that equip individual and families to improve their station in life".

Usually when we hear resource development we typically think of generating revenue for financial support. Volunteers are a resource as well. In 2018 about 2,537 SHARE volunteers contributed almost 227,000 hours of volunteer time that translates into approximately \$3.4 million. SHARE uses these dollars as the required match for our federal funding.

Through these two valuable resources SHARE is able to meet needs of our consumers for another year. Again, thank you for your generosity both in time and treasure.



Providing comprehensive child development services to eligible families.

Head Start program services and resources are intended to nurture stable family relationships, enhance children's physical and emotional well-being, and establish an environment to develop strong cognitive skills. Head Start helps to create healthy development in low-income children ages three to five. Head Start affords preschoolers with the ability to engage successfully with their peers outside of the family network, adjust to the space of a classroom, and meet the expectations the school setting provides.



Children and Family Development Division

The Children and Family Development, Early Head Start and Head Start Department is a federally funding program provide quality comprehensive services for 1,714 children birth – five years of age and Pregnant Women across 4 counties: Anderson, Greenville, Oconee and Pickens. The program operates 22 centers, 81 Head Start classrooms and twenty-seven 27 Early Head Start environments. Eighteen (18) centers are accredited by the National Association for the Education of Young Children (NAEYC) and all 21 centers are licensed by the South Carolina Department of Social Services. Children who attend Early Head Start and Head Start programs participate in school readiness activities while developing an array of developmental appropriate skills. The learning environment supports children’s growth in language, literacy, mathematics, science, social and emotional development, creative arts, physical development, logic and approaches to learning. Our agency uses the High Scope Curriculum, which is a nationally recognized curriculum framework.



Tobita Posley-McKinney, M. S.,
Director of Children and Family
Development

Parents with children in SHARE Early Head Start and Head Start participate in all aspects of the program. Parents and other community members also volunteer in classrooms and other parts of the programs. Parents and Community Representatives help to govern, plan what children learn, and provide advice about needed services. SHARE piloted the ReadyRosie researched based parenting curriculum that builds on parents’ knowledge during the Spring of 2018. The curriculum was implemented at the North Franklin Road Head Start Center for 165 children and their families. The curriculum harnesses the power of video and mobile technology to empower families and schools to work together to promote School Readiness. ReadyRosie leverages the power of video modeling and mobile technology to meet and equip parents. The following outcomes were revealed from this pilot:

Learning Outcomes:

- Learning Outcomes for families are the greatest in the areas of Language and Literacy, Math and Health Well-Being

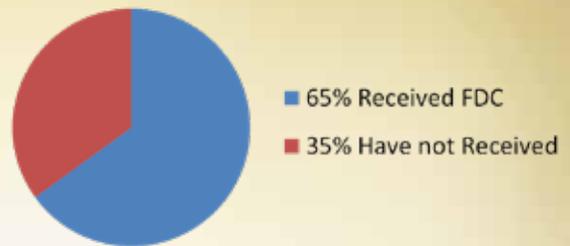
Family Outcomes:

- Family Outcomes for families indicating the greatest needs were in the areas of Positive Parent-Child Relationship, Families as Lifelong Educators and Families as Learners.

The staff at SHARE participates in various trainings and conferences throughout the school year. SHARE also provides onsite Child Development Associate (CDA) credential for our substitute teacher so that they become employed fulltime staff. The CDA is an internationally recognized early childhood credential provided by the Council of Professional Recognition aimed at enhancing the quality of teachers in early childcare. The CDA is also the minimum educational requirement for Early Head Start Teachers and Head Start Teacher Assistants. SHARE has provided an onsite class for over 25 years. The CDA Program provides training to substitute staff, both those who have prior

experience working with children and for those who do not have previous experience. The requirements for receiving the CDA credential include working with young children for 480 hours; receiving 120 hours of course work in early childhood development; completing a portfolio; being observed by a Council representative, and taking a 65 question exam at a national testing center. In 2018, over 30 candidates were enrolled in the CDA class, 12 staff are currently submitting applications to the council of Professional Recognition and 18 are currently enrolled in the Fall 2019 class.

Family Development Credentialed (FDC) staff 2018



**Our Head Start program currently has 5 FDC Instructors

The Children and Family Development Department also has an onsite Family Development Credential program for the Family Advocates to ensure that they meet the personnel qualifications. The National Family Development Credential has been approved by the Office of Head Start for fulfillment of requirements under Section 1302.91(e) (7) of the Head Start Performance Standards, Staff Qualifications and Competency. The chart below indicates the number of Family Advocates that have and have not received the FDC. Also, due to staff turnover there are other newly hired staff that is in the process of working on completing the FDC.

Head Start Policy Council Officers 2017 – 2018

Chris Lanford, Chair, Community Representative, Kimberly Philips, Vice Chair, Community Representative, Jessica Frazier, Secretary, Community Representative, Renea Mayes-Rice, Asst. Secretary, Community Representative

Golden Strip- HS - Nicole Yeargin
 Golden Strip EHS - Tamicka Simpson
 Easley Bridge Road HS - Adelaide Johnson
 Seneca HS - Margaret Campbell
 Seneca- EHS - Jasmine Rice
 Reece Mill Road HS - Sabrina Hudson
 Reece Mill Road EHS - Tonya Blount
 North Franklin Road HS - Shy Mitchell
 Westside HS - Forris Gillard
 Westside EHS - *Resigned
 North Greenville HS - Joanna Bayne
 Pleasant Valley HS - Tawana Griffin
 Pleasant Valley EHS - Alma Domingo
 Simpson HS - Brittney Scurry
 WHC HS - Jessica Buckner
 WHC EHS - Millicent Glenn
 Watkins Rd. HS - Jennifer Covington
 Watkins Rd. EHS - Princess Berry
 Starr HS - Katrina Mega
 TCB EHS - Kezia Lomax

Margaret Sherred HS - Kameisha Layton
 Rutherford Road HS - Lashella Belacher
 Rubye H. Jones H - Brittany Robinson
 Rubye H. Jones EHS - Michaela Williams
 Parker HS - JaQuisha Bowens
 Parker EHS - *Resigned
 CCB HS - Tamika Rowe
 Community Rep - LaShun Martin
 Community Rep. - Dorine Wilson
 Community Rep. - Jessica Frazier
 Community Rep. - Kim Philips
 Community Rep. - Chris Lanford
 Community Rep. - Renea
 MayesRice Pickens HS - Amber Cox
 Clemson HS - Xin Zheng
 Pendleton HS - Tiffany Simpson
 BHW HS - Donnittia Robinson
 BHW EHS - Tashika Woody

CLASS Report School Year 2018

SHARE uses CLASS (Classroom Assessment Scoring System) as one of the assessment tools to assess the classrooms twice a year. There is one domain for infant (Responsive Caregiving). There are two domains in the toddler assessment (Emotional and Behavioral Support and Engaged Support for Learning). The Pre-K assessment consists of three domains (Emotional Support, Classroom Organization, and Instructional Support). The data is reviewed and training plans are developed to promote social/emotional development. Individualized Plans are provided for the teaching teams.

There was an improvement in all three domains for the spring 2018. The yearly average is median range compared to the national average in two of the domains, Emotional Support and Classroom Organization. Instructional Support is above the highest 10% compared to the national scores. Spring surveys reflected that the teaching teams received advance notification before their observations. The observers provided useful feedback both written and verbal. There are thirty-two (32) certified Pre-K Observers and three (3) Train-the-Trainers.

2018 Pre-K National Average

	Emotional Support	Classroom Organization	Instructional Support
Lowest 10%	5.66	5.28	2.31
Median 50%	6.09	5.82	2.89
Highest 10%	6.45	6.28	3.71

2017-2018 Pre-K SHARE Report

	Emotional Support	Classroom Organization	Instructional Support
Fall 2017	6.19	5.61	3.73
Spring 2018	6.23	5.77	3.82
Average 2017-2018	6.21	5.69	3.77

EHS CLASS Report 2017-2018

Nearly all the classrooms scored above medium high range in Emotional Behavioral Support domain. Engaged Support for Learning Domain scores were in the medium range. Infant's classroom scores average was high medium range for the school year 2017-2018. See charts below for data. Currently there are six (6) certified Infant Observers and one (1) certified Infant Train-the Trainer. There are eighteen (18) certified Toddler Observers, and one (1) Train-the Trainer.

