

Board Meeting Motions
Thursday, January 15, 2026

1.0 CALL TO ORDER AND REVIEW OF AGENDA:

Diane Insley, Chair, called the Board of Director's Meeting to order at 6:03pm.

READING OF COMMUNITY ACTION MISSION:

"Our mission is to help Central Texans achieve economic self-reliance through a wide range of services and community partnerships"

MEETING BEGAN:

6:03pm

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2.0 ROLL CALL - Doug Mudd					
MEMBERS PRESENT:					
Public Representatives		Neighborhood Representatives		Private Group Representatives	
	Angela Gonzalez-Sanchez	X	Myra Vassian	X	Diane Insley
	Brett Bray		Karen Lovin		David Sergi
X	Rusty Horne	X	Jeremy Sutton		Deborah Villalpando
	Wayne Thompson	X	Stephen Hernandez	X	Clarena Larrota
X	Alyssa Garza	X	Dominique Holmes		
VISITORS:					
STAFF PRESENT:					
X	Doug Mudd	X	Stacey Martinez		
X	Keith Herington	X	Nancy Hernandez		
X	Francesca Ramirez				
X	Mary Helen Martinez				
X	Ruth Salinas				
X	Megan Campbell				
X	Danielle Engelke				
X	Cristal Lopez				

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<p>3.0 Public Comment Period: Diane Insley asked if anyone present would like to make a public comment at this time.</p>	No comments were made.		
	Motion to Pass	Second	Approved
<p>4.0 Minutes - Diane Insley 4.1 Board Minutes November 18, 2026 (for approval) The Board members reviewed the Board of Directors Minutes for November 18, 2025. Jeremy Sutton made the motion to approve, Rusty Horne seconded the motion. All were in favor. None opposed. Motion passed.</p>	Jeremy	Rusty	Yes
<p>5.0 Correspondence, for Review and Discussion - Doug Mudd</p>			
<p>5.1 CEAP Services Delivery Acceptance Letter Doug Mudd reviewed the acceptance letter from CEAP services.</p>	No Comments		
<p>5.2 HSES Enrollment Letter Doug Mudd reviewed the HSES Enrollment letter.</p>	No Comments.		
<p>5.3 TWC Monitoring Report for AEL Doug Mudd reviewed the TWC monitoring Report for AEL.</p>	No questions. They said it was "exceptional."		
<p>5.4 Updated Childcare Licensing Hemphill</p>	No questions asked.		

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<p>Doug Mudd reviewed the updated Childcare Inspection Form. By 12:45pm they hadn't notified the parents and received 2 demerits. The Cameras weren't working at the time. The staff is working on notifying the parents in a timely manner.</p>	
<p>5.5 Childcare Licensing Henry Bush Inspection There was a delay in opening so they could inspect the building. The Purpose of this inspection is to follow up following the closure due to the Government shut down.</p>	<p>No comments</p>
<p>5.6 Childcare Licensing Willian Crook There was a delay in opening so they could inspect the building. The Purpose of this inspection is to follow up following the closure due to Government shutdown.</p>	<p>No Comments</p>
<p>5.7 Childcare Licensing Hemphill There was a delay in opening so they could inspect the building. The Purpose of this inspection is to follow up following the closure due to the Government shutdown.</p>	<p>No Comments</p>
<p>5.8 Childcare Licensing A. Washington There was a delay in opening so they could inspect the building. The Purpose of this inspection is to follow up following the closure due to the Government shutdown.</p>	<p>No Comments</p>
<p>5.9 Childcare Licensing Luling There was a delay in opening so they could inspect the building. The Purpose of this inspection is to follow up following the closure due to the Government shutdown.</p>	<p>No Comments</p>
<p>5.10 Childcare Licensing Lockhart There was a delay in opening so they could inspect the building. The Purpose of this inspection is to follow up following the closure due to</p>	<p>No Comments</p>

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the Government shutdown	
<p>5.11 Luling Investigation It is alleged that proper supervision is not happening in the restrooms. This standard was found in compliance. There were no demerits given.</p>	No comments.
<p>5.12 Hemphill Investigation It was alleged that a caregiver handled an infant in correctly. Parents were not notified immediately that an incident took place at the operation that put a child at risk. The investigation found that a caregiver did not use good judgement when incorrectly handling a child.</p>	No Comments
<p>5.13 Hemphill Investigation Follow-Up Situation that put a child at risk were corrected and now compliant. Responsibilities of employees and caregivers are now compliant Demonstrating competency, good judgment and self-control.</p>	No Comments
<p>5.14 45-Day Monitoring Review Notification We have a call on the last day of January.</p>	No comments.
<p>6.0 Leadership Programmatic Reports - Written programmatic reports have been emailed to all board members. Bolded items below will be presented verbally. Opportunity for questions for un-bolded items.</p>	
<p>6.1 Executive Director - Doug Mudd BCCS received \$100k from Communicare and are contracting With Community Health Centers of South Central Texas for \$30k. It was requested that Board members sign the Conflict of Interest form including everyone online, and send back ASAP.</p>	No comments.

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<p>6.1.2 Training Doug Mudd trained the board on the Duties and Responsibilities of Community Action Board Members. [OS 5.8]</p>	<p>No Comments</p>
<p>6.2 Human Resources Report- Ruth Salinas</p>	<p>No Comments</p>
<p>6.3 Agency Financial - Keith Herington November 30,2025</p>	
<p>6.3.1 Basic Financials Mr. Herington reviewed the year-to date basic financial statements as of November 30,2025</p>	<p>No Questions</p>
<p>6.3.2 Grant Financial Report Mr. Herington reviewed the year-to date basic financial statements as of November 30, 2025</p>	<p>No Questions</p>
<p>6.3.3 Head Start Program Budget Reports Mr. Herington reviewed the Head Start Budget report and year-to-date expenditures - as of November 2025.</p>	<p>No Questions</p>
<p>6.3.4 Head Start In-Kind Mr. Herington reviewed the report for the period ending in November.</p>	<p>No Questions</p>
<p>6.3.5 Head Start Program CACFP Report Mr. Herington reviewed the report for the period ending in November.</p>	<p>No Questions</p>

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<p>6.3.6 Credit Card Report Mr. Herington reviewed the report for the period ending in November.</p>	<p>No Questions</p>		
<p>6.3.7 Other Credit Card Purchases Mr. Herington reviewed the report for the period ending in November.</p>	<p>No Questions</p>		
<p>6.4 Adult Education – Mary Helen Martinez Mary Helen Martinez gave her report and there were no questions.</p>	<p>No Questions.</p>		
<p>6.5 Community Services - Francesca Ramirez Francesca read through her report. She spoke about CEAP and The T.O.P. Program.</p>	<p>Referencing the TOP client, Myra Vassian asked “Is it a timing program? Is it educational?” “Did he miss a lot of work?” Francesca replied, “Yes he did due to his health issues.”</p>		
<p>6.6 Health Services - Stacy Martinez</p>	<p>No Questions.</p>		
<p>6.7 Head Start- Danielle Engelke 6.7.1 Board Report</p>	<p>No Questions.</p>		
<p>6.7.2 Head Start - Danielle Engelke Program Management Procedure Manual (for approval)</p>	<p>Motion to Pass</p>	<p>Second</p>	<p>Approved</p>
	<p>Myra</p>	<p>Stephen</p>	<p>Yes</p>
<p>6.8 Home Visiting- Megan Campbell Megan gave her report and there were no questions.</p>	<p>No Comments.</p>		

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6.9 Youth services- Cristal Lopez			
Cristal gave her report and there were no questions.	No Comments.		
7.0 Action Items - Review, Discuss and Take Proper Action	Motion to Pass	Second	Approved
7.1 City of San Marcos Lease for SM Senior Citizen Center- Doug Mudd (For approval)			
Board member Alyssa Garza suggested that the city of SM does one more Inspection/walkthrough prior to signing the lease. This was approved with the condition that there was one more walk through.			
Jeremy Sutton made the motion to approve, and Myra Vassian seconded the motion. All were in favor. None opposed. Motion passed.	Jeremy	Myra	Passed.

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8.0 Success Story -	No Comments.		
9.0 Board Member's Opportunity to Share:	Diane shared that she has raised \$300.00 for her birthday so far in donations to Community Action.		
10.0 Board President's Report - Jeremy Sutton Next Board of Directors Meeting:	March 26, 2026		
11.0 Adjournment - Jeremy Sutton	Motion to Adjourn	Second	Pass
Stephen Hernandez made the motion to adjourn. Jeremy S. seconded the motion - all were in favor. None opposed. Meeting adjourned at: 7:14pm	Stephen	Jeremy	yes



TEXAS DEPARTMENT OF HOUSING AND COMMUNITY AFFAIRS

www.tdhca.texas.gov

Greg Abbott
GOVERNOR
Greg Abbott
GOVERNOR

BOARD MEMBERS
Leo Vasquez, *Chair*
Kenny Marchant, *Vice Chair*
Cindy Conroy, Member
Anna Maria Farías, Member
Holland Harper, Member
Ajay Thomas, Member

February 12, 2026

(512) 475-4608

earnest.hunt@tdhca.state.tx.us

Mr. Doug Mudd
Executive Director
Community Action Inc. of Central Texas
San Marcos TX
Email: dmudd@communityaction.com

RE: **MONITORING REPORT OF ON-SITE REVIEW CONDUCTED FEBRUARY 10, 2026**
COMPREHENSIVE ENERGY ASSISTANCE PROGRAM (CEAP) CONTRACT NO. 58250004379
COMMUNITY SERVICES BLOCK GRANT (CSBG) CONTRACT NO. 61250004341

Dear Mr. Mudd:

The Texas Department of Housing and Community Affairs (the Department) conducted a monitoring review of the above mentioned contract(s). The goal of the review was to provide reasonable but not absolute assurance regarding compliance with federal and state requirements and program objectives.

To achieve this goal, a sample of transactions, records and files were selected and tested. The attached report details the scope and results of the review.

Based on the limited scope of the review, no findings were identified. Please note although there were no findings, it is the responsibility of Community Action Inc. of Central Texas (CAICT) to maintain compliance throughout the contract and affordability period, as applicable. No further action is required at this time for this review. This review is **closed**.

The Department wishes to express our appreciation for the cooperation of your staff in facilitating this review. If you have any questions or concerns regarding this visit, please feel free to contact me at via email at ramon.valeriano@tdhca.texas.gov.

Sincerely,

Ramon G. Valeriano

Ramon G. Valeriano
Compliance Sub-recipient Monitor

rgv

cc: Michael De Young, Director of Community Affairs
CATR, CA – Community Affairs Training and Technical Assistance



General Concerns:

During the case file review of CEAP Contract No. 58250004379 & CSBG Contract No. 61250004341, Department staff did not note any items of concern

General Observations:

During the case file review of CEAP Contract No. 58250004379 & CSBG Contract No. 61250004341, Department staff did not note any items of concern

Monitoring Scope:

The scope of the monitoring review covered contract activity from September 1, 2025, to September 30, 2025, to determine if CEAP & CSBG funds were used to assist eligible households and whether those funds were expended in accordance with applicable federal and state regulations and contractual requirements. Department staff conducted the following steps:

Monitoring Scope:

I. CEAP/CSBG Financial Review Section

- a. Statement of Revenues and Expenses, detailed General Ledgers & reconciliations
- b. CEAP Contract No. **58250004379 – September 2025**
- c. CSBG Contract No. **61250004341 – September 2025**
- d. Chart of Accounts
- e. Cost Allocation Plan and/or Indirect Cost Rate (provide cognizant approval)
- f. Financial Policies & Procedures

II. CEAP/CSBG - Performance and Client Files

- a. 5 Utility Assistance Files
- b. 5 Client File Denials
- c. 1 TOP Client File
- d. Vendor Agreements for files selected above
- e. Referral Process
- f. Denial and Appeals Procedures
- g. Service Delivery Plan for **PY25**

III. CSBG - Board

- A. Board Roster
- B. Election/Selection Materials for each member
- C. Last 6 meeting board packets; at minimum include time stamped agenda & minutes
- D. Board Bylaws
- E. Training Certificates for all members



ADMINISTRATION FOR
CHILDREN & FAMILIES

Office of Head Start | 330 C Street, S.W., Washington, DC 20201
www.acf.hhs.gov/ohs

Results from CLASS[®] Video Review

To: Board Chairperson

*Ms. Diane Insley, Board Chairperson
Community Action, Inc. of Central Texas
215 S Reimer Ave
San Marcos, TX 78666-5490*

From: Responsible HHS Official

Date: 02/17/2026

Shawna Pinckney

Acting Deputy Director, Office of Head Start

Thank you for your support during the recent Office of Head Start CLASS[®] Video review conducted from **10/20/2025** to **12/26/2025** of your Head Start program, Grant #**06CH012370**.

Observations were conducted in preschool center-based classrooms using the 2008 Classroom Assessment Scoring System (CLASS[®]). The CLASS[®] tool looks at three domains and ten dimensions of teacher-child interactions and measures those observed interactions on a seven-point scale. Please share these results with the appropriate governing board, policy council, management, staff, and stakeholders.

Your program scores are in the table below.

DIMENSION	SCORE
Emotional Support*	5.9417
Positive Climate	6.00
Negative Climate	1.17
Teacher Sensitivity	5.50
Regard for Student Perspectives	5.43
Classroom Organization	5.4333
Behavior Management	5.70
Productivity	5.33
Instructional Learning Formats	5.27
Instructional Support	2.8111
Concept Development	2.50
Quality of Feedback	2.70
Language Modeling	3.23

**To calculate the Emotional Support domain, subtract the Negative Climate score from 8, add the Positive Climate, Teacher Sensitivity, and Regard for Student Perspectives scores, then divide by 4.*

The Head Start Program Performance Standards (HSPPS) include thresholds for each CLASS[®] domain(s). These quality thresholds represent the expectations of the Office of Head Start (OHS) for the quality of the learning environment in every Head Start program. These thresholds do not relate to competition, but instead reflect a quality improvement focus on teacher-child interactions, with support from OHS. The competitive thresholds reflect the minimum score that programs must achieve in each CLASS[®] domain. Scores from CLASS[®] observations will be used in the Designation Renewal System (DRS) determinations using the competitive thresholds.

DOMAIN	YOUR PROGRAM'S SCORE	Quality Threshold	Competitive Threshold
Emotional Support	5.9417	6.00	5.00
Classroom Organization	5.4333	6.00	5.00
Instructional Support	2.8111	3.00	2.30

If your program's scores from this CLASS[®] review fall below the competitive thresholds, the Office of Head Start will be in contact with you about next steps in the competitive process.

If your CLASS[®] scores fall below the quality or competitive benchmarks in any domain, the Office of Head Start provides training and technical resources here: <https://headstart.gov/teaching-practices/article/class-quality-improvement>.

You can also coordinate with your Regional Office for additional assistance to enhance classroom environments and teacher-child interactions specific to your program's needs.

For more information on CLASS[®] domains and dimensions, please see the CLASS[®] information on the next page and visit the headstart.gov website at <https://headstart.gov/teaching-practices/article/learn-more-about-class>.

If you have any questions, please contact your Regional Office.

cc: Ms. Danielle Engelke, Head Start Director

Mr. Douglas Mudd, CEO/Executive Director

Ms. Vivian Herrera, Policy Council Chairperson

Geralyn Boyles, Program Specialist

Delroy Grant, Supervisory Program Specialist

About CLASS[®]

The Improving Head Start for School Readiness Act of 2007 requires that the Office of Head Start (OHS) include in the monitoring reviews of Head Start agencies a valid and reliable research-based observational instrument that assesses classroom quality, including the assessment of multiple dimensions of teacher-child interactions that are linked to positive child outcomes and later achievement. OHS will continue to use the 2008 edition of the CLASS[®] Pre-K Teacher-Child Observation Instrument to meet this requirement.

CLASS[®] assesses interactions between children and teachers in three broad domains of classroom quality: Emotional Support, Classroom Organization, and Instructional Support. The Office of Head Start believes that the domains of quality measured by CLASS[®] remain central to its approach to child development and education, and serve as important indicators of the future school readiness of all Head Start children.

For all dimensions,[†] the scoring principles are as follows:

Low Range Score

- 1-The low range description of the CLASS[®] dimension fits the classroom and/or teacher very well. All, or almost all, relevant indicators in the low range are present.
- 2-The low range description of the CLASS[®] dimension mostly fits the classroom and/or teacher, but there are one or two indicators that are in the middle range.

Middle Range Score

- 3-The middle range description of the CLASS[®] dimension mostly fits the classroom and/or teacher, but there are one or two indicators in the low range.
- 4-The middle range description of the CLASS[®] dimension fits the classroom and/or teacher very well. All, or almost all, relevant indicators in the middle range are present.
- 5-The middle range description of the CLASS[®] dimension mostly fits the classroom and/or teacher, but there are one or two indicators in the high range.

High Range Score

- 6-The high range description of the CLASS[®] dimension mostly fits the classroom and/or teacher, but there are one or two indicators in the middle range.
- 7-The high range description of the CLASS[®] dimension fits the classroom and/or teacher very well. All, or almost all, relevant indicators in the high range are present.

[†]Note: The Negative Climate dimension is inversely scored with a higher score indicating lower quality. For all other dimensions and domains, a higher score indicates higher quality.

The scores from each class observation are averaged across the grant to result in grant-level dimension scores. The grant-level dimension scores are then used to calculate the grant-level domain scores.

The scores from CLASS[®] observations can be used for a variety of purposes, including professional development, program improvement, policy, goal setting, and monitoring. The Office of Head Start began using CLASS[®] for monitoring purposes in FY2010 to collect information on the experiences of children at each grant recipient.

In FY2012, OHS refined the use of CLASS[®] in monitoring to include the use of a randomly selected sample of center-based preschool classes for observations and a clearly articulated methodology. For each preschool class selected in the sample, trained, and certified CLASS[®] reviewers conduct two 20-minute observations and score at the dimension level using a 7-point scale at the end of each observation cycle.



