

Helping People. Changing Lives.



Creating Hope and Building Self-Sufficiency

Sunbelt Human Advancement Resources, Inc. (SHARE)
Annual Report 2015



Charter Recipient National Award for Excellence **SHARE**

In America, there is a service delivery network of over 1000 Community Action Agencies which mobilize and build capacity for a better quality of life in low-income families and in low-wealth neighborhoods.

In South Carolina, Sunbelt Human Advancement Resources, Inc. (SHARE), charter recipient of the National Award for Excellence in Community Action, is the local Community Action Agency for Greenville, Anderson, Oconee and Pickens counties.

The Mission of **SHARE**

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

We serve families whose annual incomes are at or below poverty level as defined by federal guidelines.

Services are provided based on need and our ability to help, without regard to race, color, creed or gender.

Overall about one-third of our customers are white, about two-thirds are non-white, two-thirds female and one-third male.

The Promise of **COMMUNITY ACTION**

“Community Action changes people’s lives, embodies the spirit of hope, improves communities and makes America a better place to live. We care about the entire community, and we are dedicated to helping people help themselves.”



Mr. James A. Pierce, III, 2015 Chairman Greenville County, Customer Sector

In the heart of South Carolina's Upcountry, Sunbelt Human Advancement Resources, Inc. (SHARE) leverages its partnership with America's premier poverty fighting network of over 1000 Community Action Agencies that annually help 17 million low-income Americans achieve economic security. As the local anti-poverty Community Action Agency, SHARE serves our friends, family and neighbors who are least able to help themselves due to short-or long-term severe economic hardships caused by any multitude of circumstances. Accordingly, for 49 years, this Community Action Agency has prided itself in helping local people help themselves in overcoming the consequences, and addressing the causes of poverty in Greenville, Anderson, Pickens and Oconee Counties.



SHARE identifies client and community needs, structures relevant programs, and creates opportunities to meet their needs. As a result of this strategy, SHARE is able to minimize dependency on welfare and other government assistance while promoting self-sufficiency and independence for the low-income people we serve in upstate South Carolina.

Even in these challenging times, SHARE remains fiscally and programmatically accountable to its stakeholders and communities in Upstate South Carolina, while earning national recognition from its professional peers as a leader of excellence and provider of high quality Community Action programs.

SHARE's achievement as a charter recipient of the National Award for Excellence in Community Action is attributed to outstanding community support, a dedicated Board and a highly capable, diverse and caring staff. It has been my pleasure to serve as the 2015 chairman of the SHARE Board during some very challenging times.

Sincerely,

James A. Pierce, III, Chairman
Board of Directors



2015 Board of Directors

One of the primary goals of SHARE is to involve three sectors of the community: public, low income, and private in the identification and application of strategies to eliminate the causes of poverty. Supporting this function, our Board of Directors is set up as a unique tripartite council, composed of 21 members 1/3 public officials, 1/3 client representatives and 1/3 private sector, including business, industry, labor, religion, education, etc. They are also representative of the four counties SHARE serves. Listed below are members of the 2015 SHARE Board of Directors and their affiliations.

Rev. Sean Dogan

Vice Chair*
Greenville County
Customer Sector

The Honorable Lillian Brock Flemming

Greenville County
Customer Sector

The Honorable Lottie B. Gibson

Greenville County
Public Sector

Mrs. Carolyn P. Goodjoin

Greenville County
Customer Sector

Mrs. Barbara L. Hodges

Secretary*
Anderson County
Private Sector

Rev. WC Honeycutt

Oconee County
Customer Sector

The Honorable Robert E. Jenkins

Greenville County
Public Sector

Rev. Curtis Johnson

Greenville County
Customer Sector

Mrs. Lydia Kellett

Greenville County
Private Sector

Mr. Donovan Pope

Oconee County
Private Sector

Rev. Isaiah Scipio

Pickens County
Public Sector

Mr. Harry R. Thompson

Anderson County
Customer Sector

Mr. Randall West

Pickens County
Customer Sector

The Honorable Paul Wickensimer

Treasurer*
Greenville County
Public Sector

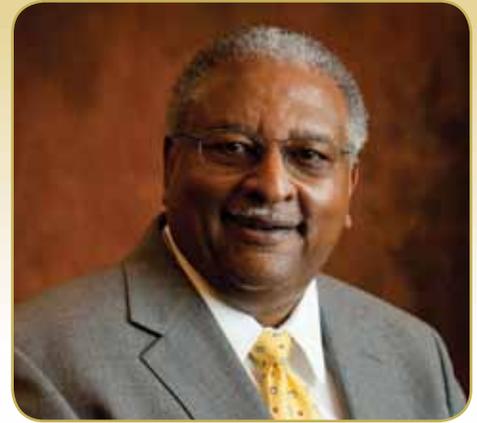
**Members of Executive Committee*



Chris Allen, MCRP

Resource Development Coordinator

We cannot thank our community partners enough for helping to sustain SHARE and its programs throughout 2015. Our partners located in our four-county service area of Anderson, Pickens, Oconee and Greenville counties include individuals, businesses, churches, universities, hospitals, community organizations and local governments, that contribute by giving their time and financial resources and in-kind gifts to SHARE. These resources are used to help fulfill SHARE's mission of assisting low-income individuals and families break the cycle of poverty and become self-reliant.



We are indebted to SHARE Board members, Chairman James Pierce, Pastor Curtis Johnson and Mrs. Lydia Kellett for their assistance in helping raise funds for SHARE. In addition to being responsible for SHARE's 2015 annual fundraising Gala, additional dollars were raised through Operation Warmth.

If you are a SHARE benefactor and would like to make a tax deductible contribution, please contact us at callen@sharesc.org or 864-269-0700 ext. 3251. We are always happy to discuss new opportunities for helping people overcome their circumstance and become more economically independent.



Message from the President & CEO

Willis H. Crosby, Jr., Ed. D., CCAM President/CEO

As SHARE moves along the second decade of the twenty first century, the state of the agency is very good, but still impacted by key national and state conditions. Moreover, economic challenges and political turmoil continue to greatly impact availability of adequate resources for promoting the general welfare of the people throughout these United States.



The state of SHARE remains noteworthy in all aspects of its management and operations. Starting from the top, SHARE has a governing Board of Directors that is diverse, informed, dedicated to task and committed to the cause of economic opportunity. Board members are also committed to the accountability of management and overall agency operations relative to finances, human resources, program, services and public perceptions of the agency. Management recommends policies to the board and/or assists the board in formulation of policies for effectiveness and efficiency of the programs and services.

Management team members work in partnership with over 150 public and private organizations to fulfill the primary catalytic mission of SHARE; which is to make the entire community more responsive to the needs and aspirations of the poor by mobilizing all available resources toward the goal of human advancement, and assisting low-income citizens in breaking the cycle of poverty.

To all who helped sustain SHARE during these challenging times, we greatly appreciate your efforts to “help create hope and build self-sufficiency.”

Sincerely,

Willis H. Crosby, Jr., Ed.D., CCAM
President/CEO

The 49th Economic Opportunity Anniversary Gala



As the Upstate's anti-poverty agency, Sunbelt Human Advancement Resources, Inc. (SHARE) has sought to establish itself as an effective force in our communities. We strive to remain a positive voice for human advancement and economic opportunity for low-income people in South Carolina.

SHARE, marked its 49th anniversary and honored several people who embody the spirit of non-profit organizations. The anniversary gala was held May 14th at the Embassy Suites Hotel in Greenville. The event was held in May recognizing the month as Community Action Month because of the Economic Opportunity Act passed in 1964.

President and CEO, Dr. Willis H. Crosby, Jr., said "SHARE has been most successful when people from different backgrounds achieve noteworthy accomplishments through cooperation and compromise." SHARE's mission is to provide high impact programs that assist low-income individuals, families and neighborhoods improve their station in life. The services range include: helping families pay utility bills, educating children and providing housing assistance. They serve clients in Greenville, Anderson, Oconee and Pickens counties. SHARE is a Community Action Agency-member of the largest anti-poverty service delivery network in America – Community Action Partnership (CAP). This year SHARE honored people from different backgrounds with achievement awards recognizing their work in the community, for others and for themselves. Moreover, we celebrate at this time because, and we quote an author unknown, "We remember that life's treasures are people, not things."

As an agency, SHARE is recognized locally, regionally and nationally for its accountability in running high quality effective programs.



Dr. Willis H. Crosby Jr, President /CEO of SHARE and Betty Doyley at SHARE's 2015 Economic Opportunity Gala.



Left to Right Dr. Willis H. Crosby, Jr., Rev. Jerry Hill, Pastor of Buncombe Street United Methodist Church. Chairman, James Pierce, III – SHARE Board of Directors.



Guest Speaker Mr. Scott Miller, Founder & CEO of Circles USA.



