

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 2023 - 2024**

The Annual report for Sunbelt Human Advancement Resources, Inc. (SHARE) is made available to the public on our website @ [sharesc.org](http://sharesc.org) under the About tab and is emailed to our funding sources.





## 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.

# Message from the Board Chairman

Rev. Maury Mattison

It has been an honor and privilege to serve on the SHARE Board of Directors since February 2020. In January 2024, I was elected Chairman of the Board. SHARE is guided by an exceptional leadership team and has a strong legacy of delivering impactful community services, while also being widely recognized for its sound financial stewardship.

During my time on the Board, SHARE was actively involved in a range of initiatives, including community outreach events, fundraisers, and service programs. I was honored to participate in several of these efforts, representing the Board and engaging directly with the community. Notable events included the SCSHSA Fatherhood and Male Involvement Conference, the National Community Partnership Convention, and the Vaccine Clinic held at the Westside Community Center.

I wish to extend my heartfelt gratitude to Ms. Pamela Sims, President and CEO of SHARE, along with her dedicated staff, for their exemplary service and unwavering commitment as we continue our efforts to combat economic hardship. I also extend my sincere thanks to the members of the Board for their steadfast guidance and support as we collectively work toward fulfilling our mission of empowering individuals and communities to achieve long-term economic stability and self-sufficiency.

**Rev. Maury Mattison**

Chairman, SHARE Board of Directors



# Words from the President & CEO

Pamela Sims, CCAP

For more than six decades, Community Action has stood as a beacon of hope and opportunity for individuals and families striving for economic stability. Since our founding in 1966 as the Greenville County Council for Community Actions, now Sunbelt Human Advancement Resources, Inc, **(SHARE)**, we have remained steadfast in our mission to uplift lives and strengthen communities across Greenville, Anderson, Pickens, and Oconee counties.



The 2023–2024 fiscal year was a testament to the resilience, compassion, and dedication of our staff, partners, donors, and volunteers. Together, we continued to provide essential services that address the most basic human needs: shelter, water, utilities, and food. These are not luxuries, they are fundamental rights. Yet, too many in our community still struggle to access them, not because of personal failure, but because of systemic barriers and generational poverty.

At SHARE, we believe that no one chooses to be born into poverty, and no one should have to face it alone. That's why we offer programs that support the entire family, from early childhood education to senior services, employment training, and beyond. Our work is rooted in the belief that with the right support, every individual has the potential to thrive.

As we reflect on this past year, we are proud of the progress we've made, but we know there is more to do. We remain committed to addressing the root causes of poverty and to building a more just and equitable future for all. With your continued support, we will keep moving forward together.

With sincere gratitude,

**Pamela S. Sims**

President and CEO

# 2023 - 2024 SHARE Board of Directors



**Honorable, Ms. Lekesha Benson**  
Oconee County/Public Sector



**Ms. Ida Catherine (Cathy) Breazeale**  
Pickens County/Public Sector



**Mrs. Sheila Brooks**  
Greenville County/Private Sector



**Mr. William K. Brooks**  
Pickens County/Customer Sector



**Mr. Cortney Burgess**  
Anderson County/Private Sector



**Ms. Mary Duckett**  
Greenville County/Public Sector



**Ms. Stephanie Enders**  
Oconee County/Customer Sector



**Mrs. Yaniqua Eyabi**  
Anderson County/Public Sector



**Honorable Kenneth Gibson**  
Greenville County/Public Sector



**Honorable Isaac (Ike) Johnson**  
Greenville County/Public Sector



**Rev. Maury Mattison**  
Anderson County/Customer Sector



**Mrs. Renea Mayes-Rice**  
Oconee County/Customer Sector



**Min. Crystal McDowell**  
Greenville County/Private Sector



**Mr. Steven Stokes**  
Greenville County/Private Sector



**Rev. Dr. James H. Williams**  
Pickens County/Private Sector



**Ms. Veretta Lindsay**  
Greenville County/Customer Sector



**Honorable, Mr. Glenn Davis**  
Anderson County/ Public 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 2023/2024 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 SHARE's employment training and job placement, programs to help our customers with basic human needs, provide early education for young children, and provide services to homeless families.

SHARE's programs and services are designed to move low-income individuals toward self-sufficiency and encourage independence, thereby upholding 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 in our operations as well. In 2023/2024 numerous volunteers contributed their time and talents, translating into approximately \$2,313,310 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 in assisting SHARE to 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 1,082 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 2023 – 2024 school year continued to present us with many challenges related to COVID-19, and there were high numbers of cases of Flu and RSV during the winter months. We maintained our COVID protocols for additional sanitation practices and took these same precautions for Flu and RSV. We continue to see this trend yearly during the winter months post the COVID-19 pandemic. Our staff ensured that the centers were disinfected, and all materials and equipment was sanitized daily in each classroom. Additional disinfected and sanitizing is done when we have positive cases of COVID, Flu, and RSV.



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

Our program continued to struggle to recruit qualified teaching staff to fill our vacant positions. The Classroom Aide position has helped with this dilemma, as they earn their Child Development Credential (CDA) and move into full-time positions as an Early Head Start Teacher I or a Head Start Teacher Assistant. We have many applicants that apply who have experience working with young children, but they do not have an early childhood credential or degree. The Classroom Aide position has helped provide these applicants with an avenue to move into a qualified teaching position.

Our program began a Funded Enrollment Initiative in June 2023. This was required of our program by the Office of Head Start. We were under enrolled due to staff shortages and increased preschool programs from the local school districts. We monitored our progress throughout the 2023 – 2024 school year and made significant gains. We were at 68% full enrollment when school began in August 2023 and we reached 93.2% for full enrollment in May 2024. We were striving to meet 97% and maintain that percentage or higher for six months to meet the Office of Head Start requirements. We continued to work toward this goal in planning for the 2024 – 2025 school year.

## CLASS (Classroom Assessment Scoring System)

CLASS (Classroom Assessment Scoring System) is one of the assessment tools used to assess the Early Head Start and Head Start classrooms twice a year (fall and spring). The tool measures adult/child interactions on a numerical rating scale of 1 to 7 (low range is 1-2, medium range 3-5, high range is 6-7). This scale is based on the frequencies of behaviors observed between the teacher and children within a 15 to 20-minute cycle.

The CLASS Infant Tool has one domain, which is Responsive Caregiving. The domain includes four dimensions: Relational Climate, Teacher Sensitivity, Facilitated Exploration, and Early Language Support.

The **CLASS Toddler Tool** includes two domains: **Emotional Support** and **Engaged Support for Learning**. The tool measures adult/child interactions that sustain relationships and support children’s development and learning. The scores from the fall assessment exhibited a slight decrease. The Office of Head Start does not use CLASS to evaluate the infant and toddler classrooms.

Infant In-House Scores	
<b>Responsive Caregiving</b>	
<b>Spring 2023</b>	<b>5.92</b>
<b>Fall 2024</b>	<b>5.48</b>
<b>Variation</b>	<b>-.44</b>

Toddler In-House Scores		
<b>Domains</b>	Emotional and Behavioral Support	Engaged Support for Learning
<b>Spring 2023</b>	<b>6.48</b>	<b>4.55</b>
<b>Fall 2024</b>	<b>5.97</b>	<b>4.32</b>
<b>Variation</b>	<b>-.51</b>	<b>-.23</b>

The CLASS Pre-K Tool measures classroom interactions that support children’s development and learning. There are three domains: Emotional Support, Classroom Organization, and Instructional Support. There was a slight increase in the Emotional Support Domain, but a slight decrease in Classroom Organization and Instructional Support Domain.

SHARE Head Start Pre-K Scores			
<b>Domains</b>	<b>Emotional Support</b>	<b>Classroom Organization</b>	<b>Instructional Support</b>
<b>Spring 2023</b>	6.54	6.1	4.41
<b>Fall 2024</b>	6.55	6.0	4.16
<b>Variation</b>	.01	-.1	-.25

The CLASS Pre-K Competitive Threshold scores are benchmarks established by the Office of Head Start for all grantees to strive towards. If one of the domains is below the competitive threshold score, the grantees will be required to re compete for funding. The agency’s Pre-K In-house assessment scores surpassed the competitive threshold scores.

Pre-K Competitive Threshold Scores		
<b>Domains</b>		
Emotional Support	Classroom Organization	Instructional Support
<b>5</b>	<b>5</b>	<b>2.3</b>

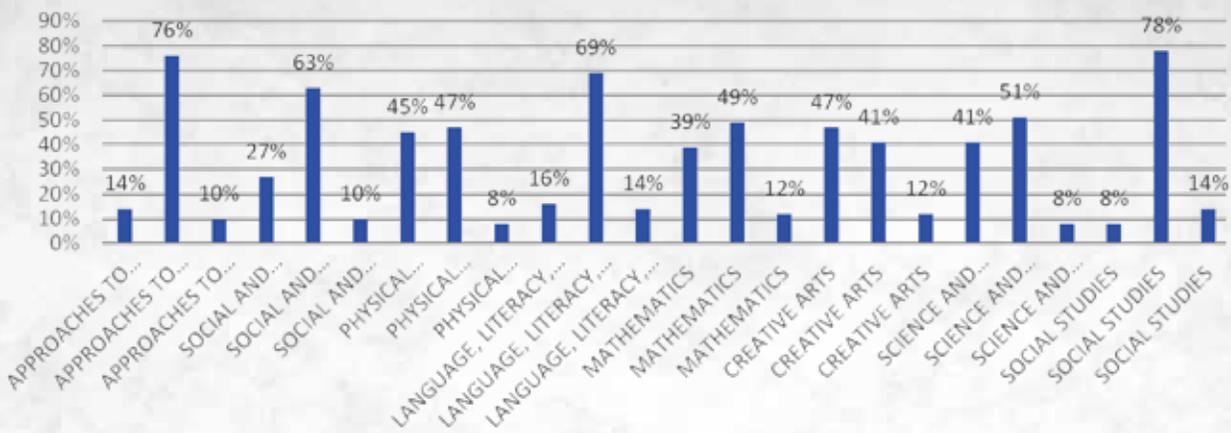
Certified CLASS Observers	
Infant Observers	8
Toddler Observers	29
Pre-K Observers	31

