

Helping People. Changing Lives.



HELPING PEOPLE AND CHANGING LIVES

Mission Statement:

"SHARE helps people and communities exit poverty and achieve economic stability."

Vision Statement:

A community where anyone can rise above poverty and achieve economic stability .

Sunbelt Human Advancement Resources, Inc. (SHARE)
Annual Report 2021



SHARE Mission Statement

SHARE helps people and communities exit poverty and achieve economic stability.

SHARE Vision Statement

A community where anyone can rise above poverty and achieve economic stability

Our Values

- H** **Honesty** - Giving the highest level and quality of service to every client, every day without regard to the nature of the cause of their need.
- E** **Empathy** - Striving to truly understand how poverty weighs on our clients and doing all we can to lessen that burden.
- R** **Responsiveness** - Recognizing the strength (and sometimes, sacrifice) it takes for our clients to ask for help and treating those request as if they matter to us as well.
- O** **Openness** - Accepting all clients where and how they are; knowing our own limitations and asking for help when needed.
- I** **Integrity** - Doing what's right every time, thus preserving the reputation and public image of SHARE.
- C** **Compassion** - Treating all clients with the care, respect and dignity we would want for ourselves.

Letter from The Board Chair for the Annual Report

Lynn W. Ballard

Being a member of the Board of Directors for SHARE has been an honor and privilege for me beginning in 2016. SHARE has an outstanding leadership team and has a long track record not only of providing great services to the community but is also recognized for its solid financial management of the organization.



The year 2021 was again a challenging year for SHARE. Our mission and vision are to help people exit poverty and we have done that successfully for many years. In 2021, our focus continued to provide services while dealing with COVID-19 and its aftermath. Our 21 Head Start Centers had to shift from in person to virtual classes and back, some more than once. Providing families and staff with the essential electronic media and training to maintain the children's early education had us continuing to think outside the box. The establishment of new operating procedures when classes resumed in person continues to be a challenge.

The true caliber and dedication of the many fine employees of SHARE has been highlighted through this second challenging year. Many functions of the SHARE program were conducted virtually and via phone rather than in person; however, the number of people being assisted remained at a consistent level. Through this challenge stronger bonds were forged with many of the other non-profit agencies in the area. It was very rewarding to see so many groups and individuals coming together in a collaborative effort to lend a hand to those in need. Closer working relationships were also formed with the local utilities.

We are all hoping that the COVID crisis is about to conclude and we will be able to resume normal operations later in the year. Things will be somewhat different in the future, but this past year has taught us how to be more efficient in delivering services to our clients and how to be a team player with many other organizations.

Speaking on behalf of the Board of Directors I thank Ms. Pamela Sims, President/CEO of SHARE, and her staff for a job well done in the last two most challenging and difficult years. I also thank the dedicated Board Members for their guidance and support. We all believe in SHARE and its Mission and work hard to make it become a reality.

Lynn W. Ballard
SHARE Board Chairman

Message from the President & CEO

Pamela Sims, CCAP

The 2020-2021 program year presented many opportunities to improve the lives of thousands of individuals and families in our service areas of Greenville, Anderson, Pickens, and Oconee counties.

We continued to experience unprecedented situations due to the COVID-19 pandemic. Many businesses remained closed, some closed permanently, and unemployment remained a genuine concern.

Sunbelt Human Advancement Resources, Inc. (SHARE) assisted thousands of people who faced hardships and crises with basic human needs such as rent, utility, and food. Many of whom had never requested help before. The demand for essential human services for individuals and families least able to help themselves had never been greater as we battled thru the pandemic. We adjusted and perfected our remote working conditions to assist people needing our help while keeping our staff, children, and customers safe. Our offices were closed to the general public, and our staff worked remotely to provide essential human services to the needy population in our four-county service areas. Our 21 Head Start and Early Head Start centers reopened with limited access for our parents. We created innovative means to alleviate barriers that prevented our children and families from advancing.

Partnering with other service providers proved advantageous for our customers to receive the maximum benefit possible.

The pandemic caused concern for the mental well-being of our staff as they attended to the needs of others, considering that some of the SHARE staff faced similar unfortunate circumstances.

Our management staff, and our Board of Directors, worked together to ensure that we adhered to the programmatic and financial requirements of our funding sources.

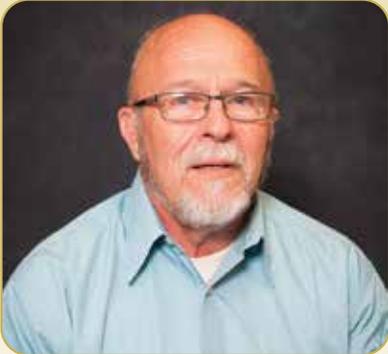
Uncertainties surrounding COVID-19 remained a challenge for us, and we leaned on the Center for Disease Control and Prevention (CDC) for guidance on preventive measures for safe working conditions for our staff.

I commend the SHARE Board and our staff for their continued support and dedication to fulfilling our Mission to help people and communities exit poverty and achieve economic stability.

Pamela S. Sims
President/CEO



2021 SHARE Board of Directors



Honorable Lynn Ballard
Greenville County/Public Sector



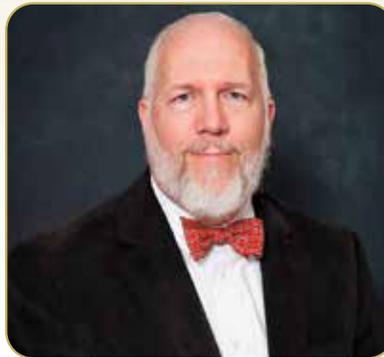
Mr. William K. Brooks
Pickens County/Customer Sector



Mrs. Yazmin Bruce
Pickens County/Private Sector



Mr. Cortney Burgess
Anderson County/Private Sector



Rev. Kenneth Dill
Pickens County/Public Sector



Ms. Mary Duckett
Greenville County/Public Sector



Ms. Stephanie Enders
Oconee County/Customer Sector



Ms. Ingrid Erwin
Greenville County/Private Sector



Mrs. Yaniqua Eyabi
Anderson County/Public Sector



Mrs. Dorthelia Griffin
Greenville County/Private Sector



Honorable Isaac Johnson
Greenville County/Public Sector



Mr. Maury Mattison
Anderson County/Customer Sector



Mrs. Renea Mayes-Rice
Oconee County/Customer Sector



Honorable Xanthene Norris
Greenville County/Public Sector



Honorable Denise Rozman
Oconee County/Public Sector



Mr. Tom Whitted
Greenville County/Private Sector

Resource Development

The SHARE Board of Directors, SHARE Customers, and the SHARE employee family, would like to thank the community for another year of support. The dollars you contributed in 2021 allowed SHARE to help low-income individuals and families who slightly exceeded the income guidelines for our grant funded programs.

Contributions were used to support our LADDER program that provides employment training and job placement, to help our customers with basic human needs, provide early education and homeless services. SHARE's program and services are designed to move low-wealth individual on a path to self-sufficiency and encourage independence. Essentially this represents SHARE's mission to help people and communities exit poverty and achieve economic stability.

Usually, when we hear resources development, we typically think of generating revenue for financial support. Volunteers are an essential resource of our operations as well. In 2021, numerous of volunteers contributed their time and talents, translating into approximately \$1,418,432.00 in value to support our programs. SHARE is required to collect non-federal resources for some of our federally funded programs, and our volunteers helped us meet this requirement.

Thank You for your generosity to help SHARE meet the needs of our customers for another year.

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 of SHARE is funded to provide quality comprehensive services for 1,337 children birth – five years of age and Pregnant Women across 4 counties: Anderson, Greenville, Oconee and Pickens. The agency operates 21 child development centers that are licensed by the South Carolina Department of Social Services. The 2020 – 2021 school year continued to present us with many challenges related to COVID-19 and providing in-person services. We monitored COVID cases very closely and closed down classrooms as needed for the recommended time to ensure appropriate health and safety practices. We maintained our COVID protocols for additional sanitation practices and social distancing in all classrooms. Our staff ensured that the centers were disinfected, and all materials and equipment was sanitized daily in each classroom. We continued to offer virtual home visits, conferences, and parent meetings to ensure everyone was safe.



Shannon Vaughn, M.Ed.
Interim Director, Children and Family
Development

Our program was impacted by many staff not returning to work in-person for various reasons related to COVID-19. We began to experience greater issues related to recruiting and retaining qualified staff. We have dedicated staff members that remained diligent in providing services to our children and their families throughout the challenges of the pandemic.

COVID-19 funding allowed us to offer an additional six weeks of Head Start summer enrichment during the summer of 2021. This model allowed us to maintain both EHS and Head Start services through mid-July. We felt this extra learning time was valuable to the Head Start children and their families. Classrooms closures and positive cases of COVID-19 created many opportunities for learning deficits, and the summer enrichment program allowed for additional learning time. We served 258 EHS children and 508 Head Start children during that time. Our program is committed to providing high quality services to children and families, and remain focused on ways to overcome barriers that COVID-19 has presented.

■ CLASS (Classroom Assessment Scoring System) 2020-2021

The Office of Head Start uses CLASS to assess the quality of the Pre-k classrooms every five years as part of the Designation Renewal System. Currently, the Office of Head Start does not use the tool to monitor the Early Head Start classrooms.

However, for consistency, Share Head Start uses CLASS to assess the adult/child interactions from birth to age four. There are two assessment periods (fall & spring). The fall assessment period was from September to December 2020. Head Start spring assessment was from January to May 2021. Early Head Start spring assessment period was from January 2021 to June 2021. CLASS 2020 fall assessment was completed.

There was a slight increase in the infant in-house fall score in 2020 compared to 2021

Infant In-House Scores	
Domain	
2020 Responsive Caregiving	5.58
2021 Responsive Caregiving	5.67
2020-2021 Average	5.62

Toddler 2021 fall scores decreased in both domains compared to 2020.

Toddler In-House Scores		
Domains	Emotional and Behavioral Support	Engaged Support for Learning
Fall 2020	6.7	4.51
Spring 2021	5.3	4.77
2020-2021 Average	6	4.64

Fall Pre-K In-House Scores

There was a slight increase in two of the Domains (Emotional and Instruction Support) in 2021.

Domains	Emotional Support	Classroom Organization	Instructional Support
Fall 2020	6.34	5.28	4.2
Spring 2021	6.49	6.05	4.33
2020-2021 Average	6.41	5.66	4.26

Ongoing training and mentor coaching were provided to the teaching teams in the weakest domains. The new staff was introduced to CLASS during orientation. The introduction is an overview to define what the acronyms CLASS means and a brief overview of adult/child interactions. The new staff is provided strategies and resources to help prepare them for future observations. On-going training is provided to help the teaching staff improve their teaching skills and keep them informed of any changes that may be taking place in the Office of Head Start.