TEXAS

Health and Human Services

Executive Commissioner
Stephanie Muth

March 2, 2026

Danielle Engelke
PO BOX 748
SAN MARCOS, TX 78667-0748

Operation #851933
Hemphill Head Start

Investigation # 3194733

Dear Hemphill Head Start:

Your operation, **Hemphill Head Start located at 3995 E FM 150, KYLE, TX 78640-6207**, was recently investigated because of a report concerning a possible deficiency of the minimum standard rules or another law.

Specifically, the report states the following that led to this investigation:

It is alleged a child received an injury that required medical treatment.

The Child Care Regulation (CCR) department of the Texas Health and Human Services Commission (HHSC) has evaluated applicable administrative rules, minimum standard rules, and other laws and made the following findings:

Standard/Rule Description	Deficient?	Comply By	TA Given	Documents/ Photos Obtained	Notification Date
746.1205(a)(4) Supervision ensures each child's safety, well-being, including physical proximity and auditory or visual awareness of each child's on going activity	N		N	N	
Specifics: This standard was found to be in compliance.					
746.305(a)(2) AP Report Child Injury Requiring Medical Treatment by a Health-Care Professional or Hospitalization	N		N	N	
Specifics: This standard was found to be in compliance.					
746.307(b)(1) AP Parental Communication - Injury Requires Treatment by Health Care Professional or Hospitalization	N		N	N	
Specifics: This standard was found to be in compliance.					
746.707 Incident/Illness Report Form Shared with Parent	N		N	N	
Specifics: This standard was found to be in compliance.					

The list of findings above is cumulative and includes all findings that CCR has made related to this investigation up to this point. As such, the list may include findings for which you received prior notification. For any finding listed above with an earlier notification date, your 15-day timeframe for requesting an administrative review of that finding began when you first received notification of that finding. If the time period to request an administrative review of a finding has expired, you may no longer request an administrative review of that finding.

If CCR conducted an inspection as part of this investigation, you received an inspection report form.

Danielle Engelke
March 2, 2026
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Your operation is responsible for maintaining compliance with relevant minimum standards, administrative rules, and statutes on an ongoing basis. CCR may take an enforcement action for a repetition or pattern of deficiencies or for any other reason listed in 26 Texas Administrative Code §745.8605.

If you have any other questions or need additional information, please contact me.

Sincerely,

MAIGEN HIGGERSON
CCR Representative
(512) 461-4251

Enclosure(s):

cc: Community Action Inc .



Executive Director Report

Annual Community Action Plan & Strategic Plan Update (2026)

As part of Community Action organizational standards 6.5 and 9.3, this report provides the Board of Directors with an annual update on meeting outcomes/goals included in the Community Action Plan (CAP) and progress and goal updates within the Agency's Strategic Plan. The updates also reflect adjustments made to ensure that targets and strategies are realistic, data-informed, and aligned with what the Agency can reasonably achieve in 2026.

Community Action Plan (CAP): Target Updates

In reviewing our Community Action Plan, adjustments were made to select **Education** and **Housing** targets. These changes are reflected in the highlighted figures within the CAP document.

Education Outcomes

Revised targets within the Education domain align projected outcomes more closely with recent performance data and current program capacity. Updates reflect enrollment adjustments, service delivery trends, and staffing realities across early childhood education, adult education, and related support services. These revised targets ensure that education goals remain ambitious while attainable for 2026.

Housing Outcomes

Housing-related targets were also updated to better reflect achievable outcomes given current funding levels, staffing, and community housing constraints. Adjustments were made primarily in areas related to homelessness prevention, housing stabilization, and utility assistance. These revisions position the Agency to set realistic expectations while continuing to address urgent housing needs in our service area.

Overall, CAP target updates do not represent a reduction in commitment, but rather a refinement to ensure accountability, accuracy, and credibility in reporting outcomes to funders and stakeholders.

Strategic Plan 2024–2028: Year 2 Results & 2026 Goal Updates

Strategic Commitments 1.1–1.6: Agency-Wide Priorities

Strategic Commitment 1 focuses on elevating agency visibility, strengthening partnerships, and enhancing community engagement. Key accomplishments and planned updates include:

- Formation and continued work of the **Community Engagement Committee**, which has led agency-wide marketing coordination, outreach improvements, and participation in community events.
- Strengthened partnerships, particularly with housing and homeless service organizations, laying groundwork for coordinated community efforts.
- Continued development and dissemination of updated promotional materials, including brochures and unified branding elements.
- Hosting and participating in multiple community events that highlight CAI services, increase public awareness, and strengthen relationships with community partners.

For 2026, goals under Strategic Commitment 1 emphasize expanding visibility through client success stories, continued outreach, and deeper collaboration with community partners.

Strategic Commitments 2–3: Organizational Infrastructure & Culture (Brief Update)

- Progress continues in strengthening inter-agency coordination through internal referral processes.
- Human Resources initiatives have focused on employee engagement, retention, and wellness, with measurable improvements in turnover and staff satisfaction.

Strategic Commitments 4–8: Program-Specific Highlights (Brief Overview)

Strategic Commitments 4–8 reflect the work of individual programs while advancing the Agency’s broader mission:

- **Commitment 4 (Poverty Reduction & Housing Stability):** Expanded rental assistance, utility assistance outreach, and participation in countywide homelessness planning efforts.
- **Commitment 5 (Health Access):** Strong performance across reproductive health, breast cancer screening, HIV services, and transportation access.
- **Commitment 6 (Early Childhood & Family Services):** Continued success in home visiting, Head Start program stability, staff retention efforts, and parent engagement.
- **Commitment 7 (Adult Education & Workforce):** Exceeded enrollment targets across adult education and workforce readiness programs.
- **Commitment 8 (Youth Development & Mental Health):** Expanded youth mental health training, coalition-building efforts, and youth leadership initiatives.

While many goals remain ongoing, updates for 2026 reflect refinements based on performance data, capacity, and evolving community needs.

Outcomes				Services 6.1.1			
FNPI 2	Education and Cognitive Development Outcomes	2025	2026 Target	SRV 2	Education and Cognitive Development Services	2025 Actual	2026 Estimate
FNPI 2a	The number of children (0 to 5) who demonstrated improved emergent literacy skills.	447	448	SRV 2a-j	Child/Young Adult Education Programs		
FNPI 2b	The number of children (0 to 5) who demonstrated skills for school readiness.	447	448	SRV 2a	Early Head Start	146	179
FNPI 2c	The number of children and youth who demonstrated improved positive approaches toward learning, including			SRV 2b	Head Start	301	269
FNPI 2c.1	Early Childhood Education (ages 0-5)	447	448	SRV 2c	Other Early-Childhood (0-5 yr. old) Education		
FNPI 2c.2	1st grade-8th grade			SRV 2d	K-12 Education		
FNPI 2c.3	9th grade-12th grade			SRV 2e	K-12 Support Services		
FNPI 2d	The number of children and youth who are achieving at basic grade level (academic, social,			SRV 2f	Financial Literacy Education		
FNPI 2d.1	Early Childhood Education (ages 0-5)			SRV 2g	Literacy/English Language Education		
FNPI 2d.2	1st grade-8th grade			SRV 2h	College-Readiness Preparation/Support		
FNPI 2d.3	9th grade-12th grade			SRV 2i	Other Post Secondary Preparation		
FNPI 2e	The number of parents/caregivers who improved their home environments.	385	160 385	SRV 2j	Other Post Secondary Support		
FNPI 2f	The number of adults who demonstrated improved basic education.	2325	1358 2200	SRV 2k	School Supplies		
FNPI 2g	The number of individuals who obtained a high school diploma and/or obtained an equivalency certificate or diploma.		114	SRV 2k	School Supplies	24	75
FNPI 2h	The number of individuals who obtained a recognized credential, certificate, or degree relating to the achievement of educational or vocational skills.		227	SRV 2l-q	Extra-curricular Programs		
FNPI 2i	The number of individuals who obtained an Associate's degree.			SRV 2l	Before and After School Activities		
FNPI 2j	The number of individuals who obtained a Bachelor's degree.			SRV 2m	Summer Youth Recreational Activities		
				SRV 2n	Summer Education Programs		
				SRV 2o	Behavior Improvement Programs (attitude, self-esteem, Dress-for-Success, etc.)		
				SRV 2p	Mentoring		
				SRV 2q	Leadership Training		
				SRV 2r-z	Adult Education Programs		
				SRV 2r	Adult Literacy Classes		
				SRV 2s	English Language Classes		662 560
				SRV 2t	Basic Education Classes	2325	2325 2200
				SRV 2u	High School Equivalency Classes		1117
				SRV 2v	Leadership Training		15
				SRV 2w	Parenting Supports (may be a part of the early childhood programs identified above)		650
				SRV 2x	Applied Technology Classes		0
				SRV 2y	Post-Secondary Education Preparation		0
				SRV 2z	Financial Literacy Education		30
				SRV 2aa	Post-Secondary Education Supports		
				SRV 2aa	College applications, text books, computers, etc.		
				SRV 2bb	Financial Aid Assistance		
				SRV 2bb	Scholarships		
				SRV 2cc			
				SRV 2cc	Home Visits		650

Outcomes				Services 6.1.1			
FNPI 4	Housing Outcomes	2025	2026 Target	SRV 4	Housing Services	2025 Actual	Estimate
FNPI 4a	The number of households experiencing homelessness who obtained safe temporary shelter.			SRV 4a-e	Housing Payment Assistance		
FNPI 4b	The number of households who obtained safe and affordable housing.			SRV 4a	Financial Capability Skill Training		
FNPI 4c	The number of households who maintained safe and affordable housing for 90 days.			SRV 4b	Financial Coaching/Counseling		
FNPI 4d	The number of households who maintained safe and affordable housing for 180 days.			SRV 4c	Rent Payments (includes Emergency Rent Payments)	79	40 80
FNPI 4e	The number of households who avoided eviction.	40	40 80	SRV 4d	Deposit Payments		
FNPI 4f	The number of households who avoided foreclosure.			SRV 4e	Mortgage Payments (includes Emergency Mortgage Payments)		
FNPI 4g	The number of households who experienced improved health and safety due to improvements within their home (e.g. reduction or elimination of lead, radon, carbon dioxide and/or fire hazards or electrical issues, etc.).			SRV 4f-h	Eviction Prevention Services		
FNPI 4h	The number of households with improved energy efficiency and/or energy burden reduction in their homes.			SRV 4f	Eviction Counseling		3
				SRV 4g	Landlord/Tenant Mediations		1
				SRV 4h	Landlord/Tenant Rights Education		1
				SRV 4i-l	Utility Payment Assistance		
				SRV 4i	Utility Payments (LIHEAP-includes Emergency Utility Payments)		1200
				SRV 4j	Utility Deposits		
				SRV 4k	Utility Arrears Payments		
				SRV 4l	Level Billing Assistance		
				SRV 4m-p	Housing Placement/Rapid Re-housing		
				SRV 4m	Temporary Housing Placement (includes Emergency Shelters)	4	20
				SRV 4n	Transitional Housing Placements		
				SRV 4o	Permanent Housing Placements		
				SRV 4p	Rental Counseling		
				SRV 4q	Housing Maintenance & Improvements		
				SRV 4q	Home Repairs (e.g. structural, appliance, heating systems. etc.) (Including Emergency Home Repairs)		
				SRV 4r-t	Weatherization Services		
				SRV 4r	Independent-living Home Improvements (e.g. ramps, tub and shower grab bars, handicap accessible modifications, etc.)		
				SRV 4s	Healthy Homes Services (e.g. reduction or		
				SRV 4t	Energy Efficiency Improvements (e.g. insulation, air sealing, furnace repair, etc.)		
				SRV 4u-4v	Water Services		
				SRV 4u	Water/Waste Water Services		10
				SRV 4v	Multiple Services		
				SRV 4w	Other Water Services		

Strategic Commitment 1:

CAICT will elevate the visibility of the agency and its program services through increasing community engagement, developing new partnerships and improving marketing, branding and fundraising strategies.

Outcomes	Goal Level (Family/Agency/Community)	Strategies	Measures	Achievements	Proposed Changes for Year 3 (2026) Goals
1.1 Community Action will increase visibility among partnering agencies and among the communities it serves.	Agency	Committee will be formed for the purpose of leading CAICT in assessing, planning, and implementing new ideas & strategies designed to increase the agency's visibility.	CAI will develop a Community Engagement & Partnership Committee with staff representing all programs that will meet monthly with the purpose of developing strategies to increase partnerships and community engagement. Committee will meet 10-12 times per year.	In 2025, Committee made updates to brochures, unified Agency staff email signatures, initiated discussion with board member to assist with success story videos.	In 2026 Committee will develop client video success stories to be published on our website and will seek Americorps VISTA volunteer to help with marketing and branding .
1.2. Agency will increase the number of new partnerships and/or further expand existing partnerships.	Agency	Use a variety of methods to increase/expand partnership connections in the communities we serve including hosting and/or attending community events or meetings,	10 new or expanded strategic partnerships will be initiated and/or further developed over the course of 5 years.	Strengthened partnerships with housing nonprofit organizations including Southside (shared staff person), BR3T (shared office space) and many other homeless service organizations in the development of a local Coordinated Entry system.	In 2026 CAI will align with community partners to develop a local housing coordinated entry system. (community goal)
1.3. In collaboration with community partners, CAICT will develop an agency/community calendar to be placed on CAICT's website.	Agency	Coordinate with CAICT program directors, IT staff, and community partners	Year 1: Calendar will be built, maintained and utilized by staff and partners. Year 2: A total of 12 community events will be posted on the calendar. Years 3-5: An increase of 2 calendar events per year. (Yr. 3: 14 events, Yr. 4: 16 events, Yr. 5 18 events)	Did not achieve this goal in 2025	Will develop calendar of community events to identify opportunities for staff to promote CAI services.
1.4 Develop a Marketing, Branding & Fundraising Committee with staff representing all programs tasked with developing strategies to improve visibility to the community we serve	Agency	Committee will lead CAICT in assessing, planning, and implementing new ideas & strategies designed to increase the agency's visibility.	Committee will meet 10-12 times per year for 5 years.	Marketing, Branding, and Fundraising committee merged with Community Engagement committee. Change made at July 2024 Board mtg .	
1.5. Committee will develop a logo/branding kit to streamline promotional and outreach materials across programs	Agency	Committee will develop promotional materials including brochures with brief descriptions of each of our CAI programs.	Promotional materials will be created in Year 1. Promotional Materials will be updated in years 2-5	Two more rounds of 500 brochures have been successfully updated and disseminated in Year Two.	(Ongoing) Will Update annually
1.6. Agency will host community events including open houses, focus groups, resource fairs, celebration gatherings, outreach events, advisory and coalition meetings, and others that promote CAICT services and accomplishments.	Agency	Committee will plan the event(s) including developing guest list, selecting food options, and providing relevant activities	Host 3-5 events/year for 5-year period.	Hosted and/or participated in events including Case conferencing for homeless, utility assistance outreach, Start Smart Hays & Caldwell coalition, Head Start policy Council, Health Advisory, Health Fair, and others.	(Ongoing) Will continue hosting at least 5 or more events in 2026.

Strategic Commitment 2:

Community Action will improve inter-agency connectedness by providing opportunity for individual programs to gain knowledge of other CAI programs and by developing an inter-agency referral process to more comprehensively serve our clients.

Outcomes	Level (Family/Agency/Community)	Strategies	Measures	Achievements	Proposed Changes for Year 3 (2026) Goals
2.1 CAICT will improve interagency connectedness and reduce program silos.	Agency	Silo Busters Committee will lead CAICT in assessing, planning, and implementing new ideas & strategies designed to reduce program silos and improve inter-agency cooperation.	Committee will meet 10-12 times per year for 5 years in tasks related to reducing program silos & improving inter-agency cooperation.	Change made at July 2024 Board meeting	

<p>2.2 Agency will develop an intra-agency referral process using Unite Us referral platform Jotform</p>	<p>Agency</p>	<p>To initiate the implementation of the new referral system, the agency will create an Unite Us Committee that will serve to facilitate frontline staff's enrollment, training, and regular use of the platform.</p>	<p>Year 1: Enroll & train at least 75% of all case management and frontline staff Year 1: Develop Jotform referral platform. Years 2-5: Send & receive 50 referrals in year 2 and increase by 10% per year for years 3-5.</p>	<p>In Year one our Agency developed the intra-Agency Jotform referral platform.</p>	
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Strategic Commitment 3:

Community Action will prioritize the development of a healthy workplace culture where all employees are equitably valued, competitively compensated, and regularly offered many and varied opportunities to grow and develop.