Certified CLASS Train-the-Trainer	
Infant Train-the-Trainer	1
Toddler Train-the-Trainer	1
Pre-K Train-the-Trainer	2

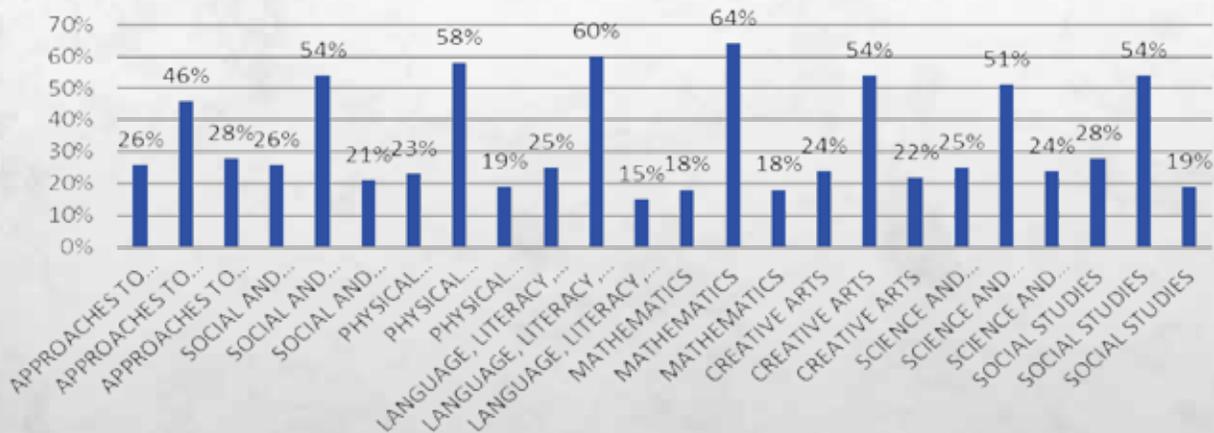
# Education Outcomes for Children

The chart represents Below, Meeting, and Above national standards per the Child Observation Record (COR). We use COR as our ongoing observation tool for all age groups that we serve. Please see the summary of information below the charts.

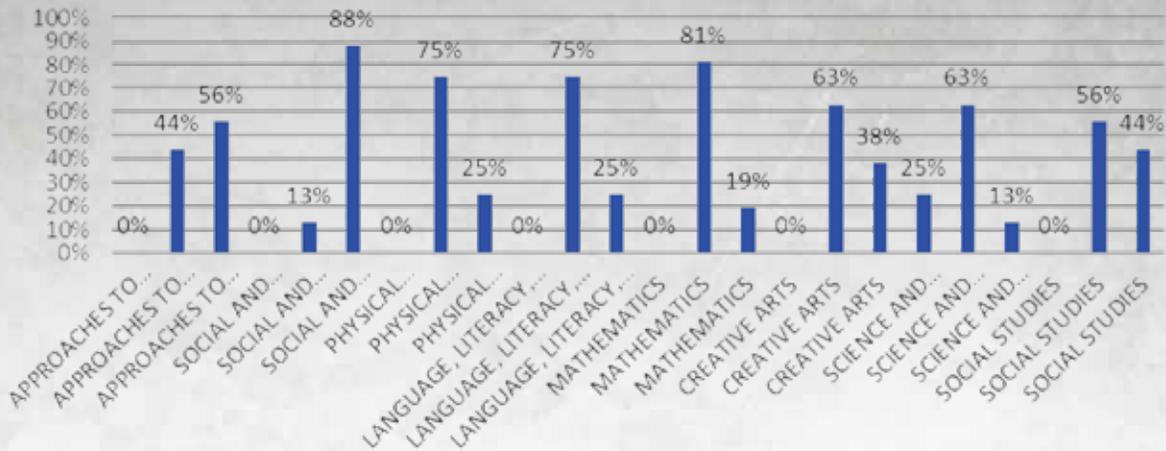
Anderson County  
Benchmarks Report 2023-24



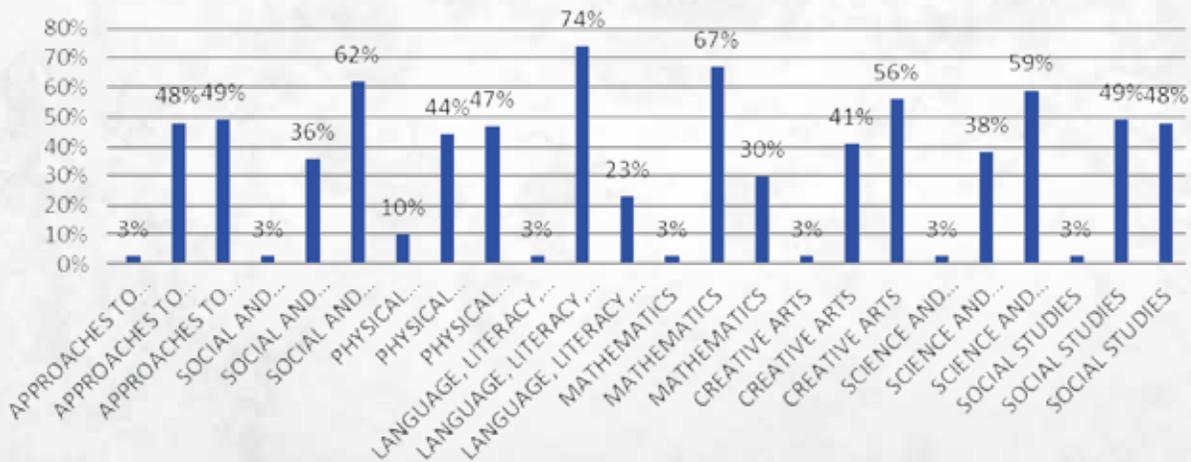
Greenville County  
Benchmarks Report 2023-24



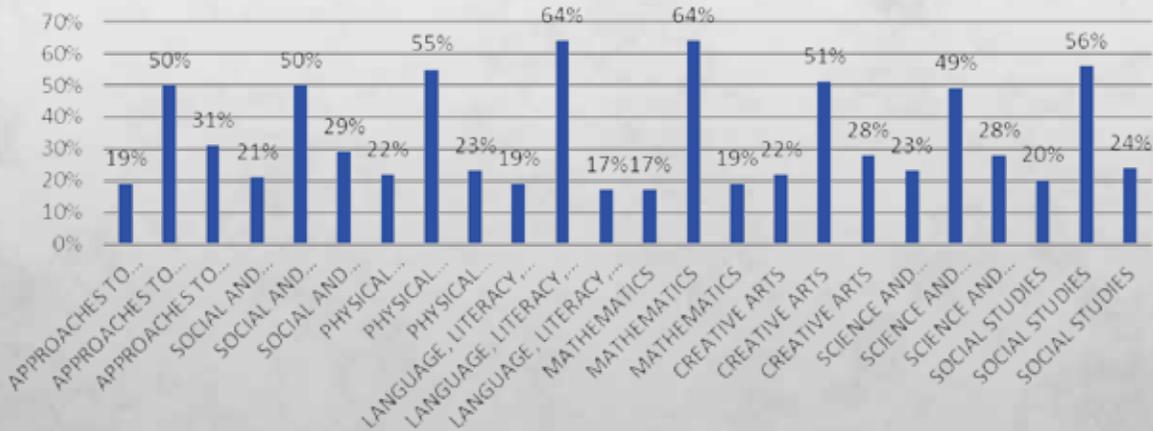
### Oconee County Benchmarks Report 2023-24



### Pickens County Benchmarks Report 2023-24



### SHARE- All Counties Benchmarks Report 2023-24



### **Approaches to Learning**

Overall, performance in Approaches to Learning is mixed. One subgroup shows moderate success with 50% of students meeting or exceeding the benchmark, while the other subgroup has a slightly higher proportion of students (31%) needing to meet the benchmark.

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### **Social and Emotional Development**

Overall, groups achieve 50% benchmark attainment, this suggests that while some children are on track socially and emotionally, a significant number are struggling, and focused social-emotional supports may be warranted.

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### **Physical Development**

One subgroup demonstrates strong performance with 55% meeting benchmarks and only 22% below. The second subgroup shows a drop in benchmark attainment (19%) while the percentage below benchmark remains similar. This data reveals that we need to continue focusing on physical development for improved outcomes.

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### **Language and Literacy**

This domain has highest performance along with Mathematics. One subgroup excels with 64% meeting benchmarks and only 19% below. However, the other subgroup is evenly split, with just 17% meeting and 17% below. This divergence is striking and may indicate differences in developmental stages. Language and Literacy has improved from prior years, which indicates our efforts are effective.

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### **Mathematics**

Similar to Language and Literacy, Mathematics shows a high-performing group with 64% of students meeting benchmarks and only 17% below. We are pleased with the domain results because traditionally Mathematics has been a lower scoring area.

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### **Creative Arts**

Performance in Creative Arts shows encouraging results, with over half of students (51%) meeting expectations and only 19% below. We will continue to monitor this area.

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### **Science and Technology**

The group in this domain shows moderately strong performance, with 49% of students meeting benchmarks and 23% below. This indicates that many children are not yet demonstrating age-appropriate science and technology skills and would benefit from expanded STEM engagement at early ages.

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### **Social Studies**

Social Studies mirrors the pattern seen in other domains: a high-performing group with 56% benchmark attainment and 20% below.

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**Summary** - Strengths are evident in Language & Literacy, Mathematics, and Social Studies, weaker performance suggests the need for targeted interventions in social-emotional, science, and creative arts areas.

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

## Eligibility

2023-2024 Eligible Children Ages Birth to 5, By Income Category						
Homeless	Foster Child	Public Asst. (TANF/SSI/SNAP)	Below poverty	100% - 130% above poverty	Over-Income	TOTAL % Funded Enrollment
0.8%	0.7%	29.4%	53.7%	8.4%	7.0%	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: 2024 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 9 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), Supplemental Security Income (SSI) and/or Supplemental Nutrition Assistance Program (SNAP)), SHARE Head Start has collaborative agreements with the Department of Social Services (DSS) in all of our service areas.