Toddlers

Domains	Emotional and Behavioral Support	Engaged Support for Learning
Fall 2017	6	3.8
Spring 2018	6	3.8
Average	6	3.8

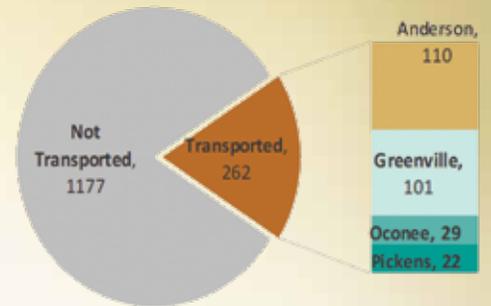
Infants

	Domain	
Fall 2017	Responsive Caregiving	6.3
Spring 2018	Responsive Caregiving	5.0
Average	Responsive Caregiving	5.56

Transportation

SHARE Head Start provided transportation services to approximately 18% of enrolled children, including children with special needs. All bus drivers hold a CDL with "P" Passenger and "S" School endorsements as well as CPR and First Aid certifications. Each driver received annual classroom and behind the wheel training before transporting any Head Start students. All buses are equipped with seat belts/harnesses as well as additional added safety features. Our program trains children and families on the purpose, use and safety of seat belts/harnesses and bus safety.

2017 - 2018 Children Transported By County

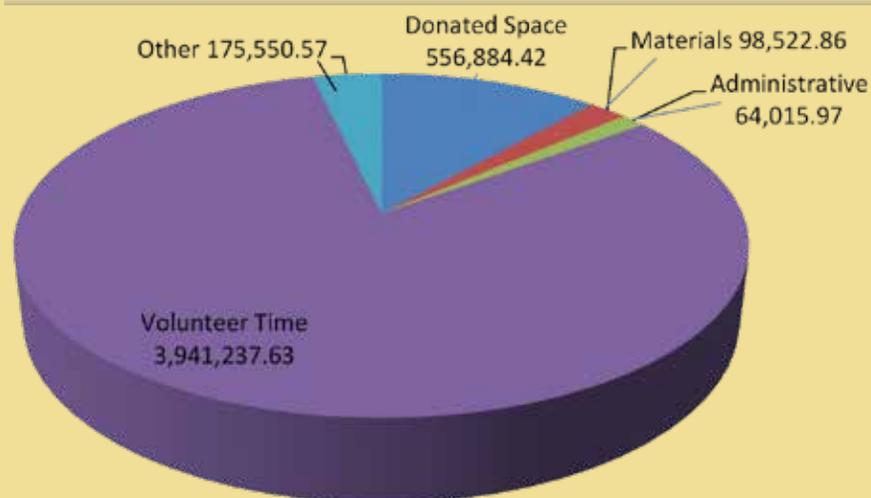


Community Partnerships

In order to improve the delivery of community services, SHARE Head Start has built a network of valuable partners. The program partners with 70 agencies and businesses throughout Greenville, Pickens, Anderson and Oconee Counties. Our partners provide a broad range of services to Head Start including donations of space, educational materials, and medical and dental screenings and examinations. Community partners also volunteer their time and offer their expertise as they serve on various advisory committees, councils and other areas of the SHARE Head Start Program.

In-kind Contributions (donations of volunteer time, materials, administrative, other and space). Federally mandated in-kind amount for 2018: \$3,484,831

Hours Volunteered	
Parents	230,361
Non-parents	2,815
Agency/Business	1,243

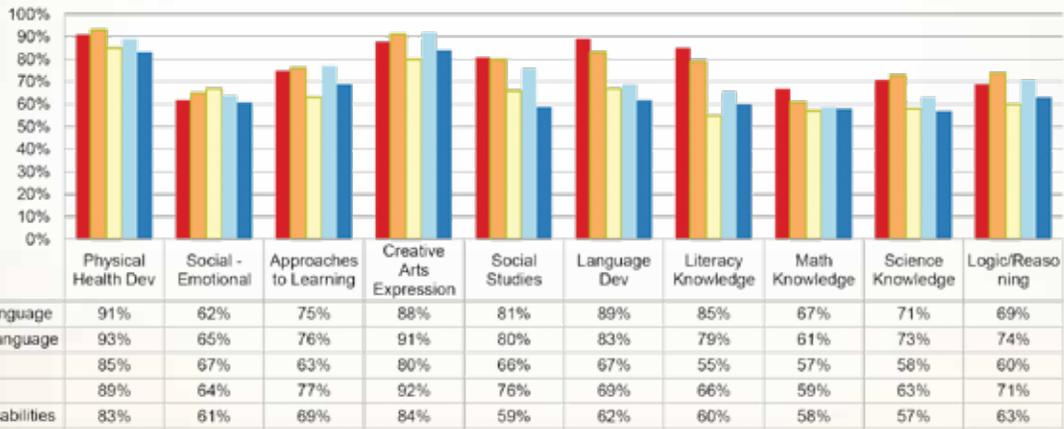


Spring 2018 Gains for Head Start Children

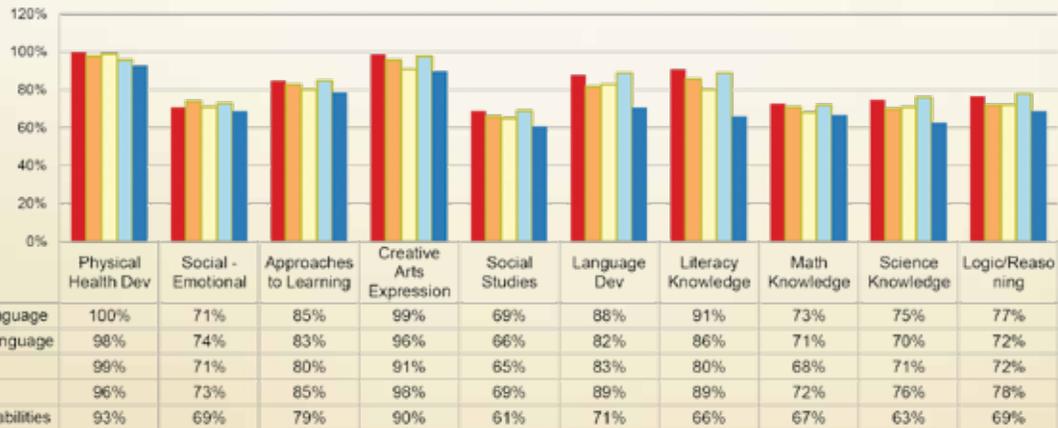
3 Year Olds	English, 1st Language	English, 2nd Language	Males	Females	Children w/ Disabilities
Physical Health Dev	91%	93%	85%	89%	83%
Social - Emotional	62%	65%	67%	64%	61%
Approaches to Learning	75%	76%	63%	77%	69%
Creative Arts Expression	88%	91%	80%	92%	84%
Social Studies	81%	80%	66%	76%	59%
Language Dev	89%	83%	67%	69%	62%
Literacy Knowledge	85%	79%	55%	66%	60%
Math Knowledge	67%	61%	57%	59%	58%
Science Knowledge	71%	73%	58%	63%	57%
Logic/Reasoning	69%	74%	60%	71%	63%

4 Year Olds	English, 1st Language	English, 2nd Language	Males	Females	Children w/ Disabilities
Physical Health Dev	100%	98%	99%	96%	93%
Social - Emotional	71%	74%	71%	73%	69%
Approaches to Learning	85%	83%	80%	85%	79%
Creative Arts Expression	99%	96%	91%	98%	90%
Social Studies	69%	66%	65%	69%	61%
Language Dev	88%	82%	83%	89%	71%
Literacy Knowledge	91%	86%	80%	89%	66%
Math Knowledge	73%	71%	68%	72%	67%
Science Knowledge	75%	70%	71%	76%	63%
Logic/Reasoning	77%	72%	72%	78%	69%