Certified CLASS Observers	
Infant	14
Toddler	22
Pre-K	27

Certified CLASS Trainers	
Infant	1
Toddler	1
Pre-K	3

Education Services

Gains Report 2020-2021

Children in all age groups were meeting/exceeding in all domain areas. The school readiness goals are comprised of 5 domains as follows across four [4] counties ALL domains show growth:

- Social and Emotional Goal:** Children will demonstrate SEL [Social Emotional Learning] skills and knowledge by demonstrating positive relationships and interactions. Demonstrate positive problem-solving skills through collaboration with adults and peers
- Language and Literacy Goal:** Children will demonstrate receptive and expressive language skills in their home language and English for DLLs. Children will develop early literacy skills to promote early development.
- Approaches to Learning Goal:** Children will demonstrate interest, curiosity, and eagerness in exploring the world around them.
- Cognition and General Knowledge Goal:** Children will engage in active exploration to promote thinking skills, a sense of self, and awareness of their environment.

Mathematics Development: Children will learn and begin to use math and science concepts during daily routines and experiences.

- Physical Well-Being and Motor Development:** Children will build gross and fine motor skills needed for writing, balance, and body awareness through activities designed to promote health and safety.
- Helping People and Changing Lives

Gains Report 2020 - 2021

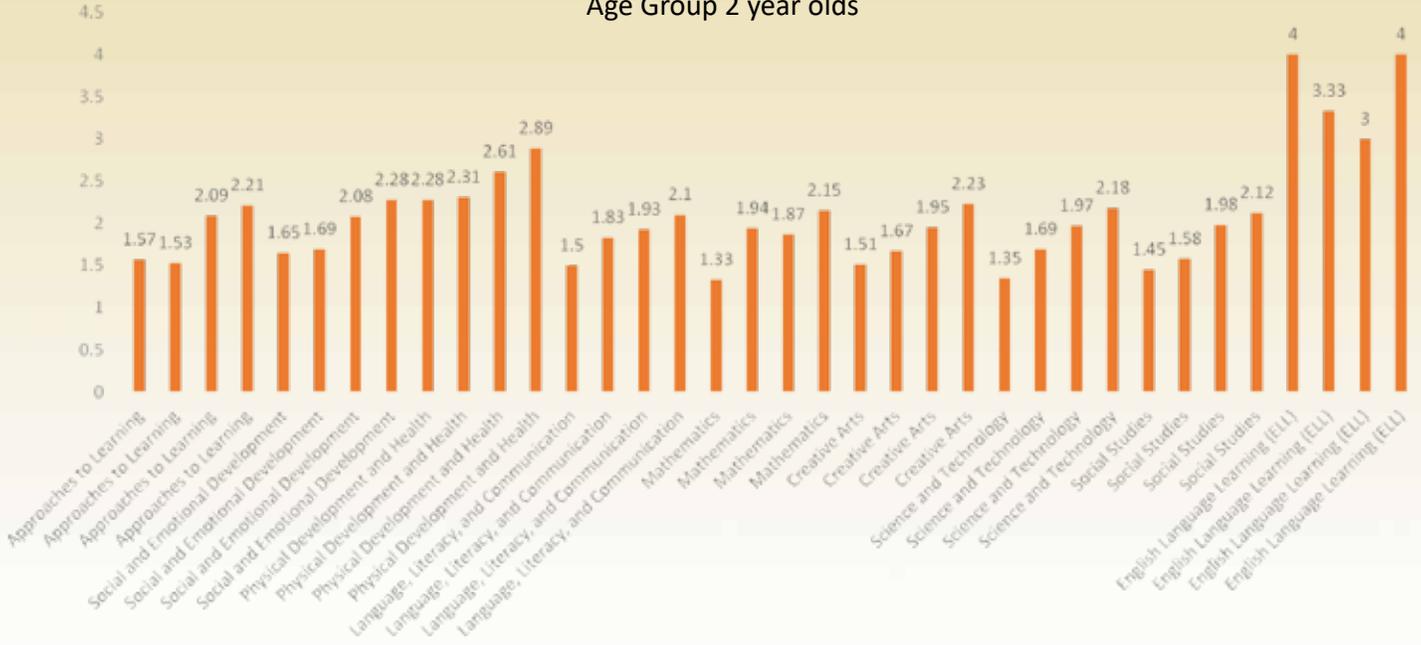
Growth Report 2020 - 2021
Age Group 4 year olds



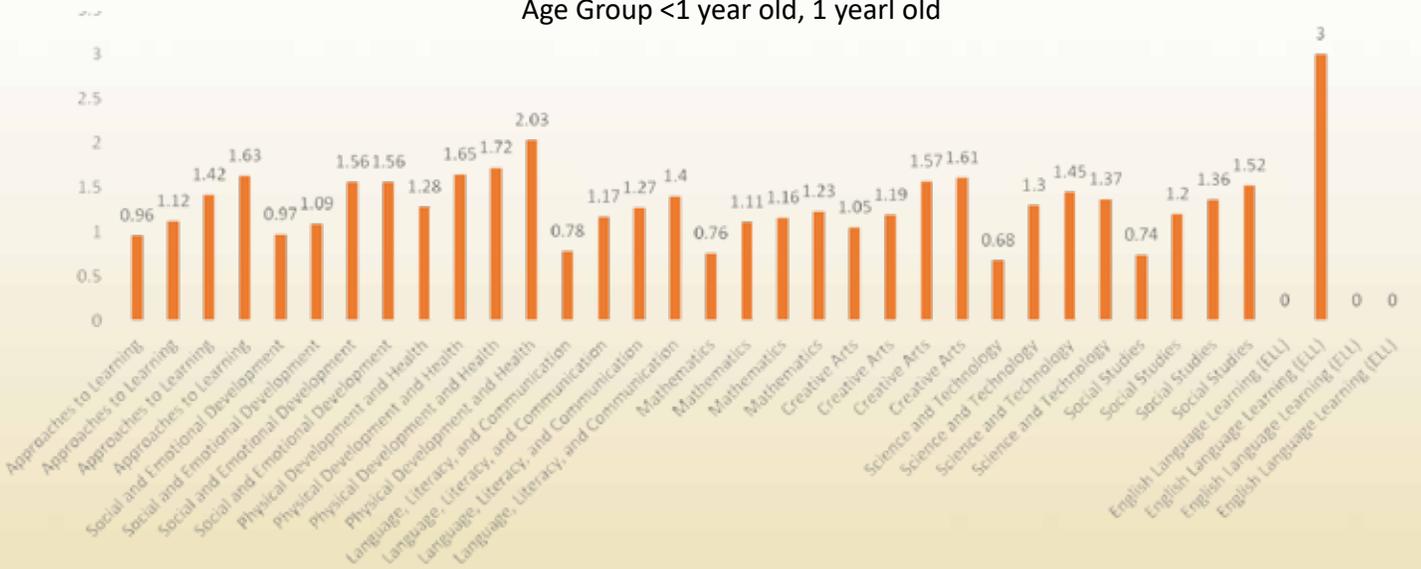
Growth Report 2020 - 2021
Age Group 3 year olds



Growth Report 2020 - 2021
Age Group 2 year olds



Growth Report 2020 - 2021
Age Group <1 year old, 1 year old



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

2020-2021 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
0.5%	0.5%	1.2%	81%	11.5%	5.3%	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: 2021 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 5 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 5 children in foster care

Served 11 enrollees receiving Public Assistance (TANF/SSI)

Selection

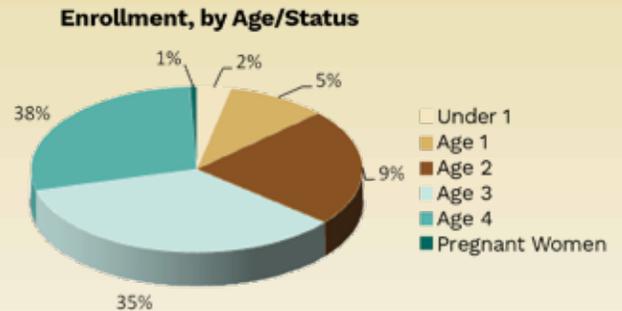
The agency uses the five criteria of **income, age, disability, other factors, and parental status** to ensure that we are serving those children and families with the greatest need in our service areas. The maximum points for each criterion are 100. Data collected in the **Community Assessment** was 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 June 2021		
County	Head Start	Early Head Start
Anderson	40	30
Oconee	20	15
Pickens	20	3
Greenville	224	156
TOTAL	304	204
PROGRAM TOTAL: 875		

Source: ChildPlus.net Report #2006

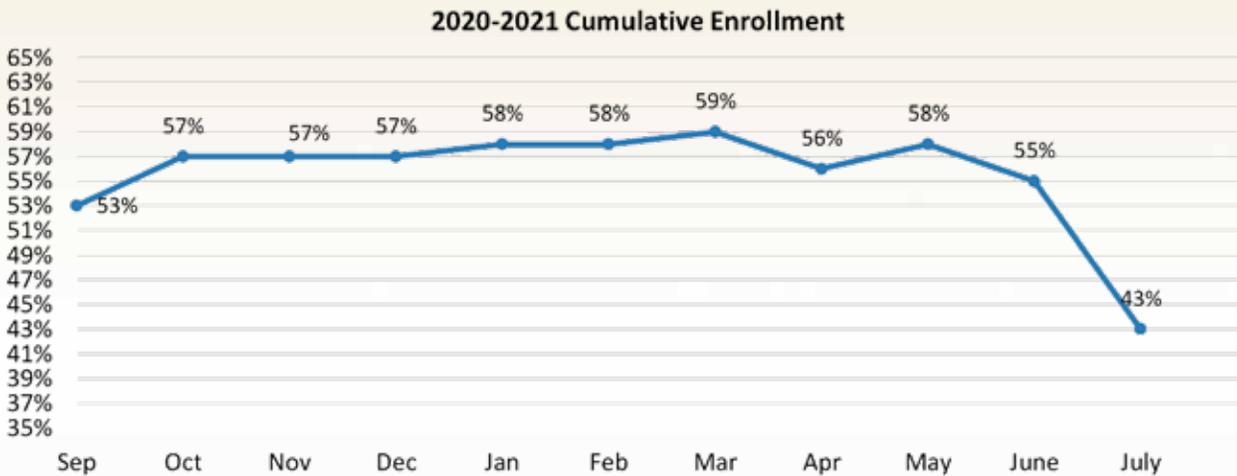
Enrollment

As required by OHS regulations, Head Start and Early Head Start are required to maintain 100% of the funded enrollment monthly of **1330** children ages Birth to 5 and **up to 7** pregnant women. The agency provided services to **929** children and pregnant women during 2020-2021. The decrease was largely impacted by COVID-19. The agency maintained and reported to the Office of Head Start our enrollment status August 2020 through July 2021.