**Outcome:** Served 8 children in foster care  
Served 394 enrollees receiving Public Assistance (TANF/SSI/SNAP)

## Selection

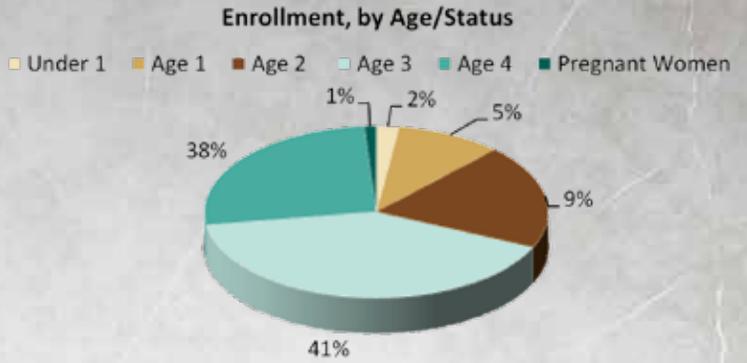
The agency uses the five criteria of **income, age, disability, other factors, and parental status** to ensure that we are serving those children and families with the greatest need in our service areas. The maximum points for each criterion are 100. Data collected in the **Community Assessment** was 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 2024		
County	Head Start	Early Head Start
<b>Anderson</b>	60	67
<b>Oconee</b>	15	29
<b>Pickens</b>	29	9
<b>Greenville</b>	107	202
<b>TOTAL</b>	211	307
<b>PROGRAM TOTAL: 518</b>		

Source: ChildPlus.net Report #2006

## Enrollment

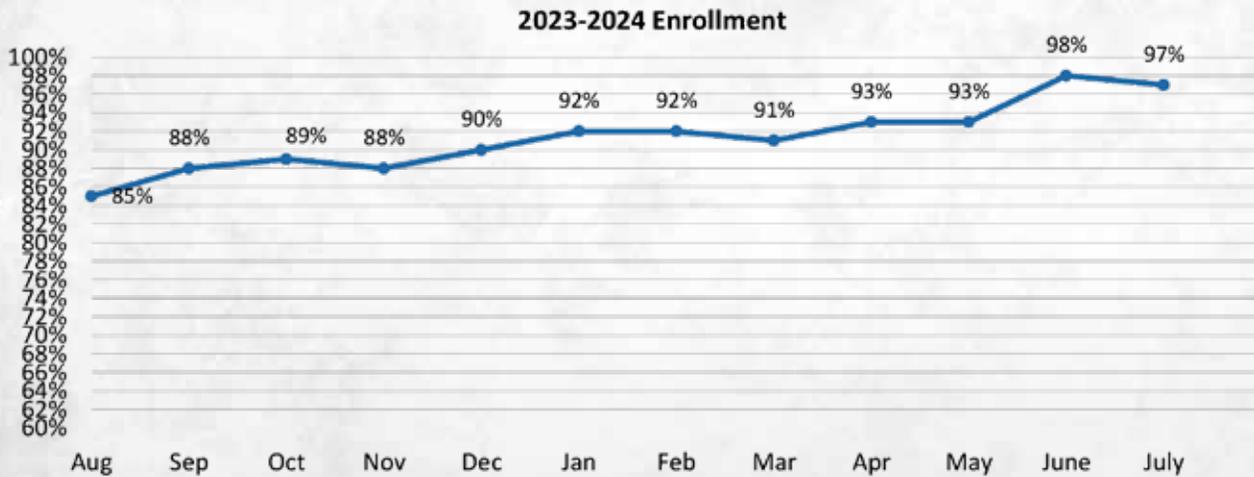
As required by OHS regulations, Head Start and Early Head Start are required to maintain 100% of the funded enrollment monthly of **1082** children ages Birth to 5 and **up to 7** pregnant women. The agency provided services to **1165** children and pregnant women during 2023-2024. The program did not meet the funded enrollment predominantly due to staffing shortages which resulted in receiving notification of needing to submit plans for improvement under the FEI (Funded Enrollment Initiative).



The agency maintained and reported to the Office of Head Start our enrollment status August 2023 through July 2024.

## Enrollment

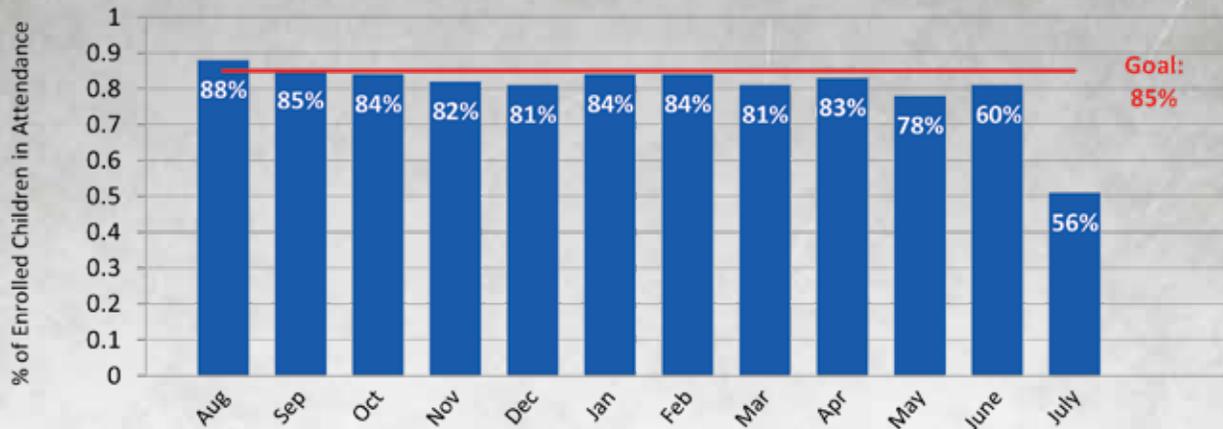
Enrollment is defined as the actual number of participants that completed the enrollment process and received at least 1 day of services. If enrollment had reflected greater than 100%, then terminated children were replaced within the same month.



## 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.

2023-2024 Average Monthly Attendance



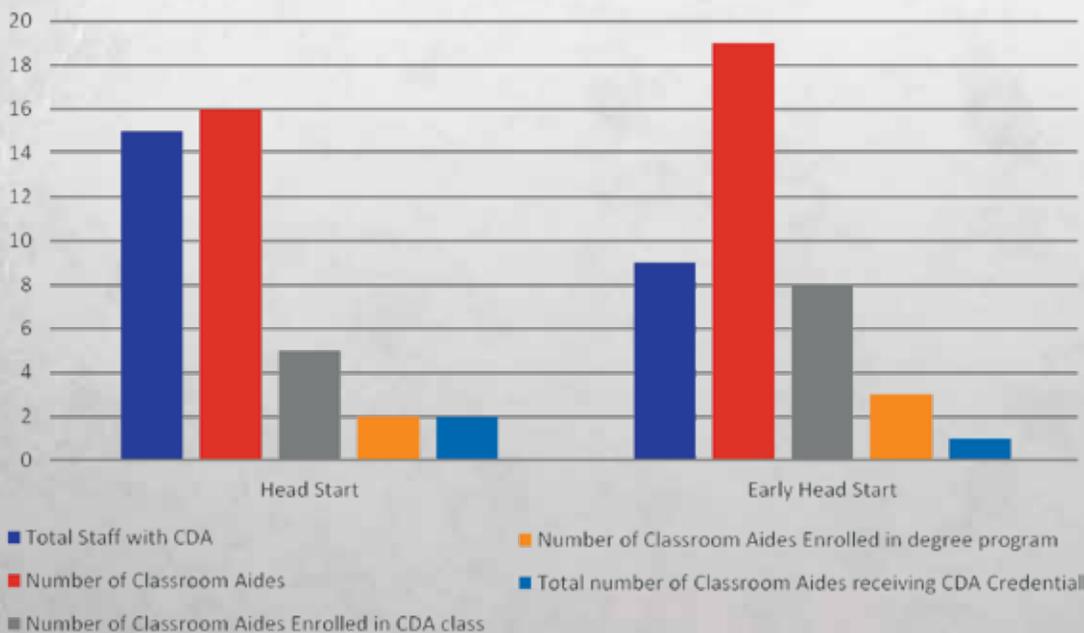
Source: ChildPlus.net Report #2301

## Career Development

The Classroom Aide position was created to combat the deficit of qualified staff in our classrooms. We had applicants applying for positions with early education and care experience without formal credentials. Staff were hired with the idea that they would gain a credential or degree and be able to work full-time. During the 2023-2024 school term, SHARE Head Start had a total of 35 classroom aides on staff. Staff hired in this position had the option of enrolling in the onsite CDA class or enrolling in a degree earning program in order to meet the educational requirements.

	Total Staff with CDA	Number of Classroom Aides	Number of Classroom Aides Enrolled in CDA class	Number of Classroom Aides Enrolled in degree program	Total number of Classroom Aides receiving CDA Credential
Head Start	15	16	5	2	2
Early Head Start	9	19	8	3	1

CDA and Classroom Aide Data



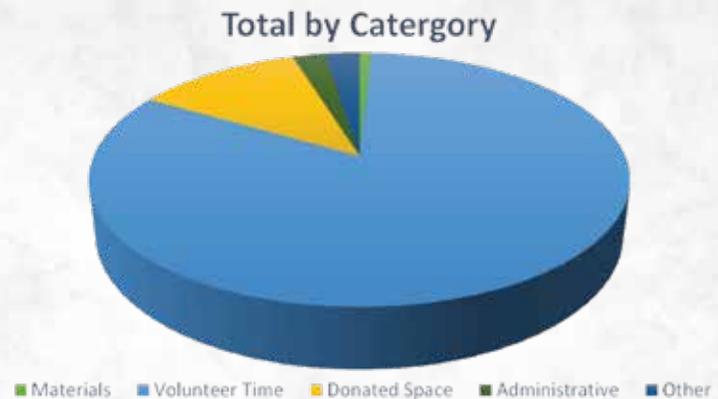
# Community Partnership

To strengthen services for children and families, SHARE Head Start plays an active role in local community planning. During the year, the program partnered with over 70 agencies, businesses, and educational institutions—including technical colleges and universities—in Anderson, Greenville, Oconee, and Pickens Counties. These partnerships provided vital support, such as staff and parent training, donated space and educational materials, and medical and dental screenings for enrolled children. Many of our community partners also contributed their expertise by serving on Head Start Advisory Committees and Councils, helping guide the program’s ongoing development and impact.