Spring 2018 Proficiency Gains: 3 Year Olds



Spring 2018 Proficiency Gains: 4 Year Olds

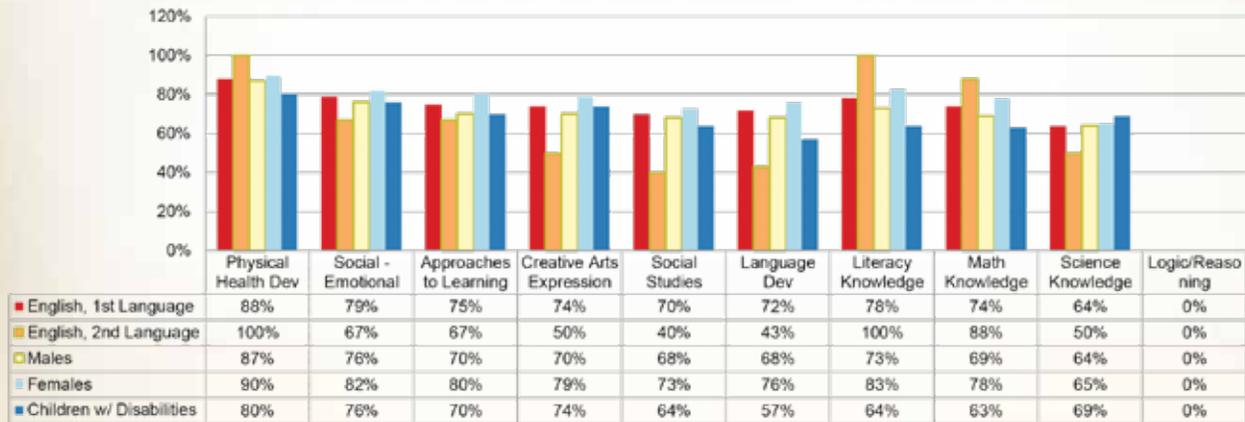


Spring 2018 Gains for Early Head Start Children

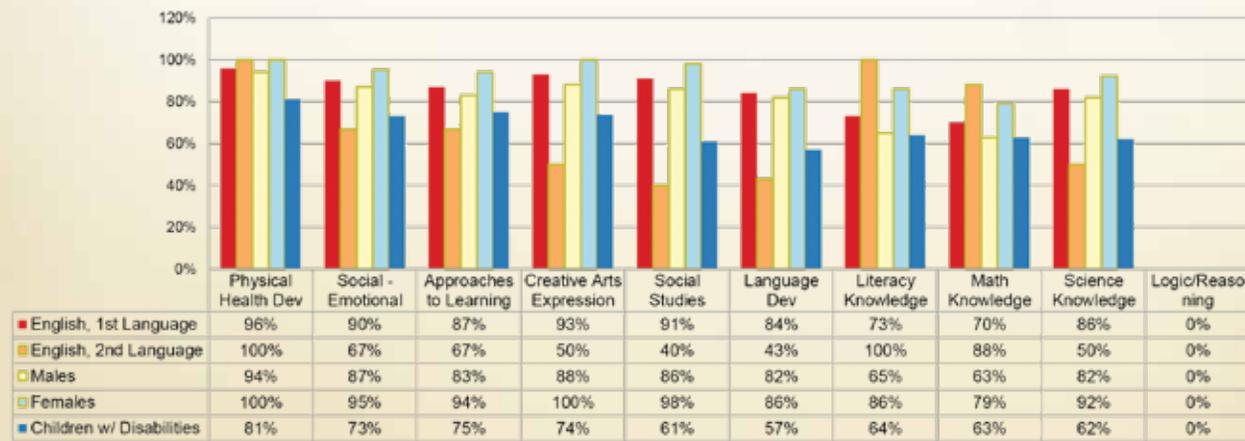
Infants/Young Toddlers	English, 1st Language	English, 2nd Language	Males	Females	Children w/ Disabilities
Physical Health Dev	88%	100%	87%	90%	80%
Social - Emotional	79%	67%	76%	82%	76%
Approaches to Learning	75%	67%	70%	80%	70%
Creative Arts Expression	74%	50%	70%	79%	74%
Social Studies	70%	40%	68%	73%	64%
Language Dev	72%	43%	68%	76%	57%
Literacy Knowledge	78%	100%	73%	83%	64%
Math Knowledge	74%	88%	69%	78%	63%
Science Knowledge	64%	50%	64%	65%	69%
Logic/Reasoning	N/A	N/A	N/A	N/A	N/A

Older Toddlers	English, 1st Language	English, 2nd Language	Males	Females	Children w/ Disabilities
Physical Health Dev	96%	100%	94%	100%	81%
Social - Emotional	90%	67%	87%	95%	73%
Approaches to Learning	87%	67%	83%	94%	75%
Creative Arts Expression	93%	50%	88%	100%	74%
Social Studies	91%	40%	86%	98%	61%
Language Dev	84%	43%	82%	86%	57%
Literacy Knowledge	73%	100%	65%	86%	64%
Math Knowledge	70%	88%	63%	79%	63%
Science Knowledge	86%	50%	82%	92%	62%
Logic/Reasoning	N/A	N/A	N/A	N/A	N/A

Spring 2018 Gains for Infants/Young Toddlers



Spring 2018 Gains for Older Toddlers



Disability Services



School Readiness for Children Birth to Five with Disabilities

SHARE Head Start/Early Head Start ensures that children with disabilities are included in the full range of Head Start/Early Head Start comprehensive services. Our curriculum, High Scope and our on-going assessments, provides individualized opportunities specific to meet each child's developmental level and their unique needs. Our school readiness goals ensure that our teaching staff implements activities from the Individual Education Program (IEP) for preschoolers and Individualized Family Service

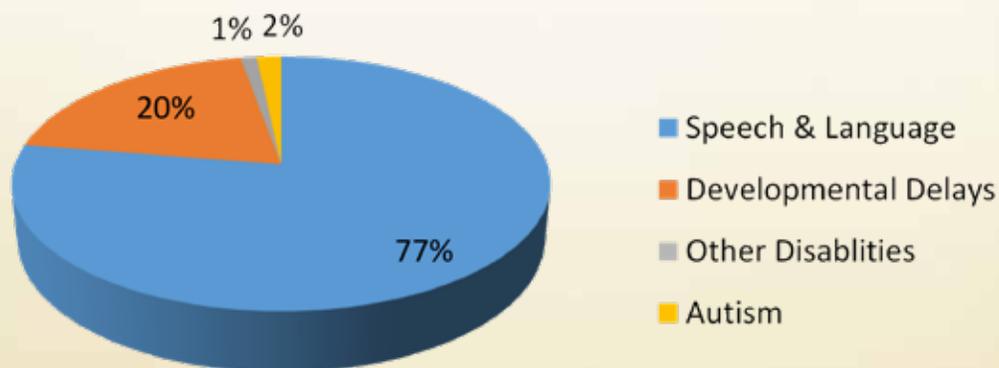
Plans (IFSP) for infants and toddlers. Teaching staff also supports the integration of specialized goals, which may include specialized trained personnel for teacher support, assistive technology and adaptive equipment or making classroom accommodations for children with special needs.

Head Start/Early Head Start Disability Services

SHARE Head Start collaborates with the school districts in all four counties to ensure that services are provided to children with disabilities. Services included are: Screening, evaluation and therapy, the development of Individualized Education Plans (IEPs), related family services, and transition from Early Head Start to Head Start to Public School. Community partners such as Baby Net and Department of Disabilities and Special Needs develops the Individualized Family Service Plans (IFSPs) for EHS enrollees diagnosed with disabilities for our 0-3 population. In 2017/18, SHARE served a total of 178 children with disabilities throughout the program year. The graph below offers a breakdown of the number of children birth to five with disabilities.



2017-18 SHARE Children with Diagnosed Disabilities



N=178 children

Source 2018 HS/EHS PIR

Collaborating with Community Partners to Recruit & Enroll Children with Special Needs

SHARE Head Start collaborates with community agencies to actively recruit and enroll children with special needs. Representatives from agencies such as BabyNet, A Child's Haven, Ahead Start, the Department of Disabilities and Special Needs, and the local school district's preschool special education services in all four counties actively refer children to our program. We provide community agencies with brochures, recruitment flyers, and information about our curriculum and services to children and families.

Mental Health Services

Our program ensures that mental health professionals are available to provide mental health consultation, training and resources to our staff and parents. Head Start recognizes the importance of providing mental health services to children birth to five. All of our classrooms are observed at least twice a year by licensed/certified mental health professionals, they assist staff in the identification and referral of children in need of early intervention and behavioral services. SHARE Head Start/Early Head Start also works closely with community agencies that provide mental health services to meet the social and emotional needs of children and their families.

ERSEA Report (Eligibility, Recruitment, Selection, Enrollment, & Attendance)

Eligibility

2017-2018 Eligible Children Ages Birth to 5, By Income Category						
Homeless	Foster Child	Public Asst. (TANF/SSI)	Below poverty	100% - 130% above poverty	Over-Income	TOTAL % Funded Enrollment
.7%	.3%	3.2%	78.8%	10.6%	6.4%	100%
* Minimum of 55% of enrollees are allowed to be homeless, in foster care, receiving public assistance (TANF/SSI) or with incomes below federal poverty guidelines			* Maximum of 35% may fall between 100-130% of federal poverty guidelines		* Maximum of 10% may be determined over-income	
*Per Head Start Reauthorization Act of 2007			Source: 2018 PIR			

Recruitment of Categorically Eligible Populations

Families Experiencing Homelessness

SHARE adheres to the requirements of the McKinney-Vento Homeless Assistance Act. In order to ensure that the application process accommodates children and pregnant women experiencing homelessness, program staff participated in ongoing trainings and increased outreach efforts with school district Homeless Liaisons and homeless services providers in all of our service areas.