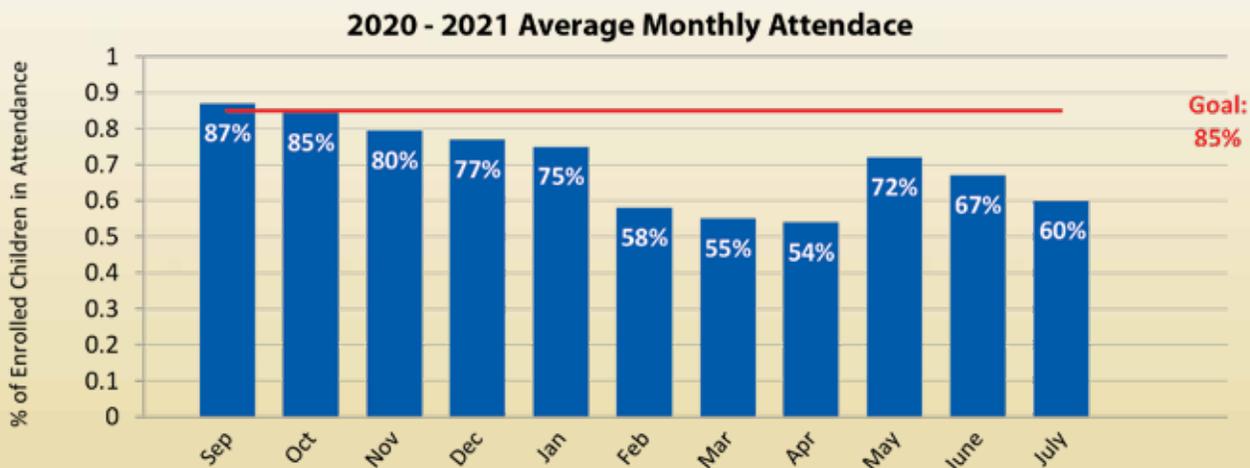
Cumulative Enrollment

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 enrollment is greater than 100%, indicate months when terminated children were able to be replaced.



Attendance

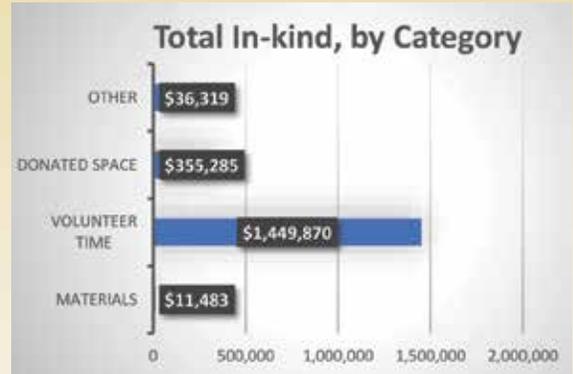
Head Start Performance Standard 1302.16 states that each program must maintain an Average Daily Attendance (ADA) rate of 85 percent. When the monthly average daily attendance rate in a center-based program falls below 85 percent, a Head Start program must analyze the causes of absenteeism in order to identify any systemic issues that may be contributing factors to the program's absentee rate. COVID-19 had a major impact on attendance of participants.



Source: ChildPlus.net Report #2301

Community Partnerships

In order to improve the delivery of community services to children and families, SHARE Head Start takes an active role in community planning. The program partners with 72 agencies, businesses and local technical colleges and universities in Anderson, Greenville, Oconee and Pickens Counties. Our partners provide a wide array of services to Head Start which include: training staff and parents, providing the donation of space and educational materials, and conducting medical/dental screenings and examinations. Community partners also serve on Head Start Advisory Committees and Councils providing counsel related to the operation of the program.



Hours Volunteered	
Parents	102,292
Non-Parents	171
Agency/Business	141

In-kind Contributions

SHARE Head Start collected 49% of the federally mandated in-kind amount for 2021. The program utilized in-kind from parents, other family members and the community. Due to the impact of the COVID-19 Pandemic on our program's ability to collect 100% of the federally mandated in-kind amount, the Office of Head Start granted a waiver for the remaining 51% In-kind included time, donated space, materials, and other costs.

Head Start Policy Council

GOVERNANCE: The Head Start Policy Council prepares parents/guardians to be advocates and leaders on behalf of their children, and cultivates them as community leaders. Parents on the Policy Council are provided with the opportunity to be fully engaged with program planning and decision-making, and work closely with the Head Start Director and Governing Board and key management staff. SHARE's Governing Body and Policy Council utilizes key program information established at the center-level parent committees which are discussed during monthly Policy Council and Board meetings to conduct their governance responsibilities. The Policy Council and Governing Board receive monthly financial statements; monthly HS/EHS program reports; all documents requiring HS Policy Council and Board approval; as well as communication and guidance from the Office of Head Start. The SHARE Board provides oversight of all program operations, and maintains responsibility for safeguarding the assets of the agency in tandem with the CEO. Through regular meetings and the exercise of its fiduciary duties, Board members receive on-going training in the Head Start regulations, and their roles and responsibilities; including their legal and fiscal responsibilities to Head Start. Parents on the Policy Council receive annual training on the Head Start regulations, a review of their roles and responsibilities, and eligibility training on federal regulations.

2020-2021 Policy Council Roster

Greenville County

Joycelyn Pyles Rovanda Dunlap
 Sandra Harrison Tiffany Norris
 Leslie Witschi Bretani Robinson
 Lashell Davis

Anderson County

Jana Bridges
 Ivory Beaty
 Kanisha Davis
 Millicent Glenn

Pickens County

Amber Lyons
 Bethany Stokes
 Corine Schreiber

Pickens County

Malcolm Wiley
 Brittany Green Carter

Community Representatives

Dorett Gunter, Sylvia Vandross, LaShun Martin (Former Parent), LaKeisha Johnson (Former Parent)
 Lisa Butler, Donnittia Robinson (Former Parent), Donna Mansell, Lily Farcier (Former Parent)

■ Parent and Family Engagement

The impact of COVID 19 on Family Well-being and Family Engagement Services.

Due to the COVID-19 pandemic, SHARE Head Start and Early Head Start closed our facilities from March through May of 2020. Throughout this time, however, the federal government continued to fund all services throughout the pandemic. This included virtual education services for children and the delivery of necessary food and resources for families.



COVID Impact findings:

We found that the pandemic created and increased challenges for our children and families. Families were asked to complete a COVID Impact survey to assist us with identifying needs and services. It was reported that food and housing insecurity and difficulty maintaining employment due to the economy, COVID related illnesses, and the need for child care were all challenges. While many families struggled, SHARE Head Start and Early Head Start services for children and families continued as a means to supporting families. The impact survey identified that many families needed access to computers, laptops, tablets and hotspots in order to participate in virtual classroom instruction.

Our COVID strategy: Our Head Start /EHS program purchased tablets, hotspots and Chromebooks to support children and families while participating in virtual classroom instruction at home.



Families identified **food insecurity** in their households and communities as a challenge and need. The increased cost of food and the loss of income was a reason given for difficulty in accessing food. Federal benefit programs, such as the Supplemental Nutritional Assistance Program (SNAP), Special Supplemental Nutrition Program for Women, Infants, and Children (WIC) and Temporary Assistance for Needy Families (TANF) are not only critical for the immediate survival of low-income families, but also in lifting families out of poverty. The pandemic created and magnified challenges for families living in poverty.

In interviews, families emphasized the importance of nutrition and income supplement programs in meeting children's needs. During the 2020-2021 school year, we were able to provide **food to 406 families** that were in need.

Our COVID Strategy: Our Head Start and Early Head Start program played a key role in keeping food on the table of families by distributing food directly to families. Families that had transportation volunteered to pick up food from our facilities. Our family services staff partnered with families in need by providing them resources on community food distribution events and assisting families with applying for government assistance such as WIC, SNAP and TANF benefits. Information on the CARES Relief Act and Pandemic EBT was shared with all families.

EMPLOYMENT

Many families faced employment concerns due to the spread of COVID-19. This was seen particularly when our Governor declared stay-at-home orders and temporarily closing of businesses, schools, and child care programs. In addition to the widespread layoffs, lack of child care was challenging for parents, especially mothers, and in many cases stopped them from working to stay home with their child(ren). In interviews with parents, many reported that they felt stressed, overwhelmed, scared, and helpless without additional support.

PIR report 2020-2021, revealed that 654 parents were employed at enrollment. This number decreased to 495 parents being employed at the end of enrollment. Neither parent employed at the beginning of enrollment was 206. This number increased to 369 at the end of enrollment.



Our COVID Strategy: To assist families with employment concerns, our program provided resources to families on community job fair events. Grandparents and extended family that were able to stay home with children during virtual classroom instruction was encouraged so that parents could continue to work. Training was provided on how to setup tablets and the zoom app.



Housing Stability

Housing stability was a concern expressed by our Head Start families. The pandemic has impacted employment for parents and caregivers, thus increasing the number of families at risk of eviction. During the 2020-2021 school year, 19 parents received housing assistance, including assistance with utilities and repairs (PIR 2020-21)

Our COVID Strategy: SHARE Head Start / EHS provides categorical eligibility for families who are experiencing housing insecurity. Staff intervene when families are experience housing instability and homelessness. Our efforts include strengthening community collaboration with entities such as Family Promise, Salvation Army, Shelters ...etc.

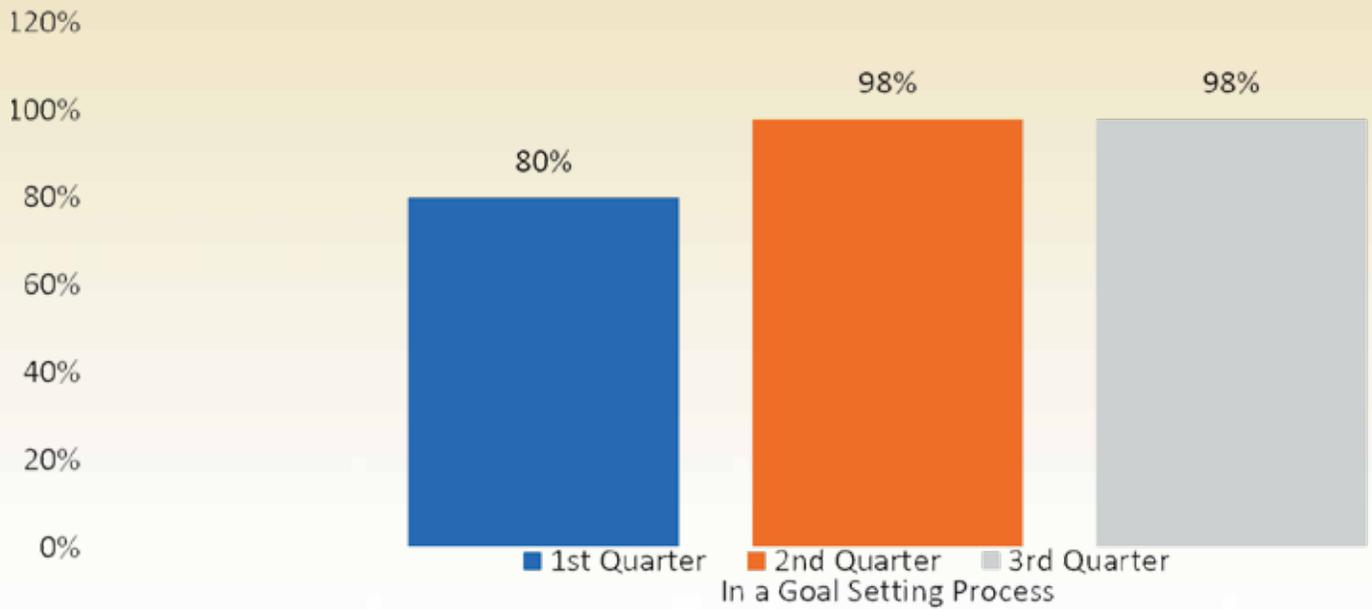
BARRIERS TO HEALTHCARE

During well-child visits, physicians screen children for hearing, vision, and environmental poisons (e.g., lead), track developmental progress, administer vaccines, and refer families to early intervention programs. Our Head Start serves as a protective factor, ensuring that children receive much-needed services and resources. Lack of Health Care Access in rural areas throughout our four county service areas has a significant impact on families' access to health care. It has been identified that in our rural areas, the lack of provider availability is a significant barrier to accessing health care, especially specialty care.

