

2017-2018 Annual Report

**Mission Statement**

Fulton county family partnership

22438 great cove road McConnellsburg, pa 17233

Phone: (717) 485-6767

www.fcfpinc.org

The mission of Fulton County Family Partnership (FCFP) is to promote a quality life based on developing the fullest potential for children, families and individuals by:

* Sponsoring and cooperating in the promotion of health, education and human services programs.
* Collaborating locally to provide an integrated seamless, comprehensive and easily accessed network of services.
* Identifying, instituting and promoting new practices and procedures that improve service outcomes.

*“Our vision is a high quality of life with a bright and healthy future for all Fulton County residents.”*

***Message from the Executive Directors, Elen Ott & Julia Dovey***

As we reflect on 2018, we are again honored to be in a leadership role in an organization that has a tremendously positive impact on so many in Fulton County. It is with pride and pleasure that we share program information and success through this annual report. We never lose sight of the fact that it is not because of us alone that this happens.

We continue to prioritize high quality services that are designed to meet the identified needs of our county. This is accomplished through collaboration and partnerships with many fine agencies, schools, organizations and individuals. We are blessed with dedicated staff and excellent Board leadership that are committed to the success of our organization.

**THANK YOU!** to all our staff, Board Members and community partners who help our organization provide services, with caring attention to detail, to ensure that Fulton County residents attain our highest potential and have a bright, healthy future. We look forward to continuing to work with to meet the needs of our community.

**Current FCFP Board Members (as of 12/18)**

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| **Expires 12/2018** | **Expires 12/2019** | **Expires 12/2020** |
| **Devin Horne**  Magisterial District Judge | **Alicia Mellott**  Central Fulton School District | **Missy Reisinger**  Tuscarora Managed Care Alliance |
| **Deborah Dresser Neiderer**  WIN, Attorney at Law | **Dori Ann Hoffman**  Smith, Elliot and Kearns | **Gary Minnier**  ***Vice-President***  Community Representative |
| **Larry (Pete) Lynch**  Fulton County Commissioner | **Craig Cutchall**  ***President***  Community Representative | **Melissa Horton**  ***Secretary***  Community Representative |
|  | **Becky Greenawalt**  ***Treasurer***  Fulton County Medical Center | **Tina Washabaugh**  Community Representative |
|  |  | **Dixie Paruch**  Community Representative |

In 2017 FC Family Partnership Board updated the strategic plan and approved the following goals and objectives to lead our organization into the future.

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| **GOAL 1: DEVELOP BRANDING AND EFFECTIVE MARKETING PLANS**  **Develop a comprehensive agency marketing plan that includes overarching agency materials as well as individual program outreach.** |
| **OBJECTIVE 1.1 All programs will have marketing and recruitment materials that are consistent across our agency by December 2017.** |
| **OBJECTIVE 1.2. FCFP website and social media tools will accurately depict current status and events of the agency and be effective outreach tools.** |

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| **Goal 2: ADOPTION OF RELEVANT TECHNOLOGY** |
| **OBJECTIVE 2.1 Optimize use of current capacity within each agency program to maximize efficiency and productivity.** |
| **OBJECTIVE 2.2** **Implement an agency-level outcomes monitoring system that communicates program achievements and aligns with community priorities.** |
| **OBJECTIVE 2.3 FCFP will utilize a common intake system to effectively track clients in our programs.** |

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| **Goal 3: tRANSITION FCFP INTO APPROPRIATE SPACE/LOCATIONs** |
| **OBJECTIVE 3.1 Finalize discussions with FCMC about possibility of FCFP location on their campus.** |
| **OBJECTIVE 3.2 Research options for new locations and budget implications and provide the options to the board.** |

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| **GOAL 4: staff development and restructuring** |
| **OBJECTIVE 4.1 Increase management skills of program directors/ coordinators (middle management)** |
| **OBJECTIVE 4.2 Reorganize the structure of the directors and managers to accommodate workload demands.** |

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| **GOAL 5: – PROVIDE A CLEAR STRUCTURE OF THE ORGANIZATION INCLUDING THE ROLES OF THE BOARD AND PARTNERS (COLLABORATIVE)** |
| **OBJECTIVE 5.1 – Define the structure and function of the Community Collaborative (Partners).** |

As 2018 draws to a close, FCFP Board of Directors has embarked on the process to update our strategic plan. Revised goals and objectives are anticipated in early 2019.