Outcome: Served 12 children experiencing homelessness

Families receiving Public Assistance or in Foster Care

In order to facilitate enrollment of participants in foster care or those receiving Public Assistance (Temporary Assistance to Needy Families (TANF) and/or Supplemental Security Income (SSI)), SHARE Head Start has collaborative agreements with the Department of Social Services (DSS) in all of our service areas.

Outcome: Served 6 children in foster care

Served 58 enrollees receiving Public Assistance (TANF/SSI)

Selection

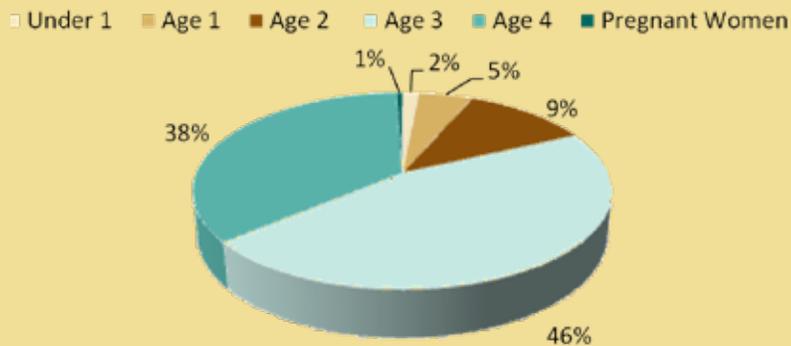
The agency uses the five criteria of income, age, disability, other factors, and parental status to ensure that we are serving those children and families with the greatest need in our service areas. The maximum points for each criterion are 100. Data collected in the Community Assessment was used to select other factors to be prioritized and to develop and maintain each center’s waitlist. The ChildPlus.net database system is utilized to assign points and rank applicants according to the set criteria approved by the Policy Council. The Office of Head Start regulations require that programs maintain a waitlist greater than the number of enrollment slots available. As participants are terminated from the program they are replaced by children and pregnant women from a current waitlist.

Waitlist as of December 2018		
County	Head Start	Early Head Start
Anderson	31	75
Oconee	8	28
Pickens	15	15
Greenville	155	251
TOTAL	209	369
PROGRAM TOTAL:	578	

Source: ChildPlus.net Report #2006

Enrollment

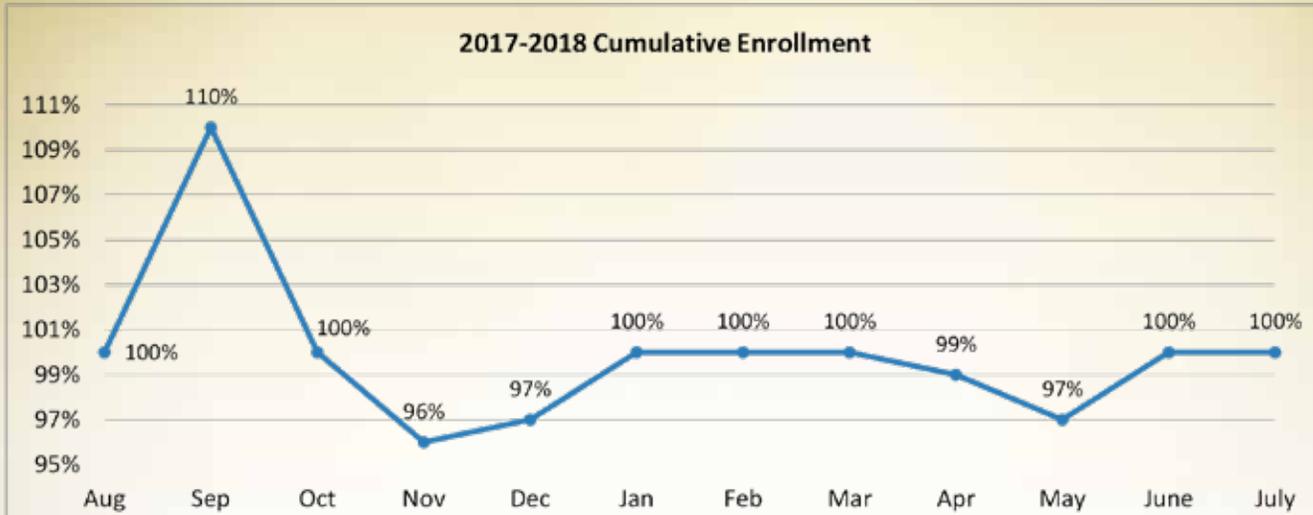
As required by OHS regulations, Head Start and Early Head Start are required to maintain 100% of the funded enrollment monthly of 1704 children ages Birth to 5 and 10 pregnant women. Due to more prevalent presence of School Districts and other preschool agencies targeting the same service area and audience, there have been challenges recruiting and retaining enrollment. The agency provided services to 1844 children and pregnant women during 2017-2018.



The agency maintained and reported to the Office of Head Start our enrollment status August 2017 through July 2018.

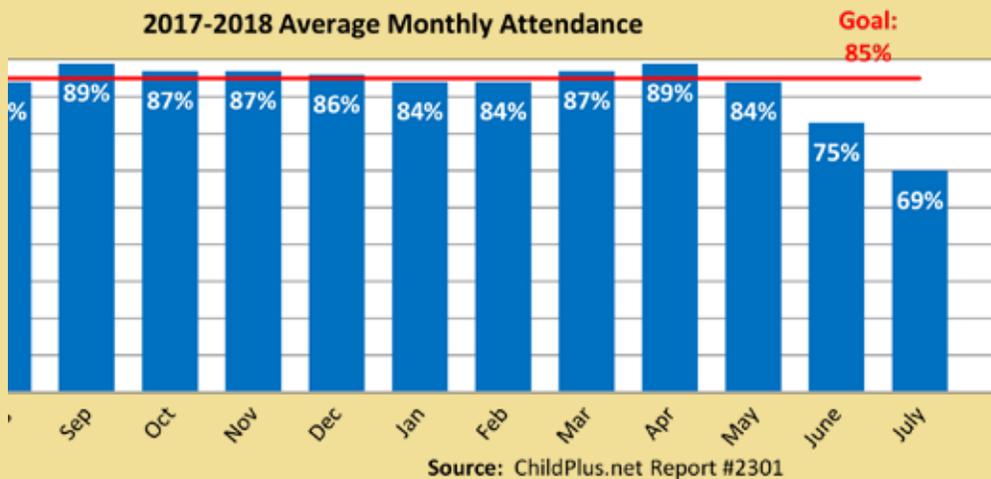
Cumulative Enrollment

Cumulative Enrollment is defined as the actual number of participants that completed the enrollment process and received at least 1 day of services. Months, where cumulative enrollment is greater than 100%, indicate months when terminated children were replaced.



Attendance

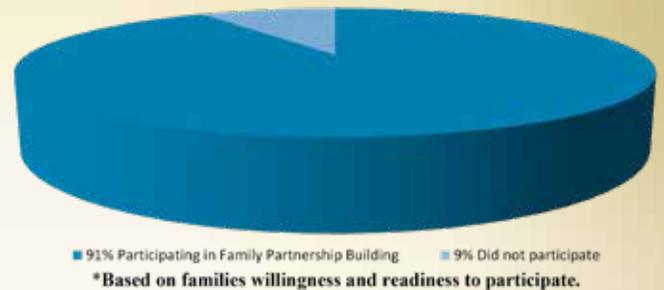
Head Start Performance Standard 1302.16 states that each program must maintain an Average Daily Attendance (ADA) rate of 85 percent. When the monthly average daily attendance rate in a center-based program falls below 85 percent, a Head Start program must analyze the causes of absenteeism in order to identify any systemic issues that may be contributing factors to the program's absentee rate.



Parent and Family Engagement

Parent and family engagement in our birth to five Head Start program is about building relationships with families that support family well-being, strong relationships between parents and their children, and ongoing learning and development for both parents and children. Parent and family engagement activities are grounded in positive, ongoing, and goal-oriented relationships with families. Parents are encouraged to participate in an individualized family partnership plan that describes and develops family goals and responsibilities. Timetables and strategies for achieving goals and responsibilities in addition to monitored progress are also developed. Based upon expressed needs, parents are provided with ongoing training directly from SHARE or through referrals to other agencies.