The 49th Economic Opportunity Anniversary Gala



Pictured from left to right; Robert Jenkins, Scott Miller, Margaret Jenkins, Tobita Posley-McKinney, Lottie Gibson, Ric McCain, Pam Sims, Paul Wickensimer, Tammy Forbes, Bruce Forbes at the SHARE 2015 Gala on Thursday, May 14, 2015.



Scott and Erin Swasnick at SHARE's 2015 Economic Opportunity Gala.



Pastor and First Lady Sean Dogan



2015 GHS Group





The 49th Economic Opportunity Anniversary Gala





The Children and Family Development Department

Tobita Posley-McKinney, M. A.

Director of Children and Family Development

The Children and Family Development Department facilitates programs designed to improve the education, emotional, social and physical well-being of preschool children and their families. The health and nutrition aspects of the program have improved the prevention, detection and treatment of children's medical, dental and nutritional needs. Families are provided with health, educational, nutritional, social, and other services when necessary based on the family's needs assessment. Parents are directly involved in the program as volunteers, recipients of training, and as participants in program planning and policy making. The Children and Family Development Department has established many successful collaborative partnerships with various community organizations and agencies. These collaborative partnerships have helped to make existing services in the community more readily available to children and families. The program provides services to 1,693 children ages Birth to 5 across 4 counties: Anderson, Greenville, Oconee and Pickens. The program operates 22 centers, 81 Head Start classrooms and twenty-seven 27 Early Head Start environments. Eighteen (18) centers are accredited by the National Association for the Education of Young Children (NAEYC) and all 22 centers are licensed by the South Carolina Department of Social Services. Our program implements an Ongoing Monitoring System that helps assess program operations and ensure that necessary steps are taken to meet federal/state/local regulations, program goals and objectives, and to ensure that appropriate interventions are taking place in a timely manner.

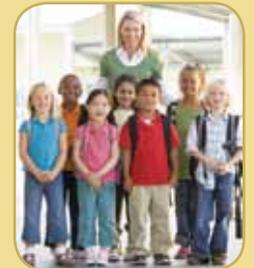


Head Start & Early Head Start Program



SHARE Head Start provides quality comprehensive services to 1,714 participants, 1,693 children birth to five and 21 pregnant women. The program provides early, continuous and intensive child development and family support services. School readiness is supported in the following ways: The High Scope Curriculum is implemented to support children's learning in all the developmental domain areas; On-going assessments provide information on each child's development and guides individualizing the curriculum to meet each child's needs; and Parent engagement supports parents in their role as primary care giver and educators of their children.

Pregnant women are provided prenatal education on fetal development and the benefits of breast feeding. They also receive information on proper nutrition, labor and delivery and postpartum depression. The continuity of services provided by the program supports and enhances strong, caring, continuous relationships which nurture the child and family.





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

Eligibility 2014 - 2015

2014-2015 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 Enrolment
2%	1%	3%	85%	6%	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: 2015 PIR

Recruitment 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 44 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 3 children in foster care

Served 64 enrollees receiving 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 **2015 Community Assessment** was used to select other factors to be prioritized and to develop and maintain each center's waitlist. The ChildPlus.net database system is utilized to assign points and rank applicants according to the set criteria approved by the Policy Council. The Office of Head Start regulations require that programs maintain a waitlist greater than the number of enrollment slots available. As participants are terminated from the program they are replaced by children and pregnant women from a current waitlist.

Waitlist as of December 2014		
County	Head Start	Early Head Start
Anderson	51	102
Oconee	13	38
Pickens	23	16
Greenville	222	306
Total	309	462
PROGRAM TOTAL		771

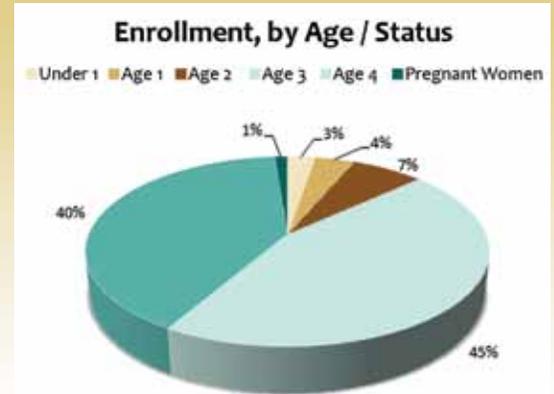
Source: ChildPlus.net Report #2006



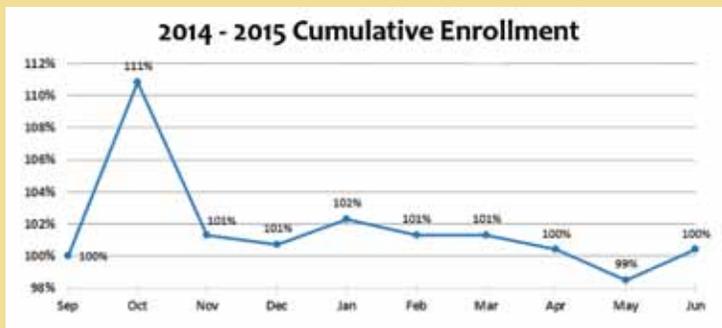
Enrollment

As required by OHS regulations, Head Start and Early Head Start monthly enrollment averaged above 100% of the funded enrollment of **1,693** children ages Birth to 5 and 21 pregnant women. The agency provided services to **1,966** children and pregnant women during 2014-2015.

The agency maintained and reported to the Office of Head Start our enrollment status September 2014 through June 2015.



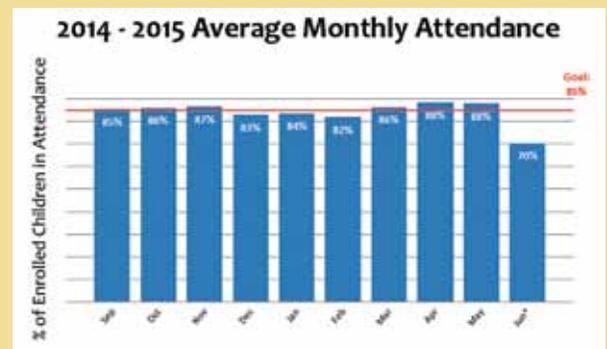
Cummulative Enrollment



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

Attendance

Head Start Performance Standard 1305.8 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.



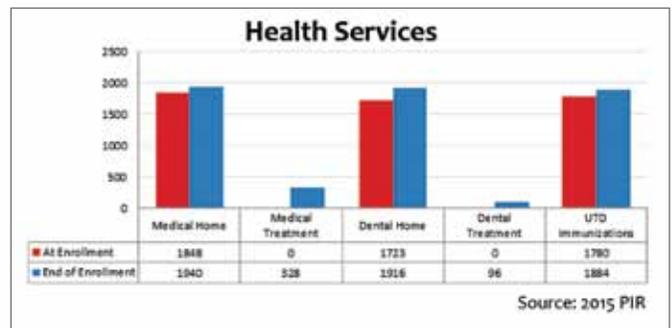
Source: ChildPlus.net Report #2035



Head Start/EHS Health & Nutritional Services

SHARE Head Start provides comprehensive medical and dental services to children, pregnant women, and their families based on OHS Guidelines. Health Services have improved participants' access to medical and dental services and treatment. From the point of enrollment to the end of enrollment, our program has observed an increase in the number of participants who established medical and dental homes, who received medical and dental treatment, and who were up-to-date on immunizations. Seven (7) children were medically or religiously exempt from being fully immunized. Eighteen hundred fifty nine (1859) children received medical examinations and 1802 received dental examinations. Three hundred twenty-eight (328) children received medical follow-up and treatment for health conditions such as anemia, asthma, seizures, vision/hearing problems, and/or diabetes. Fifteen hundred ninety-six (1596) children received preventive dental care such as cleaning and prophylaxis. Eighteen (18) pregnant women received prenatal and postpartum health care, physical and dental examinations, education classes and appropriate referrals and treatment.

Our program provides quality nutrition services with age appropriate meals and snacks according to the Child and Adult Care Food Program (CACFP) guidelines. During the 2014-2015 school year, a total of 710,358 meals were served and claimed for reimbursement including 229,941 breakfasts, 231,824 lunches, and 248,593 afternoon snacks.



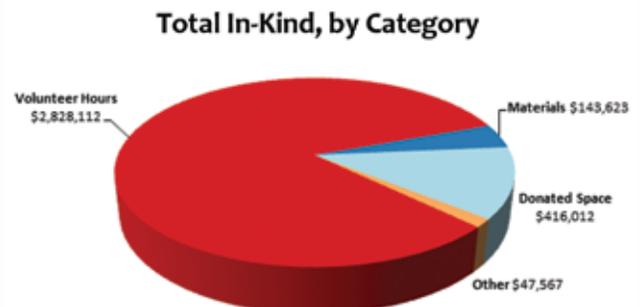
Community Partnerships

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 77 agencies and businesses in Greenville, Anderson, Pickens and Oconee Counties. Our partners provide a wide array of services to Head Start including the donations of space, educational materials, and medical and dental screenings and examinations. Community partners also serve on Head Start Advisory Committees and Councils and volunteer in various areas of the SHARE Head Start program.