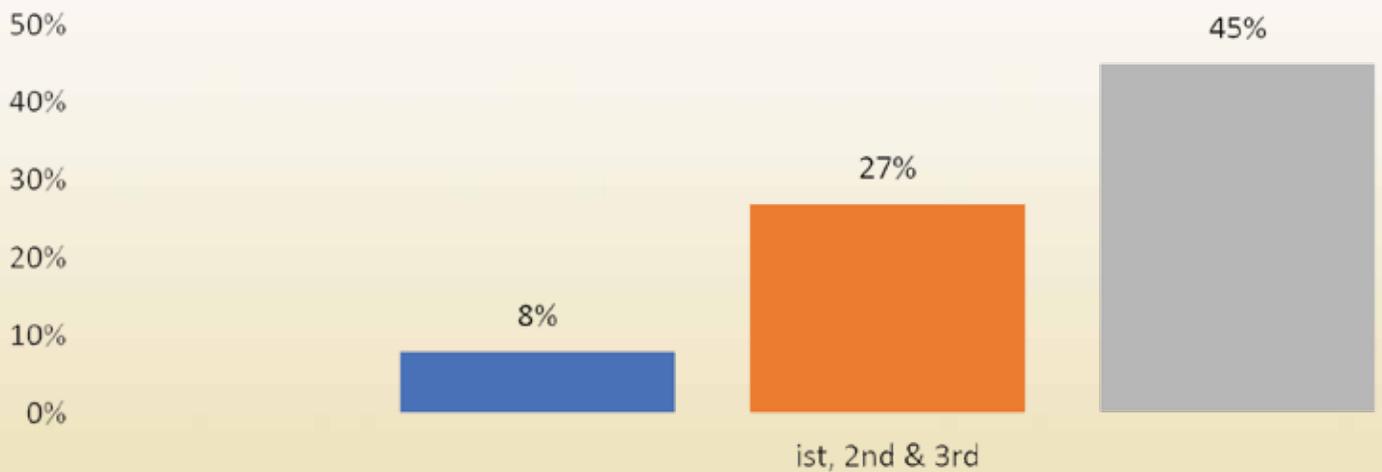


Our COVID Strategy: SHARE Head Start and EHS were able to help enrolled children access health care services by partnering with local nursing programs. Students provided necessary screenings such as vision, hearing and height and weight. Family Advocates provided routine follow-up with families needing medical and dental homes. Resources and information pamphlets were made available for families.

Family Goals Established 2020-2021



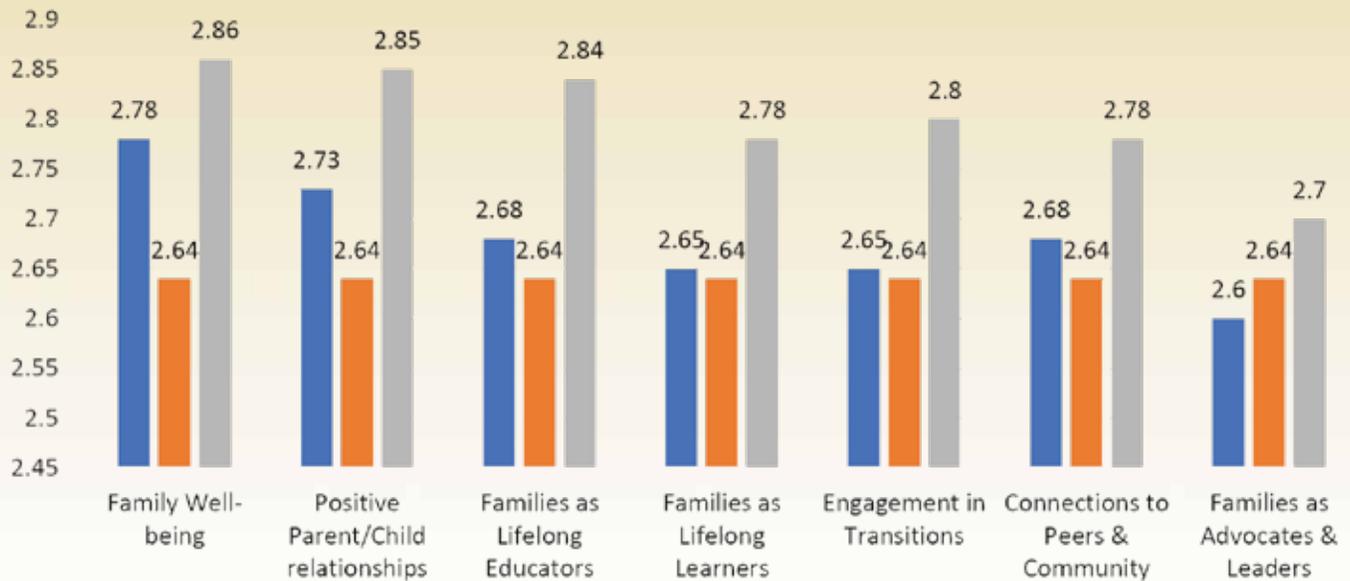
Goals Completed 2020-2021



February – July 2020-2021

Child-plus Report 4120

Average Scores of PFCE Categories
1st, 2nd and 3rd Quarters 2020-2021



Child-plus report 4240 2020-2021

***Scores range from 1 to 3 3.0 -Strength 2.0 Making Progress 1.0 Need Assistance

The chart above reflects the average scores for each of the seven PFCE goals for the 1st, 2nd and 3rd quarters. Data revealed that families are making progress on identified needs in each of the seven PFCE categories. Categories having the greatest increase beginning with the 1st quarter through the end of the 3rd quarter are Families as Lifelong Educators (.16 increase), Engagement in Transitions (.15 increase) and Families as Lifelong Learners (.13 increase). PFCE goals showing the greatest needs for our families are Connections to Peers and Community and Families as Advocates and Leaders. Family Advocates are encouraged to set goals with families and link them to needed resources in any area that fall below a three on the assessment. The outcomes can also be used to assess areas where staff can advocate in the community for increased services for families. Facilitators can provide further training to Advocates based on outcome averages. We attribute PFCE gains to our Head Start and Early Head Start staff who assist our children & families in meeting identified needs by connecting them to service providers.

Summer Enrichment Program: 2021

Number of Families	291
Needs Assessments Completed	93%
Needs Services	92%

Providing Family Engagement Opportunities to Support Well-being

SHARE Head Start and Early Head Start encourage parents to create family goals to support the PFCE Outcomes that focus on issues such as basic needs, health, personal support structure, adult education and employment, leadership and advocacy, financial literacy, parent-child and other family relationships, or community connections. Our Head Start program offers various opportunities for families to achieve goals created through the family partnership process such as family literacy, Fatherhood Initiative, Financial literacy, homelessness, and parent education.

Male Engagement Activities

SHARE Head Start and Early Head Start focuses on father and father figures and their engagement in our program. PIR data indicates that during the 2019-2020 school year, **240 fathers/father figures** participated in parent workshops and activities. During the 2020-2021 program, **99 fathers/father-figures** participated in parent workshops and/or activities. We attribute this decrease due to the impact of COVID 19 which limited face to face interaction. Many fathers were concerned about maintaining employment and meeting the needs of their families.



Literacy Opportunities

According to Child-plus report 4003, **211** parents participated in literacy focused events and activities. For example, Mother Read/Father Read, Read to Me, Wise Readers Book Challenge. To support our efforts, we received 384 book donations from the Baby Read program.

SHARE, INC HS/EHS FAMILY LITERACY

WISE READERS

BOOK CLUB CHALLENGE
WE CHALLENGE YOU TO READ 50 OR MORE BOOKS DURING THIS PROGRAM YEAR.

WE ENCOURAGE PARENTS TO VISIT THEIR LOCAL LIBRARY. DURING THIS VISIT, TAKE THE TIME TO COMPLETE A REGISTRATION FORM AND RECEIVE YOUR PERSONAL LIBRARY CARD.

HOW TO PARTICIPATE?

DOCUMENT THE BOOKS THAT YOU READ BY WRITING IN YOUR LOG:

- 1. THE NAME OF THE BOOK
- 2. AUTHOR OF BOOK
- 3. DATE WHEN BOOK WAS READ
- 4. STAR, YOUR COMPLETED BOOK LOG.

YOU ARE ENCOURAGED TO READ TO YOUR CHILD (REN) AT HOME

****Parent(s) that reads 50 or more books will be recognized at the end of the program year.**

FAMILIES AS LIFELONG LEARNERS




READING IS FUNDAMENTAL

This helps with social development and thinking skills.

2020-2021 LITERACY PARTICIPATION

According to report 4003 for the 2020-2021 school year in ChildPlus:

Greenville County has 107 families that received information and/or attended at least one of the 225 events related to literacy. This means 48% of these participants in literacy.

Anderson County has 26 families that has received information and/or attended at least one of the 28 events. This means 93% of these families' participation in literacy.

Oconee County has 19 families that received information and/or attended at least one of the 31 events. This means 61% of these families' participation in literacy.

Pickens County has 16 families that received information and/or attended at least one of the 19 events related to literacy. This means 84% of these families' participation in literacy.

Total percentage of participation for SHARE EHS & HS of these families in literacy is 55%.

Remember...READ...READ...READ

Financial Literacy Opportunities

A total of 318 parents participated in financial literacy sessions and/or workshops. Workshops were provided by A Chance at Change, LLC and Ripple of One.

SHARE EHS/HS Financial Literacy workshops

A CHANCE AT CHANGE

What are the workshops for?

The Financial Literacy Workshops that A Chance at Change provides is a fun way to learn how to manage your financial wealth. The ways in which this happens is by learning exactly what financial literacy is, how to create and adjust to a budget, how to maintain good credit, financial short-term and long-term goals, and understanding personal finances.