Outcomes	Goal Level (Family/Agency/Community)	Strategies	Measures	Achievements	Proposed Changes for Year 3 (2026) Goals
<p>3.1 HR Department will provide excellent & efficient service to the CAICT programs it serves</p>	<p>Agency</p>	<p>The Agency's HR Department will assess the strengths and weaknesses of HR processes through formal & informal surveying of staff, plan for new ideas based on the feedback, and implement those new ideas based on the plan.</p>	<p>HR will conduct 2-3 surveys per year for 5 years. HR will use survey to make necessary changes throughout the course of the 5 years depending upon the agency/program needs.</p>	<p>Sent employee survey out in January 2025 to measure job satisfaction, HR practices, leadership and org. culture. Survey results were tallied and analyzed. Implementation plan was created to bring awareness and resolve problem areas.</p>	<p>Will send another employee satisfaction survey in 2027.</p>
<p>3.2 HR Department will attract and retain top talent through effective onboarding, and creating a positive work environment</p>	<p>Agency</p>	<p>Foster a supportive and engaging workplace culture through improved onboarding and employee incentive program including service award ceremonies, retention bonuses, employee luncheons, continuous education reimbursement, and others when available contingent on program offerings.</p>	<p>CAICT will improve turnover rate by 10% in the next 5 years.</p>	<p>So far decreased turnover rate by nearly 4% 2023: 29.41% to 2024: 25.59%</p>	
<p>3.3 HR Department will promote diversity and create an inclusive workplace that values differences and ensures equal opportunities for all employees.</p>	<p>Agency</p>	<p>To promote diversity in the workplace and a culture of inclusivity, HR will train staff in inclusion practices and principles.</p>	<p>Provide Inclusion training for all staff to attend. In years 1-2, pilot 2-3 different trainings. Years 1-2 50% of all staff will attend. Years 3-5 90-100% of all staff will attend</p>	<p>Provided Agency leadership training in April 2024 & Equity training at All Staff Day in Nov.</p>	
<p>3.4 CAICT staff will implement initiatives that support health and wellness.</p>	<p>Agency</p>	<p>Gather feedback through surveys, focus groups, and one-on-one discussions to understand employee's well-being needs and challenges. Use the data gathered to develop & implement wellness programs, fitness challenges, stress management workshops, etc.</p>	<p>HR Department will offer 2-3 Health and Wellness programs a year for 5 years based on staff feedback.</p>	<p>Did not send out wellness survey in 2025.</p>	<p>Will send out Wellness Survey at the end of March 2026.</p>

Strategic Commitment 4:

Community Action is committed to the reduction of poverty, the revitalization of low-income communities, and the empowerment of people with low incomes to become more self-sufficient.

Outcomes	Goal Level (Family/Agency/Community)	Strategies	Measures	Achievements	Proposed Changes for Year 3 (2026) Goals
<p>4.1 Community partners will work together to reduce homelessness in service area.</p>	<p>Community</p>	<p>CAICT will collaborate with the Homeless Coalition of Hays County partners in building a pipeline of services to improve the homeless situation in our community</p>	<p>Homeless PIT count will be reduced by 10% over the course of 5 years.</p>	<p>TBRA rental assistance case manager assisted 10 families with rental assistance for the next 24 months. Case manager also assisted 60 families with one time emergency assistance funds to cover rent or mortgage payments.</p>	<p>Case Manager will assist 20 families by the end of May 2026 and will open TBRA program for year 2 by mid-June.</p>
<p>4.2 Low-income Individuals and families will improve their economic self-reliance through assistance with utility bills.</p>	<p>Family/Individual</p>	<p>CAICT will provide multiple outreach events in service area to inform the low-income community of our utility assistance program.</p>	<p>CAICT will provide 2-3 outreach events per year for 5 years. CAICT will expend all CEAP funding to low-income families in service area.</p>	<p>Community Services Director provided 9 events to outreach to those who need utility assistance.</p>	<p>Community Services Director will continue to outreach not only to the county libraries, but to apartment complexes with the goal having 10-12 events in 2026</p>

4.3 The low-income elderly will receive more opportunities to receive face to face help filling out CEAP & CSBG forms	Family/Individual	CAICT will provide prearranged events for senior citizens and others who are not able to complete the CEAP form online	CAICT will provide at minimum 4 events per year in outlying areas who lack transportation or who lack digital literacy skills filling out form online.	Senior Citizen Center provided regular help with filling out utility assistance forms for the elderly.	Senior Citizen Director will continue to assist her clients with filling out utility assistance forms.
4.4 Low-income individuals and families will have access to affordable housing in our service area.	Community	CAICT will collaborate with local community partners who manage & provide housing needs in order to develop solutions to the lack of access to affordable housing.	In collaboration with partners on the Homeless Coalition Board, CAICT will participate in the planning and implementation of 2-5 tasks per year for 5 years.	Executive Director served on the Hays Homeless Coalition Board to participate in the development and implementation of housing goals.	Executive Director will continue to serve on the Hays Homeless Coalition Board to participate in the development and implementation of housing goals.
4.5 Low-income individuals and families will transition out of poverty	Individual/Family	CAICT will identify eligible TOP clients and provide intensive case management for them to transition out of poverty.	CAICT will hire and train an intern from Texas State University's School of Social Work to provide case management services for TOP clients. A total of 12 individuals will transition out of poverty per year for 5 years.	Community Services Director transitioned 2 individuals out of poverty.	Community Services Director will continue to transition individuals out of poverty with the goal of 8 or more for 2026.
4.6 CAICT's CEAP program will increase the number of people who submit customer satisfaction surveys.	Agency	CAICT will create an online option for residents to do the customer satisfaction survey.	CAICT will increase the number of customer satisfaction surveys received by 30 % over the next 5 years.	Surveys received showed an increase between 2-7% improvement in all 4 categories that were scored.	CEAP program will develop a QR code that links clients to take the survey with the goal of receiving at least 10% more surveys than received in 2025.

**Strategic Commitment 5:
Community Action will ensure that low- income individuals and families served in the community will have access to affordable health care.**

Outcomes	Goal Level (Family/Agency/Community)	Strategies	Measures	Achievements	Proposed Changes for Year 3 (2026) Goals
5.1 Individuals in our community will have access to a variety of reproductive health services including HIV & STI screenings and a variety of birth control methods.	Family (Individual)	CAICT's Reproductive Health program will increase outreach events to ensure the community knows about the services we offer.	Reproductive Health program will provide services to 1425 unduplicated patients per year for 5 years. Reproductive Health team will hold 4-5 outreach events per year for 5 years.	In 2025, the clinic provided services to 1294 unduplicated clients. The clinic health team participated in 5 outreach events in 2025.	Continued Goal
5.2 Uninsured and Under-insured individuals will have access to Breast Cancer Screenings and Treatment	Family (Individual)	Through targeted outreach and regular participation in community events, CAICT will increase the number of women who receive screening mammograms.	BCCS program will provide BCCS services to 400 individuals/year for 5 years.	The BCCS program served 584 individuals in 2025.	Continued Goal
			BCCS program will outreach to 1400 individuals/annually for 5 years.	The BCCS program provided outreach to 1,265 individuals in 2025.	Continued Goal
5.3 HIV positive individuals in the service area will obtain and maintain HIV viral suppression in order to be self-sufficient.	Family (Individual)	Provide social support (case management) services including psychosocial, financial assistance, and housing services to HIV positive clients	85% of all HIV clients will obtain and maintain viral suppression.	95% of all HIV clients maintained viral suppression	Continued Goal
5.4 HIV positive individuals in the service area will have access to long-term and short-term housing.	Family (Individual)	Provide housing services to HIV positive clients including financial assistance & case management.	80% of all HIV positive clients will have long-term and short-term housing	95% of all HIV clients had long-term and short-term housing	Continued Goal
5.5 HIV positive individuals will have increased access to transportation to and from scheduled appointments. <small>*identified through customer satisfaction survey results.</small>	Family (Individual)	Offer rides through Lyft Concierge as an alternative option to transport clients to scheduled appointments	Increase transports by 10% annually for 5 years by offering Lyft Concierge as an alternative to staff driving clients to scheduled appointments.	Transports increased by 50% from 2024 to 2025. Continuing to offering Lyft Concierge has increased transports by providing an alternative way to get to medical appts.	Continued Goal

**Strategic Commitment 6:
Community Action in collaboration with other Early Childhood Education providers will ensure that all enrolled children (birth to five years old) in Hays and Caldwell Counties will enter school ready to learn.**

Outcomes	Level (Family/Agency/Community)	Strategies	Measures	Achievements	Proposed Changes for Year 3 (2026) Goals
6.1 Parents in our service area will improve skills related to the adult role of parent/caregivers	Family (Individual)	Parents in Home Visiting program will receive Parents as Teachers training curriculum	60% of the parents who receive Parents as Teachers training will demonstrate improved parenting outcomes	67% of parents enrolled in services demonstrated improved parenting skills in 2025 compared to 2024.	Continued Goal

6.2 An increased number of parents in our service area will receive home visits.	Family (Individual)	Home Visiting program will outreach in the community to find more families that are in need of the Parents as Teachers program.	160 families will be enrolled in the program each year for 5 years.	239 families were enrolled (received at least one home visit) in 2025. 167 families were actively enrolled in the program at the end of 2025.	Continued Goal
6.3 Home Visiting program will expand in-person opportunities for parents to connect with each other and engage with the community. <i>*identified through 2023 customer satisfaction survey</i>	Agency	In-person events will be held regularly throughout the year including parent meetings, parent education opportunities, resource fairs, holiday events, conferences, and other social gatherings.	The Home Visiting program will offer 10 events per year for 5 years.	The program hosted 28 community events across Hays and Caldwell Counties in 2025.	Continued Goal
6.4 CAICT (Head Start) will develop data driven organizational culture to improve child and family outcomes	Agency	Child Plus consultant will work with Content Area Managers to develop an online platform	All Management staff will be trained and proficient in the use of Child Plus Data Management System. New online platform will be developed in the next 5 years.	4 members of the Head Start Management team are now Administrators to the Child Plus Data Management System. These 4 staff attend the annual CP training scramble to learn new updates and changes. We have successful dropped from a \$30,000 consulting plan to a \$5,900 essential plans and improved our knowledge and skills with the database while improving our budget in this area.	Continued Goal
6.5 Children and families in our service area will have opportunities and resources needed to strengthen the skills children need to be ready for kindergarten.	Family (Individual)	Program will use group and expertise coaching with instructional staff. Furthermore, the program will use the Texas School Ready Coach to support classroom engagement and outcomes.	At least 90% of enrolled children will demonstrate improved emergent literacy skills in the service area.	First round of assessments are complete. We are in the second round of assessments now to see how children have improved. The last round will end for Head Start in May - this will show us the improvement numbers.	Continued Goal
			At least 90% of enrolled children will demonstrate skills for school readiness.		
6.6 Low-income children in our service area will have access to early childhood education	Family (Individual)	Program will improve the retention rate of Early Head Start and Head Start instructional staff through offering incentive bonuses, continuing education opportunities, providing and following up on employee satisfaction surveys.	The program will enroll 448 children in the Head Start and Early Head Start program.	Management have focused more on staff wellness and supporting teachers/staff in areas of need. The program has successfully reduced the number of closed classrooms due to staffing shortages and been able to provide consistent services to the children enrolled. The program has also been able to recruit and hire a number of substitutes that help with staff absences.	Continued Goal
Strategic Commitment 7: Community Action will ensure that all low-income individuals in the rural capital area have access to education and resources to build the multiple literacies required for full and equitable participation in the community (i.e. language, numeracy, digital, health, family, financial, and civics/citizenship) and the career training necessary to obtain a living wage job.					
Outcomes	Level (Family/Agency/Community)	Strategies	Measures	Achievements	Proposed Changes for Year 3 (2026) Goals
7.1 Low-income adults in the service area will have access to workforce training and education programs to increase opportunity for individuals & families to become self-sufficient.	Family (Individual)	The Adult Ed program will increase the variety of training program offerings in the service to adequately prepare individuals and families for the latest occupations that are in demand.	300 Adult education students will receive IET classes in the 9 rural counties.	311 Adult Education students received IETs in the 9 rural counties in 2025	Continued Goal
7.2 Basic skills deficient adults in corrections institutions and places of work will have access to training designed for career advancement.	Family (Individual)	The Adult Education program will provide specialized and intensive adult education services tailored to individuals looking to improve workplace readiness skills and those transitioning out of corrections facilities.	150 students per year for 5 years will receive work place readiness and re-entry skills for career advancement.	228 students received work place readiness and re-entry skills for career advancement in 2025	Continued Goal

7.3 Basic skills deficient adults will have access to Adult Education classes designed to prepare students to pass the high school equivalency exam or improve English skills.	Family (Individual)	To provide basic services to students to improve English, Reading, writing, speaking and listening skills	1600 students per year for 5 years will be enrolled in our Adult Education program and will receive at least 12 hours of instruction	2,438 students enrolled in our Adult Education program and received at least 12 hours of instruction in 2025	Continued Goal
Strategic Commitment 8:					
Community Action will ensure that youth have access to positive youth development opportunities that promote leadership development, health and wellness, and college and career readiness.					
Outcomes	Level (Family/Agency/Community)	Strategies	Measures	Achievements	Proposed Changes for Year 3 (2026) Goals
8.1 Community partners will work together to increase awareness of youth mental health issues and provide mental health prevention measures to improve overall mental wellness in our service	Community	Provide mental health training to first responders, human services employees, teachers, and other public-facing workers that includes learning communication techniques, mentorship training, mental-health awareness strategies, etc.	Facilitate multiple trainings including Mental Health First Aid training, suicide prevention, Youth Aware of Mental health for youth, and training on Counseling on Access to Lethal Means (CALM) for 300 community members over the course of 5 years.	Trained 100+ Community members received mental health training	Continued Goal
8.2 Youth Services program will increase youth diversity and inclusivity in the Youth Taskforce membership.	Family (Individual)	Provide recruitment and outreach to homeless/foster/at-risk youth to be included in the membership of the current Youth Taskforce	Make 2-4 strategic partnerships with organizations that serve at-risk or disadvantaged youth.	Working on the sustainability of the YTF and the YATF	Continued Goal
8.3 Youth Services Program will strengthen Youth Taskforce pipeline by increasing participation from 8 th graders.	Community	Program will outreach to local school district or other agencies that work with youth to find 8 th graders interested in joining the Youth Taskforce	Program will develop at least 2 partnering agencies who will assist in recruiting and retaining 8 th graders to be annual members of the Youth Taskforce over the next 5 years.	8th grade students were included in recruitment for Fall 2025. working on strengthening the partnerships to support increased recruitment	this is still a current goal
8.4 Youth Services program will create a steering committee for SMTX Mental Health Coalition to assist in setting the goals and developing the strategies of the coalition based upon the latest mental health assessment.	Community	Youth Services program will outreach to local stakeholders and community partners who have vested interest in mental health and well-being to find appropriate steering committee members for the Mental Health Coalition.	Program will recruit and retain 6-8 coalition partners to serve as the steering committee for the Mental Health Coalition for the next 5 years.	Steering committee has members from various organizations to help support the direction of the SMTX MHC. we also do our best to collaborate with the Healthy Hays YMHWG	Continued Goal
8.7 Youth Services program will work with community partners to establish a Hays County Youth Coalition that will provide youth resources and support including a community youth development training.	Community	Community partners who participate in the coalition will set goals that impact youth needs.	In Year 1 Youth Services program will recruit 3-5 youth organizations or advocates to participate in the coalition. In Year 1 Youth Services program will recruit 3-5 youth organizations or advocates to participate in the coalition.	We are developing a sustainability for the coalition that will focus on three areas: pyd training and education, piloting a youth ambassador program, hosting a community event that come from the work of the ambassadors	Continued Goal
8.8 The established Hays County Youth Coalition will create and evaluate youth community needs assessment and provide programming to address youth needs.	Community	Youth services program will work with Coalition in training them in creating needs assessment and assisting them in developing programs to address youth needs.	In Year 1 youth community needs assessment will be complete. In years 2-5 Youth needs assessment will guide programming. In year 5 the coalition will evaluate programs and make relevant adjustments.	We are in Year 3 of assessing the needs of youth. this is done on an annual basis in partnership with SOAR	working on year 3 of the needs assessment.

Human Resources Program Report



Project Name: HR Program Report
Board Meeting: March 26, 2026

Program Name:

HR Program Report

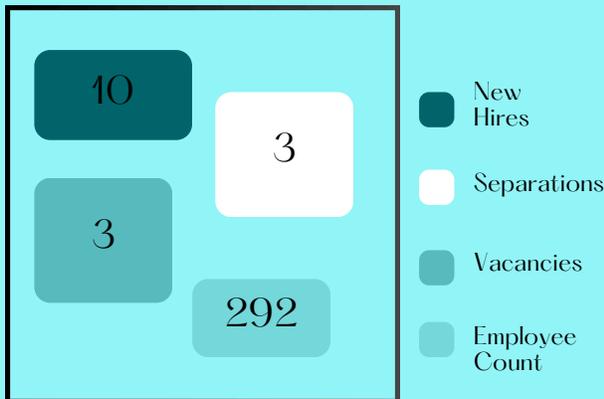
Board Meeting:

March 26, 2026

Reporting Period:

01/16/26 – 03/20/26

Status Update:



In the News

Head Start Program fully staffed at 126

Leadership Academy coming up – April 20th

Employee Handbook Revision coming up – May 21, 2026

Insights:

Turnover Rate (January–March):

During the first quarter, the agency experienced a turnover rate of 7.5%, with a total of 22 employee separations across a workforce of approximately 292 staff. The agency currently has 3 vacancies.

During the same period, the Head Start Program experienced a turnover rate of 4.0%, with a total of 5 employee separations across a workforce of approximately 126 staff. One additional staffing change during this period was an internal transfer and is not reflected in turnover.

Head Start turnover remains below the overall agency average during this reporting period.

Current Staffing Status:

At this time, the Head Start Program is fully staffed, reflecting timely and effective recruitment efforts to maintain program operations and classroom coverage. Agency-wide vacancies remain minimal.

Ongoing Monitoring and Next Steps:

Turnover and staffing levels will continue to be monitored monthly to identify trends and support ongoing retention strategies.

Additional focus will be placed on strengthening retention efforts, implementing the upcoming Leadership Academy, and finalizing Employee Handbook revisions.