**Early Head Start** is a federally funded community-based program for low-income families with pregnant women, infants, and toddlers up to age 3. It is a program that came out of the [Head Start Program](http://en.wikipedia.org/wiki/Head_Start_Program).  The program was designed in 1994 by an Advisory Committee on Services for Families with Infants and Toddlers formed by the Secretary of Health and Human Services.  "In addition to providing or linking families with needed services -medical, mental health, nutrition, and education - Early Head Start can provide a place for children to experience consistent, nurturing relationships and stable, ongoing routines.”



**Parents as Teachers** is a program open to any family residing within our county who has a child or children through Kindergarten. The program serves families throughout the county with no income guidelines for participation.

The Parents and Teachers and Early Head Start programs at FCFP use the Parents As Teachers or PAT curriculum. The Parents as Teachers curriculum is a researched-based home-based parent education model with proven results in the areas of school readiness and parent involvement. Staff are trained to encourage parent participation in developmental activities for their children. Families receive weekly or bi-weekly visits and are invited to attend monthly group activities.

**FCFP received the PAT National Quality Endorsement in 2015!**

**In 2018, we began the renewal process.**

**Staff**

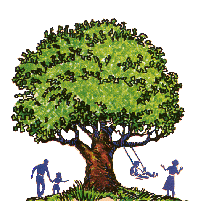
**Lori DeShong**, Health & Education Coordinator and **Kara Truax**, Family Development Coordinator

**Brandy Lewis** and **Erin Joy,** Lead Parent Educators

**Adele Clippinger, Sally Kline, Catherine Arnett, Jessica Garlock,**

**Amanda Bowers and Caitlyn Logan,** Parent Educators

Early Head Start uses two Parents As Teachers surveys to continually monitor quality of services. The following are snapshots of parent responses to the “Reflection Survey” (48 respondents) and the “Satisfaction Survey” (37 respondents).

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**Community Outreach Prevention Program (COPE)** Offers multiple programs that include Nurturing Parenting, Fatherhood Initiative, Divorcing Parenting Education Program, School Success, Family Group Decision Making (FGDM), Independent Living Classes and Drug and Alcohol prevention programs.

COPE's mission is to promote social change in the community through the education and outreach taken to the families most in need. Our main objective is to support and preserve the family unit as a foundation for the success of healthy children.  One goal is to provide families in our community with parenting education which provides them with alternatives to negative behaviors.  COPE also works to ensure children's basic needs are met and helps parents establish goals for family improvement.

This is often delivered through home-based services. COPE also works to educate the community about child abuse prevention and Drug and Alcohol use/misuse.

**Staff**

**COPE Supervisor: Shay Elkins**

**COPE Staff:**

**Autumn Richards, Family Support Coordinator**

COPE welcomed two additional staff members this year.

**Kandi Clarke, Family Support Specialist and**

**Beth Crowder, COPE Assistant**

**COPE Services and Statistics**

Divorcing - Separating Parent Education Program – **444** parents received the class in Fulton and Franklin Counties.

Independent Living Classes 2018 – **24** referrals, **18** students graduated with 100% participation.

**FCFP Nurturing Parenting Program**

Nurturing Parenting Programs (NPP) are evidence based education for the prevention and treatment of child abuse and neglect. With 25 years of validation, SAMHSA (Substance Abuse, Mental health Services Administration) and NREPP (National Registry of Effective Programs and Practices) along with program clearinghouses at the state level have recognized the Nurturing Programs as effective programs for the prevention and treatment of child abuse and neglect.

Nurturing Programs are designed to meet the assessed needs of families experiencing varying levels of dysfunction. The Fulton County Family Partnership COPE program provides these programs to families in need of treatment for child abuse and neglect; offer interventions for families at risk for child maltreatment, or can offer educational support groups and resources for families desiring to improve their parenting skills. The programs are offered in home settings.