IN-KIND CONTRIBUTIONS

SHARE Head Start met its federally mandated in-kind amount for 2015. The program utilized in-kind from parents, other family members and the community. In-kind included time, materials, and other space.

Hours Volunteered	
Parents	208,062
Non-Parents	3,980
Agency / Business	980





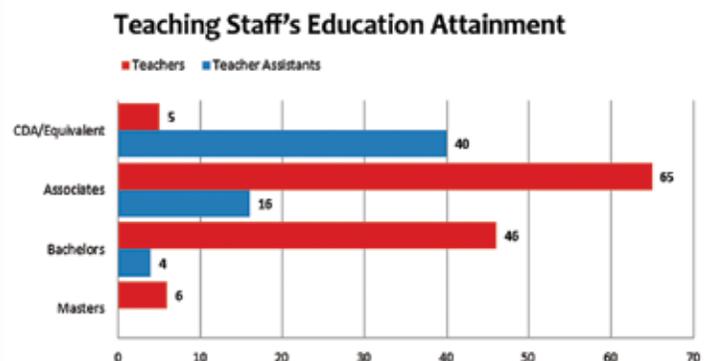
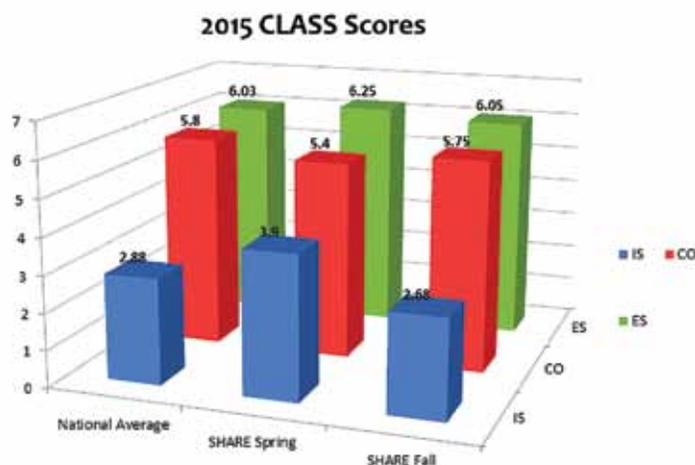
The Classroom Assessment Scoring System (Class)

The Office of Head Start reviewed our Head Start classrooms using CLASS on December 7, 2015. The assessment reviews each classroom for interactions among teaching staff and children in the following domains: Emotional Support (ES), Classroom Organization (CO), and Instructional Support (IS). Our program has 33 Certified Head Start CLASS Observers, 1 Infant CLASS Observer, and 11 Toddler CLASS Observers. Our program also has 3 Pre-K Certified CLASS Trainers and 1 Infant & Toddler CLASS Trainer. During Fall 2015, each Head Start classroom was double coded using 2 observers to further ensure our scoring and reliability.

2015 National CLASS Data				
Domain	Lowest 10%	Median 50%	Top 10%	National Average
Emotional support	5.65	6.048	6.37	6.03
Classroom Support	5.27	5.82	6.28	5.80
Instructional Support	2.22	2.78	3.69	2.88

SHARE Spring/Fall 2015 Data			
	Emotional Support	Classroom Organization	Instructional Support
Spring	6.25	5.40	3.90
Fall	6.05	5.75	2.68

The Office of Career Development is diligent in providing staff with needed professional development to ensure that staff has the educational requirements mandated by the Office of Head Start as well as the necessary skills and knowledge to provide exceptional service to the children and families that we serve. Our teaching staff is composed of 11 Center Managers/Teachers, 10 Site Managers/Teachers, 68 HS Teachers, 60 HS Teacher Assistants, and 33 EHS Teachers. Activities such as our onsite CDA class, Pre-service and In-service training days, as well as assistance with enrolling in higher education programs, provide staff with valuable professional growth opportunities.





SHARE Head Start Promotes the Foundations of School Readiness

Our birth to five program guides children’s development by integrating and aligning our curricula with the Head Start Child Development/Early Learning Framework and the South Carolina Early Learning Standards for children ages Birth to Five. Our teachers plan and implement activities that foster development in all the learning domains: Language and Literacy Development, Cognition and General Knowledge, Approaches to Learning, Physical Well Being and Motor Development and Social/Emotional Development.

Our teachers assess the children with our ongoing assessment systems three times per school year. The data is reviewed and aggregated to monitor the progress of the children we serve. Below are the graphs that represent the 2014-2015 percentages of gains for children birth to five. These graphs represent the children scoring “Proficient” in the indicated domain areas. We also track the children scoring “In Process” for these same domain areas.

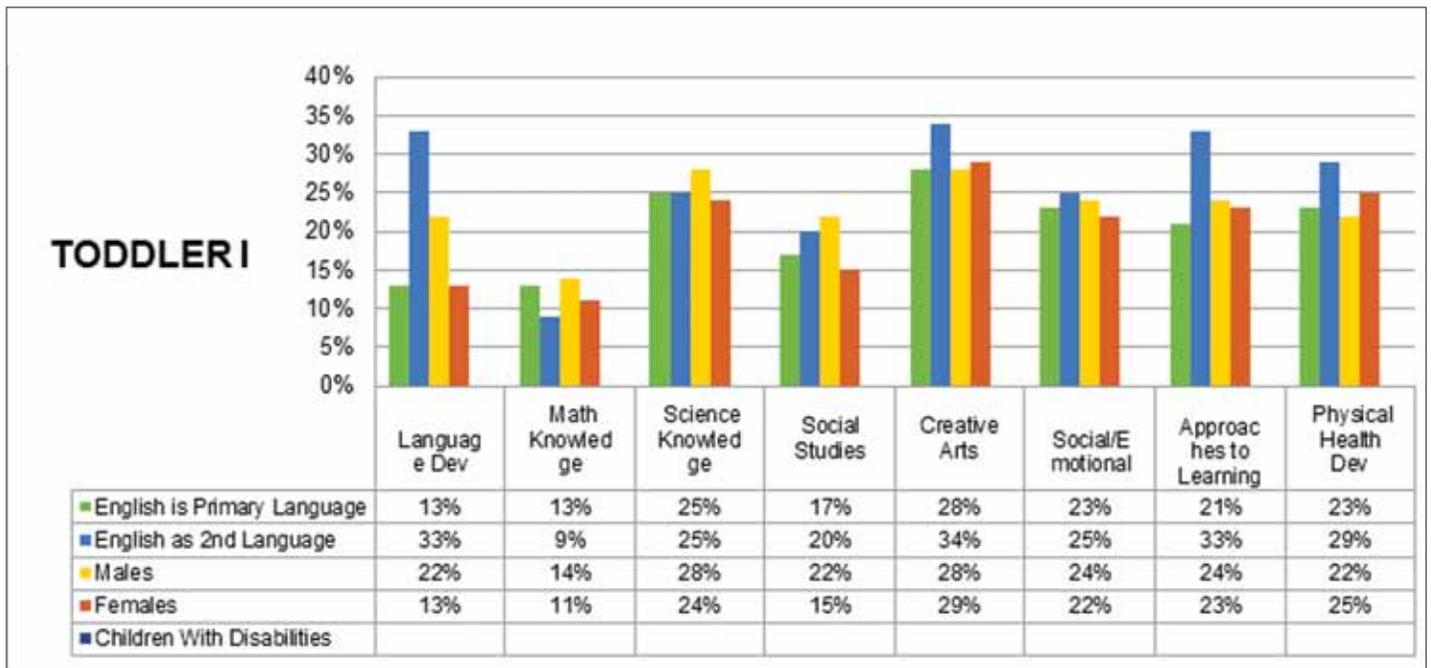
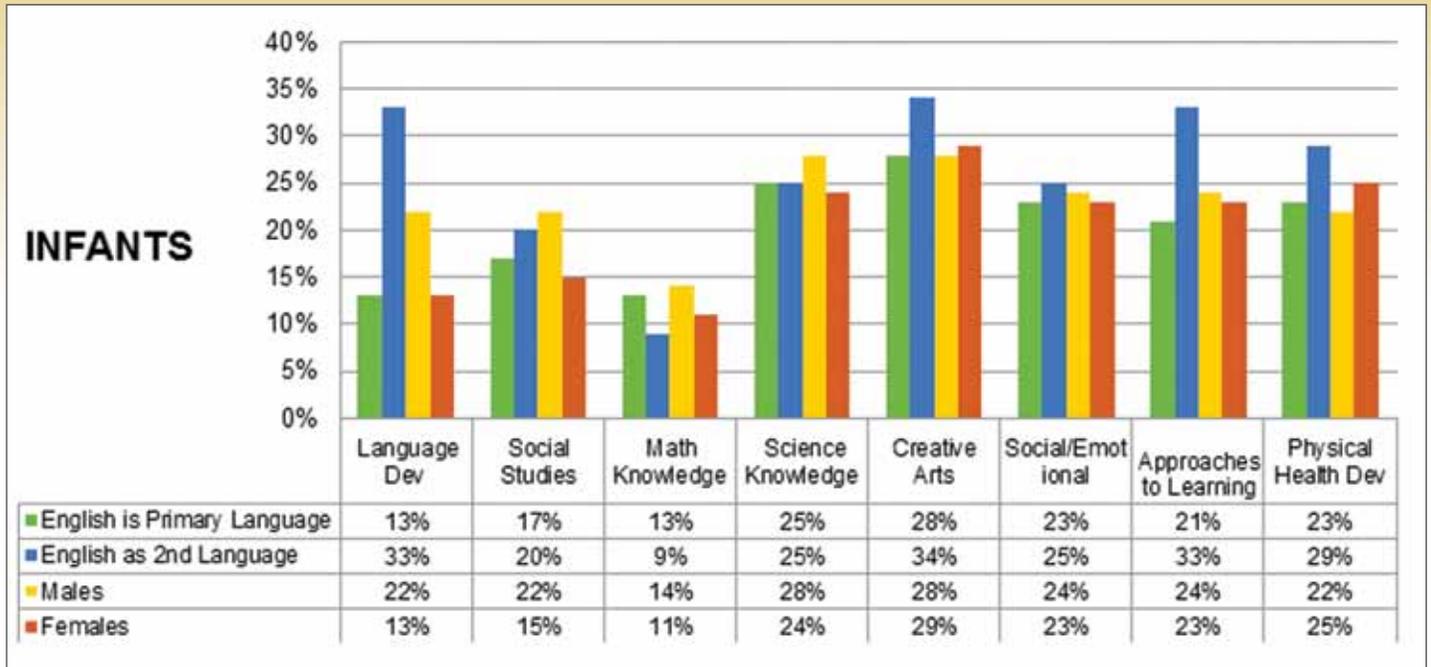
SHARE B-5 School Readiness Goals