Community Action, Inc of Central Texas
Statement of Financial Position
February 28, 2026

Item 6.3.1

ASSETS

Current Assets

Cash	\$	1,888,998
Grant Receivable		964,992
Inventory		9,816
Prepaid Expenses		2,950
Total Current Assets		<u>2,866,757</u>

Fixed Assets

Buildings & Equipment		4,314,979
less Accumulated Depreciation		<u>(3,865,485)</u>
Net Fixed Assets		449,493

TOTAL ASSETS

\$ 3,316,250

LIABILITIES & NET ASSETS

Current Liabilities

Accounts Payable & Accrued Liabilities	\$	2,418,113
Total Current Liabilities		<u>2,418,113</u>

Total Liabilities

2,418,113

Net Assets

Unrestricted		448,644
Permanently Restricted		<u>449,493</u>
Total Net Assets		<u>898,137</u>

TOTAL LIABILITIES & NET ASSETS

\$ 3,316,250

Community Action, Inc of Central Texas
Statement of Revenues
4 Months Ended February 28, 2026

Item 6.3.1

Federal & State Grant Revenue	\$ 5,090,503
Other Grant Revenue	17,029
Fee for Service Revenue	4,915
Fundraising/Donations	87,482
Interest Income	3,230
Program Income	<u>47,047</u>
 TOTAL REVENUES	 \$ <u>5,886,694</u>

Community Action, Inc of Central Texas
Statement of Functional Expenses
4 Months Ended February 28, 2026

Item 6.3.1

Salaries	3,051,387
Fringe Benefits	665,682
Supplies	172,708
Contractual	436,131
Rent	504,131
Telephone/Internet	34,855
Utilities	35,272
Miscellaneous	7,614
Insurance	130,610
Travel	46,612
Maintenance	40,028
Other Office Expense	57,341
Auto Expense	5,944
Employee Development	58,634
Interest & Bank Fees	911
Direct Assistance	471,423
Grant Awards	74,000
Depreciation	24,000
TOTAL EXPENDITURES	<u>5,823,153</u>

Community Action, Inc. of Central Texas
 Grant Financial Report
 As of February 28, 2026

Item 6.3.2

Community Services			Cumulative		% of	% of	
	Program	Current Budget	Expenditures To Date	Budget Balance	Budget Expended	Grant Period Completed	Grant FYE
3	CEAP (Energy Assistance) 2026	\$1,151,094	\$243,845	\$907,249	21.18%	16%	12/31/2026
4	CEAP (Energy Assistance) 2026 SUPP	\$71,200	\$0	\$71,200	0.00%	16%	12/31/2026
5	CSBG 2025 Allocation	\$341,788	\$329,377	\$12,411	96.37%	95%	3/31/2026
6	Senior Citizens - CAPCO	\$69,700	\$29,591	\$40,109	42.45%	41%	9/30/2026
7	Senior Citizens - COSM	\$24,000	\$0	\$24,000	0.00%	16%	12/31/2026
8	Sr Citizens - B Johnson Foundation	\$15,000	\$476	\$14,524	3.17%	16%	12/31/2026
9	SM Youth Services	\$139,166	\$7,964	\$131,202	5.72%	7%	1/31/2027
10	TX Youth Action Network 24-25	\$80,000	\$49,043	\$30,957	61.30%	66%	10/31/2026
11	TBRA City of SM/Southside	\$40,000	\$3,641	\$36,359	9.10%	15%	12/31/2026
12	First Presbyterian Church Relief	<u>\$2,994</u>	<u>\$0</u>	<u>\$2,994</u>	0.00%	26%	10/31/2026
Total Community Services		<u>\$1,934,942</u>	<u>\$663,937</u>	<u>\$1,271,005</u>			

- 4 CEAP Supp 2026 - Will not expend until CEAP 2026 fully expended
- 5 CSBG - Grant was extended to March 2026
- 12 First Presbyterian Church - Funds roll over to new year if unspent.

Child & Family Services						
Program	Current Budget	Cumulative Expenditures To Date	Budget Balance	% of Budget Expended	% of Grant Period Completed	Grant FYE
1 ST Davids - Home Visiting	\$189,995	\$8,845	\$181,150	4.66%	16%	12/31/2026
2 Head Start Program Federal Portion	\$7,629,068	\$2,303,157	\$5,325,911	30.19%	33%	10/31/2026
3 Child Care Food Program	\$499,905	\$191,768	\$308,137	38.36%	41%	9/30/2026
4 Texas Home Visiting	\$948,211	\$484,940	\$463,271	51.14%	49%	8/31/2026
5 Texas Home Visiting ECSB	\$936,500	\$778,804	\$157,696	83.16%	83%	9/30/2026
6 Texas School Ready	\$94,689	\$41,016	\$53,673	43.32%	58%	7/31/2026
Total Child & Family Services	<u>\$10,298,368</u>	<u>\$110,928</u>	<u>\$6,489,838</u>			

- 5 Texas Home Visiting ECSB - Funds will continue until fully expended which is expected in September 2026.
- 6 Texas School Ready - Was without the one staff member for the month of August for this grant

Literacy & Workforce Development

Program	Current Budget	Cumulative Expenditures To Date	Budget Balance	% of Budget Expended	% of Grant Period Completed	Grant FYE
1 Adult Basic Ed. (Fed Share) 25-26	\$2,005,362	\$919,201	\$1,086,161	45.84%	66%	6/30/2026
2 Adult Basic Ed. (EL Civics) 25-26	\$954,938	\$395,214	\$559,724	41.39%	66%	6/30/2026
3 Adult Basic Ed. - Bastrop Bldg	\$25,000	\$17,540	\$7,460	70.16%	80%	5/31/2026
Total Adult Education	<u>\$2,985,300</u>	<u>\$1,331,955</u>	<u>\$1,653,345</u>			

- 1 Adult Basic Ed. (Fed Share) 25-26 Were awarded the funds the first of August so started 2 months late
- 2 Adult Basic Ed. (EL Civics) 25-26 Were just awarded the funds the first of August so started 2 months late
- 3 Adult Basic Ed. Bastrop Building - Will begin to pay rent for full building where have only been paying for 1/2 in previous years

Community Health Services

Program	Current Budget	Cumulative Expenditures To Date	Budget Balance	% of Budget Expended	% of Grant Period Completed	Grant FYE
1 Family Planning - Title X	\$155,072	\$121,012	\$34,060	78.04%	91%	3/31/2026
2 Healthy Texas Women - Fee	\$60,000	\$45,570	\$14,430	75.95%	49%	8/31/2026
3 HHSC Family Planning - Fee	\$172,412	\$137,884	\$34,528	79.97%	49%	8/31/2026
4 HHSC Family Planning - Cat	\$43,103	\$31,079	\$12,024	72.10%	49%	8/31/2026
5 Expanded Services	\$12,000	\$457	\$11,543	3.81%	33%	10/31/2026
6 Ryan White Part - B	\$78,000	\$90,322	-\$12,322	115.80%	91%	3/31/2026
7 HIV HSS	\$429,371	\$182,400	\$246,971	42.48%	49%	8/31/2026
8 HOPWA	\$383,000	\$168,707	\$214,293	44.05%	49%	8/31/2026
9 Ryan White Part - A	\$66,671	\$66,671	\$0	100.00%	100%	2/28/2026
10 Ryan White Part - C	\$122,648	\$0	\$122,648	0.00%	16%	12/31/2026
11 BCCS - Communicare	\$100,000	\$96,255	\$3,745	96.26%	116%	12/31/2025
12 St Davids - We all Benefit	\$1,000,000	\$343,924	\$656,076	34.39%	71%	9/30/2026
13 St Davids - Intermediary	\$375,000	\$190,179	\$184,821	50.71%	58%	12/31/2026
Community Health Total	\$3,177,277	\$1,548,156	\$1,522,817			
AGENCY TOTAL	\$18,395,887	\$3,654,976	\$10,937,005			
Administrative Cost	\$1,206,521	\$285,508	\$921,013	23.66%	33%	10/31/2026

- 1 Family Planning - Title X - Expenditures will be increase the next few months. Expect to be fully expended by 3/31
- 2 Healthy Texas Women - These funds are based on client services and not a reimbursement grant. Amount is unlimited based on revenue
- 10 Ryan White Part -C - Although Included we have not received grant award yet.
- 31 St Davids - We all Benefit - Additional staff are scheduled to be hired in year 2 and have planned expenditures in year 2 and expect grant extension

Community Action, Inc. of Central Texas
 Non-Federal Funds
 As of February 28, 2026

Item 6.3.2

Program	Beginning 2/1/2026	Revenues	Expenditures	Balance 1/31/2026
HIV Non -Federal/Donor	64,958.37	108.00	4,595.10	60,471.27
Breast Cancer Donor	3,877.85	1,362.20	5,240.05	0.00
AE Non Federal/Donor	10,877.79	560.00	794.54	10,643.25
Heath Services Donor	2,005.24	0.00	0.00	2,005.24
Head Start Donor	4,277.11	39.50	0.00	4,316.61
Head Start Policy Council	3,906.03	0.00	0.00	3,906.03
Season for Caring - Daugherty	3,714.43	0.00	1,394.71	2,319.72
Season for Caring - Reyna/Fa	68,328.54	0.00	3,127.04	65,201.50
Youth Services Donor Fund	43.03	0.00	0.00	43.03
Sr Citizen Donor	20,396.85	0.00	0.00	20,396.85
	<u>182,385.24</u>	<u>2,069.70</u>	<u>15,151.44</u>	<u>169,303.50</u>

General Ledger System

COMMUNITY ACTION, INC.

For User: Kherington

Category Statement of Operations for: 270 - HEAD START PROG 25-26

Report year: 11/1/2025 thru 10/31/2026

Period ending: February 2026

Page: Page 1 of 4

Date: 3/18/2026

Time: 4:14:22 PM

Account	-----Monthly-----			-----To Date-----			Annual budget	Unexpended
	Budget	Expenditures	Pct	Budget	Expenditures	Pct		
Expenditures								
SALARIES								
5000 SALARIES	\$389,474.00	\$347,061.29	89.11%	\$1,557,896.00	\$1,385,458.06	88.93%	\$4,673,713.00	\$3,288,254.94
Total SALARIES	\$389,474.00	\$347,061.29	89.11%	\$1,557,896.00	\$1,385,458.06	88.93%	\$4,673,713.00	\$3,288,254.94
FRINGE BENEFITS								
5150 FICA	\$25,981.00	\$25,286.24	97.33%	\$103,924.00	\$101,734.24	97.89%	\$311,788.00	\$210,053.76
5151 HEALTH/LIFE INSURANCE	\$50,461.00	\$41,264.24	81.77%	\$201,844.00	\$174,078.99	86.24%	\$605,563.00	\$431,484.01
5152 TWC	\$7,631.00	\$9,058.43	118.71%	\$30,524.00	\$30,845.01	101.05%	\$91,603.00	\$60,757.99
5153 WORKMENS COMPENSATION	\$3,348.00	\$0.00	0.00%	\$13,392.00	\$0.00	0.00%	\$40,194.00	\$40,194.00
5154 RETIREMENT PLAN	\$3,661.00	\$3,300.44	90.15%	\$14,644.00	\$12,936.70	88.34%	\$43,966.00	\$31,029.30
Total FRINGE BENEFITS	\$91,082.00	\$78,909.35	86.64%	\$364,328.00	\$319,594.94	87.72%	\$1,093,114.00	\$773,519.06
TRAVEL								
5232 OUT-OF-AREA TRAVEL	\$925.00	\$1,297.04	140.22%	\$3,700.00	\$20,490.92	553.81%	\$11,108.00	(\$9,382.92)
Total TRAVEL	\$925.00	\$1,297.04	140.22%	\$3,700.00	\$20,490.92	553.81%	\$11,108.00	(\$9,382.92)
SUPPLIES								
5401 OFFICE SUPPLIES	\$1,258.00	\$646.82	51.42%	\$5,032.00	\$2,149.37	42.71%	\$15,124.00	\$12,974.63
5402 PROGRAM SUPPLIES	\$2,428.00	\$1,248.29	51.41%	\$9,712.00	\$3,869.40	39.84%	\$29,145.00	\$25,275.60
5407 ERISA SUPPLIES	\$32.00	\$0.00	0.00%	\$128.00	\$0.00	0.00%	\$400.00	\$400.00
5408 KITCHEN SUPPLIES	\$2,166.00	\$2,718.12	125.49%	\$8,664.00	\$4,957.56	57.22%	\$26,000.00	\$21,042.44
5411 PARENT CENTER SUPPLIES	\$783.00	\$751.65	96.00%	\$3,132.00	\$3,553.90	113.47%	\$9,400.00	\$5,846.10
5412 STAFF TRAINING SUPPLIES	\$656.00	\$0.00	0.00%	\$2,624.00	\$325.04	12.39%	\$7,903.00	\$7,577.96
5413 JANITORIAL SUPPLIES	\$2,937.00	\$262.69	8.94%	\$11,748.00	\$5,986.18	50.95%	\$35,250.00	\$29,263.82
5415 VEHICLE SUPPLIES	\$24.00	\$0.00	0.00%	\$96.00	\$0.00	0.00%	\$300.00	\$300.00
5417 DENTAL SUPPLIES	\$41.00	\$0.00	0.00%	\$164.00	\$0.00	0.00%	\$500.00	\$500.00
5418 CHILD EDU.SUPPL./LIBRARY	\$1,349.00	\$667.07	49.45%	\$5,396.00	\$1,858.67	34.45%	\$16,200.00	\$14,341.33
5421 HYGIENIC/1ST AIDE SUPPLIE	\$166.00	\$689.75	415.51%	\$664.00	\$1,148.46	172.96%	\$2,000.00	\$851.54
5422 MAINTENANCE MATERIALS	\$658.00	\$904.43	137.45%	\$2,632.00	\$3,662.62	139.16%	\$7,900.00	\$4,237.38

General Ledger System

COMMUNITY ACTION, INC.

For User: Kherington

Category Statement of Operations for: 270 - HEAD START PROG 25-26

Report year: 11/1/2025 thru 10/31/2026

Period ending: February 2026

Page: Page 2 of 4

Date: 3/18/2026

Time: 4:14:27 PM

Account	-----Monthly-----			-----To Date-----			Annual budget	Unexpended
	Budget	Expenditures	Pct	Budget	Expenditures	Pct		
5423 GLOVES	\$0.00	\$363.24	0.00%	\$0.00	\$1,272.26	0.00%	\$0.00	(\$1,272.26)
5424 POSTAGE & FREIGHT CHARGES	\$107.00	\$0.00	0.00%	\$428.00	\$262.17	61.25%	\$1,300.00	\$1,037.83
5425 TECHNOLOGY SUPPLIES	\$416.00	\$0.00	0.00%	\$1,664.00	\$54.30	3.26%	\$5,000.00	\$4,945.70
5426 MENTAL HEALTH SUPPLIES	\$33.00	\$260.56	789.58%	\$132.00	\$260.56	197.39%	\$400.00	\$139.44
5427 ADULT ED TEST SUPPLIES	\$206.00	\$0.00	0.00%	\$824.00	\$0.00	0.00%	\$2,477.00	\$2,477.00
5429 DIAPERS	\$1,849.00	\$186.22	10.07%	\$7,396.00	\$5,794.00	78.34%	\$22,200.00	\$16,406.00
5451 EQUIPMENT <\$5000	\$0.00	\$1,873.99	0.00%	\$0.00	\$14,167.30	0.00%	\$0.00	(\$14,167.30)
Total SUPPLIES	\$15,109.00	\$10,572.83	69.98%	\$60,436.00	\$49,321.79	81.61%	\$181,499.00	\$132,177.21
CONTRACTUAL								
5507 CONTRACTUAL-BONHAM	\$19,597.00	\$44,004.48	224.55%	\$78,388.00	\$44,004.48	56.14%	\$235,169.00	\$191,164.52
5510 CONTRACTUAL	\$16,051.00	\$14,573.05	90.79%	\$64,204.00	\$50,160.42	78.13%	\$192,645.00	\$142,484.58
5550 LITERACY SERVICES	\$583.00	\$0.00	0.00%	\$2,332.00	\$0.00	0.00%	\$7,000.00	\$7,000.00
5557 CONTRACTUAL/MENTAL HEALTH	\$208.00	\$0.00	0.00%	\$832.00	\$0.00	0.00%	\$2,500.00	\$2,500.00
Total CONTRACTUAL	\$36,439.00	\$58,577.53	160.76%	\$145,756.00	\$94,164.90	64.60%	\$437,314.00	\$343,149.10
OTHER								
5601 RENT/BUILDING LEASE	\$2,557.00	\$2,070.48	80.97%	\$10,228.00	\$6,520.48	63.75%	\$30,703.00	\$24,182.52
5602 TELEPHONE	\$2,506.00	\$2,362.18	94.26%	\$10,024.00	\$8,773.57	87.53%	\$30,100.00	\$21,326.43
5603 UTILITIES	\$5,788.00	\$7,860.92	135.81%	\$23,152.00	\$24,582.48	106.18%	\$69,489.00	\$44,906.52
5604 PEST CONTROL SERVICES	\$541.00	\$990.00	182.99%	\$2,164.00	\$3,850.00	177.91%	\$6,500.00	\$2,650.00
5606 ALARM FEE	\$241.00	\$143.95	59.73%	\$964.00	\$1,139.80	118.24%	\$2,900.00	\$1,760.20
5608 REPAIRS/MINOR BLDG.	\$4,249.00	(\$426.17)	-10.03%	\$16,996.00	\$21,949.65	129.15%	\$51,000.00	\$29,050.35
5609 INTERNET CONNECTION	\$1,245.00	\$962.58	77.32%	\$4,980.00	\$3,905.96	78.43%	\$14,950.00	\$11,044.04
5613 INSURANCE/GENL LIABILITY	\$2,822.00	\$0.00	0.00%	\$11,288.00	\$38,318.85	339.47%	\$33,868.00	(\$4,450.85)
5614 INSURANCE/VEHICLE	\$1,533.00	\$0.00	0.00%	\$6,132.00	\$32,774.00	534.47%	\$18,400.00	(\$14,374.00)
5619 ANNUAL GAS INSPECTION	\$274.00	\$0.00	0.00%	\$1,096.00	\$1,119.26	102.12%	\$3,300.00	\$2,180.74
5621 FUEL & OIL	\$491.00	(\$41.33)	-8.42%	\$1,964.00	\$644.26	32.80%	\$5,900.00	\$5,255.74
5622 VEHICLE LICENSE & REGIST.	\$66.00	\$0.00	0.00%	\$264.00	\$0.00	0.00%	\$800.00	\$800.00
5623 VEHICLE MAINTENANCE	\$581.00	\$732.99	126.16%	\$2,324.00	\$2,383.09	102.54%	\$6,982.00	\$4,598.91

General Ledger System

COMMUNITY ACTION, INC.