## In-kind Contributions

In 2024, SHARE Head Start collected 63.7 % of the federally mandated in-kind contribution. Parents, family members, and other community supporters generously provided volunteer hours. While the program made significant efforts, we faced challenges meeting the full 100% in-kind requirement. As a result, the Office of Head Start approved a waiver for the remaining 36.3 %. In-kind contributions included donated time, facility space, educational materials, administrative support, and other essential resources that help sustain and enhance our program.

Hours Volunteered	
Parents	157,873
Agency	2,398
Non-Parent	1,229



# Family Well-being and Family Engagement Services

## Parent and Family Engagement

SHARE Head Start’s Family Services team follows a multi-generational approach, recognizing the vital role families play in a child’s success. Building strong relationships with families is a priority. During home visits and conferences, parents share goals such as returning to school, finding employment, preparing children for school, homeownership, or improving finances. These goals help the Family Advocate team plan workshops and classes that meet family needs. Staff also partners with community organizations to support families effectively.



## Family Engagement Support

SHARE Head Start maintains ongoing communication with families and offers multiple ways for them to stay involved, including in-person meetings, Zoom, email, phone, and text. Families actively participate in culturally responsive, goal-driven activities based on their identified interests. Staff supports families in planning and engaging in events that promote positive outcomes. Program-wide activities are aligned with the seven Parent and Family Engagement Outcomes from the PFCE Framework.

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

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

### Family Outcomes

During the 2023–2024 school year, SHARE Head Start/Early Head Start families made notable progress in addressing their identified needs. Data from the Family Assessment Tool—used by Family Advocates—showed the greatest gains in the areas of family well-being, positive parent-child relationships, families as lifelong educators, transitions, and connections to peers and community.

The Family Assessment Tool includes 18 domains aligned with the seven PFCE outcomes and uses a scale of 1 to 3, with 3 being the highest. Family Advocates use this tool to help families set goals, connect to resources, and support family safety, health, and self-sufficiency. Any area scoring below 3 prompts targeted support and resource referrals. The tool also helps identify broader community needs where advocacy may be needed.

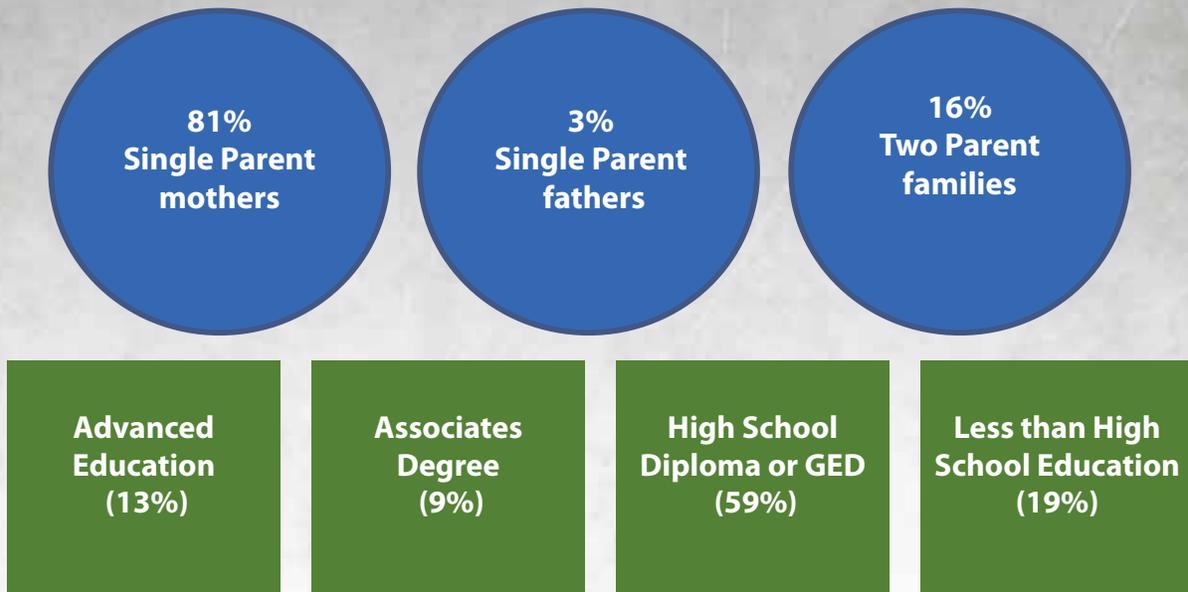
This report reflects assessments completed over three quarters (Sept–Nov, Dec–Feb, and March–May) and is organized by service area and Family Advocate caseload.

### PROGRESS MADE BY FAMILIES IN EACH PFCE CATEGORY

Data from the 1st, 2nd and 3rd quarters reveal that the most progress made by families are in areas of Families as Lifelong Educators (.5), Connections to Peers and Community (.5) Family Well-Being (.4) and Engagement in Transitions (.4).

Family	Families Assessment	Family Well-Being	Positive Parent-Child Relationships	Families as Lifelong Educators	Families as Lifelong Learners	Engagement in Transitions	Connections to Peers & Community	Families as Advocates and Leaders	TOTAL	
Report Average										
Families w/ complete assessments:	1 <sup>st</sup> . Quarter	1	22.2	11	13.6	10.8	10.4	16	13.2	97.3
	2 <sup>nd</sup> Quarter	2	22.7	11.3	14.1	11.1	10.8	16.6	13.5	100.1
	3 <sup>rd</sup> Quarter	3	21.5	11	14	10	10	16	14	96.5
	Progress Made	-	▲ 0.4	▲ 0.3	▲ 0.5	▲ 0.3	▲ 0.4	▲ 0.5	▲ 0.3	▲ 2.7

## Family Dynamics



## 84% of Families Received at least one service during the 2023-2024 school year.

Category	Percentage
a. Emergency/crisis intervention	5.53%
b. Housing assistance	1.52%
c. Asset building (financial education, debt counseling, homeownership)	6.29%
d. Mental health services	2.60%
e. Substance misuse prevention	1.52%
f. English as a Second Language (ESL) training	1.19%
g. Assistance enrolling into education/job training	0.54%
h. Research-based parenting curriculum	15.40%
i. Discussing child's screening/assessment results	87.66%
j. Supporting program transitions (EHS to HS, HS to K, etc.)	50.87%
k. Preventive medical and oral health education	22.02%
l. Education on tobacco use consequences	6.07%
m. Education on nutrition	18.44%
n. Education on postpartum care	4.12%

### 922 families

# of families = 1096

## Family Goals

### Overall Family Goals Progress

- Family Goals
  - Completed - 16.8%
  - Half Completed - 44.1%
- Needs Identified
  - Needs Met - 57.4%

### Homeownership

- Completed - 13.3%
- Half Completed - 37.0%

### Budgeting, Savings, Credit

- Completed - 8.5%
- Half Completed - 43.6%

### GED Education

- Completed - 18.2%
- Half Completed - 59.1%

### College / Certifications

- Completed - 11.9%
- Half Completed - 41.3%

## PARENT OPPORTUNITIES AND PARTICIPATION

### Total Attendance:

51 (Financial Literacy) + 35 (Ladies Lounge) + 104 (Male Engagement) + 587 (Parent Committee Meetings) + 52 (Triple P Parenting Program)  
**= 829 Total Participants**

## Governance

The Head Start Policy Council empowers parents to become advocates and community leaders. Members are actively involved in program planning and decision-making, working closely with the Head Start Director, Governing Board, and key staff. SHARE's Governing Body and Policy Council use input from center-level parent committees to guide their governance responsibilities. They receive monthly financial reports, program updates, approval documents, and communications from the Office of Head Start. The SHARE Board oversees all operations and shares responsibility for safeguarding agency assets with the CEO. Both the Board and Policy Council receive ongoing training in Head Start regulations, roles, legal, and fiscal responsibilities.

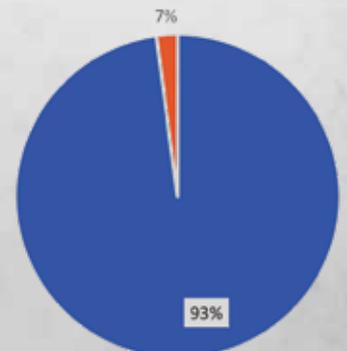
## Policy Council Representatives 2023-2024

**Parent Representative:** Brandi Myers (Golden Strip), Nyasia Starks, Secretary (Margaret Sherred), Roxanne Patterson, Assistant Secretary (Easley Bridge Road), Rosalind Moss (Parker), Sherika Bull (North Franklin), Chris Crawford (Clemson), Jennifer Ward (Reece Mill Rd), Sara Davis (Seneca), Emily Stice (Seneca)

**Community Representative:** Quentoria Jones, Vice Chair (Community Rep), Demetria Hall (Community Rep), Kanisha Davis (Community Rep), Tomekia Bennett (Community Rep), Angela Brown (Community Rep), Carl Powe (Community Rep), Eric McCullough (Community Rep), Donna Mansell (Community Rep), Brittany Antunes (Community Rep)

## Development Credentialing Program

SHARE Head Start offers the Family Development Credential (FDC) Program to assist Family Advocates to be 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 Development Credential  
■ Received FDC ■ No FDC ■ ■

# Disability and Mental Health Services



## Head Start/Early Head Start Special Needs 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 3-5 yrs. old with disabilities in the least restrictive environment under IDEA. Services included are: Developmental and sensory screenings, evaluations, the development of an Individualized Education Plan (IEP) for children (3-5). Individualized Family Service Plans (IFSP) are developed for infants and toddlers (0-3) with disabilities. Community Partners such as BabyNet, Bright Start, Thrive Upstate (DDSN), Tiny Feet and Ahead Start develop and manage the

Individualized Family Service Plans for children eligible for IDEA Part C services. Our local school district (LEA) partners develop and manage Individualized Education Plans for children eligible for IDEA Part B services. These plans often include educational and therapy related services and/or early intervention services for children and their families which are on-going throughout the program year. SHARE Head Start welcomes community partner providers into our Head Start/Early Head Start facilities as we collaboratively work together to help each child meet his/her individual goals.