SHARE Head Start utilizes our Self-Assessment and Community Assessment to create our Birth to Five School Readiness Goals:

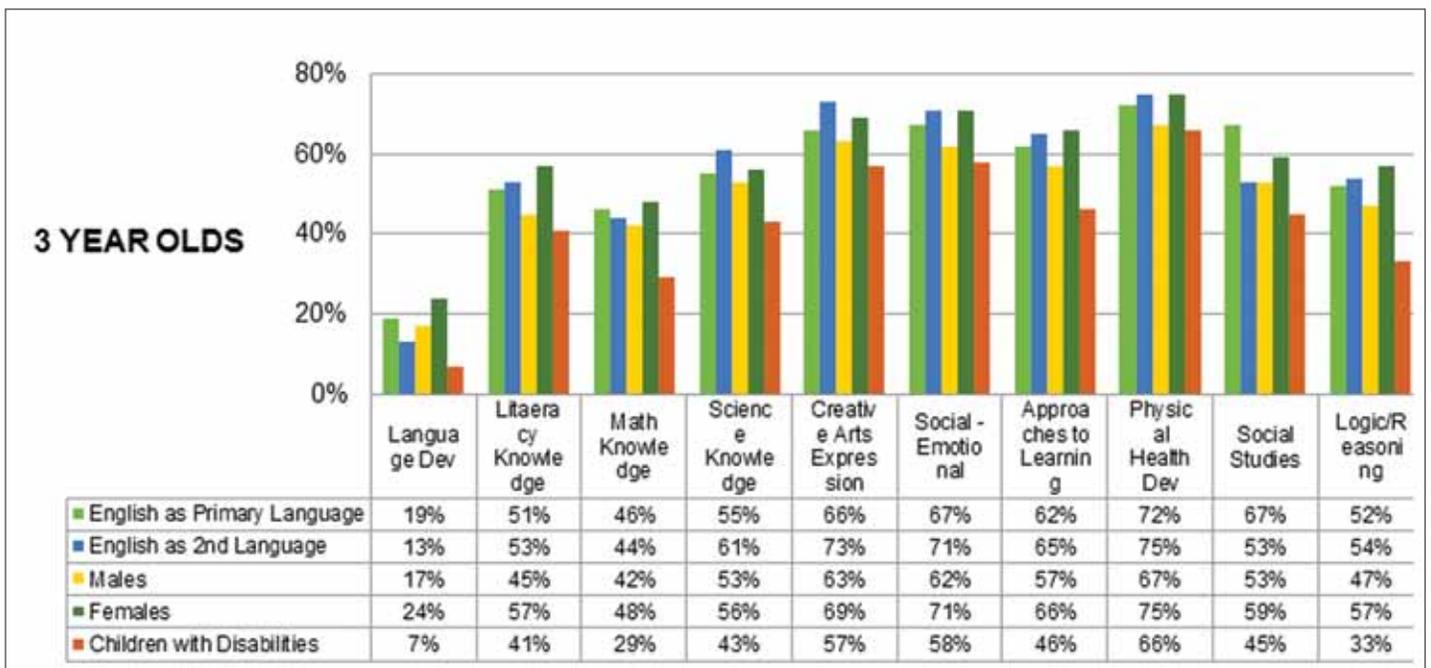
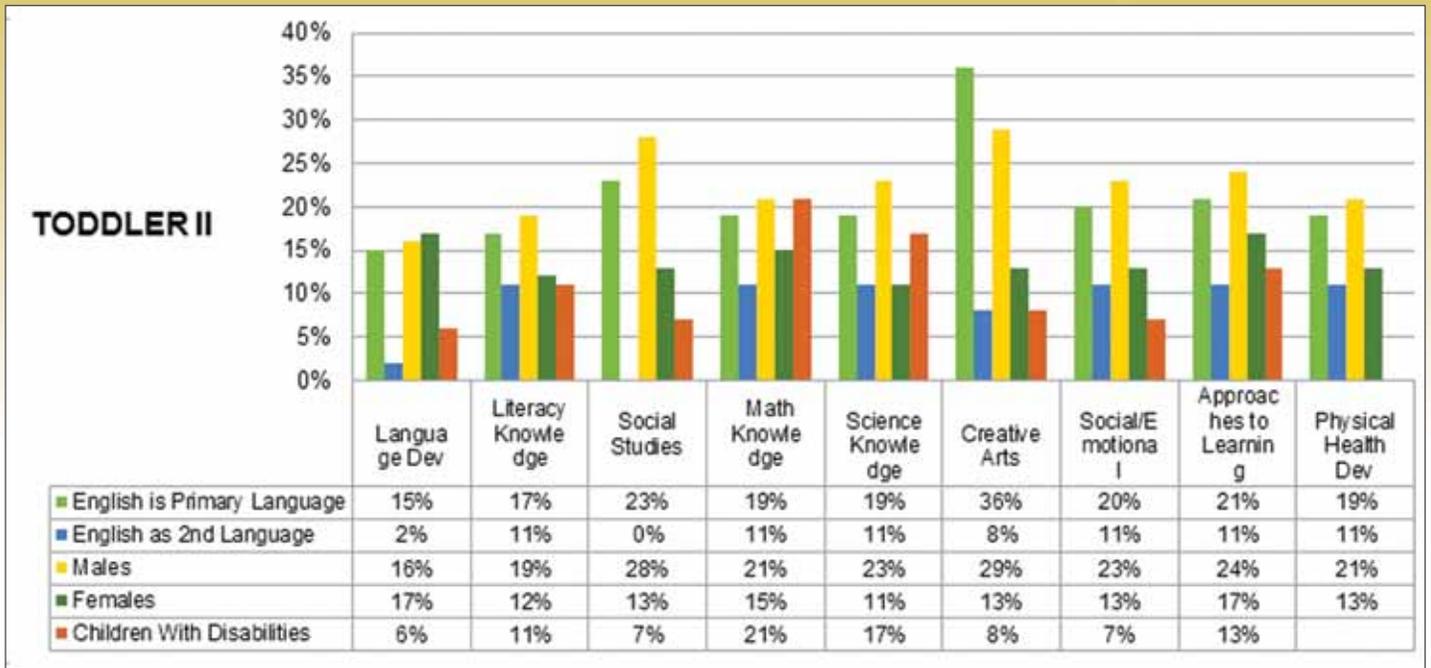
Framework Learning Domain	School Readiness Goal
Physical Well Being and Motor Development	<u>Children will identify and practice healthy and safe habits to include fine and gross motor development.</u>
Social and Emotional Development	<u>Children will develop and engage in positive relationships and interactions with adults.</u>
Approaches Toward Learning	<u>Children will demonstrate interest, curiosity, and eagerness in exploring the world around them.</u>
Language and Literacy Development	<u>Children will demonstrate receptive and expressive language skills and communication strategies in their home language(s) (may be English or other language(s)).</u>
Cognition and General Knowledge	<u>Children will learn and begin to use math and science concepts during daily routines and experiences.</u>