For User: Kherington

Category Statement of Operations for: 270 - HEAD START PROG 25-26

Report year: 11/1/2025 thru 10/31/2026

Period ending: February 2026

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Date: 3/18/2026

Time: 4:14:28 PM

Account	-----Monthly-----			-----To Date-----			Annual budget	Unexpended
	Budget	Expenditures	Pct	Budget	Expenditures	Pct		
5631 PARENT LOCAL TRAVEL	\$0.00	\$0.00	0.00%	\$0.00	\$108.00	0.00%	\$0.00	(\$108.00)
5632 STAFF LOCAL TRAVEL	\$1,623.00	\$1,267.12	78.07%	\$6,492.00	\$3,400.22	52.38%	\$19,500.00	\$16,099.78
5633 FOOD/CHILDREN	\$8,145.00	\$47.44	0.58%	\$32,580.00	\$30,337.20	93.12%	\$97,745.00	\$67,407.80
5634 FOOD/STAFF TRAINING/MTG.	\$491.00	\$196.40	40.00%	\$1,964.00	\$1,648.30	83.93%	\$5,900.00	\$4,251.70
5635 PC FOOD/SUPPLIES EXPENSES	\$124.00	\$0.00	0.00%	\$496.00	\$472.33	95.23%	\$1,500.00	\$1,027.67
5640 DATA PROCESSING	\$474.00	\$65.97	13.92%	\$1,896.00	\$3,113.88	164.23%	\$5,700.00	\$2,586.12
5643 INDOOR EQUIP.MAINT,	\$216.00	\$0.00	0.00%	\$864.00	\$106.08	12.28%	\$2,600.00	\$2,493.92
5644 KITCHEN EQUIP. MAINT.	\$1,816.00	\$1,705.67	93.92%	\$7,264.00	\$6,781.13	93.35%	\$21,800.00	\$15,018.87
5645 PLAYGROUND MAINT.	\$1,666.00	\$0.00	0.00%	\$6,664.00	\$29.99	0.45%	\$20,000.00	\$19,970.01
5647 POSTAGE & FREIGHT	\$16.00	\$0.00	0.00%	\$64.00	\$0.00	0.00%	\$200.00	\$200.00
5651 ADVERTISING/EMPLOYMENT	\$29.00	\$287.97	993.00%	\$116.00	\$287.97	248.25%	\$350.00	\$62.03
5652 STAFF LICENSURE	\$191.00	\$180.00	94.24%	\$764.00	\$540.00	70.68%	\$2,300.00	\$1,760.00
5653 MEMBERSHIP DUES	\$466.00	\$0.00	0.00%	\$1,864.00	\$0.00	0.00%	\$5,600.00	\$5,600.00
5655 CONFE. REGIST./FEES/STAFF	\$4,533.00	\$777.68	17.16%	\$18,132.00	\$2,424.68	13.37%	\$54,408.00	\$51,983.32
5656 LICENSING OF SITES	\$74.00	\$0.00	0.00%	\$296.00	\$568.41	192.03%	\$900.00	\$331.59
5664 PROFESSIONAL DUES/FEES	\$0.00	\$3,585.00	0.00%	\$0.00	\$24,210.00	0.00%	\$0.00	(\$24,210.00)
5667 EMPLOYEE DEVELOPMENT	\$0.00	\$2,274.00	0.00%	\$0.00	\$2,274.00	0.00%	\$0.00	(\$2,274.00)
5670 BACKGROUND CHECKS	\$183.00	\$0.00	0.00%	\$732.00	\$31.96	4.37%	\$2,200.00	\$2,168.04
5675 MOVING EXPENSES	\$32.00	\$0.00	0.00%	\$128.00	\$0.00	0.00%	\$400.00	\$400.00
5685 TUITION FEES	\$333.00	\$0.00	0.00%	\$1,332.00	\$0.00	0.00%	\$4,000.00	\$4,000.00
5686 Health & Safety Inspectio	\$314.00	\$358.35	114.12%	\$1,256.00	\$1,354.35	107.83%	\$3,779.00	\$2,424.65
5689 MISC SHARED EXPENSES	\$57,217.00	\$48,997.16	85.63%	\$228,868.00	\$204,295.07	89.26%	\$686,615.00	\$482,319.93
5694 CHILDPLUS/PAT/BBT	\$1,037.00	\$0.00	0.00%	\$4,148.00	\$5,900.00	142.24%	\$12,453.00	\$6,553.00
5701 MEDICAL SERVICES	\$16.00	\$0.00	0.00%	\$64.00	\$265.98	415.59%	\$200.00	(\$65.98)
5704 DENTAL SERV.FOLLOW UP	\$41.00	\$0.00	0.00%	\$164.00	\$0.00	0.00%	\$500.00	\$500.00
5710 EMPLOYEE MEDICAL EXAMS	\$158.00	\$15.00	9.49%	\$632.00	\$15.00	2.37%	\$1,900.00	\$1,885.00
5713 STIPENDS/FAM INCENTIVES	\$638.00	\$0.00	0.00%	\$2,552.00	\$0.00	0.00%	\$7,672.00	\$7,672.00
Total OTHER	\$102,727.00	\$74,413.36	72.44%	\$410,908.00	\$434,125.95	105.65%	\$1,233,114.00	\$798,988.05

General Ledger System

COMMUNITY ACTION, INC.

For User: Kherington

Category Statement of Operations for: 270 - HEAD START PROG 25-26

Report year: 11/1/2025 thru 10/31/2026

Period ending: February 2026

Page: Page 4 of 4

Date: 3/18/2026

Time: 4:14:30 PM

Account	----- <i>Monthly</i> -----			----- <i>To Date</i> -----			Annual budget	Unexpended
	Budget	Expenditures	Pct	Budget	Expenditures	Pct		
EQUIPMENT								
Total EQUIPMENT	\$0.00	\$0.00	0.00%	\$0.00	\$0.00	0.00%	\$0.00	\$0.00
Total Expenditures	\$635,756.00	\$570,831.40	89.79%	\$2,543,024.00	\$2,303,156.56	90.57%	\$7,629,862.00	\$5,326,705.44
Excess (Deficit)	(\$635,756.00)	(\$570,831.40)		(\$2,543,024.00)	(\$2,303,156.56)		(\$7,629,862.00)	(\$5,326,705.44)

General Ledger System

COMMUNITY ACTION, INC.

For User: Kherington

Fund Expenditure report for: 270 - HEAD START PROG 25-26 (Fund status: Active)

Report year: 11/1/2025 thru 10/31/2026

Period ending: February 2026

Page: Page 1 of 1

Date: 3/18/2026

Time: 4:17:19 PM

Account	----- <i>Monthly</i> -----			----- <i>To Date</i> -----			Annual budget	Unexpended
	Budget	Expenditures	Pct	Budget	Expenditures	Pct		
Department: 120 IN-KIND								
5000 SALARIES	\$32,014.00	\$32,014.00	100.00%	\$128,056.00	\$128,056.00	100.00%	\$384,171.00	\$256,115.00
5402 PROGRAM SUPPLIES	\$17,940.00	\$17,940.00	100.00%	\$71,760.00	\$71,760.00	100.00%	\$215,280.00	\$143,520.00
5510 CONTRACTUAL	\$30,609.00	\$30,609.00	100.00%	\$122,436.00	\$122,436.00	100.00%	\$367,311.00	\$244,875.00
5601 RENT/BUILDING LEASE	\$77,309.00	\$77,309.00	100.00%	\$309,236.00	\$309,236.00	100.00%	\$927,714.00	\$618,478.00
5603 UTILITIES	\$1,250.00	\$1,250.00	100.00%	\$5,000.00	\$5,000.00	100.00%	\$15,000.00	\$10,000.00
Total for sub program ----->	\$159,122.00	\$159,122.00	100.00%	\$636,488.00	\$636,488.00	100.00%	\$1,909,476.00	\$1,272,988.00
Total for program ----->	\$159,122.00	\$159,122.00	100.00%	\$636,488.00	\$636,488.00	100.00%	\$1,909,476.00	\$1,272,988.00
Total for department 120 ----->	\$159,122.00	\$159,122.00	100.00%	\$636,488.00	\$636,488.00	100.00%	\$1,909,476.00	\$1,272,988.00
Fund Totals	\$159,122.00	\$159,122.00	100.00%	\$636,488.00	\$636,488.00	100.00%	\$1,909,476.00	\$1,272,988.00

**Child & Adult Care Food Program
Claim For Reimbursement Summary for February 2026**

02113 Status: Active
COMMUNITY ACTION, INC OF CENTRAL TEXAS
 DBA:
 215 S Reimer Ave Suite 130
 SAN MARCOS, TX 78666-0748
 County District Code: 105
 ESC: 13 TDA Region: 4

Month/Year Claimed	Adjustment Number	Date Received	Date Accepted	Date Processed	Reason Code
Feb 2026	0	03/19/2026	03/19/2026		Original

Head Start

Contracting Entity Totals	Meals/Snacks	Federal Rate	Reimbursement Amount
Breakfast			
Free	5,284	2.4600	12,998.64
Reduced	0	2.1600	0.00
Paid	0	0.4000	0.00
Total	5,284		12,998.64
Lunch			
Free	5,493	4.6000	25,267.80
Reduced	0	4.2000	0.00
Paid	0	0.4400	0.00
CIL	5,493	0.3050	1,675.37
Total	5,493		26,943.17
PM Snack			
Free	5,176	1.2600	6,521.76
Reduced	0	0.6300	0.00
Paid	0	0.1100	0.00
Total	5,176		6,521.76
Claim Reimbursement Total			46,463.57

Contracting Entity Claim Reimbursement Totals	Meal Reimbursement	CIL Reimbursement	Totals
Current Claim Reimbursement Total	44,788.20	1,675.37	46,463.57
Previous Claim Reimbursement Total	0.00	0.00	0.00
Net Claim Reimbursement Total	44,788.20	1,675.37	46,463.57

[Show Site Meal Details](#)

Created By: KHERINGTON10 on: 3/19/2026 8:41:57 AM Modified By: KHERINGTON10 on: 3/19/2026 8:44:58 AM

6.36

Payment Information	
Payment Due Date Mar 20, 2026	For online and phone payments, the deadline is 12 midnight ET, except on the statement closing date when the deadline is 8 p.m. ET.
	Upcoming statement closing date: March 26, 2026
New Balance \$28,393.22	Minimum Payment Due \$14,893.22
<p>LATE PAYMENT WARNING: You are required to pay your minimum payment. If we do not receive your minimum payment by your due date, you may have to pay a late fee of 2.99% of the unpaid portion of your Minimum Payment. You may be subject to additional late fees and your charging privileges may be suspended.</p> <p>MINIMUM PAYMENT WARNING: If you make only the minimum payment each period or pay any amount less than your full statement balance, you will be charged interest.</p> <p>If you would like information about credit counseling services, call 888-326-8055.</p>	

Account Summary	
Previous Balance	\$15,505.91
Payments	- \$15,505.91
Other Credits	- \$91.12
Transactions	+ \$28,484.34
Cash Advances	+ \$0.00
Fees Charged	+ \$0.00
Interest Charged	+ \$0.00
New Balance	= \$28,393.22
Pay Over Time Limit	\$15,000.00
Eligible Carry-Over Amount (as of Feb 23)	\$13,500.00
Cash Advance Credit Limit	\$1,500.00
Available Credit for Cash Advances	\$1,500.00

Rewards Summary		Rewards as of: 02/23/2026	
Rewards Balance	\$563.35	Track and redeem your rewards with our mobile app or on capitalone.com	
Previous Balance	\$8,254.27	Earned This Period	\$566.50
		Redeemed this period	-\$8,257.42

Account Notifications

Please check page 6 of this statement for your Account Notifications.

Pay or manage your account at capitalone.com

Customer Service: 800-867-0904

See reverse for Important Information



DOUGLAS D MUDD
 COMMUNITY ACTION, INC. OF CENTRAL TX
 PO BOX 748
 SAN MARCOS, TX 78667-0748



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Payment Due Date: **Mar 20, 2026**

Account ending in 7115

New Balance	Minimum Payment Due	Amount Enclosed
\$28,393.22	\$14,893.22	\$ _____

Capital One
 P.O. Box 60519
 City of Industry CA 91716-0519

Please send us this portion of your statement and only one check (or one money order) payable to Capital One to ensure your payment is processed promptly. Allow at least seven business days for delivery.



How can I Avoid Paying Interest Charges? If you pay your New Balance in full by the due date each month, we will not charge interest on any purchase amounts or portions of purchase amounts that are allocated to your Pay Over Time balance. If you have been paying your statement balance in full without Interest Charges, but fail to pay your next New Balance in full, we will charge interest on the unpaid Pay Over Time balance. Promotional offers may allow you to pay less than the total New Balance and avoid paying interest on new transactions that post to your purchase balance. See the front of your statement for additional information.

How is the Interest Charge Determined on my Pay Over Time Balance? Interest Charges accrue from the first day of the billing period. Interest accrues daily on the unpaid Pay Over Time balance until it is paid in full. Interest accrued during a billing period posts to your account at the end of the billing period and appears on your next statement. You may owe Interest Charges even if you pay the entire New Balance one month, but did not do so the previous month. Once you start accruing Interest Charges, you generally must pay your New Balance in full two consecutive Billing Cycles before Interest Charges stop being posted to your Statement. Interest Charges are added to the Pay Over Time balance.

Can My Pay Over Time Balance Exceed My Pay Over Time Limit? While eligible purchase amounts or portions of purchase amounts will not cause your Pay Over Time balance to exceed your Pay Over Time Limit, Interest Charges and fees (other than cash advance fees, if any) will be allocated to your Pay Over Time balance and may cause your Pay Over Time balance to exceed your Pay Over Time Limit. Additionally, any portion of a payment that was originally allocated to your Pay Over Time balance and later returned may be re-allocated to your Pay Over Time balance and could cause your Pay Over Time balance to exceed your Pay Over Time Limit. If your Pay Over Time balance exceeds your Pay Over Time limit, the amount above your Pay Over Time limit may also be subject to interest charges and must be paid in full by the applicable due date.

Do you assess a Minimum Interest Charge? We may assess a minimum Interest Charge of \$0.00 for each billing period if your account is subject to an Interest Charge.

How do you Calculate the Interest Charge? We use a method called Average Daily Balance (excluding new purchases).

1. First, we take the beginning Pay Over Time balance each day and add the periodic Interest Charge on the previous day's Pay Over Time balance. Then we subtract any payments and credits applied to the Pay Over Time balance as of that day. The result is the daily balance. However, new purchase amounts are not added to the daily balance.

2. Next, we add the daily Pay Over Time balances together and divide the sum by the number of days in the Billing Cycle.

3. At the end of each Billing Cycle, we multiply your Average Daily Balance by the Pay Over Time Purchase daily periodic rate (Pay Over Time Purchase APR divided by 365), and then we multiply the result by the number of days in the billing period. The result is your total Interest Charge for the Billing Cycle.

The Average Daily Balance is referred to as the Balance Subject to Interest Rate in the Interest Charge Calculation section of this Statement.

NOTE: Due to rounding or a minimum Interest Charge, this calculation may vary slightly from the Interest Charge actually assessed.

How can I Avoid Membership Fees? If a Renewal Notice is printed on this statement, you may avoid paying an annual membership Fee by contacting Customer Service fewer than 40 days after the annual membership Fee was assessed to request that we close your account. To avoid paying a monthly membership Fee, close your account and we will stop assessing your monthly membership Fee.

How can I Close My Account? You can contact Customer Service anytime to request that we close your account.

How do you Process Payments? When you make a payment, you can authorize us to initiate an ACH or electronic payment that will be debited from your bank account or other related account. When you provide a check or check information to make a payment, you authorize us to use information from the check to make a one-time ACH or other electronic transfer from your bank account. We may also process it as a check transaction. Funds may be withdrawn from your bank account as soon as the same day we process your payment.

How do you Apply My Payment? We will apply payments up to your Minimum Payment first to the Pay In Full balance, then to the Pay Over Time balance with the lowest APR (including 0% APR), and then to Pay Over Time balances with higher APRs. We apply any part of your payment exceeding your Minimum Payment to the Pay Over Time balance with the highest APR, and then to any Pay Over Time balances with lower APRs. We apply payments to billed balances before applying them to new transactions posted after the statement closing date.

Billing Rights Summary (Does not Apply to Small Business Accounts)

What To Do If You Think You Find A Mistake On Your Statement: If you think there is an error on your statement, write to us at:

P.O. Box 30285 Salt Lake City, UT 84130-0285.

In your letter, give us the following information:

- Account information: Your name and account number.
- Dollar amount: The dollar amount of the suspected error.
- Description of Problem: If you think there is an error on your bill, describe what you believe is wrong and why you believe it is a mistake. You must contact us within 60 days after the error appeared on your statement. You must notify us of any potential errors in writing. You may call us or notify us electronically, but if you do we are not required to investigate any potential errors and you may have to pay the amount in question. We will notify you in writing within 30 days of our receipt of your letter. While we investigate whether or not there has been an error, the following are true:
 - We cannot try to collect the amount in question, or report you as delinquent on that amount. The charge in question may remain on your statement, and we may continue to charge you interest on that amount. But, if we determine that we made a mistake, you will not have to pay the amount in question or any interest or other fees related to that amount.
 - While you do not have to pay the amount in question until we send you a notice about the outcome of our investigation, you are responsible for the remainder of your balance.
 - We can apply any unpaid amount against your credit limit. Within 90 days of our receipt of your letter, we will send you a written notice explaining either that we corrected the error (to appear on your next statement) or the reasons we believe the bill is correct.