The philosophy of Nurturing Parenting emphasizes the importance of raising children in a warm, trusting and caring household. It is founded on the belief that children who are cared for develop the capacity to trust, care and respect themselves, other people and living creatures and the environment.

The programs are based on the following six domains: Family System, Empathy, Parenting Continuum, Learning, Feeling Good, Happy and Healthy. Parents complete pre and post assessments to track their progress in the program.

**46** parents completed the Nurturing Parenting Program. All of the parents that completed the program showed an increase from their pre to their post assessment scores.

**Family Group Decision Making**

Fulton County Family Partnership has experience working with families in coordination with Fulton County Services for Children Caseworkers and Fulton County Juvenile and Adult Probation Officers. Cooperatively staff work together to assist in developing specific and achievable Family Plans through the FGDM Process. Family Group Decision Making (FGDM) is a voluntary process that draws on family experiences, knowledge and resources to create plans that provide for the safety and well-being of a family.

**5 =** Total Family Group Decision Making **Referrals** this fiscal year (since July 1, 2017)

**5** = successful **completion** of a FGDM Conference.

**0** = **Successful referrals** = Assisted family in applying new engagements/activities through referral.

**0 =** unsuccessful referrals due to conflict of interest or family refusal to do conference.

**Widening the Circle** - Outcomes based on **5** conducted FGDM Conferences

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| **Possible Family Members & Support Participants**  Referral Identified | **Additional Possible Family Members & Support Participants** Coordinatorwas able to identify and contact to possibly attend conference | **Family Members & Support Participants that attended the Conference(s)** |
| 4 | 66 | 58 |

**School Success**

**Check & Connect** is an intervention used with K-12 students who shows warning signs of disengagement with school and who are at risk of dropping out. At the core of *Check & Connect* is a trusting relationship between the student and a caring, trained mentor who both advocates for and challenges the student to keep education salient. Students are referred to *Check & Connect* when they show warning signs of disengaging from school, such as poor attendance, behavioral issues, and/or low grades.

In *Check & Connect*, the "**Check**" component refers to the process where mentors systematically monitor student performance variables (e.g., absences, tardiness, behavioral referrals, grades), while the "**Connect**" component refers to mentors providing personalized, timely interventions to help students solve problems, build skills, and enhance competence. Mentors work with caseloads of students and families for at least two years, functioning as liaisons between home and school and striving to build constructive family-school relationships.

**A total of 129 students were served through the School Success program.** 62 of those were new referrals; 67 students returned from last year. 2 students graduated.

***School Success finished the 2017-18 school year with 95 students***

**Grade Point Averages**

61% of students saw an increase in their average GPA’s

**Behavior Referrals**

40% of students saw a decrease in the number of behavior referrals

**Attendance**

59% of those students saw a decrease the number of days absent

9 students were referred through Truancy Intervention Program and completed the year in Check & Connect.

In the fall of 2016, we expanded services to include all of the elementary schools and added in-home parenting education, Nurturing Parenting Program.

**Truancy Intervention Program (TIP)**

* There were **69** TIP referrals received during the 2017-18 school year. Due to the prevention efforts of the program, there were only **5** students referred to court for Truancy compared to **24** students during the 2016-17 school year.
* 4 TIP referrals were successfully enrolled into the School Success program

**Too Good For Drugs (TGFD)** is a school-based prevention program for kindergarten through 12th grade that builds on students' resiliency by teaching them how to be socially competent and autonomous problem solvers. The program is designed to benefit everyone in the school by providing needed education in social and emotional competencies and by reducing risk factors and building protective factors that affect students in these age groups. TGFD focuses on developing personal and interpersonal skills to resist peer pressures, goal setting, decision making, bonding with others, having respect for self and others, managing emotions, effective communication, and social interactions.

**363** Students participated in TGFD during the 2017-18 school year

Classes were taught in all three districts.

All students were given pre/post testing to track changes in attitudes and knowledge.

The highest increase in knowledge was a gain of 69%.