Goals

- Financial security/ stability
- Generational wealth
- Homeownership
- Great credit

2020-2021 school year financial literacy virtual meetings via Zoom

- 12/10/20
- 1/23/21
- 2/23/21
- 3/23/21
- 4/23/21
- 5/24/21





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HEAD START AND EARLY HEAD START PARTICIPATION

According to report 4003 for the 2020-2021 school year in ChildPlus:

Greenville County has 171 families that received information and/or attended at least one of the 281 events related to financial literacy. This means a 60% or 60% of these families participated in financial literacy!

Anderson County has 19 families that has received information and/or attended at least one of the 112 events. 37% of these families' participation in financial literacy.

Oconee County has 17 families that received information and/or attended at least one of the 19 events. 90% of these families' participation in financial literacy.

Pickens County has 17 families that received information and/or attended at least TWO of the 172 events! 39% of these families participated in financial literacy at least twice.

Total percentage of participation for SHARE EHS & HS families in financial literacy is 64%.

WOMEN'S SUPPORT GROUP

According to report 4003 for the 2020-2021 school year in Child Care, Greenville County has 157 families that received information and/or attended at least TWO of the 323 events related to women support. This means a little over 49% of these families participated in women support.

Anderson County has 8 families that has received information and/or attended at least THREE of the 9 events. 89% of these families participated in women support.

Oconee County has 23 families that received information and/or attended at least one of the 23 events. 100 % of these families participated in women support.

Pickens County has 42 families that received information and/or attended at least one of the 82 events. 51% of these families participated in women support.

Total percentage of participation for SHARE EBS & IES families in women support is 51% out of 225 total families and 437 events.

These meetings allow women to share personal stories related to parenting, families as leaders and advocates, connections to peers and community, and families as educators (especially when supporting children at home with virtual school). The meetings include having conversations ranging from the topics of mental wellness, career building, self-care to coping strategies. The Ladies Lounge is a place of healing where women can build friendships, work toward acceptance of their mental health, and obtain support to manage their lives and families.

Fun Fact:
THE LADIES LOUNGE WAS CREATED BY A HEAD START PARENT!

SHARE, Inc Head start and early head start
THE LADIES LOUNGE

Ladies Lounge

A total of 215 parents participated in our women support group, Ladies Lounge.

Virtual GED Program

SHARE Head Start's PIR data determined that families served during the 2020-2021 school year had low literacy, 221parents/families having less than a high school diploma. Our efforts to support adult learners and to assist them in earning a GED diploma. 23 Head Start parents participated in an orientation about the benefits of enrolling into a virtual GED program. Of the 23 interested parents, 7 parents followed through with completing the entry tab testing administered by Lifelong Learning. They have officially started GED classes. GED classes for Head Start and Early Head Start can also be taken through Adult Education in all four counties.

	Month	Seminar Topic	Projected number of parents served	In Person or virtual	Target Audience (see examples above)
1.	July	Power of Positive Parenting	20	virtual	all
2.	August	Raising Resilient Children	10	virtual	all
3.	September	Power of Positive Parenting	10	virtual	all
4.	October	Raising Confident Competent children	10	virtual	all
5.	November	Raising Resilient Children	10	virtual	all
6.	December	Power Positive Parenting	10	virtual	all
7.	January	Raising Confident competent children	10	virtual	all
8.	February	Power of Positive Parenting	10	virtual	all
9.	March	Raising Resilient Children	10	in person	all
10.	April	Power of Positive Parenting	10	in person	all



Triple P Parenting Curriculum 2020-2021

Advocacy and Leadership Opportunities includes:

Census 2020 parent participation	Women Support Group- Ladies Lounge
Health and Education Services Advisory Committee	Tripe P Parenting Curriculum
PFCE Advisory Committee	Shared Governance Training
Parents as Advocates and Leaders Training	Zoom Training
Parent Committees and Policy Council	Financial Literacy Workshops
Male Engagement	Literacy Activities and Events
Cooking with a Chef	Transitioning Workshops
Pregnant Women Program	GED opportunities
Policy Council orientation and election of officers	Grow to Greatness – Nutrition

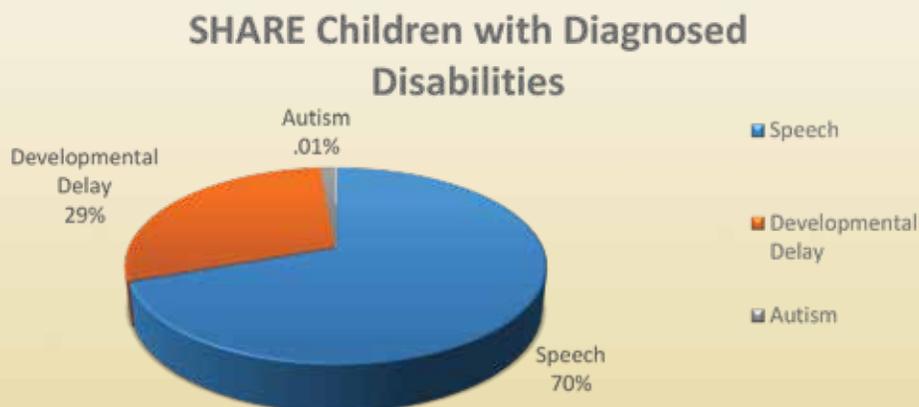
Disability and Mental Health Services

Disability Services

SHARE Head Start collaborates with local school districts in all four counties that we serve to ensure that additional services are provided to children with disabilities in the least restrictive environment under IDEA. Services included are: screening, evaluation, the development of an Individualized Education Plan (IEP) for children (3-5), and Individualized Family Service Plans (IFSP) for infants and toddlers. Community Partners such as BabyNet, Thrive Upstate (DDSN), Bright Start or Ahead Start develop and manage the Individualized Family Service Plans for children eligible for IDEA Part C services. Our local school district partners develop and manage Individualized Education Plans for children eligible for IDEA Part B services. These plans often include therapy/related services and/or early intervention services for children and their families which are ongoing throughout the program year. SHARE Head Start welcomes Community Partner providers into our Head Start/Early Head Start facilities as we work together to help each child meet his/her individual goals.



SHARE Head Start submitted a request to the Office of Head Start for a Disability Waiver due to the significant decrease in our 2020 -2021 actual enrollment and the enrollment of children with disabilities. The decrease in the enrollment is due to the CDC and DHEC recommended restrictions for social distancing regarding COVID-19. SHARE served a total of 72 children with disabilities throughout the program year. The graph below offers a breakdown of the number of children birth to five with disabilities



Source 2021 HS/EHS PIR/ChildPlus

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

In order to actively recruit and enroll children with special needs, SHARE Head Start collaborates with community agencies such as BabyNet, A Child's Haven, Ahead Start, the Department of Disabilities and Special Needs and local school districts. Preschool special education services staff and Early Intervention personnel 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

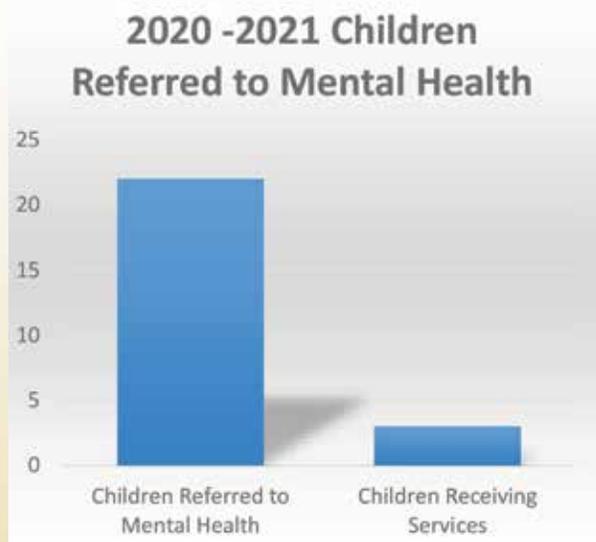
SHARE contracts with licensed/certified Mental Health Consultants to provide observations in all of our classrooms at least twice a year. The Mental Health Specialist monitors and coordinates Mental Health Observations and various strategies with the Mental Health Consultants. The Mental Health Consultants provided consultation zoom meetings with the Head Start and Early Head Start staff. The zoom consultation was provided in place of the place of classroom observations due to our program operating virtually. The Mental Health consultants provided

activities and resources to the staff to implement into their virtual lessons for children and families. They also provided activities for the family to do at home.

The Mental Health consultants also discussed concerns regarding the stressors of how COVID 19 has impacted their lives and the lives of the children and families who receive virtual educational services. The Mental Health consultants work as part of a team to assist staff in the identification and referral of children in need of early intervention and behavioral services.

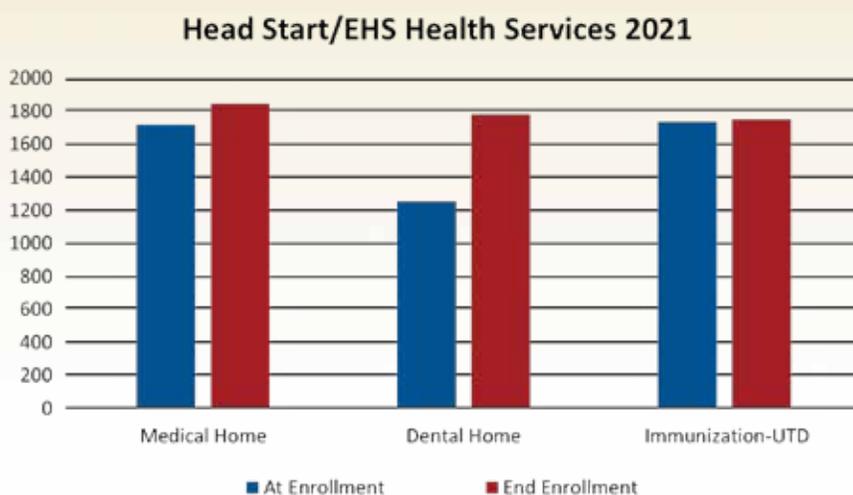
The Mental Health Specialist, Mental Health Consultants and the Disabilities Specialists will also collaborate to coordinate parent and staff training. SHARE Head Start/Early Head Start works closely with community agencies which provide early intervention services to meet the social and emotional needs of children and their families. The Mental Health Specialist also collects data, maintains and staff training. SHARE Head Start/Early Head Start works closely with community agencies that provide early intervention services to meet the social and emotional needs of children and their families. The Mental Health Specialist also collect data, maintain records, and support compliance in all facets of the Office of Head Start Program Performance Standards and State regulations.

Due to CDC guidelines and virtual classes being offered, the referrals for mental health services there were 22 children referred for Mental Health Services and 3 children received services.