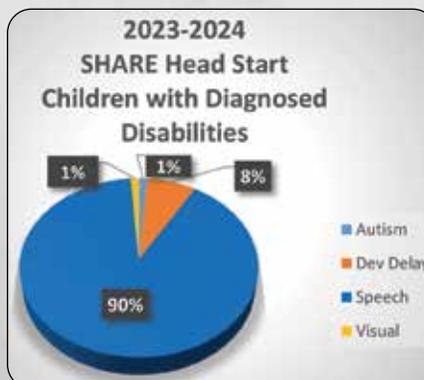
## School Readiness for Children Birth to Five with Special Needs

SHARE Head Start/Early Head Start ensures inclusion of all children with disabilities in a full range of comprehensive services. Children with special educational needs learn more readily in a class with their non-disabled peers. Our curriculum, High Scope and our on-going assessments including COR advantage, provide individualized opportunities specific to each child at their current developmental level to address their unique needs to promote acquisition of new skills in all areas of development. Our school readiness goals and individualized plans ensure that our teaching staff implements and supports the integration of each child's specialized goals. This may include teacher support through trained, specialized personnel, assistive technology or adaptive equipment and/or classroom accommodations for children with special needs. Data collection of ongoing assessments allows Head Start to disaggregate comparative data to determine a child's progress in meeting IEP/IFSP goals and objectives. SHARE Head Start is fully committed to ensuring

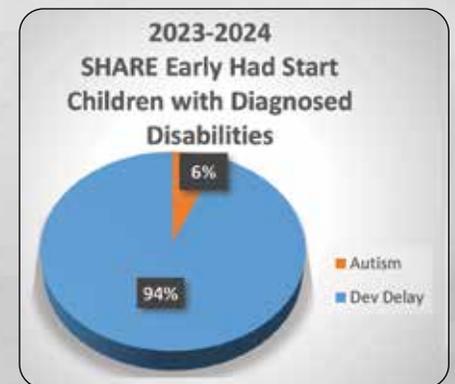


that children have a smooth transition from Early Head Start to Head Start and from Head Start on to Public School or their next placement.

In 2023-2024, SHARE served a total of one-hundred and fourteen (114) children with disabilities throughout the program year. The graph below offers a breakdown of the number of children birth to five with disabilities.



N=114 children



Source 2024 HS/EHS PIR/ChildPlus

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

SHARE provide community agencies with brochures, recruitment flyers and information about our curriculum and services to children and families.

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, Thrive Upstate/ (DDSN) the Department of Disabilities and Special Needs and our local school districts. Preschool special education services staff and Early Intervention personnel in all four counties actively refer children to our program.

## MENTAL HEALTH SERVICES

SHARE Head Start/Early Head recognizes the importance of mental health and well-being to ensure effective social-emotional development of the children, families and staff in our program. Therefore, we partnered with Prisma Health's Bradshaw Institute to offer the staff the Conscious Discipline® six-week eLearning Course on "Dealing with Upset". The course is an adult-first mindset course, that equipped the staff to integrate social-emotional learning, guidance, and self-regulation in the classroom. Using these skills, staff learned how to connect with the children so that they can help them work through their emotions and find solutions to problems.



SHARE coordinated training with Mrs. Giovanna Geathers, life coach, motivational speaker, talk show host and founder of Touchstone Counseling, to provide the "Breathe Staff Retreat". The staff was provided the opportunity to learn how to use a proactive approach to enhance and maintain their mental well-being.

During the 2023-2024 school year, sixty-four (64) children were referred to the Mental Health Specialist due to exhibiting behavior development concerns. Thirty-three (33) children were referred to Mental Health programs and thirteen (13) children received services.

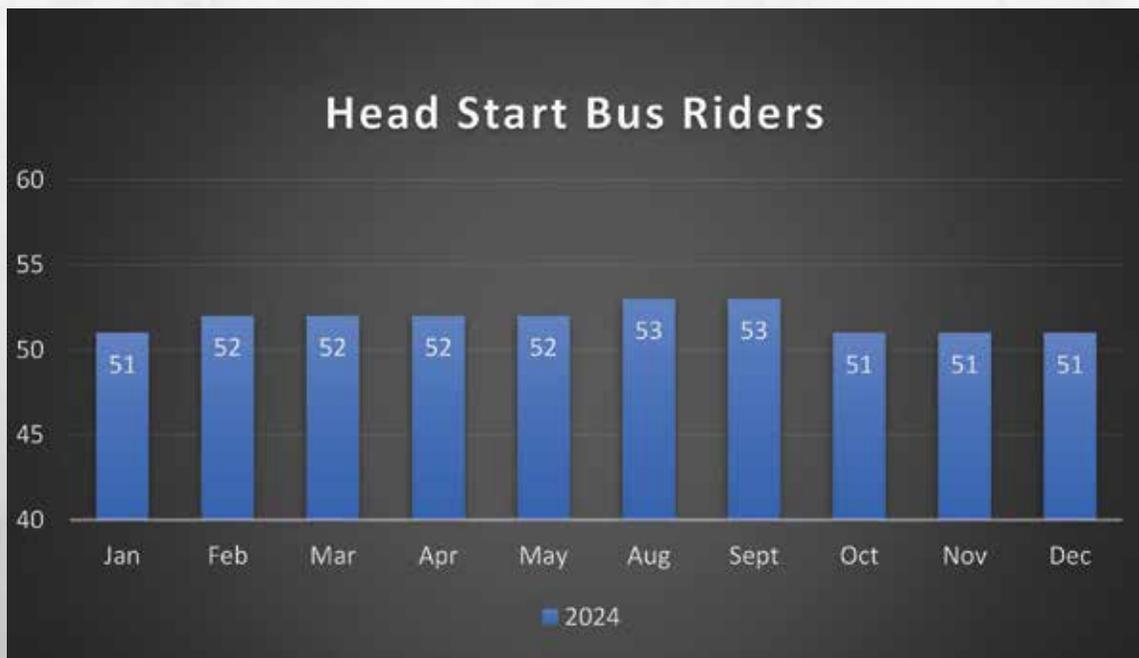
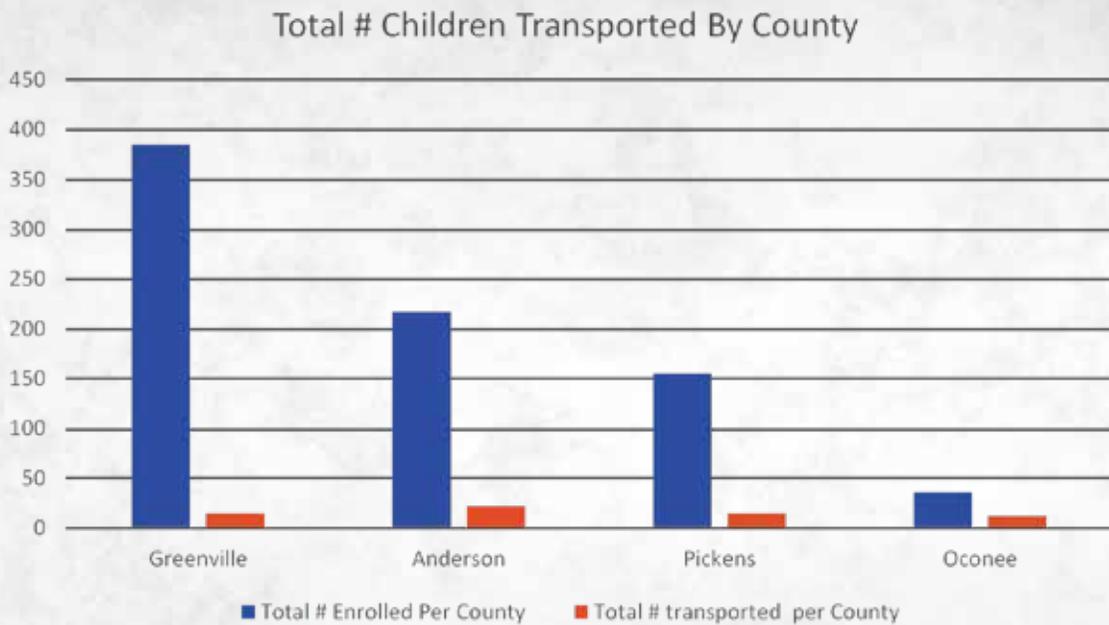


SHARE continues to contract with licensed/certified Mental Health Consultants to provide observations in all of our classrooms at least twice a year. The Mental Health Specialist monitors and coordinates Mental Health Observations and various strategies with the Mental Health Consultants. They work as part of a team to assist staff in the identification and referral of children in need of early intervention and behavioral services.

# Transportation

SHARE Head Start provides safe and quality transportation services to approximately 8.5% of enrolled children. There were no children with special needs requiring transportation services. Six Head Start Centers provided transportation in the services areas. All buses continued to operate in accordance with the Head Start Performance Standards as well as all local laws.

All bus drivers hold a Commercial Driver's License with "P" Passenger and "S" School Bus Endorsements as well as CPR and First Aid Certification. Each driver receives annual classroom and behind the wheel training before they transport any Head Start students. All Head Start buses are equipped with required child safety restraint systems as well as additional added safety.