The most significant changes in attitudes occurred in the areas of

“attitudes towards drug use.”

The**Fulton Fatherhood Initiative** is designed to aid and support fathers in their very important role. The FCFP and its staff believe that parents are their child's first and most important teachers and promote activities and programming to bring this message to families. The Fulton Fatherhood Initiative has been developed to aid and support fathers in the child's growth and development. Various activities will help educate fathers on pregnancy and birth, child development, creating family stability, and continued support throughout their child's life.

**Mission Statement**

To promote a quality of life based on developing the fullest potential for children, families, and individuals through an integrated, collaborative, and comprehensive system of health, education, and human services in Fulton County, PA.

## 2 dads participated in the Nurturing Fathers Program

## Both fathers increased their parenting knowledge on pre/post scores

## 7 dads participated in the 24/7 Dad program

## 6 of the fathers increased their parenting knowledge in pre/post scores

## 1 father is still enrolled.

## **Outreach Services – 2017-18**

* **12** community events held - **150** adults and **179** children participated.
* **4** Teen/ Dad events were held. There were 4 dads in attendance

## **342** families receive a monthly newsletter filled with helpful information on parenting and child-engagement strategies

## **27** families benefited from at least one of the following: home visitation bundles or Daddy Pack Education Kits.

**Fulton County Dental Clinic** is available to all Fulton County residents who have insurance through Medical Assistance (Medicaid). In an effort to strive to make dental care available to all Fulton County residents. Our Delta Dental Grant provides assistance to working individuals without dental insurance. In 2017-2018, we provided dental services to 56 individuals with these funds.

## http://greenwayprm.cardiff.sch.uk/~yearthreewebpage/tooth.jpgThe clinic was open **51** days in FY 2017-18

## 12 dentists and 5 specialists donated **287** hours

## We served 369 clients, 107 were new, with a total of 743 dental visits conducted.

Dentists who donated time: Anthony Angello, Eve Drake, Thomas Good,

John Heckman, Larry Johnston, Jeffery Landon, Craig Stone,

Travis Tucker, Joseph Wolfe, Kirk Zeger, and Robert Zimmerman. Specialists: Thomas Barra, James Barra, David Drake, Ethan Drake and Gary Koterwas. The clinic employs 4 part-time dental hygienists.

Staff - **Patty Rhodes**, Clinic Coordinator

**Child Care – Preschool Child Care (PACC) and School-Age Child Care (SACC)**

FCFP Child Care centers are the only licensed center-based child care programs in Fulton County. The programs serve children ages 6 weeks through 15 years of age.

PACC offers developmentally appropriate activities in a safe environment with nutritious meals and snack provided. SACC provides children with a safe environment, fun activities, homework help and positive peer interactions.

The childcare programs continues to work on implementing Positive Behavior Supports (PBS) system-wide. Classroom teachers will teach social and emotional skills to all children, all ages. Classroom teachers are working closely with Pat Leihnhardt, Keystone STARS Technical Assistant readying the rooms for the Environmental Rating Scale Assessment. We are also working closely with Gloria J. Rodriguez-Ransom, LPC, IMHC on a positive classroom environment and action plans for individual children. We are using the tools from Conscious Discipline to enhance the PBS.

**JoAnn Clippinger**, Child Care Manager

**Christy Boehme,** Assistant Child Care Manager **Darla Eader-Fogal, Rhonda Black and Vonda Keebaugh,** Lead Teachers

***PACC and SACC provided care to***

***107 children.***

***17 were newly enrolled in 2017-18***

The **Partners** are a collaborative group that meets monthly and brings together decision makers from health and human service organizations, local government, businesses, schools, judicial system/law enforcement and local residents. The Partner Meetings use a public health model called Communities That Care (CTC). CTC is an effective operating system that helps take the Partners through a well-defined and structured process, follows specific sequence of steps, uses data to drive actions, and focuses on a broad-base collaborative effort.

Fulton County is the only county in PA that uses the CTC model, not only for youth prevention initiatives, but for initiatives that are directly derived from the needs identified in the Community Health Needs Assessment.