Your Rights If You Are Dissatisfied With Your Purchase: If you are dissatisfied with the goods or services that you have purchased with your credit card, and you have tried in good faith to correct the problem with the merchant, you may have the right not to pay the remaining amount due on the purchase. To use this right, the following must be true:

- 1) You must have used your credit card for the purchase. Purchases made with cash advances from an ATM or with a check that accesses your credit card account do not qualify; and
 - 2) You must not yet have fully paid for the purchase.
- If all of the criteria above are met and you are still dissatisfied with the purchase, contact us in writing at: P.O. Box 30285, Salt Lake City, UT 84130-0285. While we investigate, the same rules apply to the disputed amount as discussed above. After we finish our investigation, we will tell you our decision. At that point, if we think you owe an amount and you do not pay we may report you as delinquent.

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ETC-40 08/29/2025



Pay online at capitalone.com



Pay using the Capital One mobile app



Customer Service 800-867-0904

Changing your mailing address?

You can change your address by signing into your account online or by calling Customer Service.

Any written request on this form will not be honored.

How do I Make Payments? You may make your payment in several ways:

1. Online Banking by logging into your account;
2. Capital One Mobile Banking app for approved electronic devices;
3. Calling the telephone number listed on the front of this statement and providing the required payment information;
4. Sending mail payments to the address on the front of this statement with the payment coupon or your account information.

What is the cutoff time to make a same day payment?

- ◆ For online and phone payments, payments submitted by 12 midnight ET will typically post on the same day. However, if you pay your bill on your statement closing date, payments made after 8 p.m. ET will post on the following day. Keep in mind, it may take another business day or longer for credit to be available.
- ◆ For mail, as of the business day we receive it, as long as it is received by 5 p.m. local time at our processing center. You must send the bottom portion of this statement and your check to the payment address on the front of this statement. Please allow at least seven (7) business days for mail delivery. Mailed payments received by us at any other location or payments in any other form may not be credited as of the day we receive them.

Transactions

Visit capitalone.com to see detailed transactions.

DOUGLAS D MUDD #7115: Payments, Credits and Adjustments

Trans Date	Post Date	Description	Amount
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DOUGLAS D MUDD #7115: Transactions

Trans Date	Post Date	Description	Amount
Jan 28	Jan 29	ZOOM.COM 888-799-9666SAN JOSECA	\$835.62
Jan 29	Jan 29	DIGITALSPACE8887400502NV	\$12.43
Feb 1	Feb 2	GOOGLE*SVCSCOMMUNITYACWILMINGTONDE	\$104.85
Feb 1	Feb 2	PY *SM GATEWAY STORAGESAN MARCOSTX	\$527.00
Feb 5	Feb 6	DOLLARTREESAN MARCOSTX	\$33.00
Feb 5	Feb 6	PAPA JOHN'S #0897SAN MARCOSTX	\$57.56
Feb 11	Feb 12	MED*HANGER CLINICAUSTINTX	\$425.00
Feb 11	Feb 12	PAPA JOHN'S #0897SAN MARCOSTX	\$67.71
Feb 17	Feb 18	PAPA JOHN'S #0897SAN MARCOSTX	\$76.75
Feb 19	Feb 20	JASON'S DELI SMC 750SAN MARCOSTX	\$211.95
DOUGLAS D MUDD #7115: Total Transactions			\$2,351.87

STACEY MARTINEZ #2274: Payments, Credits and Adjustments

Trans Date	Post Date	Description	Amount
Feb 1	Feb 3	HOLIDAY INN EXPRESSCEDAR HILLTX	-\$41.12
Feb 1	Feb 3	HOLIDAY INN EXPRESSCEDAR HILLTX	-\$50.00

STACEY MARTINEZ #2274: Transactions

Trans Date	Post Date	Description	Amount
Jan 29	Jan 30	LYFT *RIDE THU 1PMSAN FRANCISCOCA	\$57.26
Jan 29	Jan 30	LYFT *RIDE THU 3PMSAN FRANCISCOCA	\$16.98
Jan 29	Jan 30	LYFT *RIDE THU 8AMSAN FRANCISCOCA	\$55.94
Jan 29	Jan 30	LYFT *RIDE THU 9AMSAN FRANCISCOCA	\$65.92
Jan 29	Jan 30	LYFT *RIDE THU 9AMSAN FRANCISCOCA	\$50.97
Jan 29	Jan 30	DOLLAR TREESAN MARCOSTX	\$73.75
Jan 30	Jan 31	BCBS HEALTH INS PAYMNTCHICAGOIL	\$573.23
Jan 31	Feb 2	BCBS HEALTH INS PAYMNTCHICAGOIL	\$425.27
Feb 1	Feb 2	YSI*THE BECKETTAUSTINTX	\$161.47
Feb 1	Feb 3	HOLIDAY INN EXPRESSCEDAR HILLTX	\$357.47
Feb 1	Feb 3	HOLIDAY INN EXPRESSCEDAR HILLTX	\$366.35
Feb 1	Feb 3	HOLIDAY INN EXPRESSCEDAR HILLTX	\$316.35
Feb 1	Feb 3	HOLIDAY INN EXPRESSCEDAR HILLTX	\$316.35
Feb 1	Feb 3	HOLIDAY INN EXPRESSCEDAR HILLTX	\$316.35

Additional Information on the next page

Transactions (Continued)

Trans Date	Post Date	Description	Amount
Feb 1	Feb 3	HOLIDAY INN EXPRESSCEDAR HILLTX	\$171.95
Feb 2	Feb 3	ESIPLANOTX	\$45.62
Feb 2	Feb 4	HOLIDAY INN EXPRESSCEDAR HILLTX	\$316.35
Feb 3	Feb 4	BCBS HEALTH INS PAYMNTCHICAGOIL	\$641.59
Feb 3	Feb 4	YSI*ONLINE PROPERTY PPFLUGERVILLETX	\$1,658.04
Feb 3	Feb 4	COMPLY ARENAEXTONPA	\$179.00
Feb 4	Feb 5	OFFICE DEPOT #689SAN MARCOSTX	\$117.78
Feb 5	Feb 6	LYFT *CANCEL FEESAN FRANCISCOCA	\$5.00
Feb 8	Feb 9	BCBS HEALTH INS PAYMNTCHICAGOIL	\$945.50
Feb 8	Feb 9	BCBS HEALTH INS PAYMNTCHICAGOIL	\$1,178.00
Feb 10	Feb 11	LYFT *RIDE TUE 8AMSAN FRANCISCOCA	\$9.97
Feb 10	Feb 11	LYFT *RIDE TUE 9AMSAN FRANCISCOCA	\$6.94
Feb 11	Feb 12	TRIBUTE STORE FLOWERSWAUNAKEEWI	\$194.88
Feb 13	Feb 14	OPENAI *CHATGPT SUBSCRSAN FRANCISCOCA	\$21.28
Feb 17	Feb 18	PIERATTS PHARMACYGIDDINGSTX	\$29.46
Feb 18	Feb 19	LYFT *RIDE WED 12PMSAN FRANCISCOCA	\$17.92
Feb 18	Feb 19	LYFT *RIDE WED 9AMSAN FRANCISCOCA	\$27.97
Feb 18	Feb 19	Spectrum855-707-7328MO	\$50.26
Feb 18	Feb 19	BLUEBONNET ELECTRIC COBASTROPTX	\$305.22
Feb 19	Feb 20	LYFT *RIDE THU 10AMSAN FRANCISCOCA	\$51.93
Feb 19	Feb 20	LYFT *RIDE THU 11AMSAN FRANCISCOCA	\$36.93
STACEY MARTINEZ #2274: Total Transactions			\$9,165.25

KEITH HERINGTON #0229: Payments, Credits and Adjustments

Trans Date	Post Date	Description	Amount
Feb 17	Feb 17	CAPITAL ONE ONLINE PYMT	-\$15,505.91

KEITH HERINGTON #0229: Transactions

Trans Date	Post Date	Description	Amount
Jan 27	Jan 29	YEARLI.COMGRAND RAPIDSMI	\$40.87
Jan 27	Jan 29	YEARLI.COMGRAND RAPIDSMI	\$565.37
Jan 27	Jan 29	YEARLI.COMGRAND RAPIDSMI	\$197.54
Jan 27	Jan 29	YEARLI.COMGRAND RAPIDSMI	\$13.99
Jan 28	Jan 30	YEARLI.COMGRAND RAPIDSMI	\$245.22
Feb 2	Feb 3	HILL COUNTRY SPRINGSAUSITNTX	\$68.99
Feb 6	Feb 7	AdobeSan JoseCA	\$16.23
Feb 10	Feb 11	CCSI CONSENSUSLOS ANGELESCA	\$209.79
Feb 13	Feb 14	CENTERPOINT ENERGY ENTHOUSTONTX	\$94.77

Additional Information on the next page

Transactions (Continued)

Trans Date	Post Date	Description	Amount
Feb 13	Feb 14	CENTERPOINT ENERGY ENTHOUSTONTX	\$111.43
Feb 19	Feb 20	BLUEBONNET ELECTRIC COBASTROPTX	\$426.25
Feb 19	Feb 21	W2,1099,1095 EFILINGGRAND RAPIDSMI	\$1,310.58
Feb 22	Feb 23	I3P*TEXAS GAS SERVICETULSAOK	\$168.93
KEITH HERINGTON #0229: Total Transactions			\$3,469.96

MARY HELEN MARTINEZ #7930: Payments, Credits and Adjustments

Trans Date	Post Date	Description	Amount
MARY HELEN MARTINEZ #7930: Transactions			
Trans Date	Post Date	Description	Amount
Jan 29	Jan 30	TALAE2-F85E16T18323012851TX	\$2,100.00
Jan 29	Jan 30	TALAE2-F85E17T18323012851TX	\$525.00
Jan 29	Jan 30	TALAE2-F85E19T18323012851TX	\$450.00
Feb 6	Feb 7	NCS*GED EXAMBLOOMINGTONMN	\$725.00
Feb 10	Feb 11	TALAE2-F84E144T18323012851TX	\$150.00
Feb 11	Feb 12	DOUBLETREE HOTELSAUSTINTX	\$427.68
Feb 20	Feb 21	TST*DOS GATOS WONDER WSan MarcosTX	\$41.20
Feb 22	Feb 23	H-E-B #455SAN MARCOSTX	\$60.00
MARY HELEN MARTINEZ #7930: Total Transactions			\$4,478.88

DANIELLE ENGELKE #4209: Payments, Credits and Adjustments

Trans Date	Post Date	Description	Amount
DANIELLE ENGELKE #4209: Transactions			
Trans Date	Post Date	Description	Amount
Jan 29	Jan 30	HILTON CAPITALWASHINGTONDC	\$942.24
Jan 29	Jan 30	HAYS CO TX DEVELOP SERCARROLLONTX	\$2.35
Jan 29	Jan 30	HAYS CO TX DEVELOP SERCARROLLONTX	\$100.00
Jan 30	Jan 31	SQ *AWESOME RENTALS INKylеTX	\$534.00
Jan 30	Jan 31	DOMINO'S 6611SAN MARCOSTX	\$123.49
Feb 2	Feb 3	NATIONAL HEAD START ASALEXANDRIAVA	\$3,585.00
Feb 3	Feb 4	FSP*COUNCIL FOR PROFESWASHINGTONDC	\$250.00
Feb 4	Feb 5	HILL COUNTRY SPRINGSAUSITNTX	\$64.99
Feb 4	Feb 5	FSP*COUNCIL FOR PROFESWASHINGTONDC	\$1,025.00
Feb 5	Feb 6	CANVA* I04783-52352069CAMDENDE	\$82.27
Feb 10	Feb 10	STATEFOODSAFETYCOMORLANDOFL	\$999.00
Feb 11	Feb 12	CANVA* I04789-66482535CAMDENDE	\$102.85

Additional Information on the next page

Transactions (Continued)

Trans Date	Post Date	Description	Amount
Feb 11	Feb 12	TST*GARCIAS MEXICAN FOSan MarcosTX	\$268.00
Feb 13	Feb 14	HILL COUNTRY SPRINGS SAUSITNTX	\$4.99
Feb 18	Feb 19	CANVA* I04796-69727179CAMDENDE	\$102.85
Feb 18	Feb 19	IN *SAMUEL MENDEZSAN MARCOSTX	\$377.78
DANIELLE ENGELKE #4209: Total Transactions			\$8,564.81

MEGAN CAMPBELL #6230: Payments, Credits and Adjustments

Trans Date	Post Date	Description	Amount
MEGAN CAMPBELL #6230: Transactions			
Trans Date	Post Date	Description	Amount
Jan 30	Jan 31	TACO CABANA 20151 OLOSAN MARCOSTX	\$85.21
Feb 1	Feb 2	EVENTBRITE PRO SUBSAN FRANCISCOCA \$21.00 CAD 1.347881900 Exchange Rate	\$15.58
Feb 6	Feb 7	TST* KERBEY LANE CAFESAN MARCOSTX	\$203.78
Feb 11	Feb 12	COUNCILWASHINGTONDC	\$149.00
MEGAN CAMPBELL #6230: Total Transactions			\$453.57

Total Transactions for This Period **\$28,484.34**

Fees

Trans Date	Post Date	Description	Amount
Total Fees for This Period			\$0.00

Interest Charged

Interest Charge on Purchases	\$0.00
Interest Charge on Cash Advances	\$0.00
Interest Charge on Other Balances	\$0.00
Total Interest for This Period	\$0.00

Totals Year-to-Date

Total Fees charged	\$0.00
Total Interest charged	\$0.00

Interest Charge Calculation

Your Annual Percentage Rate (APR) is the annual interest rate on your account.

Type of Balance	Annual Percentage Rate (APR)	Balance Subject to Interest Rate	Interest Charged
Pay Over Time Purchases	25.74% P	\$0.00	\$0.00
Cash Advances	0.00%	\$0.00	\$0.00

Variable APRs: If you have a letter code displayed next to any of the above APRs, this means they are variable APRs. They may increase or decrease based on one of the following indices (reported in The Wall Street Journal) as described below.

Code next to your APR(s)	How do we calculate your APR(s)?	When your APR(s) will change
P L	Prime Rate + margin 3 month LIBOR + margin	The first day of the Billing Cycles that end in Jan., April, July and Oct.
D F	Prime Rate + margin 1 month LIBOR + margin	The first day of each Billing Cycle

How Minimum Payment is Calculated

If balance is less than your pay over time limit

If your balance is less than \$15, your minimum payment will be equal to your balance. Otherwise, your minimum payment will be the greater of \$15 or 10% of your balance plus new cash advance transactions, new interest, and new fees. We also add any past due amounts to your minimum payment.

If balance is greater than your pay over time limit

100% of your purchase balance in excess of your Pay Over Time Limit, plus 10% of your balance up to the Pay Over Time limit plus new cash advance transactions, new interest, and new fees. We also add any past due amounts to your minimum payment.

Account Notifications

- Please visit capitalone.com for your most current Rewards Program Terms and Conditions. You can also find changes to your Rewards by logging into your account and navigating to the Rewards FAQ section.
- Don't miss out on an additional 5% cash back when booking hotels and rental cars through Capital One Business Travel. Learn more at businesstravel.capitalone.com



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530486-EN

Posted Date	Description	Category		Account
2/3/2026	HILL COUNTRY SPRINGS	Water	68.99	053-117-5401
1/29/2026	YEARLI.COM	Software	13.99	053-117-5640
1/29/2026	YEARLI.COM	Software	197.54	053-117-5640
1/29/2026	YEARLI.COM	Software	565.37	053-117-5640
1/29/2026	YEARLI.COM	Software	40.87	053-117-5640
1/30/2026	YEARLI.COM	Software	245.22	053-117-5640
2/7/2026	Adobe	Software	16.23	053-117-5640
2/21/2026	W2,1099,1095 EFILING	Software	1310.58	053-117-5640
	SHARED TOTAL		2458.79	
2/12/2026	MED*HANGER CLINIC	Health Care	425.00	060-010-5601
2/4/2026	YSI*ONLINE PROPERTY P	Other Services	105.04	069-010-5601
2/2/2026	YSI*THE BECKETT	Other Services	161.47	069-010-5603
1/29/2026	DIGITALSPACE	Internet phone	12.43	120-010-5602
	COMMUNITY SERVICES TOTAL		703.94	
1/30/2026	DOLLAR TREE	Merchandise	73.75	182-010-5402
2/14/2026	OPENAI *CHATGPT SUBSCR	Software	21.28	182-010-5402
2/3/2026	HOLIDAY INN EXPRESS	Lodging	-50.00	182-010-5632
2/3/2026	HOLIDAY INN EXPRESS	Lodging	171.95	182-010-5632
2/3/2026	HOLIDAY INN EXPRESS	Lodging	-41.12	182-010-5632
2/3/2026	HOLIDAY INN EXPRESS	Lodging	316.35	182-010-5632
2/3/2026	HOLIDAY INN EXPRESS	Lodging	316.35	182-010-5632
2/3/2026	HOLIDAY INN EXPRESS	Lodging	316.35	182-010-5632
2/3/2026	HOLIDAY INN EXPRESS	Lodging	366.35	182-010-5632
2/3/2026	HOLIDAY INN EXPRESS	Lodging	357.47	182-010-5632
2/4/2026	HOLIDAY INN EXPRESS	Lodging	316.35	182-010-5632
2/6/2026	DOLLARTREE	Merchandise	33.00	183-010-5402
2/12/2026	PAPA JOHN'S #0897	Dining	67.71	183-010-5402
2/18/2026	PAPA JOHN'S #0897	Dining	76.75	183-010-5402
2/6/2026	PAPA JOHN'S #0897	Dining	57.56	183010-5634
2/20/2026	JASON'S DELI SMC 750	Dining	211.95	183-010-5634
	YOUTH SERVICES TOTAL		2612.05	
2/2/2026	EVENTBRITE PRO SUB	Merchandise	15.58	230-010-5666
1/31/2026	SQ *AWESOME RENTALS IN	Merchandise	534.00	270-010-25-5411
2/2/2026	PY *SM GATEWAY STORAGE	Storage	527.00	270-010-25-5601
2/11/2026	CCSI CONSENSUS	Internet Phone	69.93	270-010-25-5602
2/14/2026	CENTERPOINT ENERGY ENT	Utilities	111.43	270-010-25-5603
2/20/2026	BLUEBONNET ELECTRIC CO	Utilities	289.85	270-010-25-5603
2/23/2026	I3P*TEXAS GAS SERVICE	Utilities	114.87	270-010-25-5603
2/19/2026	IN *SAMUEL MENDEZ	Gas/Automotive	377.78	270-010-25-5623
2/5/2026	HILL COUNTRY SPRINGS	Water	64.99	270-010-25-5634
2/14/2026	HILL COUNTRY SPRINGS	Water	4.99	270-010-25-5634
2/6/2026	CANVA* I04783-52352069	Printing	82.27	270-010-25-5651
2/12/2026	CANVA* I04789-66482535	Printing	102.85	270-010-25-5651
1/30/2026	HAYS CO TX DEVELOP SER	Vehicle Registration	100.00	270-010-25-5686
1/30/2026	HAYS CO TX DEVELOP SER	Vehicle Registration	2.35	270-010-25-5686
2/12/2026	TST*GARCIAS MEXICAN FO	Dining	268.00	270-010-26-5402
2/11/2026	CCSI CONSENSUS	Internet Phone	34.96	270-010-26-5602
2/14/2026	CENTERPOINT ENERGY ENT	Utilities	94.77	270-010-26-5603