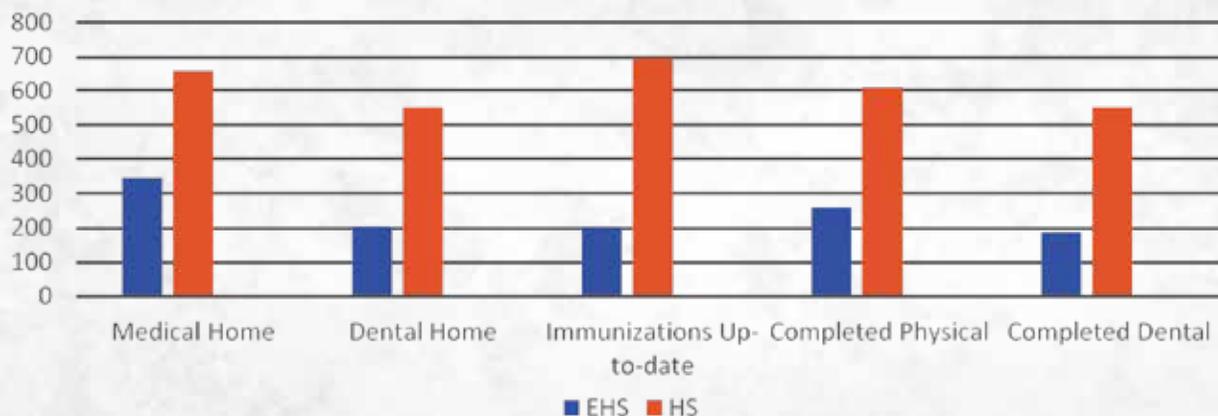


# Health Services

Since the last annual report services, there has been a shift in staff and stability. Since last report, a new facilitator/registered nurse, health specialist, and health coordinator has joined Head Start in Health Services the end of 2022 and during the beginning Second Quarter of 2023 with mutual focus of implementing and evaluating health requirements for all enrolled children. During this time, we have connected and reconnected with surrounding nursing schools in the Upstate counties we serve which has allowed nursing students and their registered nurse and/ or nurse practitioner instructors to visit centers and perform vision, hearing, and dental screenings as well as physical exams for any enrolled child who has not yet submitted a new or updated result.

Early Head Start (EHS) had an enrollment of 334 participants with 289 having medical/dental home by the end of enrollment. Head Start had an enrollment of 1003 with 769 with a medical/dental home.

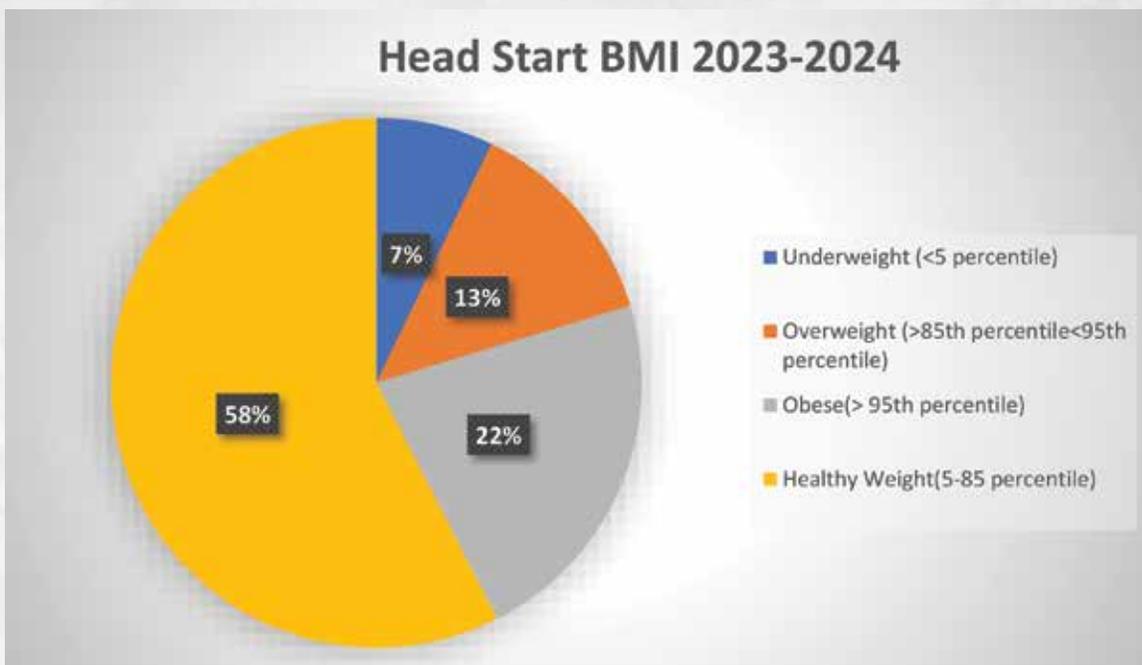
Medical/ Dental Home and Immunizations for EHS and HS 2023-2024 Year



Medical follow-up and treatment for chronic health conditions including Individualized Health Care Plans were provided to children with vision and hearing concerns, asthma, seizures, severe allergies, and other chronic health conditions. Training to administer medication and providing optimal care was presented to center staff by program registered nurse. Our pregnant women’s program served six a total of thirteen pregnant women throughout the year. Classes were provided on prenatal care, labor and delivery, postpartum and infant care, breastfeeding, and nutrition, to name a few. Within two weeks of delivery, virtual and/or in-person nurse home visits were provided with appropriate referrals, follow up, and treatments. Health staff members are committed to on-going learning and gaining professional skills, training, and knowledge that will continue to support and meet the performing standards of the health services area.

## Nutrition Services

During the reporting year of 2023-2024, nutrition has had another shift in staff but has since gained a kitchen supervisor to join to help plan, implement, evaluate, and maintain the functionality of the kitchen area and nutritional operations for the children and families of Head Start and Early Head Start. We have also hired two full time cooks in Anderson and Greenville Counties. Our program provides daily age appropriate nutritional meals and snacks for infants, toddlers and preschool children. During 2023-2024 an approximate total of 354,000 meals were served and reimbursed by the USDA Child and Adult Care Food Program (CACFP). Mid-morning snacks are provided to EHS children without benefit of USDA reimbursement. Body Mass Index (BMI) is calculated according to CDC guidelines. Results of Head Start children are displayed in the chart below; The pie chart below displays BMI data for the following: Healthy Weight-58% Underweight-7%, Overweight-13%, and Obese-22%.



A registered dietician consultant provided nutritional counseling and healthy lifestyle education to parents of children within these 'at risk' categories via our virtual platform. Our goal is to increase parent participation and attendance to the meeting sessions with the RD. This will allow parents to obtain more nutritional guidelines, food suggestions, and meal preparation that will foster encouragement towards healthy living among all of our children and families enrolled in Head Start. Nutrition staff members are committed to learning and gaining professional skills, training, and knowledge that will help them perform in their role and meet the requirements of the performance standards.

# Head Start and Early Head Start Budget

Program Year 2023-2024

07/01/2023 thru 06/30/2024

Budget Categories	Approved Budget	Actual Expenditures
Personnel	9,737,831	9,737,830
Fringe Benefits	2,968,602	2,968,603
Travel	129,246	129,974
Equipment	270,394	270,394
Supplies	337,061	305,662
Contractual Services	551,783	551,982
Other Direct Cost	2,445,966	2,476,438
<b>Total Direct Cost</b>	<b>16,440,883</b>	<b>16,440,883</b>
Indirect Cost	1,129,588	1,129,588
<b>Total Approved Federal Award</b>	<b>17,570,471</b>	<b>17,570,471</b>
<b>Non-Federal Share</b>	<b>2,800,000</b>	<b>2,800,000</b>
<b>Total Budget Fed/Non-Fed</b>	<b>20,370,471</b>	<b>20,370,471</b>
	<b>Federal Award</b>	<b>Non-Federal SHARE</b>
<b>Head Start</b>	10,840,147	
<b>Early Head Start</b>	6,730,324	
<b>Total</b>	<b>17,570,471</b>	<b>2,800,000</b>

Funded from the Department of Health and Human Services, Office of Head Start, Administration for Children and Families

Other supportive funding-

Child and Adult Care Food Program (CACFP) 1,004,342

**There were no findings or questioned cost in SHARE's financial report for fiscal year ending September 30, 2024.**

# SHARE Head Start Center Locations

**Head Start Facilities:** Our program operates 21 centers, 44 Head Start classrooms and 42 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.

Nine 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
- ▶ Clemson
- ▶ North Greenville
- ▶ Pickens
- ▶ Rutherford Rd.
- ▶ Seneca
- ▶ Simpson
- ▶ Watkins Rd.
- ▶ Westside

## Greenville County

**Easley Bridge Road  
Head Start & Early Head Start Center**

Natalie Johnson, Center Manager  
404 Easley Bridge Road  
Greenville, South Carolina 29611  
(864) 295-3392

**Golden Strip  
Head Start & Early Head Start Center**

Calvinetta Mickens, Center Manager/Teacher  
Greta Jones, Site Manager/Teacher  
1120 Howard Drive  
Simpsonville, South Carolina 29681  
(864) 967-2022

**Margaret A. Sherred  
Head Start Center**

Cora Griggs, Center Manager  
510 Old Augusta Rd  
Greenville, SC 29605  
(864) 520-1539

**North Franklin Road  
Head Start Center**

Tammy Martin, Center Manager  
925 North Franklin Road  
Greenville, South Carolina 29617  
(864) 467-0357

**\*North Greenville  
Head Start & Early Head Start Center**

Sharikea Reddick, Center Manager  
50 Lincoln Chapel Road  
Travelers Rest, South Carolina 29690  
(864) 834-5241

**Parker  
Head Start & Early Head Start Center**

Angela Turner, Center Manager  
15 Clark Drive  
Greenville, South Carolina 29617  
(864) 294-6217

**Pleasant Valley  
Head Start & Early Head Start Center**

Jacquelyn Owusu Asare, Center Manager  
26 Sherman Lane  
Greenville, South Carolina 29605  
(864) 277-8999

**Rubye H. Jones  
Head Start & Early Head Start Center**

Lorrene Stoddard, Center Manager  
40 John McCarroll Way  
Greenville, SC 29607  
(864) 520-8097

**\*Rutherford Road  
Head Start & Early Head Start Center**

Porsha Houston, Center Manager  
1229 Rutherford Road  
Greenville, South Carolina 29609  
(864) 298-0196

**Tommie C. Brooks  
Early Head Start Center**  
Della Snoddy, Interim Site Manager  
210 Verner Springs Road  
Greenville, South Carolina 29609  
(864) 235-5829