Health Services

SHARE provides comprehensive health services to infants, toddlers, preschool children, pregnant women and their families. Our funded enrollment for Head Start and EHS is 1337 participants, including pregnant women. Numbers displayed in the graph below are based on cumulative enrollment (total participants served throughout the year). Upon enrollment, 1717 children had a primary medical healthcare provider and 1846 had a medical home at the end of the program year. At enrollment 1780 children had a dental home compared to 1252 at enrollment. South Carolina has strict immunization laws; therefore, most children are up-to-date on their immunizations upon enrollment. At enrollment 1734 children were up-to-date compared to 1747 at end of enrollment. South Carolina does allow religious exemptions and 31 of enrolled children claimed religion and did not receive immunizations.



Medical follow-up and treatment for chronic health conditions including Individualized Health Care Plans were provided to children with vision and hearing concerns, asthma, diabetes, seizures and other health conditions. Our pregnant women's program served eight (8) pregnant women. Classes were provided on prenatal care, labor and delivery, postpartum and infant care, breastfeeding, and nutrition, to name a few. Within two week of delivery, virtual nurse home visits were provided with appropriate referrals, follow up, and treatment.

Nutrition Services

Our program provides daily age appropriate nutritional meals and snacks for infants, toddlers and preschool children. During 2021 a total of 278,322 meals were served and reimbursed by the USDA Child and Adult Care Food Program (CACFP) including breakfast, lunch and afternoon snack. Mid-morning snacks are provided to EHS children without benefit of USDA reimbursement. Children are also provided growth assessments (height/weight) twice per year. Body Mass Index (BMI) is calculated according to CDC guidelines. Results of Head Start children are displayed in the chart below; Underweight-5%, Healthy weight- 75%, Overweight- 8% and Obese-13%. Registered Dietician consultants provided nutritional counseling and healthy lifestyle education to parents of children within these 'at risk' categories via our virtual platform.

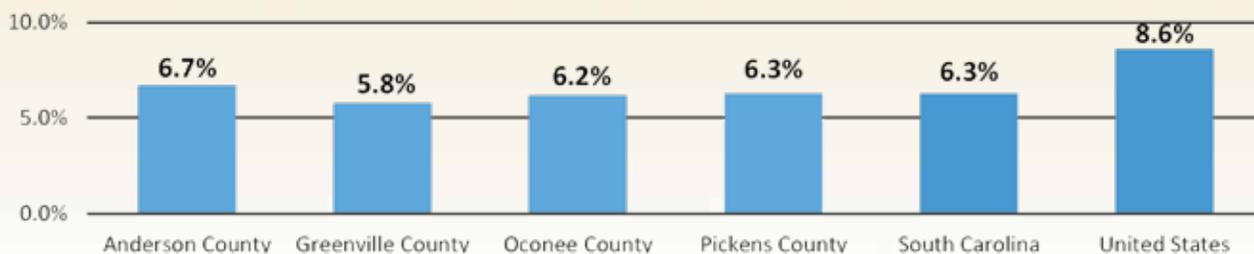


■ Transportation

For families living in poverty without a reliable personal vehicle and limited public transit, the lack of transportation can be a significant barrier to achieving self-sufficiency. Lack of transportation is a barrier for families to gain employment opportunities, attend health care appointments, refill prescriptions in a timely manner and to shop for groceries and necessities. For those families with a vehicle, some must share one car and coordinate schedules. Of households, between 5.8 percent (Greenville County) and 6.7 percent (Anderson County) are without a vehicle, compared to 6.3 percent of households in South Carolina and 8.6 percent of U.S. households.

Households with No Vehicle

Source: American Community Survey, 2015-2019



SHARE Head Start provides safe and quality transportation services to approximately 10.6% of enrolled children, including children with special needs prior to the COVID pandemic. As a result of COVID-19, transportation services provided to children in Anderson, Oconee, Pickens and Greenville counties was reduced to 7% with the adjusted enrollment. COVID safety guidelines and procedures was introduced as part of the daily safety practice.

Our staff shortage affected many service areas including transportation. Our Teacher Assistants are also our bus drivers. The Teacher Assistant position held one of the highest consistent vacancy rates for our program. Only 22% of staff in that position retained a Commercial Driver's License.



■ Head Start and Early Head Start Budget

Program Year 2020 - 2021

07/01/2020thru 06/30/2021

Budget Categories	Approved Budget	Actual Expenditures
Personnel	8,439,614	5,929,610
Fringe Benefits	2,786,700	2,191,668
Travel	106,185	17,115
Equipment	41,202	35,182
Supplies	322,016	164,849
Contractual Services	555,635	444,488
Other Direct Cost	2,320,189	1,856,573
Total Direct Cost	14,571,541	10,639,485
Indirect Cost	1,152,849	725,191
Total Approved Federal Award	15,724,390	11,364,676
Non-Federal Share	3,759,692	1,727,228
Total Budget Fed/Non-Fed	19,484,082	13,091,904
	Federal Award	Non-Federal SHARE
Head Start	9,716,212	
Early Head Start	6,008,178	
Total	15,724,390	1,727,228

There were no findings or questioned costs in SHARE's financial report for fiscal year ending September 30, 2021.

SHARE Head Start Center Locations

Head Start Facilities: Our program operates 21 centers, 54 Head Start classrooms and 41 Early Head Start environments. All 21 of our Head Start centers and Early Head Start sites are licensed by the South Carolina Department of Social Services to ensure they meet state health and safety regulations. All centers have an ABC Quality Rating. ABC Quality is South Carolina’s statewide rating and improvement system (QRIS) for child care and early education. Each facility was monitored daily by on-site center staff, monthly by administrative staff and quarterly by the Facilities Coordinator to ensure that our children and staff are in a safe environment indoors and outdoors.

Eighteen of our facilities are accredited by the internationally recognized National Association for the Education of Young Children (NAEYC). These high standard requirements of NAEYC are met and maintained to retain an accreditation status.



- ▶ Belton-Honea Path-Williamston
- ▶ Children’s Center “B”
- ▶ Clemson
- ▶ North Greenville
- ▶ Pickens
- ▶ Rutherford Rd.
- ▶ Seneca
- ▶ Simpson
- ▶ Westside
- ▶ Watkins Rd.

Greenville County

<p>*Children’s Center “B” Head Start Center Connie Worthy, Center Manager 652 Rutherford Road Greenville, South Carolina 29609 (864) 412-8752</p>	<p>North Franklin Road Head Start Center Tammy Martin, Center Manager 925 North Franklin Road Greenville, South Carolina 29617 (864) 467-0357</p>	<p>Rubye H. Jones Head Start & Early Head Start Center Lorrene Stoddard, Center Manager 40 John McCarroll Way Greenville, SC 29607 (864) 520-8097</p>
<p>Easley Bridge Road Head Start & Early Head Start Center Natalie Johnson, Center Manager 404 Easley Bridge Road Greenville, South Carolina 29611 (864) 295-3392</p>	<p>*North Greenville Head Start & Early Head Start Center Vandora Bray, Center Manager 50 Lincoln Chapel Road Travelers Rest, South Carolina 29690 (864) 834-5241</p>	<p>*Rutherford Road Head Start & Early Head Start Center Porsha Houston, Center Manager 1229 Rutherford Road Greenville, South Carolina 29609 (864) 298-0196</p>
<p>Golden Strip Head Start & Early Head Start Center Calvinetta Mickens, Center Manager Greta Jones, Site Manager 1120 Howard Drive Simpsonville, South Carolina 29681 (864) 967-2022</p>	<p>Parker Head Start & Early Head Start Center Angela Turner, Center Manager 15 Clark Drive Greenville, South Carolina 29617 (864) 294-6217</p>	<p>Tommie C. Brooks Early Head Start Center Cassandra Sullivan, Site Manager 210 Verner Springs Road Greenville, South Carolina 29609 (864) 235-5829</p>
<p>Margaret A. Sherred Head Start Center Cora Griggs, Center Manager 510 Old Augusta Rd Greenville, SC 29605 (864) 520-1539</p>	<p>Pleasant Valley Head Start & Early Head Start Center Jacquelyn Owusu Asare, Center Manager 26 Sherman Lane Greenville, South Carolina 29605 (864) 277-8999</p>	<p>*Watkins Road Early Head Start Center Tina Roberson, Center Manager 205 Watkins Road Greenville, South Carolina 29617 (864) 294-8565</p>

SHARE Head Start Center Locations

Anderson County	
<p>*Belton-Honea Path Williamston Head Start & Early Head Start Center Addie Nalley, Center Manager 15 Black Street Honea Path, South Carolina 29654 (864) 369-1108</p> <p>Starr Head Start Center Lakesha Cowan, Center Manager 400 Professor Brown Lane Starr, South Carolina 29684 (864) 276-1566</p>	<p>*Westside Head Start & Early Head Center Yolanda Bowman, Center Manager 1206 Gadsden Street Anderson, South Carolina 29624 (864) 224-8586</p> <p>Willis H. Crosby Head Start & Early Head Start Jacqueline Turner, Center Manager 2021 Shirlane Drive Anderson, South Carolina 29624 (864) 226-0367</p>



Pickens County	
<p>*Clemson Head Start Center Stephanie Edwards, Center Manager 644 Old Greenville Highway Clemson, South Carolina 29631 (864) 654-0790</p> <p>*Pickens Head Start Center Sharon Corn, Center Manager 1813 Gentry Memorial Hwy Pickens, South Carolina 29671 (864) 878-1494</p>	<p>Reece Mill Road Head Start & Early Head Start Center Christy Greene, Center Manager 201 Reece Mill Road Pickens, South Carolina 29671 (864) 898-0006</p> <p>*Simpson Head Start Center Tracy Galloway, Center Manager 304 West D Street Easley, South Carolina 29640 (864) 855-0354</p>

Pickens County
<p>*Seneca Head Start & Early Head Start Center Alice Lee, Center Manager 340 N. Perkins Creek Road Seneca, South Carolina 29679 (864) 882-8700</p> <p>*NAEYC Accredited</p>

SHARE Head Start Main Offices

Greenville Main Office

254 S. Pleasantburg Dr.
Greenville, SC 29607
(864) 233-4128

Anderson Main Office

2021 Shirlane Drive
Anderson, SC 29624
(864) 226-0367

For more information visit sharesc.org or call
864.233.4128



Community Economic Opportunity Department

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.



Tandy Bannister, CCAP
Director of Community Services Division

The Department is composed of the Community Services Division, the Homeless Services Division, and The Economic Opportunity Division.

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 unemployed, 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. In 2021 the COVID-19 Pandemic continued to affect SHARE's entire service area population due to labor shortages and businesses unable to sustain the impact from the closures in 2020. The approval of the American Rescue Plan Act to speed up the recovery of the pandemic as well as the recession continued to broadened the target audience of those that we have traditionally served in past years.

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.

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

4 individuals enrolled in Comprehensive Case Management received employment support.

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

27 households 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

11 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.

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.