2/20/2026 BLUEBONNET ELECTRIC CO	Utilities	136.40	270-010-26-5603
2/23/2026 I3P*TEXAS GAS SERVICE	Utilities	54.06	270-010-26-5603
1/31/2026 DOMINO'S 6611	Dining	123.49	270-010-26-5634
1/29/2026 ZOOM.COM 888-799-9666	Phone/Cable	65.97	270-010-26-5640
2/19/2026 CANVA* I04796-69727179	Printing	102.85	270-010-26-5651
1/30/2026 TALAE2-F85E16T1	Registration	350.00	270-010-27-5655
2/12/2026 DOUBLETREE HOTELS	Lodging	427.68	270-010-27-5655
1/30/2026 HILTON CAPITAL	Lodging	942.24	270-114-26-5232
2/3/2026 NATIONAL HEAD START AS	Registration	3585.00	270-114-26-5664
2/4/2026 FSP*COUNCIL FOR PROFES	Registration	250.00	270-114-26-5667
2/5/2026 FSP*COUNCIL FOR PROFES	Registration	1025.00	270-114-26-5667
2/10/2026 STATEFOODSAFETYCOM	Registration	999.00	270-122-26-5667
1/31/2026 TACO CABANA 20151 OLO	Dining	85.21	288-010-5634
HEADSTART/HOMEVISITING TOTAL		10942.52	
2/4/2026 COMPLY ARENA	Professional Services	179.00	507-010-5655
2/12/2026 COUNCIL	Other	149.00	555-010-5430
2/7/2026 TST* KERBEY LANE CAFE	Dining	203.78	555-010-5634
HEALTH SERVICES TOTAL		531.78	
2/3/2026 ESI		45.62	626-010-5602
2/11/2026 CCSI CONSENSUS	Internet Phone	104.90	627-010-5602
2/18/2026 PIERATTS PHARMACY	Health Care	29.46	636-010-19-5528
1/31/2026 BCBS HEALTH INS PAYMNT	Insurance	573.23	636-010-20-5538
2/2/2026 BCBS HEALTH INS PAYMNT	Insurance	425.27	636-010-20-5538
2/4/2026 BCBS HEALTH INS PAYMNT	Insurance	641.59	636-010-20-5538
2/9/2026 BCBS HEALTH INS PAYMNT	Insurance	1178.00	636-010-20-5538
2/9/2026 BCBS HEALTH INS PAYMNT	Insurance	945.50	636-010-20-5538
2/5/2026 OFFICE DEPOT #689	Merchandise	117.78	636-060-5401
1/30/2026 LYFT *RIDE THU 9AM	Other Travel	50.97	636-060-5627
1/30/2026 LYFT *RIDE THU 9AM	Other Travel	65.92	636-060-5627
1/30/2026 LYFT *RIDE THU 8AM	Other Travel	55.94	636-060-5627
1/30/2026 LYFT *RIDE THU 3PM	Other Travel	16.98	636-060-5627
1/30/2026 LYFT *RIDE THU 1PM	Other Travel	57.26	636-060-5627
2/6/2026 LYFT *CANCEL FEE	Other Travel	5.00	636-060-5627
2/11/2026 LYFT *RIDE TUE 9AM	Other Travel	6.94	636-060-5627
2/11/2026 LYFT *RIDE TUE 8AM	Other Travel	9.97	636-060-5627
2/19/2026 LYFT *RIDE WED 9AM	Other Travel	27.97	636-060-5627
2/19/2026 LYFT *RIDE WED 12PM	Other Travel	17.92	636-060-5627
2/20/2026 LYFT *RIDE THU 11AM	Other Travel	36.93	636-060-5627
2/20/2026 LYFT *RIDE THU 10AM	Other Travel	51.93	636-060-5627
2/19/2026 Spectrum	Phone/Cable	50.26	651-010-5600
2/19/2026 BLUEBONNET ELECTRIC CO	Utilities	305.22	651-010-5603
2/12/2026 TRIBUTE STORE FLOWERS	Merchandise	194.88	651-010-6500
2/4/2026 YSI*ONLINE PROPERTY P	Other Services	1553.00	663-113-5601
RASP TOTAL		6568.44	
2/2/2026 GOOGLE*SVCSCOMMUNITYAC	Phone/Cable	29.96	910-010-5602
1/29/2026 ZOOM.COM 888-799-9666	Phone/Cable	417.81	910-010-5640
2/2/2026 GOOGLE*SVCSCOMMUNITYAC	Phone/Cable	14.97	910-111-5602
1/29/2026 ZOOM.COM 888-799-9666	Phone/Cable	43.98	910-111-5640
1/30/2026 TALAE2-F85E19T1	Registration	300.00	910-115-5655

1/30/2026 TALAE2-F85E17T1	Registration	375.00	910-115-5655
2/7/2026 NCS*GED EXAM	Testing	725.00	941-010-5427
2/2/2026 GOOGLE*SVCSCOMMUNITYAC	Phone/Cable	59.92	951-010-5602
1/29/2026 ZOOM.COM 888-799-9666	Phone/Cable	307.86	951-010-5640
1/30/2026 TALAE2-F85E19T1	Registration	150.00	951-115-5655
1/30/2026 TALAE2-F85E17T1	Registration	150.00	951-115-5655
1/30/2026 TALAE2-F85E16T1	Registration	1750.00	951-115-5655
2/11/2026 TALAE2-F84E144T1	Registration	150.00	951-115-5655
2/21/2026 TST*DOS GATOS WONDER W	Dining	41.20	981-010-5600
2/23/2026 H-E-B #455	Merchandise	60.00	981-010-5600
ADULT ED TOTAL		4575.70	
			28393.22

Sum of Amount			
VendorName	TransactionDate	ObjectName	Total
HEB Credit Receivables	2/1/2026	DIAPERS	24.97
		FOOD/CHILDREN	245.78
		FOOD/STAFF TRAINING/MTG.	2.93
		KITCHEN SUPPLIES	90.04
		PARENT CENTER SUPPLIES	12.6
	2/2/2026	FOOD/CHILDREN	335.71
		KITCHEN SUPPLIES	2.23
	2/3/2026	FOOD/CHILDREN	234.08
		JANITORIAL SUPPLIES	13.98
		KITCHEN SUPPLIES	61.5
	2/5/2026	DIAPERS	44.94
		FOOD/CHILDREN	17.94
		KITCHEN SUPPLIES	36.74
	2/9/2026	FOOD/CHILDREN	576.87
	2/10/2026	FOOD/CHILDREN	230.44
		KITCHEN SUPPLIES	161.06
	2/11/2026	PARENT CENTER SUPPLIES	37.65
	2/12/2026	PROGRAM SUPPLIES	140.06
	2/13/2026	PROGRAM SUPPLIES	15.9
	2/16/2026	FOOD/CHILDREN	758.31
		KITCHEN SUPPLIES	237.84
	2/17/2026	FOOD/CHILDREN	70.62
2/18/2026	FOOD/CHILDREN	48.41	
2/25/2026	PARENT CENTER SUPPLIES	24.25	
HEB Credit Receivables Total			3424.85
Lowe's Bus.Acct./SYNCB	2/4/2026	MAINTENANCE MATERIALS	150.7
	2/16/2026	MAINTENANCE MATERIALS	11.34
	2/18/2026	MAINTENANCE MATERIALS	23.7
	2/24/2026	MAINTENANCE MATERIALS	36.54
Lowe's Bus.Acct./SYNCB Total			222.28
TREVIPAY-WALMART	2/1/2026	KITCHEN SUPPLIES	24.88
	2/2/2026	MAINTENANCE MATERIALS	18.78
	2/3/2026	MAINTENANCE MATERIALS	11.92
	2/4/2026	MAINTENANCE MATERIALS	37.12
	2/5/2026	DIAPERS	79.54
	2/10/2026	DIAPERS	36.77
		FOOD/CHILDREN	320.57
		JANITORIAL SUPPLIES	19.74
		MAINTENANCE MATERIALS	35.85
	2/13/2026	PROGRAM SUPPLIES	116.33
	2/14/2026	PROGRAM SUPPLIES	44.09
	2/18/2026	HYGIENIC/1ST AIDE SUPPLIE	10.96
	MAINTENANCE MATERIALS	17.83	

TREVIPAY-WALMART	2/19/2026	MAINTENANCE MATERIALS	19.28
	2/23/2026	FOOD/CHILDREN	479.28
		KITCHEN SUPPLIES	78.89
	2/24/2026	HYGIENIC/1ST AIDE SUPPLIE	16.18
		KITCHEN SUPPLIES	25.44
		PARENT CENTER SUPPLIES	103.07
	2/25/2026	KITCHEN SUPPLIES	204.19
	2/26/2026	CHILD EDU.SUPPL./LIBRARY	21.52
		MAINTENANCE MATERIALS	214.08
		PARENT CENTER SUPPLIES	40.08
TREVIPAY-WALMART Total			1976.39
Grand Total			5623.52

Updates:

- Current funding will run through June 30, 2026
 - Funding has been announced to run through June 30, 2027
- Spring Staff and Teacher In-Service/Program Kickoff: January 10
- Medical Assistant Class Graduation: January 28
- Participated in providing information to Head Start Parents during the Head Start Winter Festival: January 30
- Automotive Tech Car Clinic vehicle tail light repair and safety inspection: January 31
- Participated in statewide conference: Texas Association for Literacy and Adult Education: February 10-14
- Featured in Upwardly Global's Partner Spotlight for Integrated Career Support for Immigrant Professionals: February 19
 - <https://www.upwardlyglobal.org/blog/partner-spotlight-community-action-inc/>
- Texas Workforce Commission Adult Education State Director Visit: February 20
- Automotive Tech Class Graduation: February 25
- Child Development Associate Class Graduation: March 10
- Selected to participate in statewide Workforce Integration Academy
- Designed and implemented Fast track GED classes
- GED Graduation ceremonies scheduled for June: Hays County and Bastrop County

Quality Indicator	Community Action, Inc. Adult Education Program Progress Report 2-23-2026			
Participant Enrollment		Current	Target	% of Target
	Reg AEL	988	1,359	73%
Participant Enrollment		Current	Target	% of Target
	EL Civics	414	634	65%
Intensive Enrollment		Current	Target	% of Target
	Reg AEL	72	64	113%
IET (Training)		Current	Target	% of Target
	Reg AEL	126	103	122%
IET (Training)		Current	Target	% of Target
	EL Civics	48	21	229%



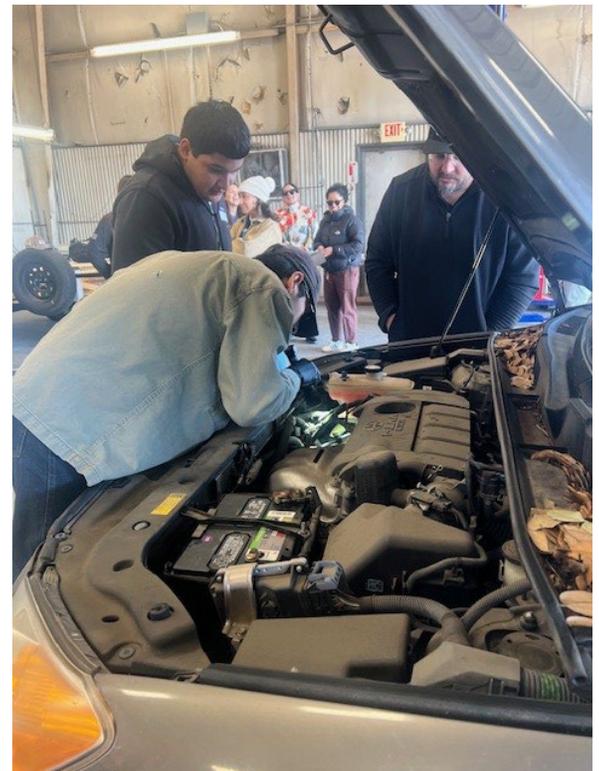
Child Development Associate Graduation -Staff



Child Development Associate Graduation Class



Automotive Tech Graduation Class



Automotive Tech Car Clinic



Head Start Winter Festival



Community Services March 2026 report

HIGHLIGHTS

Compiled by: Francesca Ramirez

- **CEAP:** Since January 26th, 448 applications have been received for Hays and Blanco Counties and 305 for Caldwell County for a total of 753.
- 254 applications are still pending to be processed for Hays/Blanco Counties and 171 for Caldwell County.
- The Hays and Caldwell CEAP team have expended \$288,143.00



TOP Program (Transition Out of Poverty)

- One family of 3 transitioned this month and one family of 2 enrolled in February with the goal of transitioning at the end of May.

TBRA (Tenant Based Rental Assistance) Program

- 10 clients receiving assistance
- 2 pending to sign leases
- 3 clients in progress
- 3 new clients will start process 3/23
- 3 recertifications in progress
- 12 active landlords
- 1 landlord pending





COMMUNITY SERVICES MARCH 2026 REPORT

HIGHLIGHTS

Compiled by: Francesca Ramirez

- The **San Marcos Senior Citizen Center** has a total enrollment of 86 clients as of March 2nd.
- Average daily attendance can vary between 23-58 with Food Bank Tuesdays being the busiest day for staff.
- Sponsored events included: Valentine crafts, Easter wreaths, winter care package donation, Social Media Influencer who donated hygiene and cleaning supply donations of over 500 items 3 new Keurig's, and hosted Loteria
- Upcoming activities include: Grief support group by Christus Hospice, meditation workshop, and the center's annual egg hunt





JANUARY & FEBRUARY 2026

REPRODUCTIVE SERVICES

6.6

Compiled by Ely Nieto

OUR SERVICES

The Family Planning Clinic provides reproductive health care for men and women. These services include well women exams, pregnancy testing, testing and treatment of STIs, routine labs.

TITLE X CONTRACT GOALS

- Goal: 1329 unduplicated clients
- Contract amended to serve 1000
- amendment due to funding issues
- 04/01/2025 -03/31/26
- to date we have served 1087 UDC
- 108% of goal has been met
- 1723 client visits provided



FAMILY PLANNING ACTIVITIES

- January 15 - Outreach at Gary Job Corp
- 38 students participated
- Provided them with information on family planning services

BREAST AND CERVICAL CANCER

Compiled by Lydia Perez

DIRECT SERVICES

- breast and cervical cancer screenings
- patient navigation and care coordination
- Follow up for abnormal results
- Referrals for treatment and speciality care



PROGRAM UPDATES

- Continuing partnership with Community Health Centers of South Central Texas (CHCSCT) to provide BCCS services.

ACHIEVEMENTS

- Provided navigation and support to all eligible clients, ensuring access to culturally competent care and resources



RURAL AIDS SERVICES PROGRAM

Compiled by Stacey Martinez

DIRECT SERVICES

- 109 unduplicated clients with 1 new intake
- 826 Case management units
- Client enrollments:
 - Health Insurance: 12 clients - 23 insurance premium payments processed
 - Transportation: 30 clients provided with 208 trips
 - Housing: 24 households assisted w/45 payments processed for assistance

ACHIEVEMENTS/EVENTS

- Client Viral Suppression Rate: **94%** (Standards of Care Goal is 85%)
- Actively participating in quality management activities to increase viral suppression rates
- Staff participated in multiple Hill Country Ride events this reporting period to raise funds and awareness about HIV.

PENDING OUTCOMES

- 2026 Hill Country Ride for AIDS to be held in April.
- Two case manager vacancies - Elgin and Georgetown



ACCESSING HEALTHCARE PROJECT

Compiled by Shunlee Alvarado.