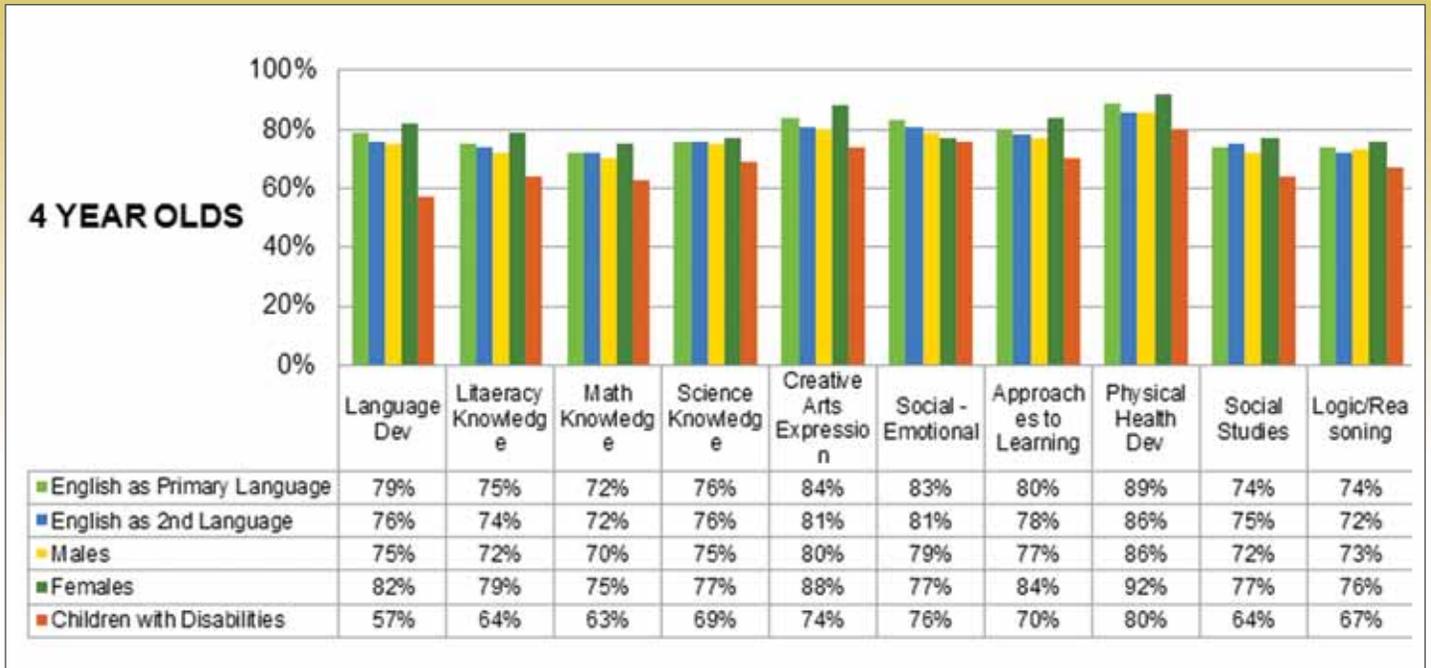


SHARE Head Start and Early Head Start 2014 –2015 Percentage Gains for Children Scoring “Proficient”



The Children and Family Development Department





Summary and Planning of Outcomes for 2014-2015

Approaches to Learning

The data revealed that our males are scores lower than our females and the our children are in the following percentile ranges: toddler groups in the 7% range, the 3 year olds in the 60%-70% range and 4 year olds in the 80% range. This area continues to be one we focus on due to the specific learning needs of all our children birth to five. Based on our level of implementation of the new HSELOF, the developmental progressions are given our teachers a better understanding of expectations and assessment criteria. We plan to train more using this tool as we move to full implementation of the HSELOF; with expectation that this will enable our teachers to better plan and assess this domain.

Social and Emotional Development

The data revealed that our lowest scoring groups in this area are our older dual language learning toddlers and our 3 year olds with an IEP. We are seeing more children with social and emotional development concerns like: self-expression of emotions and aggressive behaviors. Our external school readiness committee has shared ideas of tools that include strategies for children and parents that assist with conflict resolution. We are reviewing and researching these tools to implement in our program.

Language and Literacy

Our program data has revealed that our teachers need to focus on expressive language with all of our children birth to five. We will be seeking resources to help plan more trainings for our teachers in this area. We anticipate that this focus will also help in the areas of language modeling, concept development and regard for student perspectives with CLASS assessments.



Cognition and General Knowledge

Our program data revealed that our younger groups of children birth to five score lower in the areas of math and science. Our plan is to continue to seek resources and training materials to assist our teachers in these areas. Our emphasis will also include resources for the classrooms that support STEM for the appropriate age groups.

Physical Well Being and Motor Development

Our data revealed that this is our highest scoring domain with children birth to five. Due to current trends and observations, we plan to set an overarching goal focusing on fine motor development. We are researching resources and materials for teacher trainings and new supportive materials for the classrooms. During our 2nd year grant period, we have focused on print rich environments, early writing development and more challenging materials for all classrooms Birth to Five.

School Readiness for Children Birth to Five with Disabilities

It is the goal of SHARE Head Start/Early Head Start to ensure that children with disabilities are included in the full range of Head Start comprehensive services. Our curriculum High Scope, assists all children in making meaningful progress and provides individualized opportunities specific to their developmental level. For example, if a child has a fine motor delay, teachers scaffold activities to accommodate the child's ability. Scaffolding allows teachers to adjust curriculum activities across the developmental continuum to meet each child's unique needs.

School readiness goals ensure that the teachers implement activities that will expand the child's interest through on-going monitoring and implementing curriculum plans. Curriculum planning and ongoing assessment supports the integration of specialized goals from the Individual Education Program (IEP) for preschoolers and Individualized Family Service Plans (IFSP) for infants and toddlers, which may include specialized trained personnel for teacher support, assistive technology and adaptive equipment or making classroom accommodations for children with special needs. Data collection of the ongoing assessments allows us to disaggregate comparative data which allows us to evaluate the effectiveness of the IEP/IFSP implementation.

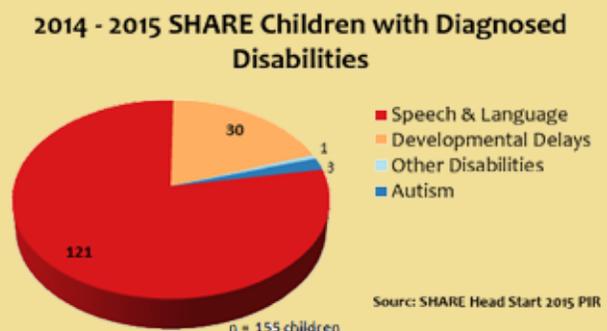


Head Start/Early Head Start Disability Services



SHARE Head Start works in collaboration with the school districts in all four counties to ensure that services are provided to children with disabilities. Services included are: Screening, evaluation, therapy, the development of IEPs, related family services, and transition from Early Head Start to Head Start to Public School. Community partners such as Baby Net and

Department of Disabilities and Special Needs develops the IFSPs for EHS enrollees diagnosed with disabilities. In 2014, SHARE served a total of 155 children with disabilities. The graph below offers a breakdown of the number of SHARE Head Start children with disabilities.





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

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

NAEYC Accreditation

The National Association for the Education of Young Children (NAEYC) provides high quality standards for programs to implement through their accreditation process. These standards must be met and maintained to retain a program's accreditation status. SHARE Head Start has 18 centers that hold this internationally recognized accreditation.

Family Engagement & Support



Family engagement is about building relationships with families that promote family well-being, strong parent-child relationships, and ongoing learning of both parents and children. Family engagement activities are grounded in positive, goal-oriented, lasting relationships with families. Family Advocates partner with families and encourage participation in developing an Individualized Family Partnership Plan that defines family goals and responsibilities. Advocates then work with families to strategize steps towards reaching goals and set timetables. Throughout the year, Advocates encourage active participation in activities; such as financial literacy workshops, managing behaviors, fatherhood focus groups, or expectant mother baby showers; that promote progress toward improved outcomes for their children and families. Families participated in program-wide events and activities designed to address the 7 Family Outcomes outlined in the Parent, Family, and Community Engagement (PFCE) Framework.

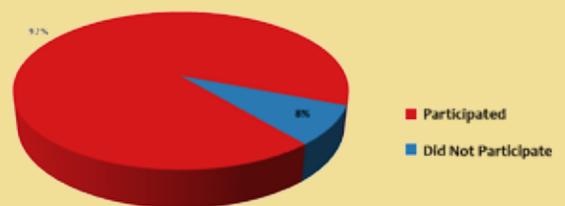


Over time, our program monitors the family's progress

towards achieving the goals set. Upon request, our program provided parents ongoing training directly through another SHARE program or through referrals to other community partner agencies.