Outcomes

647 households had evictions or disconnections on utilities prevented; 41 of the 77 or 53% of the households receiving assistance with the prevention of utilities disconnection were assisted with CARES Act funding; 355 of the 558 or 64% of the households receiving assistance with eviction prevention were assisted with CARES Act funding; 6 of the 12 or 50% of the households receiving assistance with mortgage were assisted with CARES Act funding.

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 2021 7,032 households received energy assistance 2,661 or 38% were assisted through the LIHEAP Direct Assistance Program. Of the 7,032 households served, 1,458 or 21% were in crisis and were assisted in alleviating the crisis through LIHEAP Emergency Crisis Intervention Program, 881 or 13% household were assisted through LIHEAP CARES Act funding, and 1,692 or 24% were assisted with LIHEAP American Rescue Plan Act funding. The remaining 334 or 5% of the households received crisis assistance through numerous energy partnerships.

Special Populations Served: Of the 7,032 households enrolled in these programs, 3,177 or 45% of the households had at least one individual member over the age of 55, and 2,067 or 29% had at least one family member who was disabled, and 539 or 8% 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.

2021 Circles Upstate SC

Despite living in a pandemic, Circles continued to roll along. Our third Circles group met via Zoom. We assisted 18 households (57 people; 26 adults and 31 children) in 2021. Fifteen households were in our third Circles group and three households were from previous Circles groups. Ten of our Group 3 households were single parent female households.

It was a challenge helping our Circle Leaders exit poverty when the pandemic limited their available time and resources. Many participants lost jobs, had to stay home with their children, had to juggle between homeschooling and a career, or put their schooling or plans to open a business on hold due to children being at home or from fear of getting sick. It was difficult creating a sense of community and building relationships through virtual meetings. The lack of devices for Zoom calls and limited knowledge of technology made it more difficult for participants to be involved.

Despite these hurdles, we still offered individualized case management for each of our families. Additionally, we used Zoom to bring in speakers from across the U.S. who offered training in a variety of areas such as emotional intelligence, credit repair, communication styles, business plan building, and the creation of SMART goals.

Five of our Circle Leaders in group three started or strengthened their business. Five other Leaders received raises or promotions at their employment. One Leader graduated with their Associate's Degree and was accepted into a Bachelor's Degree program.

Towards the end of 2021, Circles Greenville began conversations with Honor Health Career Program in Anderson to offer a Circles site at the Richard Campbell Veterans Nursing Home for their Certified Nursing Assistants. As a result of beginning to expand into Anderson County, Circles Greenville changed our name to Circles Upstate SC.

Circles Success Story

A.A. is a single mom with two children. She always loved to bake and provide food that people enjoyed. She is known in her neighborhood and among friends and family for her baking prowess, but she wanted to expand her hobby into a business. She saw Circles as a way to help her reach this goal.

Circles helped A.A. get her business license and LLC through the SC Secretary of State. We also paid for her ServSafe Food Protection Manager Certification and Introduction to Cake Decorating class at Greenville Tech. A.A. has a small business now and is featured in one of our videos about Circles on our website.

We are proud of A.A.'s success.

■ 2021 LADDER Job Training and Employment program

SHARE's LADDER program helped 60 adults in 2021 with short-term job training that enabled them to obtain employment. Twenty-six (26) were unemployed and 34 had some form of employment when enrolled in our program. Fifty-six (56) were Black/African American and four were White. Six were age 55 or older. Thirty-three (33) or 55% were single parent female households.

LADDER provides intensive career coaching for each participant. Our Career Coach identifies barriers to success and helps the participant create strategies to overcome those barriers. Typical barriers include being sure the participant is able to handle child care or transportation issues should they arise.

LADDER helps participants with resume development, interview skills, job referrals, and pre-employment physicals or background checks. By far the most important service offered by LADDER is the encouragement given by our Career Coach that each of our participants can succeed.

Of the 26 unemployed adults entering our program, 17 obtained employment and 16 of those 17 obtained a living wage income or higher. (The remaining nine adults who had not obtained employment were still going through job training classes.)

Of the 34 adults who were employed at enrollment in LADDER, everyone completed their job training and all 34 increased their income through wage or salary increases and/or number of hours worked were increased.

LADDER began in 2002 and over the years we have tracked the Wealth Impact this program brings to our community. During this time, we were able to follow 174 adults in Greenville County and 249 Adults in the City of Greenville. The Wealth Impact measures the difference in income for each person from the time they entered LADDER to the time they exited the program. For example, if a person was unemployed and then obtained a \$15.00/hour job (which equals \$30,000 annually), we would place \$30,000 on the Wealth Impact. However, if someone had a \$10.00/hour job (\$20,000 annually) and got a \$15.00/hour job through LADDER, then we would only count \$10,000 to Wealth Impact (\$30,000 minus \$20,000).

Over the years, the LADDER program has been an extraordinary investment for our community. At the end of 2021, our Wealth Impact was at \$36,779,508.36 for County residents and \$45,072,965.26 for City residents for a total of \$81,852,473.62. Remember, these are additional dollars being put into our local economy by giving adults an opportunity to better themselves by improving their skills. Additionally, these are families who no longer need government or charitable assistance because they are able to take care of themselves.

2021 LADDER Success Story - R.W.

R. W. came to the LADDER Job Training and Employment program to get assistance. At the height of COVID-19, he and his children's mother separated. She and their children moved back in with her mother, and R. W. had nowhere to go, so he slept in his car. This may not seem bad for a man, but this was in the middle of the winter. He was a barber by trade, but because of COVID-19, his services as a barber were lessened causing a decrease in his earnings. He came to our LADDER Job Training and Employment program asking for a change. He wanted to change his circumstances and his income, and he wanted to be able to earn the income needed to have a place to live.

R.W. wanted to be a truck driver. Initially, R.W. gave our LADDER career coach a difficult time because he wanted things to change for him overnight. Of course, we knew that was not possible. There are many things that need to take place for his job training to be successful: preparing for a job interview, enrolling for the Commercial Driver's License (CDL) class, scheduling of the class, securing his CDL permit, and obtaining a Department of Transportation (DOT) Physical, for example.

Our career coach reminded R.W. that everything had a process, and the process was to have an assessment completed and do this without an income and housing because he was homeless. He completed a homeless assessment with Upstate Housing Connections and was put on their Waitlist for a housing opportunity. The career coach spoke numerous times with R.W. and together they came up with a plan.

R.W. worked as much as he could to obtain some income and with the help of gas cards from the career coach, he was able to enroll in a truck driving course, meet class prerequisite requirements for Greenville Technical College, and pay for SC Department of Transportation Fees to start the class. He was so excited about this new opportunity that he contacted the career coach several times a week. They were about to become best friends.

Today, R. W. is able to take care of himself. He has a place to live and is working full-time earning \$22.50 per hour.

2021 Homeless Services – Rapid Rehousing and Transitional Housing

In 2021, SHARE had access to regular Emergency Solutions Grant (ESG) funds and COVID-ESG funds to support our Rapid Rehousing (RRH) efforts. Our Rapid Rehousing program assists homeless families and individuals obtain a rental apartment or house by paying for the security deposit and first month's rent. If extra months of rent or utility assistance is needed, our RRH program can help. Additionally, we offer each homeless household case management to give them guidance to services in the community such as job training, employment opportunities, health services, and school resources that can help them remain housed.

Fifty-nine (59) persons in 33 households were helped. There were 42 adults and 17 children assisted. Twenty-one (21) were White and 38 were Black or African American. Five people were of Hispanic ethnicity. Thirteen people had experienced domestic violence.

Because of the pandemic and the difficulty of people getting back to work, our assistance for these households was quite lengthy. Fifteen (15) people received rental assistance for 3-6 months and 34 people got help for 6-12 months.

For our transitional housing program, SHARE operates four 3-bedroom, 2 full bathroom apartments. We use these units to help families who are homeless have a safe place to live while they work on getting back on their feet. In 2021, we helped 20 people in five (5) households. There were seven adults and 13 children. Seventeen of the people were Black or African American and three were listed as multiple races. Three of the families we helped had experienced domestic violence which caused them to become homeless.

Similar to our RRH program, we offer case management to each of our families. The pandemic created many difficulties for these families to be able to find employment and a permanent home to move into. This meant their stay in our transitional housing program was quite lengthy with five people staying 6-12 months and 10 people remained for 12-24 months. The good news was everyone successfully exited into permanent rental housing.

Homeless Services Success Story

Our client and his fiancé and their two children came to SHARE for housing assistance in November 2020. At the time, they were living out of their vehicle and staying at hotels when money permitted. They used their vehicle to do Uber Eats daily to make some income. His fiancé was pregnant and having several complications which were caused due to sleeping in a car and not being able to get the adequate amount of rest in a comfortable place. After speaking with them, our case manager completed a housing assessment in which they were approved for our Rapid Rehousing Program. Unfortunately, it took about three months before their name was selected from the housing list. On January 3rd, 2021 their name came up and they began searching for housing. They were quite fortunate to find a two-bedroom apartment on January 10th and moved in.

After moving into their apartment and got settled down, they met with their case manager to work on a plan for their family. We were able to get their children enrolled into SHARE's Head Start program. The fiancé had a healthy baby and got her GED. Our client started his own landscaping business. Things were coming together for them, and we were excited to watch the progress. They stayed in that apartment for one year, and in March 2022, they purchased a three-bedroom, 1500 sq. ft. home in Easley, SC. His business is doing well, and he just opened up a small store in Easley. We are extremely proud of this family and their journey to SUCCESS!!!!!!!

2021 Homeless Prevention in Homeless Services

As COVID-19 continued to affect the lives of everyone in 2021 by keeping many people from working and earning an income, the U.S. government made millions of dollars available to non-profits to help keep people in their homes who were falling behind in the payment of their rent. SHARE received federal Homeless Prevention funds from the SC Department of Administration through their Office of Economic Opportunity (OEO) as well as from Greenville County Redevelopment Authority (GCRA).

SHARE hired two case managers to meet the huge increase in people needing assistance. Our goal was to keep as many people in their homes as possible and to not allow anyone to fall into homelessness. It is hard enough to become homeless, but to be on the streets during a pandemic is very risky to one's health and well-being.

With our South Carolina Emergency Solutions Grant (ESG) COVID funds, our case managers helped 265 people (165 adults and 100 children) with their rental arrears. Households were behind in their rent from one to ten months when they contacted us. There were 123 households that avoided eviction. Of those helped, 59% were Black/African American, 34% were White, and 7% were multi-race or another race.

Of the 265 people assisted, 22 people were not able to remain in their rental unit and SHARE helped them relocate into a new unit by paying the security deposit and first month's rent. 96 people lived in households where they were also behind in their utilities and SHARE helped them with these bills.

With our GCRA funds, our case managers helped 227 people (135 adults and 92 children) with their rental arrears. 100 households avoided eviction through our services. Of those helped, 79% were Black/African American and 21 % were White. There were 12 people of Hispanic origin. Of the 100 households helped, 51 households were a single person and 33 households were headed by a single parent (29 single parent female and 4 single parent male). We also helped 4 households with six or more members.