Figure 1 Individualized Family Plans
Individualized Family Plans



Family Engagement Support

Families are engaged in a variety of culturally responsive, goal directed events and activities which they themselves identify as desired areas of growth and development that will benefit both the individuals and program collectively. Program staff assists families to select, develop, execute and participate in activities that support and promote progress toward improved outcomes for their children and families. Families participated in program-wide events and activities designed to address the 7 Parent and Family Engagement Outcomes outlined in the Parent, Family, and Community Engagement (PFCE) Framework. The following events served to support and strengthen relationships between families and their community: field trips to continuing education service providers/adult education, CPR and first aid classes, car-seat safety and installation, health & nutrition family events, mental health & financial literacy workshops, expectant parent baby showers and grandparent and fatherhood focus group activities.

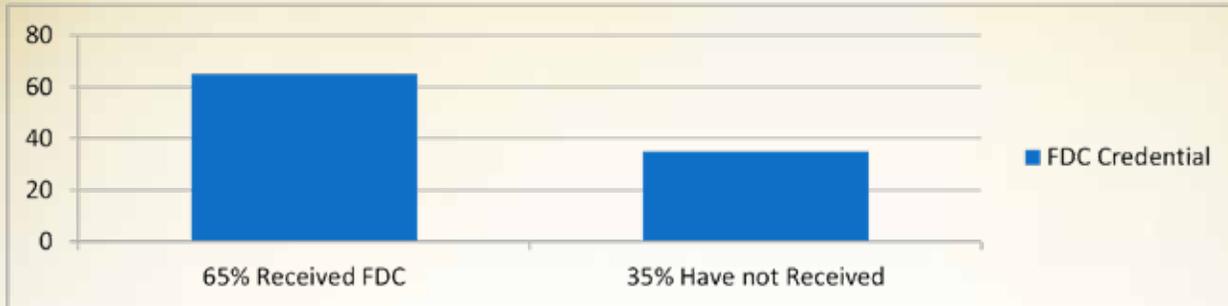
SHARE Head Start promotes the following Parent, Family, and Community Engagement (PFCE) outcomes:

- Family Well Being – Parents and families develop trusting relationships that nurture their child’s learning and development.
- Positive Parent Child Relationships- Beginning with transitions to parenthood, parents and families develop warm relationships that nurture their child’s learning and development.
- Family as Lifelong Educators – Parents and families participate in the everyday learning of their children at home, school and communities.
- Families as Learners – Parents and families address their own learning interest through education, training and other experiences.
- Family Engagement in Transitions – Parents and families support children’s learning as they transition to EHS to HS, HS to Kindergarten and through elementary school.
- Family Connections to Peers and Community – Connections are made with peers and mentors both formal and informal networks that enhance social well-being and community life.
- Families as Advocates and Learners – Participation in leadership, decision making, program policy development, and in community and state organizing activities to improve children’s learning experience.

Family Development Credentialing Program

SHARE Head Start offers the Family Development Credential (FDC) Program to assist Family Advocates with their work with families. After successful completion of 90 classroom hours of instruction, a standardized exam, and a portfolio developed under the one-on-one guidance of a Portfolio Advisor, Family Advocates receive the Family Development Credential. SHARE Head Start currently has 5 certified FDC Instructors. It is our goal to have 100% of our Family Advocates FDC Credentialed.

Family Partnership staff 2018



Head Start / Early Head Start families enrolled in Job Training /School

Of the number of two parent families		Enrolled in job training or school
Both parents in job training /school		1
One parent is in job training or school		36
Neither parents in job training or school		321
Of the number of single parent families		Enrolled in job training or school
Parent is in job training or school		151

Head Start / Early Head Start families employment status

Of the number of two parent families		Families Employment Status
Both parents are employed		92
One parent is employed		245
Neither parents are not working		21
Of the number of single parent families		Families Employment Status
The parent is employed		1024
The parent is not working		73

	<i># of families with an expressed interest or identified need during the 2018 program year</i>	<i># of families that received the services during the 2018 program year</i>
a. Emergency/crisis intervention such as meeting immediate needs for food, clothing, or shelter	67	59
b. Housing assistance such as subsidies, utilities, repairs, etc	41	35
c. Mental health services	15	14
d. English as a Second Language (ESL) training	61	46
e. Adult education such as GED programs and college selection	160	46
f. Job training	343	173
g. Substance abuse prevention	150	140
h. Substance abuse treatment	33	29
i. Child abuse and neglect services	18	16
j. Domestic violence services	19	12
k. Child support assistance	8	6
l. Health education	1455	1455
m. Assistance to families of incarcerated individuals	10	9
n. Parenting education	1455	1455
o. Relationship/marriage education	16	8
p. Asset building services (such as financial education, opening savings and checking accounts, debt counseling, etc.)	259	179
C.51 Of these, the number of families who were counted in at least one of the services listed above	1455	1455

Father Engagement

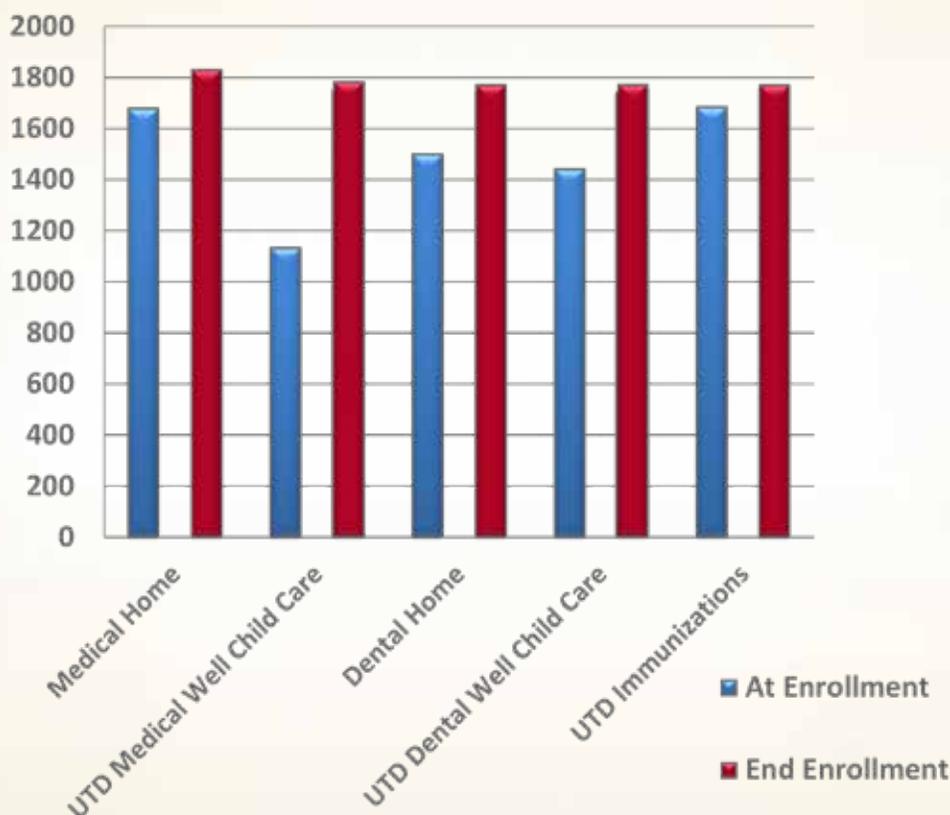
Number of fathers/father figures who were engaged in the following activities during the 2018 program year:

Family Assessments	140
Family Goal Setting	76
Involvement in child's Head Start child development experiences (e.g. home visits, parent-teacher conferences, etc)	117
Head Start program governance, such as participation in the Policy Council	2
Parenting education workshops	93

Health Services

School readiness can be positively impacted by the provision of quality health services. As displayed in the graph below, health services have greatly improved outcomes for our children, pregnant women, and their families. Upon enrollment, 91 % of children had a primary medical health care provider and 82% had a primary oral health care provider. At the end of enrollment, 100 % of children had acquired a medical home and 97 % had acquired a dental home. Ninety seven percent were up-to-date (UTD) on immunizations at end enrollment verses 92 % at enrollment. Two hundred nine (209) children received medical follow-up and treatment for health conditions such as asthma, seizures, diabetes and/or vision/hearing abnormalities. One hundred percent (100 %) of enrolled pregnant women (10) received prenatal and postpartum health care, including physical and dental examinations, education classes and appropriate follow-up, referrals and treatment.