*The Partner meetings averaged 35 members in attendance per monthly meetings.*

*This year the Partners helped gather data and prioritize needs for the Community Health Needs Assessment (CHNA) and spent time analyzing the PA Youth Survey Data that is being used to develop youth prevention plans.*

The Partners have additional committees that ensure action towards outcomes including; *Community Collaborative Committee* (sets the agenda for the meetings), *Youth Action Committee* (monitors youth prevention efforts), *Housing Committee* (keeps pulse on housing assistance programs), *CHNA and PAYS Committees* (data gathering).

**Lori Kendall**, Community Mobilizer embarked on the journey with the Fulton County Family Partnership in August of 2017. Excited about working for the Fulton County community, she brings with her knowledge of healthcare systems in addition to her experience with business and marketing.  Lori looks forward to bringing forward progress and promise to families as well as individuals within the Fulton County Community.

Throughout the year, Lori has facilitated and worked with the Pennsylvania Youth Survey and the workgroup to develop community level priorities for the Partners group as well as for our youth leaders. She has engaged in conversation with the Fulton County Medical Center, organizational leadership, and the community during the execution of the Community Health Needs Assessment survey and in efforts to take a strategic focus with youth drug and alcohol prevention. Lori developed the CommUNITY Cares Coalition aimed at increasing youth drug and alcohol prevention strategies.

**Transportation Services**

**Medical Assistance Transportation Program (MATP)** is designed to help people with Medical Assistance (Medicaid) get to and from their Medicaid compensable medical appointments. An eligible consumer can get transported by an FCFP staffed van or get reimbursed for mileage to medical appointments.

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| MATP | | |
|  | **Trips** | **Unduplicated clients** |
| Trips provided | 7,127 | 250 |
| Mileage Reimbursement | 5,725 | 141 |
| Program Totals | 12,852 | 373 |

**Employment Transportation Assistance Program (ETAP)** A Welfare to Work transportation program designed to help working residents with children overcome employment transportation barriers. FCFP can help qualifying individuals get to work and become self-sufficient in their transportation needs by offering transportation, mileage reimbursement, vehicle repairs and vehicle purchasing assistance.

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| ETAP | |
| Mileage Reimbursement | $1,634.05 |
| Vehicle Purchase | $1,500 |
| Vehicle Repair | $0.00 |
| Trips provided | 20 |
| Unduplicated Clients | 6 |

**Human Service Development Fund Transportation (HSDF)**

FCFP provides a limited amount of transportation to individuals who do not meet other program criteria. This year FCFP provided 12 clients with 80 trips.

**Additional Trips**: FCFP transportation provided and additional 55 trips that were contracted through two different funding streams. Those agencies were Community Outreach Prevention Program (COPE) and Early Head Start (EHS). The transportation was used for individuals to get to Independent Living classes and for EHS families to get to group activities and Advisory Board meetings.

**Staff**

**Jessica Sunderland**, Transportation Manager

**Sheila Barton,** Lead Driver

**Jackie Grissinger,** Executive Secretary, Finance Assistant

**Expense and Income 2017-2018**

**Total Expenditures by Category $1,983,416.88**

**Total Income by Program $2,026,706.98**

**Fiscal Staff**

**Marissa Welsh**, Finance Coordinator and **Jackie Grissinger,** Executive Secretary, Finance Assistant

\*these are not audited financials, actual final report may differ

Towards the end of 2018, FCFP received several new grant awards with a focus on addressing substance use disorder in our community.

The first newly funded project is from HRSA (Health Resources and Services Administration). This is first time for FCFP to be a direct federal grantee. This is a 3-year award with a 9/30/18 start date is a project under the *Collaboration of Rural Agencies for Reduction of Opioid Related Overdoses* category. Our project aims to develop a collaborative Rural Health Opioid Program throughout Fulton County.  A consortium comprised of Fulton County Family Partnership, Franklin/Fulton Drug and Alcohol, Fulton Behavioral Health and Fulton County’s established overdose coalition: Project SAAFE and the Program Evaluation and Research Unit at the University of Pittsburgh leads this effort.