An additional 29 people (14 adults and 15 children) in 13 households were provided rental assistance from SHARE's regular ESG funds from OEO.

All told, 521 people (314 adults and 207 children) in 236 households avoided eviction in 2021.

Homeless Prevention

The Millers are a husband and wife with three children. They were renting a three-bedroom home. Mrs. Miller was unable to work due to health problems, and Mr. Miller was working and trying to make up the difference in the loss of her income by working 60-70 hours a week in manufacturing. Then the pandemic hit and he could only work 20-30 hours a week. Because he had a job – even though it was reduced to part-time -- he was not eligible to receive unemployment benefits.

Not being able to work full-time hours, much less overtime, was devastating to them. To make things worse, one child tested positive for COVID-19 and this forced Mr. Miller to not be able to go to work because he was forced to quarantine for two weeks. As their income dried up, they fell behind in their rent and other bills.

SHARE assisted the Millers with three months of payments for rent, water, light, and gas. This allowed Mr. Miller to be quarantined and not spread the virus to his co-workers or others. They truly appreciated SHARE's help. Mr. Miller emailed SHARE's case manager, stating, "Many times in life, a person is placed in your path at the perfect time and for the perfect reason. I can't thank you enough for what you've done for me and my family. You are a blessing."

Today, the Millers are back on their feet and doing very well. Mrs. Miller is well and has a job in customer service and Mr. Miller continues to work full-time in manufacturing.

■ 2021 Housing Repair Program

In 2021, SHARE's Housing Repair program helped 64 households (72 people) in Greenville, Anderson, Pickens, and Oconee Counties. This program provides repairs to homes owned by low-income homeowners. These are homeowners with incomes of 50% or less of the Area Median Income for their county.

Typical repairs include replacing an HVAC unit and the ductwork, replacing a leaky roof, or fixing major plumbing or sewage problems.

Fifty (50) of the 72 people helped (or 69%) were age 60 or older. Forty-six people (64%) were Black or African American and 26 (36%) were White.

LADDER
Employment & Training
20th Year Anniversary
2002-2022
954 Enrollments
66% Placement Rate

HEROIC SERVICE

133 Permanent
Housing
Placements

64 Customers
experienced
improved health
and safety due to
improvements
within their home

955 low income
families avoided
eviction

5014 seniors and
individuals with
disabilities
maintained an
independent living
situation

Our Agency Makes a Difference

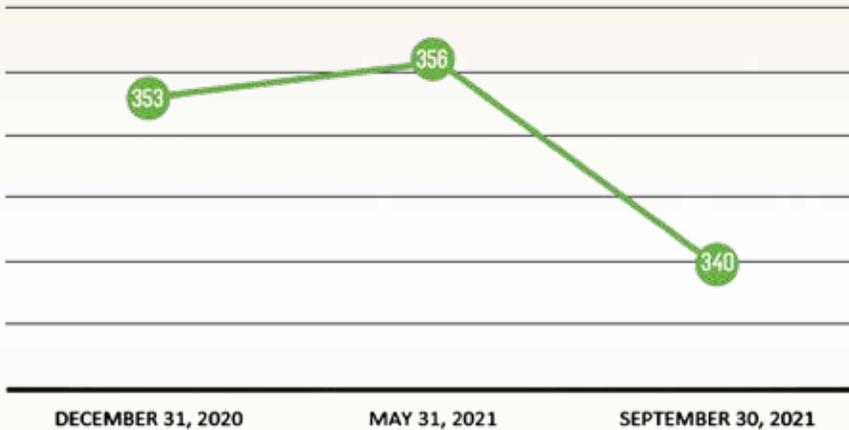
Human Resources

SHARE Human Resources is responsible for managing every aspect of the human resources department, from recruiting qualified workers to evaluating their performance. Human Resources provides talent management, administrative services, training, coaching, legal advice, and resources to promote employee satisfaction and well-being. The Department of Human Resources is located in the agency’s main administration office at 254 S. Pleasantburg Drive in Greenville, South Carolina. We have 356 employees in 21 locations throughout the SHARE Service Areas in Greenville, Anderson, Pickens, and Oconee counties. The workforce is comprised of professional, paraprofessional, and clerical support staff that includes full-time, part-time, temporary, and substitutes during the year.



Tara Cannon, MBA
Director of Human Resources

Active Employees



December 31, 2019	353
May 31, 2020	356
September 30, 2020	340

The 2021 SHARE Workforce continued to face challenges because of COVID-19. As a result, the department partnered with Head Start Health Team to rely on their expertise and knowledge of CDC regulations to maintain COVID-19 protocols based on the Center for Disease Control’s (CDC) recommendations to ensure the safety of our employees. We turned our focus on the wellness and mental health of the staff by offering resources on managing stress and grief. Access to webinars and virtual workshops was offered to all staff to help them navigate through unique personal situations at home and work.

Challenges with recruiting remained due to the Pandemic, and it impacted the number of Head Start staff scheduled to return for the new school year. However, the staff was dedicated and remained flexible as they faced new challenges daily. As an equal opportunity employer, SHARE hires staff based on qualifications without regard to race, color, creed, marital status, gender, disability, age, or political belief. We make every effort for our workforce to reflect the demographic composition of the client population we serve. Human Resources’ role in creating high-performance work systems is categorized into nine essential components.

- Teamwork and Team Rewards
- Employee’s Work is Rewarding
- Empowerment of Employees
- Information sharing is highly encouraged
- Pay Systems are fair and transparent
- Training of Staff
- Formal Performance Feedback
- Work Processes encourage interaction among employees
- Employee assists in planning change

A secured online portal to access information on the full range of benefits is available to our employees. The 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 offers a comprehensive benefits package to full-time employees:

- Group Health insurance
- Short-Term Disability
- Life Insurance
- Retirement Plan
- Group Dental Plan
- Group Cancer Plan
- Long-Term Disability
- Various Supplemental Insurance Plans
- LegalShield Coverage
- Other Features

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 outsourced venues. National and regional training conferences offer 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 on Community Action Agencies.

SHARE is fortunate to have a dedicated staff committed to the SHARE Mission as a Community Action Agency to help low-income citizens to break the cycle of poverty and become self-sufficient. They bring years of formal training and expertise to carry out various programs, projects, and activities in education, social services, economic development, health and nutrition, and employment training opportunities to fulfill this mission. Although in-person training was not available, the staff were persistent with their continuing education to maintain the necessary certifications, knowledge, and skills to be prepared for the new way of operating in the workplace.

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, Uniformed 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.



Doris Pitchford, MBA
Director of Business and Finance

The Predominant amount 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, 2021 totaled \$29,280,307. Only 4% of our expenditures were for administrative cost; 96% 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 \$87,840,921 in surrounding communities during our 2021 fiscal year.

In response to the pandemic, Congress passed the Corona Aid, Relief, and Economic Security Act ("CARES"), which, among other provisions, provided additional funding for several of SHARE's primary programs, including CSBG, Head Start, LIHEAP, and Emergency Shelter programs.

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

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

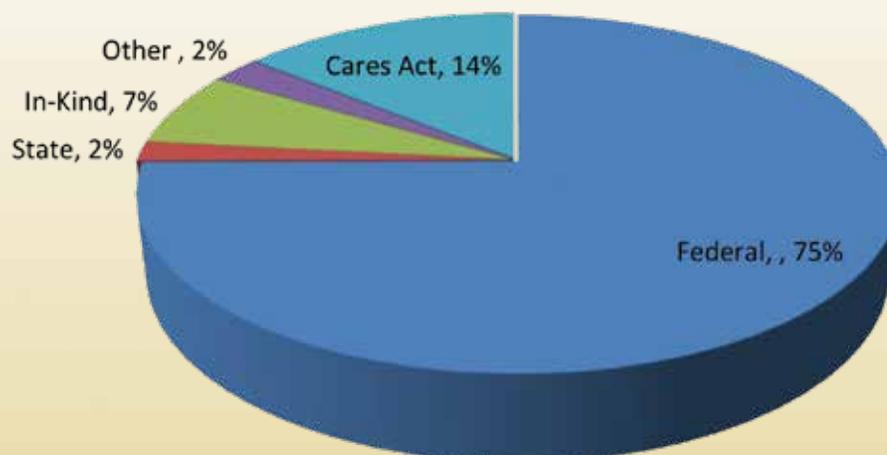
Volunteers are a very important source of in-kind contribution and a key factor in the successful operations of our programs. Hundreds of volunteers donate their time and talent to SHARE each year. During this report period the value of volunteer services totaled \$1,418,432.

The total non-federal share received in fiscal year 2021 totaled \$1,987,477. 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 provide to our customers.

Sunbelt Human Advancement Resources. Inc.

for fiscal year ended September 30, 2021

Revenues	\$
Federal	21,933,628
State	518,203
In-Kind	1,987,477
Other	711,097
Cares Act	4,129,902
Total Revenue	29,280,307
Expenditures	\$
Personnel	13,649,648
Contracted Services	896,765
Customer Assistance	6,025,919
Food Purchases	704,494
Equipment	36,249
Indirect Cost	1,219,519
In-Kind	1,987,477
Supplies	637,362
Other Operating Cost	3,524,670
Rehabilitation	500,601
Training Cost	76,355
Travel	21,248
Total Expenses	29,280,307



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.

Pamela Sims, CCAP	President/CEO
Lisa Ashmore, B.A.	Executive Assistant
Doris Pitchford, MBA	Director of Business & Finance
Tammy Gore, B.S.	Assistant Director of Business & Finance
Tara Cannon, MBA	Director of Human Resources
Community Economic Opportunity Department	
Tandy Bannister, CCAP	Director of Community Economic Opportunity
Betty Cox, CCAP	Community Services Manager
Bruce Forbes, B.S.	Special Projects Coordinator
LaVonya Baker, CCAM	Program Manager
Diane Pressley, CCAM	Anderson County Office
Gloria Smith	Pickens County Office
Cathy Stowers, CCAM	Oconee County Office
Children and Family Development	
Shannon Vaughn, M.A.	Interim Director, Children & Family Development
Jeanell Evans, B.S.	Office Manager
Rene Vaughn, CCAP	Program Design Facilitator
Diane Gerdy, B.A.	Interim, Early Childhood Development Services Facilitator
Cynthia Sosebee, M.Ed.	Community Partnership Facilitator
Patrice Hawthorne, M.S.	Family Partnership Facilitator
Delores Brown, R.N.	Health & Nutrition Facilitator
Shaylunn Tolbert, FDC	Social Services Facilitator

Our Promise and Accountability

Sunbelt Human Advancement Resources, Inc. (SHARE) continues to follow the Promise of Community Action and our mission to help people and communities exit poverty and achieve economic stability. 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 in the Upstate 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 and vision. SHARE is a community where anyone can rise above poverty and achieve economic stability.

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
All Donations are Tax Deductible

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