Head Start/EHS Health Services 2018



Nutritional Services

Our program provides daily age appropriate nutritional meals and snacks for infants, toddlers and preschool children. During 2018 a total of 642,783 meals were served and claimed for reimbursement by the USDA Child and Adult Care Food Program (CACFP) including 205,133 breakfasts, 207,171 lunches, and 230,479 afternoon snacks. Approximately 102,800 morning snacks were also served without benefit of CACFP reimbursement. Children are provided height/weight measurements twice per year and Body Mass Index is (BMI) is calculated. Eighteen percent (18%) of Head Start children were found to be at risk for conditions of overweight/obesity and Registered Dietician consultants provided nutritional counseling and/or education for their parents.

Head Start and Early Head Start Budget

Program Year 2017 - 2018

07/01/2017 thru 06/30/2018

Budget Categories	Approved Budget	Actual Expenditures
Personnel	6,858,149	6,599,247
Fringe Benefits	2,652,711	2,591,740
Travel	85,766	85,766
Equipment	32,485	32,485
Supplies	322,702	369,348
Contractual Services	492,007	518,643
Other Direct Cost	2,809,367	2,799,315
Total Direct Cost	13,253,187	12,996,544
Indirect Cost	1,039,839	942,780
Total Approved Federal Award	14,293,026	13,939,324
Non-Federal Share	3,573,256	3,484,831
Total Budget Fed/Non-Fed	17,866,282	17,424,155
	Federal Award	Non-Federal SHARE
Head Start	11,034,521	2,758,630
Early Head Start	3,258,505	814,626
Total	14,293,026	3,573,256

There were no findings or questioned costs in SHARE's financial report for fiscal year ending September 30, 2018.



Community Services Division offers a full range of services and comprehensive responses to the challenges facing low income, at-risk households in Anderson, Greenville, Oconee, and Pickens Counties. Programs and services span all ages, and address the critical unmet needs of these households or individuals through the direct provision of economic assistance for family stability or barrier removal. In addition, counseling and case management services allow interventions to facilitate life planning to promote self-reliance.



Community Services Division



Tandy Bannister, CCAP

Director of Community Services Division

Community Services Division offers a full range of services and comprehensive responses to the challenges facing low income, at-risk households in Anderson, Greenville, Oconee, and Pickens Counties. Programs and services span all ages, and address the critical unmet needs of these households or individuals through the direct provision of economic assistance for family stability or barrier removal. In addition, counseling and case management services allow interventions to facilitate life planning to promote self-reliance.

Service Delivery Target Population

SHARE's service delivery area encompasses Anderson, Greenville, Oconee, and Pickens Counties located in the Upstate of South Carolina. Those served by CEOD include the jobless, homeless, single parents and their children, displaced workers, the elderly, at-risk students, children, youth, and other program eligible families and individuals facing significant barriers to self-sufficiency. All individuals participating in programs must meet both income and program eligibility requirements as set by the funding sources.

The Department embodies both the traditional service strategies of Community Action as well as more progressive outcomes and mission-based programs and services. Services, strategies, and interventions are developed from critical areas of concern identified in the communities we serve through SHARE's Annual Community Needs Assessment.

Service strategies are directly linked to outcome goals reflective of the National Results-Oriented Management and Accountability Goals (ROMA) and the National Performance Indicators. The focus is on outcomes rather than process. The outcomes for each activity are monitored quarterly and reported to the Board of Directors and other appropriate audiences.



NATIONAL RESULTS ORIENTED MANAGEMENT AND ACCOUNTABILITY (ROMA) GOALS FOR COMMUNITY ACTION

1. Low-income people become more self-sufficient
2. The conditions in which low-income people live are improved
3. Low-income people own a stake in their community
4. Partnerships among supporters and providers of services to low-income people are achieved
5. Agencies increase their capacity to achieve results
6. Low-income people achieve their potential by strengthening family and other supportive environments

Comprehensive Case Management

Participants in this program have access to individualized multifaceted services designed to remove barriers to sustained employment and economic stability. Partners in this project include Adult Education Departments and One-Stop Centers in the four counties, Greenville Technical College, Tri-County Technical College, Forrest College, Virginia College, and the American Red Cross for basic education and job skills training. Other partners include Vocational Rehabilitation, DSS, United Way, United Christian Ministries, Anderson Crisis Ministries, Clemson Community Care, and Area Free Clinics. All have contributed significantly to barrier removal.

Outcomes

13 were employed and/or maintained a job for at least 90 days, 19 individuals were enrolled to complete specialized job training programs.

Housing Services

Households enrolled in this program were experiencing instability in relation to shelter. Causes included economic instability, insufficient income in relation to rent/mortgage, family emergencies, health issues, or poor financial management skills. Interventions included case management, housing and financial counseling, direct economic assistance, and linkages to other service providers. Partners include United Way (Emergency Food and Shelter Program), United Christian Ministries, Oconee Aid, and Clemson Community Care.

Outcomes

22 or were able to retain housing by prevention of eviction or foreclosure.

Youth Leadership

The Youth Leadership Program targets at-risk youth with the goal of improving educational achievement, life skills, civic responsibility, leadership skills, and career exploration. Participants are encouraged to complete high school and continue to institutions of higher learning to prepare for the career world. In 2017 the students toured several colleges and universities and cultural events. This program is designed to introduce youth to the working world and provide the skills and experiences needed to launch their careers. The students participated in Statewide Leadership Training activities sponsored by the Community Action Partnership Association.

Outcomes

19 students exhibited improvement in academic skills by progressing to the next grade in school.

General Emergency Assistance Services

The need for emergency services is pervasive among the low-income population in our service area. Unmet emergency needs can jeopardize health and well-being, as well as, compound other stresses in individual's lives creating conditions that are detrimental to the achievement of self-sufficiency. The goal of this program is to alleviate crisis situations which threaten family stability.

Outcomes

317 households had evictions or disconnections on utilities prevented.

Partnerships with United Way, United Christian Ministries, Crisis Ministries, Clemson Community Care, Dept. of Social Services, Employment Security Commission/One Stop, local churches, and other civic organizations are valuable in the coordination of services to meet the needs of households needing assistance.

Energy Services

Energy Services are designed to provide low-income households facing temperature related crises with removing barriers to ensure a comfortable environment free from temperature related risks. Energy conservation education is an integral part of the services to promote the reduction of energy costs. Energy services are provided through LIHEAP (Low Income Home Energy Assistance Program) and through partnerships with Duke Energy, Blue Ridge Electric, Easley Combined Utilities, PNG, United Way, and other energy service providers.

Outcomes

In 2018, 10,087 households received energy assistance 3,575 were assisted through the LIHEAP Direct Heating Program; 1,739 households received assistance through the LIHEAP Direct Cooling Assistance Program. Of the 10,087 households served, 4,558 were in crisis and were assisted in alleviating the crisis through LIHEAP Emergency Crisis Intervention Program. The remaining 215 households received crisis assistance through numerous energy partnerships.

Special Populations Served: Of the 10,087 households enrolled in this program, 5,383 households had at least one individual member over the age of 55, and 4,234 had at least one family member who was disabled, and 1,683 had at least one child age 5 and under. Assistance to this very vulnerable group ensured that they could maintain a safe, independent standard of living.



Our Agency Makes a Difference

Circles Greenville County

The Circles Mission is to inspire and equip families and communities to resolve poverty and thrive.

What is Circles? People in poverty need to be in charge of their own lives. With Circles, those in poverty are known as **Circle Leaders** and during their involvement, each Leader takes an increasingly active role in leading their life to exit poverty. A Circle is a supportive, intentional, reciprocal, befriending relationship made up of one Circle Leader and two middle- or upper-income community volunteers called **Allies**. Allies build supportive relationships to help our Leaders achieve their goals to exit poverty by making an 18-month commitment. The goals include increasing income, obtaining more education, increasing savings, improving their credit score, and being stably housed.

Circle Allies and other Circle volunteers join Circle Leaders in advocating for removing community barriers which keep people from exiting poverty. Some of these systemic barriers include a lack of affordable housing, a lack of quality child care offered for 2nd and 3rd shift workers, and a lack of a robust transportation system so people can get to work and home from 2nd and 3rd shift jobs.

In 2018, Circles Greenville County started our second group at Buncombe Street United Methodist Church. The two Circles groups served 34 adults and 47 children in 28 households – 20 of which are single-female parent households.

Ten (10) of our leaders have chosen to start their own businesses. Circles has connected them to small business and entrepreneurship classes which meet over many weeks. Examples of businesses they have started include home health care, commercial cleaning service, home cleaning service, selling insurance, and operating a child care service. Three (3) leaders are continuing their pursuit of an Associates Degree.

The success of the leaders could not be possible without the partnership of Buncombe Street United Methodist Church and their allies. Circles is truly a community initiative.