**Watkins Road  
Early Head Start Center**  
Shalondra Jackson, Center Manager  
205 Watkins Road  
Greenville, South Carolina 29617  
(864) 294-8565

*\*NAEYC Accredited*

# SHARE Head Start Center Locations

Anderson County	
<p><b>*Belton-Honea Path Williamston Head Start &amp; Early Head Start Center</b> Addie Nalley, Center Manager 15 Black Street Honea Path, South Carolina 29654 (864) 369-1108</p> <p><b>Flat Rock Head Start Center</b> Laquetta London, Center Manager/Teacher 115 Thompson Road Anderson, South Carolina 29624 (864) 800-3852</p> <p><b>Starr Head Start Center</b> Lakesha Cowan, Center Manager 400 Professor Brown Lane Starr, South Carolina 29684 (864) 276-1566</p>	<p><b>*Westside Head Start &amp; Early Head Center</b> Yolanda Bowman, Center Manager 1206 Gadsden Street Anderson, South Carolina 29624 (864) 224-8586</p> <p><b>Willis H. Crosby Head Start &amp; Early Head Start</b> Mary L. White, Interim Center Manager 2021 Shirlane Drive Anderson, South Carolina 29624 (864) 226-0367</p> <p>*NAEYC Accredited</p>



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

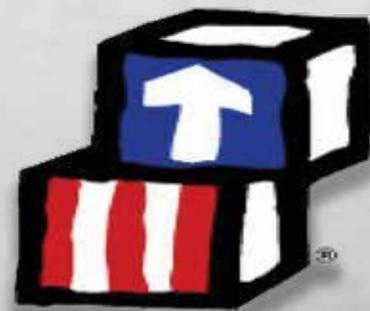
Oconee County
<p><b>*Seneca Head Start &amp; Early Head Start Center</b> Alice Lee, Center Manager 340 N. Perkins Creek Road Seneca, South Carolina 29679 (864) 882-8700</p> <p>*NAEYC Accredited</p>

## 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](http://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.

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



**Tandy Bannister, CCAP**  
Director of Community Services Division

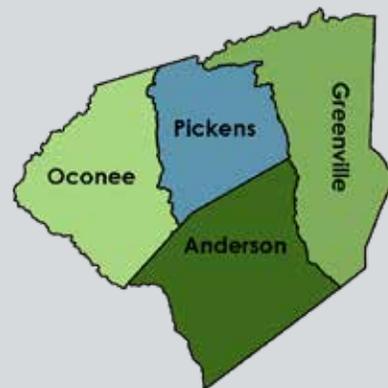
## Service Delivery Target Population

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.

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. al.

### Outcomes

5 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

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

## 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

552 households had evictions, foreclosure 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 2024 12,914 households received energy assistance 792 or 6% were assisted through the LIHEAP Direct Assistance Program. Of the 12,914 households served, 6,685 or 52% were assisted in alleviating the crisis through LIHEAP Emergency Crisis Intervention Program 5,437 or 42% household were assisted through temporary LIHEAP funding.

Special Populations Served: Of the 12,914 households enrolled in these programs, 6,840 or 53% of the households had at least one individual member over the age of 55, and 4,564 or 35% had at least one family member who was disabled. Assistance to this very vulnerable group ensured that they could maintain a safe, independent standard of living.

## Circles Upstate South Carolina

In 2024, Circles Upstate South Carolina was able to help twelve adults (some former Circles participants and some in our current group). The Circles initiative is about building community to end poverty for the families we serve and to promote policies to lessen poverty's strain on our cities and counties. It's a tall undertaking.

The Circles model relies on community volunteers to give of their time and knowledge to help families in poverty exit poverty over an eighteen-month period. We have weekly meetings where we learn about poverty and its impact on families as well as get to know each other better. 2024 was a difficult year for Circles because we had a difficult time finding volunteers willing to serve as allies. However, in September we began with six Circle Leaders (families in poverty) and twelve allies.

### **Success Story**

One Alumni Circle Leader story is about a woman that involves survival and sacrifice. She survived being unemployed, homeless and dealing with the aftermath of a serious injury to one of her teenage children. After successfully completing the Circles Program, she found full-time employment. Later that year, her son was involved in a shooting incident as a bystander and sustained a serious gunshot injury. Our alumni Circle Leader had to take care of her injured son full-time so she was forced to quit her job. Because she no longer had income, she lost her apartment.

With financial help from Circles, she and her two children were able to temporarily stay in a hotel and transition into permanent housing. Since that time, she has obtained a full-time position at a local senior living facility as an Activities Director. She and her children are now thriving. Her son has been under doctor's care and successfully completed physical therapy. He survived the injury and resumed his High School studies. He will be graduating on time with honors. He also plays wheelchair basketball for Roger C. Peace and is college bound.

### **Changes**

We were unsuccessful in creating a Circles site in Anderson in 2024. The partnership with Honor Health Career Programs could never get off the ground because we could not find volunteers willing to help during the afternoon. We wish the CNAs working to become LPNs at the Richard M. Campbell Veterans Nursing Home success.

We have not given up on expanding Circles to Anderson County. We are hopeful other host sites and support will show up as we continue outreach in this county.

# LADDER Job Training and Employment Program

In 2024, our LADDER Job Training and Employment program helped 20 adults obtain job training certifications and then employment. We helped four males and sixteen females. Eight adults had incomes below the Federal Poverty Guideline at program entry and another seven had incomes of 100% - 150% of the Federal Poverty Guidelines. Ninety percent of our program participants were African-American.

This year we helped people obtain certifications in the following areas: Dental Assistant, Commercial Drivers License (CDL), Medical Assistant, Certified Nursing Assistant, Forklift Operator, Property Manager, and Phlebotomy.

## Success Story

When a 24-year old Hispanic young man enrolled in LADDER in 2024, he was starting over. He had just overcome some major health issues where he had to stop his college classes and moved back in with his parents, while also caring for his younger siblings.

He was working at a movie theater earning \$13.25/hour. He knew this was not going to be his career, but he approached this job with enthusiasm. Through LADDER he enrolled in the phlebotomy class and became a top student. His instructors commented he has a great attitude and personality and should do well in whatever career he chooses.

After completing the class and earning his certification, he called our LADDER Case Manager in a bit of a panic. He told us he had a job interview, but didn't have anything to wear for the interview. We were able to help him obtain proper "interview clothes." He was offered the job.

Today, our young man now works for Prisma Health, earning \$18.25/hour as a phlebotomist. He enjoys his work and helping people. The other good news is he was accepted into Clemson University to complete his biology degree. He should graduate in one and half years.

**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)

# Homeless Services

Summer Glover, Case Manager for Homeless Services, did an amazing job in 2024. She helped 169 homeless men, women, and children obtain a home! Through our rapid rehousing and transitional housing programs, Ms. Glover assisted 77 households – 35 (or 45%) Single Adults and another 33 (or 43%) Single Parent Females with Children.

Fifty-four (54) of the 77 households (or 70%) had incomes below 100% of the Federal Poverty Level for their household size.

## Success Story

One such success story was helping a family of five (mom, dad, and three children). The two youngest children are autistic. We first met this family as they were living out of their small car. The vehicle was barely working and finally stopped. They were stranded.

SHARE was able to put them up in a hotel for a couple of months – with the help of some partner organization financial support. After they settled into the hotel, both parents were fortunate to obtain employment at the same restaurant – with one working the lunch shift and the other working the dinner shift. We helped the oldest boy enroll in school.

The family applied to several places to obtain housing but to no avail. SHARE was able to locate a landlord willing to work with us and the family. Our Rapid Rehousing program paid their security deposit, several months of rent, a food voucher, and helped them find furniture for their home. They moved into a three-bedroom, two-bath home with a huge yard where the kids could play.

They have remained employed and were able to purchase a car. The wife received a promotion at work which increased the household income. They are still housed and doing well.

## Obstacles Faced by Our Program

There is still a housing shortage in the Upstate. There is not enough low-income or affordable housing available. Greenville County landlords consistently rank high in the number of evictions they submit, and in turn, there are very few landlords willing to overlook evictions to rent to people. Too many of our clients have evictions.

Our homeless households usually have very little income, and understandably, most landlords are not willing to rent to them. Today, most landlords require two to three times monthly income to cover the rent. Rents have dramatically increased from the previous year, while wages have remained flat, making meeting this “standard” very difficult to obtain.

## Solutions

We continue to develop relationships with landlords and property managers to work with us and our clients. We are open to financial incentives for landlords to work with us such as paying first and last month’s rent. We have not had to do that before. We also offer them the ability to contact our case manager to let us help them deal with a tenant that might be having some problems before issuing an eviction notice.

We strongly encourage our clients to get job training through SHARE’s LADDER program or other means.

We use our transitional housing apartments as a way for families to know they have a secure place to live so they can rebuild their lives without stressing out on where they’re going to be the next night.

# Critical Home Repair Program

2024 was another good year for helping low-income homeowners make vital repairs to their homes in SHARE's four-county footprint of Greenville, Anderson, Pickens, and Oconee Counties. SHARE helped 46 people in 35 households.

This program provides financial assistance for repairs, primarily to address safety and health hazards, accessibility issues, and major housing systems. We can cover repairs up to \$30,000 for exterior home repairs that endanger safety and the life of the home.

We assist low-income (80% Area Median Income) and very-low-income (50% Area Median Income) households. Our financial support is a forgivable loan as long as the home is occupied as the primary residence for 20 years.