The project will benefit the target population by reducing stigma surrounding Opioid Use Disorder, increasing access to treatment, increasing access to workforce opportunities and overall reducing the burden of the opioid crisis on Fulton County. At the end of November 2018, Elwood Strait Towards the end of 2018, FCFP received several new grant awards with a focus on addressing substance use disorder in our community.

The first newly funded project is from HRSA (Health Resources and Services Administration). This is first time for FCFP to be a direct federal grantee. This is a 3-year award with a 9/30/18 start date is a project under the *Collaboration of Rural Agencies for Reduction of Opioid Related Overdoses* category. Our project aims to develop a collaborative Rural Health Opioid Program throughout Fulton County.  A consortium comprised of Fulton County Family Partnership, Franklin/Fulton Drug and Alcohol, Fulton Behavioral Health and Fulton County’s established overdose coalition: Project SAAFE and the Program Evaluation and Research Unit at the University of Pittsburgh leads this effort.

The project will benefit the target population by reducing stigma surrounding Opioid Use Disorder, increasing access to treatment, increasing access to workforce opportunities and overall reducing the burden of the opioid crisis on Fulton County. At the end of November 2018, Elwood Strait assumed the role of the Project Director. Since then he has focused on developing a strategic plan for the grant and building collaborative relationships with the community.

A second project was funding through PCCD (Pennsylvania Commission on Crime and Delinquency) with a start date of 10/1/18. Fulton Re-entry Case Management is 1-year project, with possibility of year 2 funding. It is an effort of Fulton CJAB with collaboration among FCFP, Franklin Fulton D&A, Fulton Probation and Gaudenzia. The activities focus primarily on helping individuals with SUD/OUD who are returning to our community from incarceration sustain recovery and build healthy productive lives. The anticipated outcomes as outlined in the grant application are:

1. Attainment of Housing Goal: Healthy residential arrangements will support reentrants recovery processes.
2. Reduced Substance Abuse Goal: Participants will receive the appropriate treatment methodologies and access supports to sustain recovery.
3. Education/Employment Goal:  Program reentrants become self-sustaining citizens.
4. Reduced Prison Incarceration

Goal:  To reduce jail days for reentrants with substance use/co-occurring disorders

Objective:  Reduce the number of criminal offenses committed by program reentrants by 25%.

1. Improved Public Safety

Goal: To improve public safety by empowering reentrants with substance use/co-occurring disorders to live a life of sustained recovery thereby reducing the likelihood of a reoccurrence of criminogenic behavior.

Objective:  75% of program reentrants will demonstrate engagement in recovery and successful reintegration as measured on the ORAS risk and need scales at successful completion of the program.

We do not anticipate the addition of any new FCFP staff for this project. We have executed a contract with Gaudenzia for the Certified Case Manager services. The remainder of the funds are targeted for specific supports to ease and support re-entry.

The third new project is funded by OCDEL (PA Office of Child Development and Early Learning) to support an OUD/SUD (Opioid Use Disorder/Substance Use Disorder) Home Visiting Pilot Project. This funding will be an addition to our Home Visiting Expansion grant. We will provide in-home Parents as Teachers to an additional 10 families and Nurturing Parenting Program groups to 40 parents who are dealing with the impacts of OUD/SUD. This project will fund 1 new Parent Educator position who will serve home-based using PAT and group Nurturing Parenting Program.

**Human Services Administration**

In August of 2017, the County lost our long-time Services for Children Director, Jean Snyder. In Jean, the Family Partnership lost a board member, an advocate and a true leader whose absence will be felt for the foreseeable future. In the last several years of her service, Jean also served the county as the Human Services Administrator. In the fall of 2017, the Fulton County Family Partnership’s Executive Directors entered into an agreement to provide Human Service Administration support to Fulton County through at least December of 2018. The Executive Development Director, Julia Dovey, is primarily responsible for the delivery of services. Fulton County’s Human Services Administrator is primarily responsible for the direction of the Human Services Block Grant for Fulton County. Block Grant funds are used to provide services for Mental Health, Intellectual & Developmental Disabilities, Drug & Alcohol, Homeless Assistance, and Human Services Development Funds. The Human Services Administrator is responsible for facilitating the Fulton County Housing Committee, oversight of the Homeless Assistance Program, and the coordination of human services programs that fall under county joinder agreements.