Individualized Family Partnership Plans

* Based on families willingness and readiness to participate





SHARE Head Start promotes the 7 Family Outcomes

1. Family Well Being
2. Positive Parent Child Relationships
3. Family as Lifelong Educators
4. Families as Learners
5. Family Engagement in Transitions
6. Family Connections to Peers and Community
7. Families as Advocates and Learners



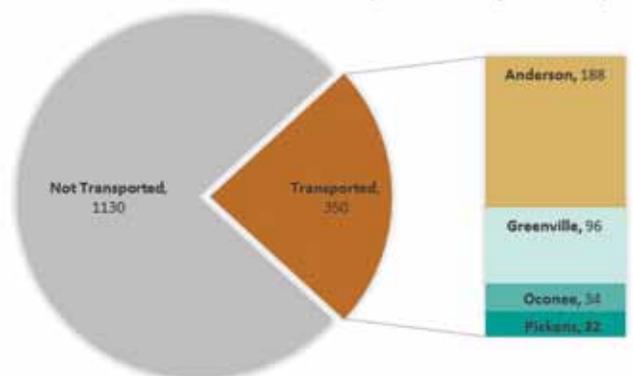
Program Governance

The Policy Council is the program’s major decision making body which shares governance responsibility with the SHARE Board of Directors regarding decisions about program goals and plans, reviewing program policies and procedures, budget allocations and personnel functions, including all hiring and releases of SHARE Head Start staff. During program year 2014-2015, Earlene Reynolds, Region IV Grantee Specialist, provided Program Governance and Fiscal training for our SHARE Board, Policy Council and Key Management Staff. Training addressed the duties and responsibilities of both the SHARE Board and Policy Council and the critical role that they both play in the success of our agency.

Transportation

SHARE Head Start provided transportation services to approximately 24% of enrolled children, including children with special needs. All bus drivers hold a CDL with “P” Passenger and “S” School endorsements as well as CPR and First Aid certifications. Each driver received annual classroom and behind the wheel training before transporting any Head Start students. All buses are equipped with seat belts and/or child harnesses. Our program trains children and families on the purpose, use and safety of seat belts/harnesses.

2014 - 2015 Children Transported, By County





Head Start Facilities

Our Centers are evaluated and licensed by The Department of Social Services to ensure they meet state health and safety regulations. SHARE Head Start operate 22 centers throughout the four county service area and eighteen are NAEYC accredited. Facilities are monitored daily by on-site center staff to ensure child safety.

Head Start and Early Head Start Budget

Program Year 2014 - 2015

07/01/2014 thru 06/30/2015

Budget Categories	Approved Budget	Actual Expenditures
Personnel	6,455,755	6,457,952
Fringe Benefits	2,760,389	2,624,318
Travel	80,275	90,246
Equipment	204,372	190,699
Supplies	258,746	374,996
Contractual Services	533,545	491,838
Other Direct Cost	2,634,533	2,675,309
Total Direct Cost	12,927,615	12,905,358
Indirect Cost	978,727	1,000,984
Total Approved Federal Award	13,906,342	13,906,342
Non-Federal Share	3,476,586	3,476,586
Total Budget Fed /Non-Fed	17,382,928	17,382,928
	Federal Award	Non-Federal SHARE
Head Start	10,735,315	2,683,829
Early Head Start	3,171,027	792,757
Total	13,906,342	3,476,586

There were no findings or questioned costs in SHARE's financial report for fiscal year ending September 30 2015



Tandy Bannister, CCAP

Director of Community Economic Opportunity Department

The mission of SHARE's Community Economic Opportunity Department is to provide opportunities for low-income households and individuals to break the cycle of poverty and become self-sufficient. 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 jobless, homeless, single parents and their children, displaced workers, the elderly, at-risk students, children, youth, and other program eligible families and individuals facing significant barriers to self-sufficiency. All individuals participating in programs must meet both income and program eligibility requirements as set by the funding sources.

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

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



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

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



Community Services Division

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



Betty Cox, CCAP
Community Services Manager

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

Of the 27 individuals enrolled in the program, 11 were employed and/or maintained a job for at least 90 days, 7 individuals were enrolled to complete specialized job training programs

Housing Services

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

Outcomes

Of the 27 households enrolled, 27 or 100% 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 2015 the students toured several colleges and universities. The students also participated in Statewide Leadership Training activities sponsored by the South Carolina Association of Community Action Partnership.

Outcomes

Of the 14 students enrolled, 14 or 100% exhibited improvement in academic skills by progressing to the next grade in school. Of those participants, there was 1 senior that graduated High School.



Community Services Division

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

Of the 234 households enrolled, 234 or 100% had evictions prevented. Participants are assisted with budgeting to reduce the likelihood of reoccurrence of the emergency.

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 2015, 11,048 households received energy assistance; 3,453 were assisted through the LIHEAP Direct Heating Program and 1,443 households received assistance through the LIHEAP Direct Cooling Assistance Program. Of the 11,048 households served, 5,265 were in crisis and were assisted in alleviating the crisis through LIHEAP Emergency Crisis Intervention Program. The remaining 887 households received crisis assistance through numerous energy partnerships.

Special Populations Served

Of the 11,048 households enrolled in this program, 4,990 households had at least one individual member over the age of 55, and 3,532 reported 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.



LADDER

LADDER is a comprehensive job training/improvement and placement program which is available to low to moderate income individuals, ages 18 and up, who meet eligibility requirements. Focus is on residents of Greenville County and the City's special emphasis neighborhoods. LADDER's in depth case management approach addresses each person's needs through utilization of the program network of referrals and resources. This method assists each participant in removing barriers to increase their chances of success. The LADDER program provides financial and supportive services which leads to successful job placement and retention.

The implementation of the LADDER program began in April, 2002. Since that time, seven hundred and fifty-one (751) low income individuals have taken part in the program. Four hundred and eighty (481) have reached their employment goals. As a result of the case management method, participants have been tracked after job placements and wage increases to determine the Wealth Impact of a total of \$33.9 million in increased earnings. This is a direct impact to the local economy by improving each individual's capacity to purchase goods and services or to improve, maintain and even purchase homes. It decreases the participants' need for local, state and federal services and financial assistance.



Chrystal Wilson is a LADDER participant that completed the Real Estate Program with Wyatt Institute. She has been hired by Only Way Realty here in Greenville, SC. As a result, of her completing the program she is a licensed realtor who has already sold numerous homes to buyers.

LADDER provides training opportunities in the following areas:

- CERTIFIED NURSING ASSISTANT
- PHLEBOTOMY
- COMPUTER TRAINING (ex. A+)
- TRUCK DRIVING
- PATIENT CARE TECHNICIAN
- SLEEP TECHNICAN
- MEDICAL INTERPRETATION
- REAL ESTATE
- PROPERTY MANAGEMENT
- OPHTHALMIC EYE CARE ASSITANT
- COVER COST OF CERTIFICATION EXAMS
(Certified Medical Assistant Exam and Medical Billing and Coding Exam)
- MANUFACTURING



LADDER Manufacturing Job Training and Employment Program

SHARE's LADDER Manufacturing Program is a comprehensive job training/improvement and placement program which is available to low and moderate income individuals, ages 18 and up, who meet eligibility requirements. Focus is on residents of Greenville County. LADDER's in-depth case management approach addresses each person's needs through utilization of the program network of referrals and resources. This method assists each participant in removing barriers to increase their chances of success. LADDER's strength is preparing an adult for a career and not "just a job". This is accomplished by developing their "soft skills" such as being punctual, respectful, and understanding conflict resolution in the work place. Mastering these skills allows them to obtain and maintain employment.

The LADDER manufacturing program also provides financial and supportive services which led to successful job placement and retention. In 2015, 93% (27 of 29 students) of LADDER's Manufacturing program successfully completed and received their Manufacturing certification. This training of basic manufacturing skills prepares adults for entry level positions. Some of the participants continued their training to receive CNC (Computer Numerical Control) Certification, Welding Certification, Plastic Injection Molding Certification, and Mechatronics Certification.

As a result of our case management and personalized methodology, participants have been tracked after job placements and wage increases to determine the 2015 Wealth Impact of a total of \$448,718.00 in increased earnings. This directly impacts the local economy by allowing the individuals capacity to purchase goods and services, improve, maintain, and even purchase homes. It decreases the participants' need for local, state and federal services and financial assistance. Manufacturing careers are growing rapidly in the Upstate of South Carolina. Individuals graduating in 2015 are already realizing wages in excess of \$48,000 per year with the opportunity to upgrade their skill level to achieve and reach even higher goals.

OUR AGENCY MAKES A DIFFERENCE





Circles Greenville County Began in 2015

Circles Greenville County is a partnership between SHARE and Buncombe Street United Methodist Church. We are the first Circles USA Chapter in South Carolina, and we officially started with our first group in September 2015. Twenty (20) single women and their 47 children living in poverty began their journey of getting themselves out of poverty – permanently.