## **Success Story**

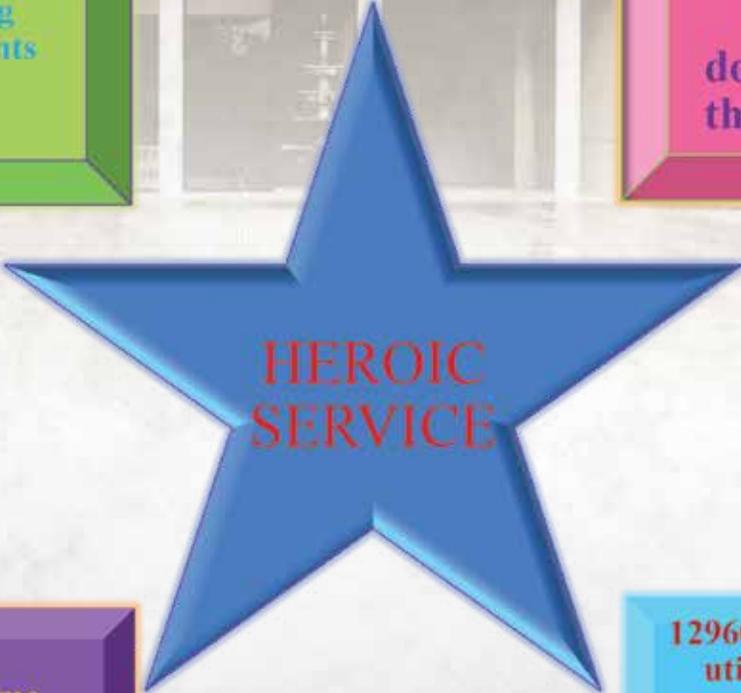
A typical success story is helping an elderly couple who was without their HVAC unit for two to three years and instead were using electrical heaters or window AC units to heat or cool their home. This was very inefficient for them to adjust the temperature in their home and quite costly.

Through SHARE's Critical Home Repair program, we were able to install a 2 ½ ton gas pack that runs on natural gas. It keeps their home comfortable throughout the year – and saves them a lot of money too.



150 Permanent  
Housing  
Placements

161,516  
Volunteer  
hours  
donated to  
the agency



1198 low income  
families avoided  
eviction

12960 customers received  
utility assistance and  
maintained an  
independent living  
situation

# Our Agency Makes a Difference

# Human Resources

SHARE's Human Resources Department is vital in advancing the agency's mission by overseeing all aspects of personnel management—from recruiting and hiring qualified staff to evaluating performance. The department provides comprehensive support through talent management, administrative services, training, coaching, legal guidance, and employee wellness resources. Initiatives are in place to strengthen employee engagement, cultivate a positive work environment, and support mental health. Located in the agency's main administrative office at 254 S. Pleasantburg Drive in Greenville, South Carolina, Human Resources supports a workforce of 319 employees across 21 locations in Greenville, Anderson, Pickens, and Oconee counties. The team includes professional and clerical staff working full-time, part-time, and temporary roles throughout the year.



**Tara Cannon, MBA**  
Director of Human Resources



## Key Accomplishments:

- Successfully recruited and onboarded highly qualified personnel across all departments.
- Implemented a comprehensive Employee Assistance Program (EAP).
- Ensured full compliance with all applicable state and federal legal requirements.

The SHARE Human Resources Department remains steadfast in its commitment to cultivating a workplace culture prioritizing employee support and overall well-being. In response to the growing impact of mental health concerns on workforce morale, productivity, and retention, the department implemented a robust Employee Assistance Program (EAP). This program provides employees with access to confidential counseling services and mental health resources designed to alleviate stress and anxiety. By offering this support, SHARE aims to foster a healthier, improved work-life balance and reduce employee turnover—ensuring all staff members feel recognized, supported, and empowered to thrive in their roles.

As an equal-opportunity employer, SHARE is firmly committed to fairness. The organization hires individuals solely based on their qualifications, regardless of race, color, creed, marital status, gender, disability, age, or political affiliation. In alignment with this commitment, SHARE actively endeavors to ensure that its workforce reflects the demographic composition of the populations it serves.

The Human Resources Department is essential in building and maintaining work systems that help our staff thrive and stay engaged. These systems are based on seven core elements:

- **Teamwork and Recognition:** Encouraging collaboration and celebrating team success to boost morale and productivity.
- **Meaningful Work:** Helping employees feel their work has a purpose, which supports job satisfaction and retention.
- **Employee Empowerment:** Giving staff the tools and authority to make decisions and take ownership of their work.
- **Open Communication:** Sharing information openly to build trust and keep everyone informed and involved.
- **Fair Compensation:** Ensuring pay practices are transparent and equitable, which supports motivation and trust.
- **Training and Development:** Providing opportunities for learning and growth so employees can build their skills and adapt as needed.
- **Regular Feedback:** Performance reviews to support improvement and clarify expectations.

By focusing on these areas, HR helps create a supportive, motivated workplace where employees feel connected to SHARE's mission and empowered to succeed.

### **Benefits**

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 explore various types of coverage available and check current benefit details.

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
- Employee Assistance Plan (EAP)

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.

### **Our People, Our Mission**

SHARE is proud to be supported by a team of dedicated and skilled professionals who are essential to fulfilling our mission as a Community Action Agency. The foundation of our success is the commitment to helping low-income individuals and families break the cycle of poverty and achieve self-sufficiency. With years of experience, formal training, and deep expertise, our staff implements a broad range of impactful programs and initiatives. Their passion and perseverance continue to drive SHARE's work forward, making a meaningful difference in the lives of those we serve.

# 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, 2024 totaled \$36,433,684. Less than 5% of our expenditures were for administrative cost; with more than 95% of our funding directly benefitting 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 \$109,301,052 in surrounding communities during our 2024 fiscal year.

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 \$2,313,310.

The total non-federal share received in fiscal year 2024 totaled \$2,800,000. 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.

## SHARE Funding -Fiscal Year 2024

### FEDERAL FUNDING SOURCES

- US Department of Health and Human Services
- US Department of Agriculture
- US Department of Homeland Security
- US Department of Housing and Urban Development

### STATE FUNDING SOURCES

- SC Housing Trust Fund
- SC Department of Social Services
- SC Department of Administration, Office of Economic Opportunity

### LOCAL/PRIVATE FUNDING

- United Way of Greenville County
- Duke Energy (Foundation of the Carolinas)
- Private Donations

**There were no finding or questioned cost in SHARE's financial report for fiscal year ending September 30, 2024.**

# Sunbelt Human Advancement Resources. Inc.

for fiscal year ended September 30, 2024

<b>Revenues</b>	<b>\$</b>
Federal	33,259,358
State	22,932
In-Kind	2,885,709
Other	265,685
<b>Total Revenue</b>	<b>36,433,684</b>
<b>Expenditures</b>	<b>\$</b>
Personnel	15,955,752
Contracted Services	571,740
Customer Assistance	10,078,577
Food Purchases	737,149
Equipment	275,829
Indirect Cost	1,404,537
In-Kind	2,885,709
Supplies	396,101
Other Operating Cost	3,460,104
Rehabilitation	484,125
Training Cost	40,287
Travel	143,774
<b>Total Expenses</b>	<b>36,433,684</b>

## Federal Funding Sources

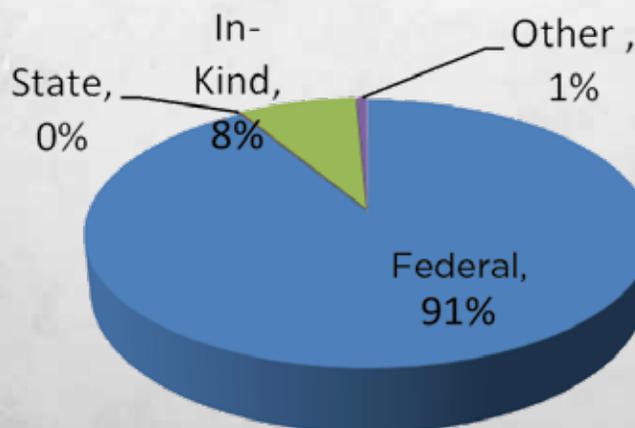
*US DEPT. OF HEALTH AND HUMAN SERVICES	\$31,471,696
*US DEPT. OF AGRICULTURE	\$1,004,342
*US DEP. OF HOMELAND SECURITY	\$19,535
*US DEPT. OF HOUSING AND URBAN DEVELOPMENT	\$763,785

## State Funding Sources

*SC HOUSING TRUST FUND	\$21,816
*SC DEPT. OF SOCIAL SERVICES	\$1,116

## Local/Private Sources

*UNITED WAY OF GREENVILLE COUNTY	\$57,229
*DUKE ENERGY (FOUNDATION OF THE CAROLINAS)	\$35,578
*PRIVATE DONATIONS	\$172,878



# Administrative Staff & Managers

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

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

# Our Promise and Accountability

Following the Promise of the Community Action to keep hope alive, help people and change lives, Sunbelt Human Advancement Resources, Inc. (SHARE), the local Community Action Agency, has operated for over 50 years in serving low-income citizens. 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. Thank you to the 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><b>Physical Address</b> 254 S. Pleasantburg Drive Greenville, S.C. 29607</p> <p><b>Mailing Address</b> P.O. Box 10204 Greenville, S.C. 29603</p> <p>Phone: 864-269-0700 Fax: 864-295-6151</p>	<p><b>Physical Address</b> 1704 Greenville Street Anderson, S.C. 29621</p> <p><b>Mailing Address</b> P.O. Box 304 Anderson, S.C. 29622</p> <p>Phone: 864-224-7028 Fax: 864-226-8636</p>	<p><b>Physical Address</b> 1725 E. Main Street Easley, S.C. 29641</p> <p><b>Mailing Address</b> P.O. Box 1628 Easley, S.C. 29641</p> <p>Phone: 864-859-2989 Fax: 864-859-1401</p>	<p><b>Physical Address</b> 704 E. Main Street Seneca, S.C. 29678</p> <p><b>Mailing Address</b> 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](http://www.sharesc.org)  
**All Donations are Tax Deductible**



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“Follow” us on [X.com/SHARE\\_sc](https://www.x.com/SHARE_sc)



Sunbelt Human Advancement Resources, Inc. (SHARE)



# Market Place Development, LLC

1201 Hampton St., Ste. 2B-4  
Columbia, SC 29201

P.O. Box 5764  
Columbia, SC 29250

(803) 254-3795 Phone  
(803) 748-7335 Fax

A proud supporter of **SHARE**

Helping People. Changing Lives.



**Sunbelt Human Advancement Resources, Inc.**

**SHARE**

254 S. Pleasantburg Drive  
Greenville, S.C. 29607

**Mailing Address**

P.O. Box 10204  
Greenville, S.C. 29603