FCFP partners with Southern Fulton School District to offer PreK Counts program to 38 students.

Pre-K Counts is designed for children who:

* Are between age 3 and until the entry age for kindergarten;
* Are at risk of school failure and living in families earning up to 300 percent of the federal income poverty level (such as a family of four earning $72,900).

Pre-K Counts classrooms:

* Have teachers with the education and expertise to teach young children;
* Use a curriculum that will help children grow, academically and socially;
* Regularly review children's progress and choose teaching and learning activities that are best for each child;
* Help both parents and children adjust to pre-kindergarten and smoothly move on to kindergarten;
* Offer a small class size (20 students per one teacher and one aide) so that children can have plenty of one-on-one time with the teachers.

Enrolling in Pre-K Counts gives children a great start to a bright future.

**SF PreK Staff**

**Diane Younker**, Program Supervisor and SF Special Education Director

**Megan Bigelow**, Teacher; **Alice Lynch** and **Shonda Price**

**Diane Yingling**, Teacher; **Donna Beale** and **Stephanie Barton**

**If you would like more information about any of our programs or services, please call us at 717-485-6767.**

**Fulton County Family Partnership Staff**

As of December 1, 2018

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| **20+ Years of Service**  Elen Ott, Executive Director  JoAnn Clippinger, Childcare  Brandy Lewis, Early Head Start  Darla Fogal, Childcare  Adele Clippinger, Early Head Start  **15-19 Years of Service**  Jacqueline Grissinger, Finance  **10 – 14 Years of Service**  Patty Rhodes, Dental Clinic  Shay Elkins, COPE  Lori DeShong, Early Head Start  Julia Dovey, Executive Director  Carl Mellott, Transportation  Kara Truax, Early Head Start  Alice Lynch, Childcare  Sheila Barton, Transportation  Vonda Keebaugh, Childcare  **5 – 9 Years of Service**  Autumn Richards, COPE  Dennis (Zeke) Gress, Transportation  Kelly Brown, COPE  Rhonda Black, Childcare  **0-4 Years of Service**  Catherine Arnett, PAT  Amanda Bowers, PAT  Monte Rasp, Transportation  Rick Hostetter, Transportation  Danielle Suders, Childcare  Brittany Holmes, SF PreK  Mariah Vinton, Childcare  Marissa Welsh, Finance  Paula Schaffer, Dental Clinic  Selina Smith, Early Head Start  Jessica Sunderland, Transportation  David Blumenschein, Transportation | **0-4 Years of Service**  Elizabeth Crowder, Transportation  Wendy Mellott, Childcare  Sally Kline, Early Head Start  Shonda Price, SF PreK  Melissa Masters, Early Head Start  Shannon Guilfoy, Childcare  Hannah Brewer, SF PreK  Ronnie Buterbaugh, Transportation  Jessica Garlock, PAT  Michelle Gordon, Childcare  Jennifer Gosnell, COPE  Angela Guyer, Childcare  Robin Hall, Dental Clinic  Jenna Hollenshead, SF Pre-K  Erin Joy, Early Head Start  Lori Kendall, Community Mobilizer  Hannah McGarvey, Childcare  Dane Miller, Transportation  Duane Williams, Transportation  Rachel Cain, Office Assistant  Kandi Clarke, COPE  Kaitlyn Whalen  Caitlin Logan, PAT  Elwood Strait, HRSA  John Heuston, Transportation  Linda Heuston, Transportation  Tracy Kendall, Childcare  Lacey Bonebrake, Childcare  Angela Guyer, ChildCare  Tiffany Mellott, Childcare  Jessica Garlock, PAT  Amanda Bowers, EHS  Debra Fletcher, Childcare  Christine Boehme, Childcare  Donna Beale, SF Pre-K  Stephanie Barton, SF Pre-K  Tessa Lynch, ChildCare |