Circles is a national model which started more than a decade ago. There are more than seventy-five chapters across the U.S. and Canada. Its mission is to inspire and equip families and communities to resolve poverty and thrive. Circles does this in three ways: (1) By establishing Circles programs that help people in poverty earn at least 200% of the federal poverty guidelines; (2) By pursuing a tipping point by helping at least 10% of the population out of poverty through a Collective Impact approach; and (3) By providing leadership and urgency to eliminate “Cliff Effects” that prevent people from leaving safety net programs.

The strength of Circles is to bring people of different socio-economic backgrounds together in a safe and supportive environment whereby they can help one another. The head of household in poverty is called a Circle Leader. Volunteers from the community are called Allies. After many weeks of training by both Circle Leaders and Allies, we match two to three Allies with every Circle Leader. This “matched circle” of one Circle Leader with several Allies then stays together for 18-24 months and works on helping the Circle Leader complete their plan to exit poverty forever. The Allies provide encouragement, accountability, and social capital. Social capital is an Ally’s network of friends, business associates, and others in the community that our Circle Leader simply does not have access to, but they know a person who could help our Circle Leader with a job, an apartment, or mechanic to repair their car, for example.

Circles Greenville County meets weekly and shares a meal together. We then break into our matched circles or listen to a speaker on a relevant topic such as budgeting, interviewing, or business start-ups.

In addition to directly helping our twenty Circle Leader families, Circles Greenville County also hosts monthly Big View meetings. These meetings discuss systemic issues facing our families in poverty such as a lack of affordable housing, a lack of a strong public transportation system, or not enough child care vouchers. We invite key leaders in our community to be a part of the discussion and the solution. One issue we began to tackle is the Cliff Effect.

For families in poverty, many receive subsidies such as food stamps, a housing voucher, or child care assistance. Eligibility for all of these public subsidies is based on income. For most people in our community, if they get a raise at their job, it is a time of celebration. However, if one of our Circle Leaders gets a promotion and raise, they are in jeopardy of losing some of their benefits because now they are over-income due to their raise. We have had instances where a Circle Leader received a raise at work but had to turn it down because the raise would not cover the cost of the child care subsidy lost due to no longer being eligible for child care assistance. Our Big View meetings work to address inequities in our systems so everyone wins.



2015 SHARE's WE CARE Homeless Services Program

Who We Helped

SHARE's WE CARE program provided 49 units of transitional housing to homeless families in Greenville and Pickens Counties. These units included 3 one-bedroom units, 28 two-bedroom units, and 18 three-bedroom units. During the grant year 2015 (May 1, 2015 through April 30, 2016), we served 75 adults and 120 children, in 64 households. Of these 64 households, 51 were female-single-parent households. This is the equivalent of 80% of our households and 88% of our families with children.

How We Helped

Our program is not a one-size fits all program. Upon entry into the program participants are assessed to determine the best way to assist them in transitioning from homelessness to self-sufficiency. Once this has been determined, program participants receive intensive case management and support in the following areas:

- Long-term housing (for a period not to exceed 24 months)
- job training and placement
- life skills
- budgeting
- medical/mental health care
- transportation
- clothing
- food
- household items

Our goal is to help them obtain the skills and habits necessary to successfully exit our program and to sustain a self-sufficient life-style in which they are able to provide for themselves and their families, as well as to make positive contributions to their communities. This year 19 families successfully exited our program.



During a brief period of unemployment Katrika Means volunteered in the WE CARE office, answering the phones.



Bruce Forbes

ROMA Trainer/ Special Projects
Coordinator

Street Outreach

During street outreach we partnered with Duncan Chapel Elementary School and Reedy River Baptist Church, in Greenville, to serve 6,238 meals to the street homeless.



Finance Department

Pamela Sims

Director of Business and Finance

The fiscal operations of SHARE are managed and maintained to the highest standards of accountability, complying with laws, regulations, and grant provisions of the agency's various funding sources. Annual audits are conducted in accordance with generally accepted Government Auditing Standards, issued by the Comptroller General of the United States and the provisions of Office of Management and Budget Circular A-133, "Audits of States, Local Governments, and Non-profit Organizations". The annual financial statements are submitted to all sources that provide funding to SHARE.



The majority 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, 2015 totaled \$27,189,213. Only 4.6% of our expenditures were for administrative costs; 95.40% of SHARE's funding directly benefited our customers.

Funds used to benefit our customers have also made a positive impact in our surrounding communities. The purchase of goods, services, job creations, and tax payments afford the opportunity for these funds to be turned over at least three times in our communities. Taking this into consideration, SHARE is responsible for an economic impact of approximately \$81,567,639 in surrounding communities during our 2015 fiscal year.

SHARE's financial staff maintains, manages, disburses, and monitors the agency's revenues in accordance with applicable laws, regulations, and SHARE's Fiscal Policies and Procedures.

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

Volunteers are a very important source of in-kind contributions and a key factor in the successful operations of our programs. Hundreds of volunteers donate their time and talent to SHARE each year. During this report period the value of volunteer services totaled \$2,815,609

The total non-federal share received in fiscal year 2015 totaled \$3,547,242. These significant contributions made it possible for SHARE to meet the non-federal match requirement to comply with our grants. More importantly were the invaluable services and opportunities these contributions provided to our customers.

SHARE was awarded the 2015 Fiscal Management Award from the South Carolina Department of Administration, Office of Economic Opportunity.



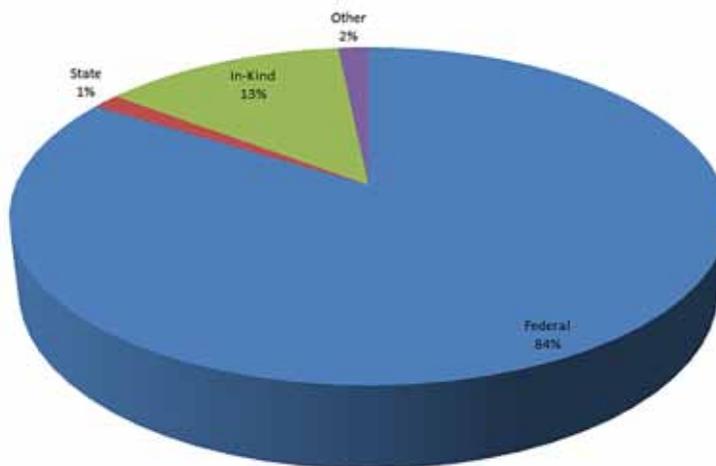
Sunbelt Human Advancement Resources, Inc for fiscal year ended September 30, 2015

Revenues

Federal	\$22,797,265
State	\$402,070
In-Kind	\$3,547,242
Other	\$442,636
Total Revenue	\$27,189,213

Expenditures

Personnel	\$11,288,092
Contracted Services	\$497,257
Customer Assistance	\$4,807,064
Food Purchases	\$940,375
Indirect Cost	\$1,196,638
In-Kind	\$3,547,242
Supplies	\$611,612
Other Operating Cost	\$3,872,154
Rehabilitation	\$234,591
Training Cost	\$65,434
Travel	\$128,754
Total Expenses	\$27,189,213





Janice R. Jackson Director of Human Resources

The Human Resources Department is responsible for personnel administration for a staff of over 400 employees in 28 locations throughout the SHARE service area (Greenville, Anderson, Pickens and Oconee counties).



All aspects of personnel administration for SHARE are centralized in the Department of Human Resources, located in the agency’s administrative headquarters at 1200 Pendleton Street in Greenville, South Carolina.

Responsibilities include recruitment, applicant screening, employee relations, benefits administration, wage and salary administration, training and staff development, worker’s compensation, and other services associated with human resource management for all programs and locations of SHARE.

The 2015 SHARE Workforce was comprised of 400 professional, paraprofessional and clerical support staff during the course of the year. Some of these worked in part-time, temporary, or substitute positions, so were not all working concurrently.

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

Typically, employment is at a low level in September each year. This is largely attributed to employees who accepted other jobs, moved away, or experienced other changes over the summer, leaving vacant positions to be filled at the start of the Head Start school year. After a record high number of job applicants as well as jobs filled last year (FY’14), the ratio of applications to available openings remained fairly steady for every job filled.

December 31, 2014:	397 actively employed,	312 full-time
May 31, 2015:	391 actively employed,	314 full-time
September 30, 2015:	378 actively employed,	311 full-time

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



SHARE is fortunate to have a dedicated staff committed to the SHARE mission as a Community Action Agency, to help low-income citizens break the cycle of poverty and become self-sufficient. They bring with them years of formal training and expertise to carry out a wide variety of programs, projects and activities in education, social services, economic development, health and nutrition, and employment training opportunities to fulfill this mission. In 2015, the SHARE staff had a combined total of 3,150 years of service to SHARE, averaging slightly over 15 years each.

SHARE employees participate in numerous community service activities, serving on boards and showing their support in many ways, above and beyond time spent on the job. They take part in fund raisers to benefit SHARE as well as other worthy causes, including participation in the United Way and 1200 for SHARE campaigns.