Homeless Services

Our **Transitional Housing** program serves families that are literally homeless – either living on the streets or in shelters. We have four three-bedroom units in Greenville. We provide case management, transportation, childcare assistance, food vouchers, job training, and mental health services for our participants so they can move quickly into permanent housing. For 2018, we served five (5) households or a total of 18 persons (13 children and 5 adults). Two (2) households exited Transitional Housing into their own permanent housing and with a higher income than they had when they enrolled in the program.

Our **Rapid Rehousing** program also serves families and individuals that are literally homeless. This program provides case management services, food vouchers, mental health services, health care, childcare, and job training. In addition, this program allows us to pay rent assistance for a few months, security deposits, utility payments and deposits to help people move in. One of the keys to our success is our relationship with wonderful landlords willing to rent to some of our folks who might have blemishes with their rental or work history. This program would not work without the cooperation from these wonderful landlords.

For 2018, our **Rapid Rehousing program housed a total of 260 persons** or 153 households. Seventy-nine (79) households were single adults and the remaining 181 households were families made up of 73 adults and 108 children. The housing placements occurred in Greenville, Anderson, and Pickens Counties. The lease is in the head of household's name which means they are placed in permanent rental housing. It is amazing how powerful stability is for people, and that is exactly what being in a home provides. Our participants have found employment and better paying jobs knowing they have a roof over their heads, and some parents have told us their children's grades in school have improved.

Housing Repair

Housing Repair allows SHARE to provide emergency repairs to low-income homeowners in our service area who are at or below 50% Area Median Income (AMI). Emergency repairs are for health and safety issues of the home such as an HVAC unit no longer working, a leaking roof, or a plumbing or electrical problem. In 2018, SHARE repaired 65 homes for mostly elderly and/or disabled homeowners in Greenville, Anderson, and Pickens Counties.

LADDER

LADDER (Lifelong Advancement through Diligence, Determination and Employment Resources) is a comprehensive job training/improvement and placement program which is available to low- and moderate-income individuals, ages 18 and up, who meet eligibility requirements. Our focus is with unemployed or underemployed adults who reside in Greenville County.

SHARE's strength is providing individualized case management and career coaching to participants so they become eligible for the program, complete the job training classes, obtain employment, and remain employed.

LADDER's in-depth case management approach addresses each person's needs through utilization of the program network of referrals and resources.

This method assists each participant in removing barriers such as a lack of childcare, lack of transportation, lack of certified skills and/or soft skills. By removing these barriers to employment we increase their chances of success in obtaining and maintaining employment.



The LADDER program provides financial assistance to cover tuition costs and supportive services such as uniforms, books, and fees for exams and physicals associated with the training requirements. The implementation of the LADDER program began in April, 2002 with the understanding that a good paying job is one of the best anti-poverty programs around. Since that time, 830 low-income adults have taken part in the program, and 530 have reached their employment goals.

Once employment has been obtained, participants remain in contact with us for one year. We measure their wage increases and promotions received.

Our Wealth Impact Indicator measures the increase in annual income for the individual from when they enrolled in LADDER to after being employed for one year. Since our program's inception a total of \$45.9 million of **increased earnings** has been generated. This is a direct impact to the local economy because formerly unemployed individuals can now take care of themselves and their family by purchasing goods and services as well as not needing local, state and federal services or financial assistance.

LADDER provides training opportunities in industry sectors that offer career advancement, income growth, and are hiring. Here are some of the job training classes:

- CERTIFIED NURSING ASSISTANT
- COMPUTER TRAINING (Ex. A+)
- FORKLIFT
- MANUFACTURING
- MEDICAL INTERPRETATION
- OPHTHALMIC EYE CARE ASSISTANT
- PATIENT CARE TECHNICIAN
- PHLEBOTOMY
- PROPERTY MANAGEMENT
- REAL ESTATE
- SLEEP TECHNICIAN
- TRUCK DRIVING

Also

COVER COST OF CERTIFICATION EXAMS:

Certified Medical Assistant Exam and Medical Billing and Coding Exam)



SHARE a non-profit Community Action Agency that provides a wide range of services to low and moderate-income residents in upstate South Carolina. SHARE was chartered as an educational charitable organization in 1966 under the name of Greenville County Council for Community Actions, Inc. and is designated as a 501c(3) nonprofit organization by the Internal Revenue Service (IRS). The agency was renamed SHARE in 1979 and has consistently helped thousand of families annually in its primary service areas of Greenville, Anderson, Oconee and Pickens counties.



Human Resources

The Human Resources Department is responsible for personnel administration for a staff of over 365 employees in 28 locations throughout the SHARE service area (Greenville, Anderson, Pickens and Oconee counties).

All aspects of personnel administration for SHARE are centralized in the Department of Human Resources, located in the agency’s administrative headquarters at 254 S. Pleasantburg Drive in Greenville, South Carolina. Responsibilities include recruitment, applicant screening, employee relations, benefits administration, wage and salary administration, training and staff development, worker’s compensation, and other services associated with human resource management for all programs and locations of SHARE.



Janice R. Jackson
Director of Human Resources

The 2018 SHARE Workforce was comprised of 365 professional, paraprofessional and clerical support staff during the course of the year. Some of these worked in part-time, temporary, or substitute positions, so were not all working concurrently.

These figures do not reflect the number of employees subject to temporary lay-off, most notably those Head Start and Early Head Start employees who are laid off each summer because funding is not adequate to provide year-round operations.

Typically, employment is at a low level in September each year. This is largely attributed to employees who accepted other jobs, moved away, or experienced other changes over the summer, leaving vacant positions to be filled at the start of the Head Start school year. After a record high number of job applicants as well as jobs filled last year (FY’18), the ratio of applications to available openings remained fairly steady for every job filled.

December 31, 2017:	354 actively employed,	287 full-time
May 31, 2018:	352 actively employed,	289 full-time
September 30, 2018:	361 actively employed,	299 full-time

As an equal opportunity employer, SHARE hires staff on the basis of qualifications without regard to race, color, creed, marital status, gender, disability, age or political belief. We make every effort for our work force to reflect the demographic composition of the client population we serve. Human Resources role in creating high performance work systems can be categorized into nine (9) very important components; 1) Teamwork and team rewards, 2) Employee’s work is rewarding, 3) Empowerment of employees, 4) Information sharing highly encouraged, 5) Pay systems are fair and transparent, 6) Training of staff, 7) Formal performance feedback, 8) Work processes encourage interaction amongst employees, 9) Employee assist in planned change.

SHARE is fortunate to have a dedicated staff committed to the SHARE mission as a Community Action Agency, to help low-income citizens break the cycle of poverty and become self-sufficient. They bring with them years of formal training and expertise to carry out a wide variety of programs, projects and activities in education, social services, economic development, health and nutrition, and employment training opportunities to fulfill this mission. In 2018, the SHARE staff had a combined total of 2,025 years of service to SHARE, averaging slightly over 20 years each.

SHARE employees participate in numerous community service activities, serving on boards and showing their support in many ways, above and beyond time spent on the job. They take part in fund raisers to benefit SHARE as well as other worthy causes, including participation in the United Way and 50/50 for SHARE campaigns.

SHARE offers an outstanding benefit package to employees, including group health insurance, a wellness program, short-term disability and life insurance, a retirement plan; flex spending account, and credit union. Optional benefits include a group dental plan, a group cancer plan, long-term disability, various supplemental insurance, and pre-paid legal coverage, among other features.

A special website provides online access to information on the full range of benefits available to our employees. This password-protected website enables our employees to check on claims, obtain forms, explore various types of coverage available, contact service providers, or check the current Preferred Provider Directory.

SHARE employees are strongly encouraged to pursue professional staff development to maintain and further develop their skills and knowledge. Extensive opportunities are provided through an array of in-service and out-sourced venues. National and regional training conferences provide outstanding professional development opportunities for Head Start, Community Services, and administrative staff, and the national CAPLAW conference is an excellent resource for keeping up with legal issues pertaining to Community Action Agencies. Throughout the year staff participate in various workshops and training sessions presented by leading trainers and educators.

Finance Department

The fiscal operations of SHARE are managed and maintained to the highest standards of accountability, complying with laws, regulations, and grant provisions of our agency's various funding sources. Annual audits are conducted in accordance with auditing standards generally accepted in the United States of America, standards applicable to financial audits contained in Government Auditing Standards, and by provisions of the Title 2 U.S. Code of Federal Regulations Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards ("Uniform Guidance"). Our annual financial statements are submitted to all sources that provide funding to SHARE.