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

A special website provides online access to information on the full range of benefits available to our employees. This password-protected website enables our employees to check on claims, obtain forms, explore various types of coverage available, contact service providers, or check the current Preferred Provider Directory. The site features a Financial Toolkit, a Wellness Manager, a drug interaction checker, and links to The Diet Channel and our own “Healthy Ways” wellness program.

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



Administrative Staff & Managers

Administrative Staff & Managers

Staff for the diversified programs and projects administered by SHARE includes employees with both formal training and practical experience in many fields as varied as personnel, finance, teaching, human service delivery, case management, and nutrition.If-reliance.

Willis H. Crosby, Jr., Ed.D., CCAM President/CEO	Bruce Forbes Special Projects Coordinator	Jeanell Evans Office Manager	Tracie Wilson, M.A. Angie Starks Disabilities/Special Needs Specialist
Pamela S. Sims Director of Business & Finance	Ross L. Bowens Senior Field Coordinator Sustainable Housing Initiative	John Dendy, M.A. Area Coordination Facilitator	Monica Bryant Shirley Fant Shaylunn Tolbert Social Services Specialists
Doris Pitchford Assistant Director of Finance	LaVonya Baker, CCAM Program Manager	Shannon Vaughn, M.Ed. Early Childhood Services Facilitator	Patrice Hawthorne, M.S. Family Partnership Facilitator
Janice R. Jackson Director of Human Resources	Diane Pressley, CCAM Case Manager/Coordinator Anderson County	Cynthia Sosebee, M.Ed. Community Partnership Facilitator	Melissa Posey Debra Brown-Stewart Jo Handy Daphane Freeman Information Coordinator II
Chris Allen, MCRP Resource Development Coordinator	Gloria Smith Case Manager/Coordinator Pickens County	James Thompson Facilities Coordinators	Vennie Jones Early Head Start Project Coordinator
Barbara N. Brown Executive Assistant	Cathy Stowers, CCAM Case Manager/Coordinator Oconee County	Jerome Thompson Andrew Harris Transportation Specialists	Angie Starts, M.A. Head Start Training & Resource Specialist
Tandy Bannister, CCAP Director of Community Economic Opportunity Department	Tobita Posley-McKinney, M. A. Director of Children & Family Development Department	Gail Scott Angel Wheeler Nutrition Specialists	Gayle Ford, M.A. Staff Development Specialist Janet Thompson Training Specialist
Betty Cox, CCAP Community Services Manager	Rene' Blanton Program Design Facilitator	Delores A. Brown, RN Health Facilitator Maya Smith Health Specialists Juanetta Jackson Health Coordinator	Janice Brown Case Manager Ciara Cox Data Analyst



Barbara Brown

Executive Assistant / Editor

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 all backgrounds to establish a private, non-profit Community Action Agency (CAA). The CAA's early programs were designed to minimize the effects of poverty locally. Over the years, SHARE has maintained this as their hallmark, implementing successful programs in Anderson, Greenville, Oconee and Pickens Counties while becoming a charter recipient of the National Award for Excellence in Community Action in 2003.



Guided by the Promise of 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 49 years as a viable partner in the premier service delivery network for America's low-income citizens.

Today, the primary catalytic mission of SHARE is to make the entire community more responsive to the needs and aspirations of the poor by mobilizing all available resources toward the goal of human achievement, of assisting low-income citizens to break the cycle of poverty and become self-sufficient. Thus, we warmly embrace all the public and private partnerships over the past four and a half decades between SHARE and its numerous community patrons and partners working together to help more people, change more lives and improves more communities.

SHARE, with similar agencies across the country, is doing everything possible to see that the root problems of low-income families are recognized and addressed. 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 also wish to give sincere thanks to all the caring citizens and community partners who understand, embrace and support our mission: Maintaining an Effective Force for Human Advancement and Economic Opportunity.

Greenville	Anderson	Pickens	Oconee
1200 Pendleton Street	1704 Greenville Street	1725 E. Main Street	707 E. Main Street
PO Box 10204 Greenville, SC 29603	PO Box 308 Anderson, SC 29662	PO Box 1628 Easley, SC 29641	PO Box 608 Seneca, SC 29679
Ph: 864-269-0700 Fx: 864-295-6151	Ph: 864-224-7028 Fx: 864-226-8636	Ph: 864-859-2989 Fx: 864-859-1401	Ph: 864-882-3495 Fx: 864-885-0634

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SPECIAL RECOGNITION
OF A GREAT COMMUNITY ACTION ICON
THE HONORABLE COUNCILWOMAN

Lottie B. Gibson

Walking through neighborhoods knocking on doors, Mrs. Lottie Beal Gibson began her service and dedication to economic opportunity programs and the people they serve more than five decades ago. Her mission was to enroll children in the newly organized Head Start Program. From that day in 1965 forward, she has continued to serve SHARE, the local Community Action Agency, in nearly every possible outlet.

Ascending through the organization, she soon became a Head Start Teacher following as a Social Worker in the Medical and Dental Service Department for children. After gaining the Directorship for Medical and Dental Services in 1966, she worked with a staff of five serving over 500 children.

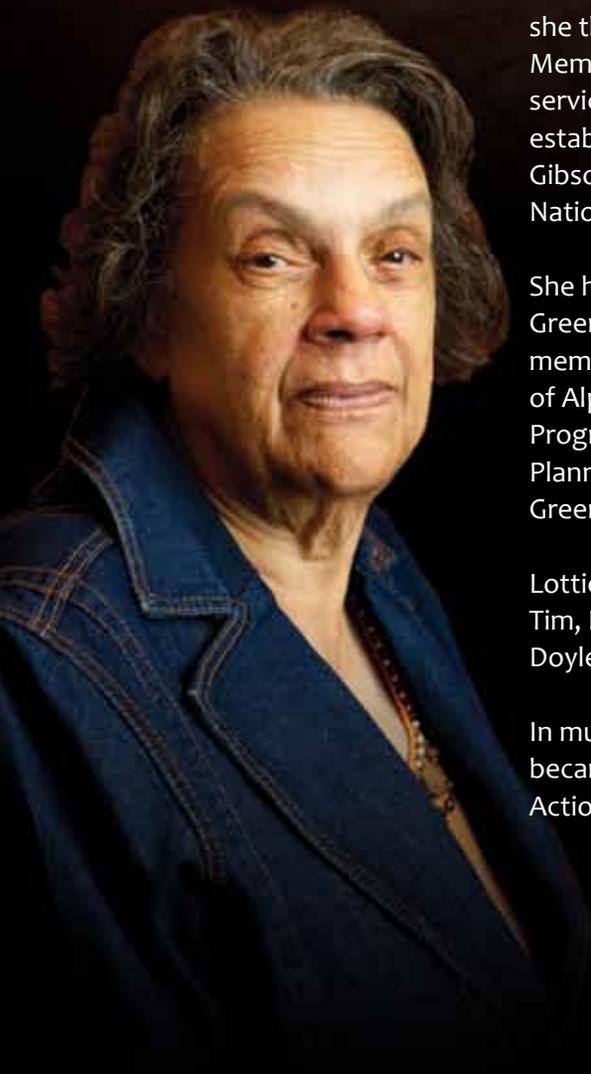
Her next charge began in 1975, when she was first elected as a client representative and later designated in 1981 as a public representative on the SHARE Board of Directors, her current capacity on the Board. After serving under three Chairpersons, she became the Chairperson of the Board in 1980, a position she would hold for 16 years. Not only is

she the longest serving Chairperson, but she is also the longest serving Board Member to date. In recognition of her outstanding leadership and noteworthy service to the agency and community, the SHARE Board honored her in 1996 by establishing the “Lottie B. Gibson Self-Sufficiency Award”. Due in part to Mrs. Gibson’s efforts, the SHARE Head Start Program was designated in 1999 as a National Head Start Program of Excellence.

She has served as a screener for Greenville Medical Clinic and a member of the Greenville County School District Material Review Committee. She is an active member of the Greenville Branch of the NAACP, the Epsilon Tau Omega Chapter of Alpha Kappa Alpha Sorority, Inc., the SC Council of Educational Opportunity Program Personnel, the Council for Opportunity in Education, the Community Planning Council of the United Way of Greenville, and Springfield Baptist Church, Greenville, South Carolina.

Lottie Beal Gibson married Dr. W.F. Gibson, with whom she had four children, Bill, Tim, Ken and Gay and nine adorable grandchildren, Savannah, Sara, Christian, Bill, Doyle, Jasmine, Brittany, Zachery, and Takeesha.

In much thanks to the commitment and efforts of Councilwoman Gibson, SHARE became a charter recipient of the National Award of Excellence in Community Actions in 2003.





Reverend Sean Dogan, Chairman
Mr. James A. Pierce, III
The Honorable Paul Wickensimer

In appreciation for your tireless efforts during 2015 in locating and securing a brand new home for Sunbelt Human Advancement Resources, Inc. (SHARE)





SHARE Headstart

Providing comprehensive child development services to eligible families for 50 years.

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.



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