Pamela Sims
Director of Business and Finance

The preponderance of SHARE's funding is received from federal grants. Some of our federal funding is funneled through state and local grantors. SHARE's expenditures for fiscal year ending September 30, 2018 totaled \$27,194,496. Only 4.08% of our expenditures were for administrative costs; 95.92% of our funding directly benefited our customers.

Funds used to benefit our customers have also made a positive impact in our surrounding communities. The purchase of goods, services, job creations, and tax payments afford the opportunity for these funds to be turned over at least three times in our communities. Taking this into consideration, SHARE is responsible for an economic impact of approximately \$81,583,488 in surrounding communities during our 2018 fiscal year.

Our fiscal staff manages, maintains, and monitors SHARE's assets in accordance with applicable laws, guidelines, and regulations; and in accordance with SHARE's Fiscal Policies and Procedures.

SHARE administers federally funded programs that require non-federal match in funds and/or in-kind contributions in order to comply with grant requirements. Volunteer time, occupancy space, equipment, professional services, supplies, materials, and cash donations are eligible match contributions that are vital to the operation of these programs.

Volunteers are a very important source of in-kind contributions and a key factor in the successful operations of our programs. Hundreds of volunteers donate their time and talent to SHARE each year. During this report period the value of volunteer services totaled \$2,884,531.

The total non-federal share received in fiscal year 2018 totaled \$3,460,086. These significant contributions made it possible for SHARE to meet the non-federal match requirement to comply with our grants. More importantly were the invaluable services and opportunities these contributions provided to our customers.

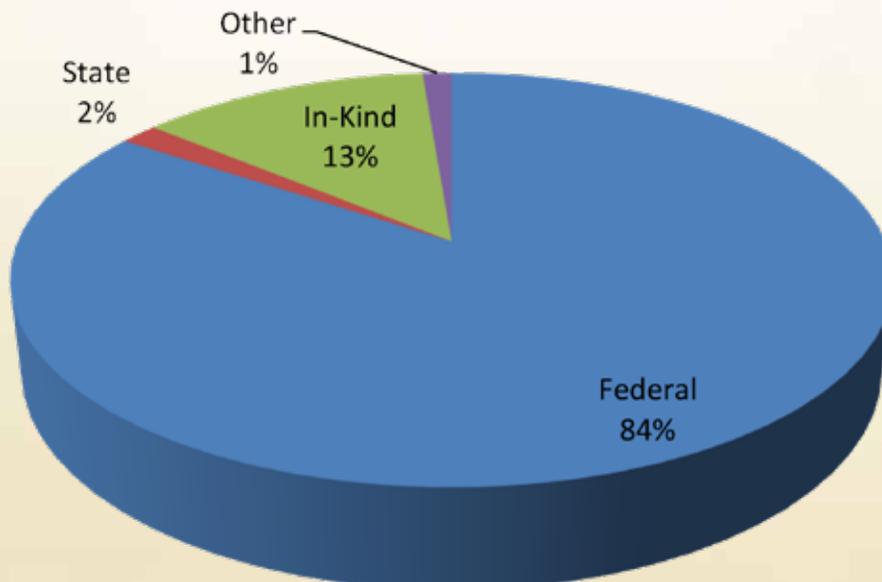
Doris Pitchford

Interim Director of Business and Finance - 10/1/18

Sunbelt Human Advancement Resources. Inc.

for fiscal year ended September 30, 2018

Revenues	\$
Federal	22,936,653
State	452,987
In-Kind	3,460,086
Other	344,770
Total Revenue	27,194,496
Expenditures	\$
Personnel	11,255,659
Contracted Services	536,979
Customer Assistance	5,564,591
Food Purchases	907,077
Equipment	78,033
Indirect Cost	1,081,882
In-Kind	3,460,086
Supplies	406,710
Other Operating Cost	3,389,579
Rehabilitation	365,113
Training Cost	44,600
Travel	104,187
Total Expenses	27,194,496



Administrative Staff & Managers

Staff for the diversified programs and projects administer by SHARE including employees with both formal training and practical experiences in many fields as varied as Business/Finance, Personnel, Human Service Delivery, Management, Health and Nutrition.

Shawn Reid		President/CEO - 12/14/17 to 7/5/2018	
Pamela Sims, CCAP		Director of Business and Finance President/CEO - 9/27/18	
Chris Allen, MCRP		Resource Development Coordinator	
Lisa Ashmore		Executive Assistant	
Doris Pitchford, MBA		Assistant Director of Business and Finance Interim Director of Business & Finance - 10/1/18	
Janice Jackson		Director of Human Resource	
Tandy Bannister, CCAP		Director of Community Economic Opportunity	
Betty Cox, CCAP		Community Services Manager	
Bruce Forbes		Special Projects Coordinator	
Ross L. Bowens		Senior Field Coordinator, Sustainable Housing Initiative	
LaVonya Baker, CCAM		Program Manager	
Diane Pressley, CCAM		Case Manager Coordinator, Anderson County	
Gloria Smith		Case Manager Coordinator, Pickens County	
Cathy Stowers, CCAM		Case Manager Coordinator, Oconee County	
Tobita Posley-McKinney, M.A. Director of Children & Family Development	Disabilities/Special Needs Specialist Tracie Wilson, M.A Sonya Sullivan	Social Services Facilitator Shaylunn Tolbert	Social Services Specialist Shirley Fant George Hicks
Rene Vaughn, M.A. Program Design Facilitator	Cynthia Sosebee, M. Ed Community Partnership Facilitator	Janet Thompson, Training Specialist Gayle Ford, Staff Development Specialist	Nutrition Specialist Tanisha Alvarez Kethania Thompson
Shannon Vaughn, M.Ed Early Childhood Services Facilitator Vennie Jones Early Head Start Project Coordinator	Patrice Hawthorne, M.S. Family Partnership Facilitator	Mentor Coaches Diane Gerdy Donna Molizon	Delores Brown, R.N. Health/Nutrition Facilitator Maya Smith, RN-Health Specialist Jenna Thomas, RN Health Specialist
Jeanell Evans Head Start Office Manger	Facilities Specialist James Thompson Andrew Harris	Transportation Specialist Jerome Thompson Mary L. White	Information Coordinator Melissa Botsoe Information Specialist Debra Brown Jo Handy

Our Promise and Accountability

Sunbelt Human Advancement Resources, Inc. (SHARE) continues to follow the Promise of Community Action to help people change lives and to become self-sufficient. Chartered in 1966 as the Greenville County Council for Community Actions, Inc. the agency served as a pioneer in race relations during the 60's by bringing together people of goodwill and backgrounds to establish a private non-profit Community Action Agency (CAA). Through the years, SHARE has maintained this as their hallmark, implementing successful programs in Greenville, Anderson, Pickens and Oconee Counties of South Carolina.



Lisa Cooley Ashmore
Executive Assistant / Editor

This Annual report to the people provides an account of the high performance of SHARE programs and noteworthy value and benefit of our services to Upstate South Carolina. We thank our citizens and community partners who understand and support our mission. SHARE provides resources and tools that equip individuals and families to improve their station in life.

Greenville	Anderson	Pickens	Oconee
<p>Physical Address 254 S. Pleasantburg Drive Greenville, S.C. 29607</p> <p>Mailing Address P.O. Box 10204 Greenville, S.C. 29603</p> <p>Phone: 864-269-0700 Fax: 864-295-6151</p>	<p>Physical Address 1704 Greenville Street Anderson, S.C. 29621</p> <p>Mailing Address P.O. Box 304 Anderson, S.C. 29622</p> <p>Phone: 864-224-7028 Fax: 864-226-8636</p>	<p>Physical Address 1725 E. Main Street Easley, S.C. 29641</p> <p>Mailing Address P.O. Box 1628 Easley, S.C. 29641</p> <p>Phone: 864-859-2989 Fax: 864-859-1401</p>	<p>Physical Address 704 E. Main Street Seneca, S.C. 29678</p> <p>Mailing Address P.O. Box 608 Seneca, S.C. 29679</p> <p>Phone: 864-882-3495 Fax: 864-885-0634</p>

To donate, go to www.sharesc.org

 "Like" us on [Facebook.com/SHAREsc.org](https://www.facebook.com/SHAREsc.org)

 "Follow" us on [Twitter.com/SHARE_sc](https://www.twitter.com/SHARE_sc)



Gallagher

Insurance | Risk Management | Consulting

The Gallagher Way is more than just placing coverage and selecting a plan. It is the code by which we live. Providing you with insurance, risk management and consulting to go beyond your business goals.

A proud supporter of **SHARE**

Helping People. Changing Lives.



Sunbelt Human Advancement Resources, Inc.

SHARE

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Greenville, S.C. 29607

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