PROGRAM INFORMATION

- 2 YR \$1 Million grant from St. David's Foundation
- Focus: To identify and enroll/re-enroll Medicaid eligible clients

ACTIVITIES

- Began enrolling clients in Marketplace Insurance
- Attended four outreach events in Hays County
- Signed new MOU with CommuniCare Health Center: Kyle, TX
- Application Data:
 - 50 clients completed inquiry form
 - 10 clients completed Medicaid applications
 - 0 Marketplace applications completed
 - 6 clients referred to other agencies/organizations
 - 2 client enrollment applications pending
 - 19 clients not responding to follow-up contacts
 - 25 applications from CommuniCare Navigator

KEY UPCOMING ACTIVITIES

- Added a new navigator in January 2026
- Increased outreach on Marketplace enrollment opportunities with CAI
- Addressing changes to Medicaid eligibility rules
- Identify new partners for referrals
- Increasing outreach efforts due to staff size increase
- Identifying and joining community coalitions in the surrounding counties





HEAD START REPORT

MARCH 2026

6.7.1

As we are mid-school year, our planning for next school starts. Planning includes:

- Annual Training
- Academic Calendar
- Policy & Procedure updates
- Self Assessment
- Community Assessment
- Eligibility/ New Applications

Parent Satisfaction Survey was sent out at the end of February to early March.

13 Head Start Staff Graduated from the Adult Education CDA Class!!

JK Commercial Cleaning Services provided lunch for ALL Sites on February 13th as customer appreciation.

Highlights

- CLASS Scores Received
- Focus Area 2 Review complete - overall good feedback
- Hygiene Closet - opening was a success
- Staff Wellness Day April 10th
- March is National Social work Month

Upcoming Events

- NHSA Conference Conference Minneapolis, Minnesota, May 4-7, 2025
- Head Start Family Dance is scheduled for March 27, 2026.
- ITSN Summit (TSR) April 23-24, Austin, TX
- CACFP conference Las Vegas, NV April 13-17, 2026



JANUARY ENROLLMENT & ATTENDANCE

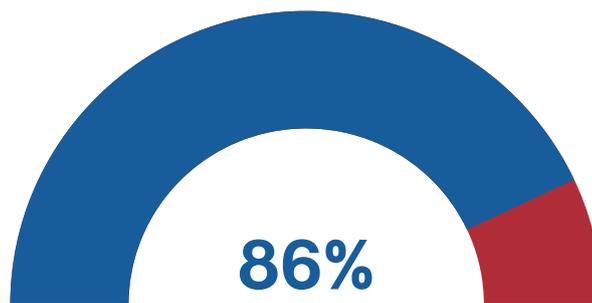
EARLY HEAD START ENROLLMENT

Site	Current/Funded
A. Washington CDC	48/48
William Crook CDC	15/16
Hemphill EHS	32/32
Lockhart CDC	16/16
Luling EHS	38/40

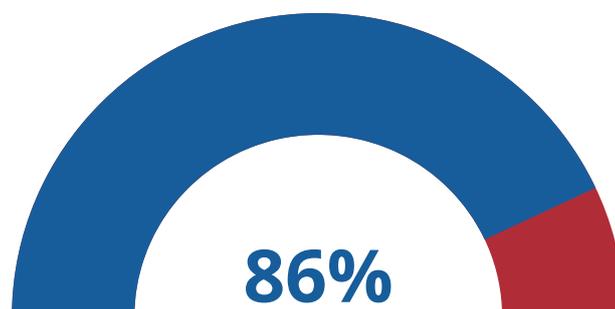
HEAD START ENROLLMENT

Site	Current/Funded
A. Washington CDC	15/15
Henry Bush CDC	68/68
Bonham PreK	60/60
Hemphill HS	83/85
Lockhart CDC	34/34
Luling CDC	34/34

EHS AVERAGE DAILY ATTENDANCE



HS AVERAGE DAILY ATTENDANCE



FEBRUARY ENROLLMENT & ATTENDANCE

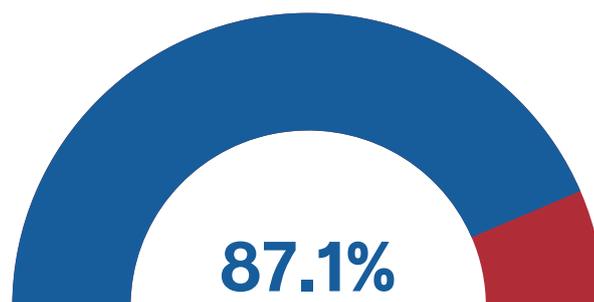
EARLY HEAD START ENROLLMENT

Site	Current/Funded
A. Washington CDC	48/48
William Crook CDC	16/16
Hemphill EHS	32/32
Lockhart CDC	16/16
Luling EHS	38/40

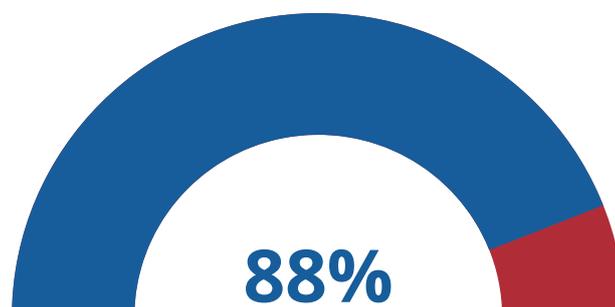
HEAD START ENROLLMENT

Site	Current/Funded
A. Washington CDC	15/15
Henry Bush CDC	68/68
Bonham PreK	60/60
Hemphill HS	85/85
Lockhart CDC	34/34
Luling CDC	34/34

EHS AVERAGE DAILY ATTENDANCE



HS AVERAGE DAILY ATTENDANCE



CLASS Scores

DIMENSION	SCORE
Emotional Support*	5.9417
Positive Climate	6.00
Negative Climate	1.17
Teacher Sensitivity	5.50
Regard for Student Perspectives	5.43
Classroom Organization	5.4333
Behavior Management	5.70
Productivity	5.33
Instructional Learning Formats	5.27
Instructional Support	2.8111
Concept Development	2.50
Quality of Feedback	2.70
Language Modeling	3.23

DOMAIN	YOUR PROGRAM'S SCORE	Quality Threshold	Competitive Threshold
Emotional Support	5.9417	6.00	5.00
Classroom Organization	5.4333	6.00	5.00
Instructional Support	2.8111	3.00	2.30

Luling CDC



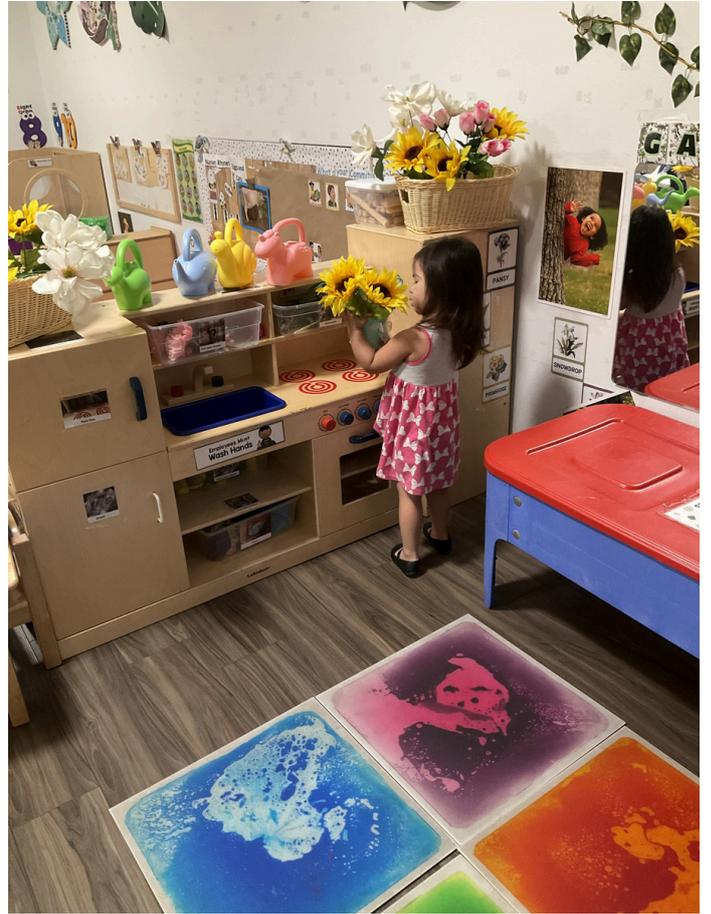
Luling EHS

6.7.1



William Crook CDC

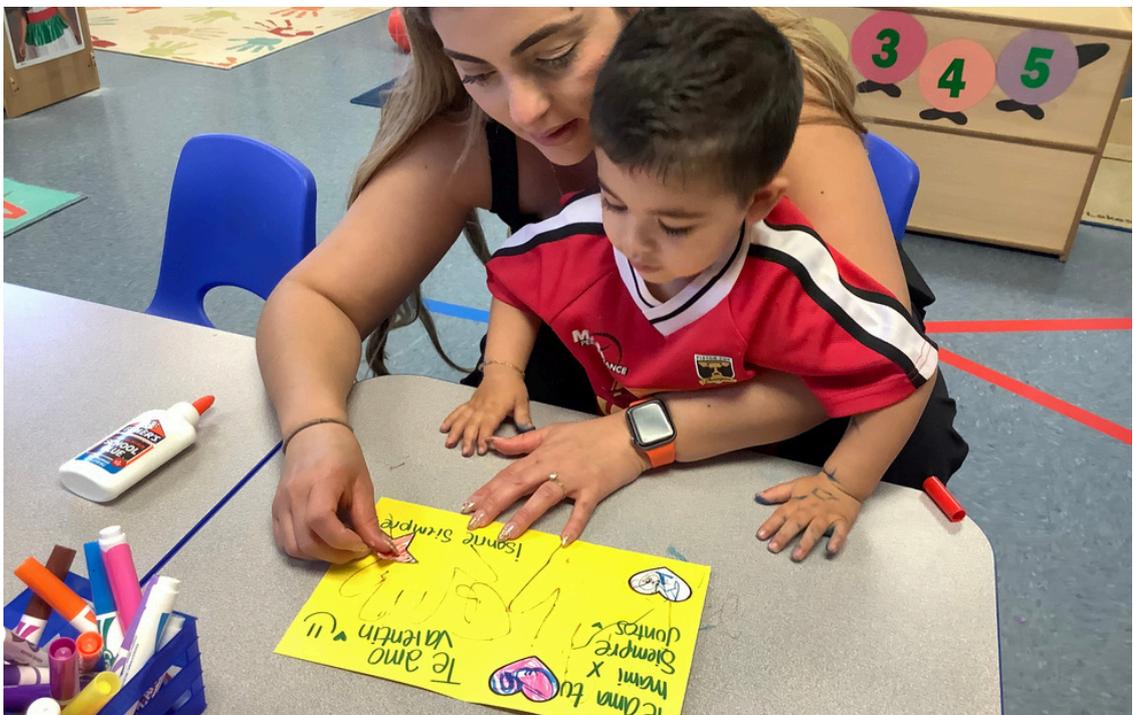
6.7.1



Bonham PreK



Hemphill EHS



Hemphill EHS

6.7.1



Hygiene Closet







Community Action, Inc.
of Central Texas
— DEVELOPING OPPORTUNITIES —

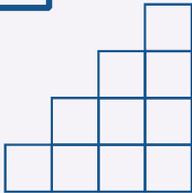


6.7.2



Head Start Program Eligibility Training

Presented by Caroline Cortez, LBSW
ERSEA & Transition Coordinator



Eligibility

A child **must** meet age and income requirements.

Age

- Child meets age requirement for program

Income

- Family's income is equal to or below the poverty line including the housing cost adjustment; or
- The family receives public assistance; including TANF child-only payment, SNAP, SSI; or,
- The child is homeless; or,
- The child is in foster care (includes CPS Kinship placement)

Eligibility Criteria

Income

Family Provides:

- Federal Income Tax Return (1040)
- W-2
- 1099s

Agency Documentation

- Declaration of Income
- Statement of No Income
- Informal Child Support

Foster, Homeless, & Public Assistance Verification Includes:

- Public Assistance (SSI/TANF/SNAP):
 - Award Letter: Date **must** reflect time of application or after
- Foster Placement
 - Placement Paperwork from CPS- Full Summary
- Families Experiencing Homelessness
 - CAI Housing Questionnaire
 - Shelter Residency Letter
 - McKinney-Vento Act (from local ISD)
 - This qualifier extends flexibility to needed documentation

Age Eligibility

All children must have documentation to verify age.

- Early Head Start serves children zero to three.
 - A child must be an infant or toddler younger than three years old.
- Head Start serves children ages three to four.
 - Head Start children must be at least three years old or turn three years old by the date of enrollment.
 - Head Start children enrolled in public school prekindergarten must be four years old on or before September 1.

Determining, Verifying, and Documenting Eligibility Procedure 1302.12

Eligibility Interview

- Applications are processed at the Center level in the program database system, Child Plus, by the Family Services team.
 - Agency income documentation must have a third party to verify information.
 - Each family completes eligibility interview by the Family Service team.
 - Conducted in-person, by telephone, or virtually.
-

Eligibility Duration

- Early Head Start
 - Eligible until child turns three years old
- Head Start
 - Eligible for two years
 - Must submit new income for third year

HSPPS: 1302.12

Selection

- The selection criteria is established annually to prioritize the selection of participants and approved by the Head Start Policy Council and Community Action Inc. of Central Texas (CAI) Board of Directors
- All applications are located in the program database management system, Child Plus.
- Vacancies are filled with 30 calendar days.
- Children who are income eligible, in foster care, experiencing homelessness, and those receiving public assistance are selected prior to those in the 10 percent and 35 percent allotments of those exceeding the poverty income guidelines.

Selection: Over-Income

Over-Income: 101-130% Over Poverty Guidelines

Head Start		Early Head Start	
Funded Enrollment	296	Funded Enrollment	152
Allotted 35%	104	Allotted 35%	54

Over-Income: 131%+ Over Poverty Guidelines

Head Start		Early Head Start	
Funded Enrollment	296	Funded Enrollment	152
Allotted 10%	30	Allotted 10%	16

Selection: Services under IDEA

- Individuals with Disabilities Education Act (IDEA) (20 U.S.C. 1400 et seq.)
 - Early Childhood Intervention (Any Baby Can, Bluebonnet Trails)
 - Local Education Agency (San Marcos CISD, Hays CISD, Lockhart ISD and Luling ISD)
- CAI will not deny enrollment based on a disability or chronic health condition or its severity.
- Selection criteria is weighted to prioritize children receiving services under IDEA to ensure at least 10% of actual funded enrollment is filled by children eligible for services under IDEA, unless the responsible HHS official grants a waiver
- The Disabilities Coordinator reviews applications in which eligibility points for children receiving services before the final waitlist placement and selection.

Records

- All data is entered in the database management system to create eligibility determination.
- Texas Child Care Licensing has access to a paper file on site in addition to database records.
- All files are kept confidential and only appropriate staff have access to them.
- All eligibility records have a signed Eligibility Verification Form (EVF) signed by the Family Advocate or staff person who completed the eligibility interview and entered the income.

Eligibility Determination Record

The record includes:

- Verification of age
- Verification of income
- Supporting documentation
 - Examples include: Letter from shelter, W 2, Income Tax Form 1040, Public Assistance Award Letter

HSPPS: 1302.12

Child Plus

- Child Plus Report 2025 is the report used to maintain a waitlist based off of income and eligibility criteria.
- No changes are made to the waitlisted applications which include the changing of points and income once it has the application status ***Complete & Verified***
- Changes that need to be made after the application is waitlisted will be reviewed by the ERSEA Coordinator and edited as needed.

Employee Applications

- Employees receive an additional review by the ERSEA & Transition Coordinator
- Application status should be set to *Employee Application*
- Employees must sign a consent to review personnel files for application review.
- CAI Human Resources Director review
- CAI Executive Director review

Collecting Complete and Accurate Information for Eligibility

- **Build Rapport**
- **Explain Application and Selection Process**
- **Ask About Circumstances**
- **Request Documentation**
- **Offer Resources**
- **Notify Family of Next Steps**

Strategies for Treating Families with Dignity and Respect

- **Maintaining Privacy :**
 - Sharing information with only applying parents/guardians about their eligibility
 - Informing families that their information is confidential and only agency staff have access to their information
- **Issues of Stigma**
 - Create a safe environment for families, even over the phone, ensure individual is in an appropriate physical space to share personal information
 - Use non-judgmental and empathetic language
 - Allow families to share as much as they feel comfortable with. Some individuals may need more time to build trust before sharing information
 - Follow Up is important: offer resources

Providing Intentionally False Information

Employees:

- Immediate dismissal pending an investigation by Human Resources and approval of dismissal by Policy Council
- Office of Head Start may issue a notice of a deficiency and take other adverse actions toward our agency
- Impacts to funding

Participants:

- Immediate termination of services; potential ineligibility for future services
- Severe cases may lead to prosecution of fraud

Providing false information or documents to gain a spot in the program means taking a limited resources away from a family that is truly eligible and presents a greater need for services.

Violations of Eligibility Determination Regulations

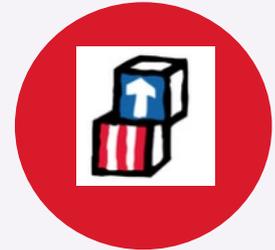
- Family Service staff are trained in their onboarding as a new hire and yearly thereafter.

[ERSEA Eligibility, Determination, Verification Training & Monitoring Procedure](#)



THANK YOU!

Do you have any questions?
ccortez@communityaction.com
Office: 512-396-3395 x 211





Community Action Inc. of Central Texas
 Head Start Program (zero-to-five)
 Policy and Procedure
 ERSEA & Transition Services

Head Start Eligibility Criteria School Year 2026/2027

Income		
<i>Criteria</i>	<i>Points Awarded</i>	<i>Documentation Needed</i>
Homeless	100	<ul style="list-style-type: none"> → McKinney-Vento ISD Paperwork → CAI Housing Questionnaire → Letter from shelter
Foster Placement	100	<ul style="list-style-type: none"> → CPS Paperwork ◆ Safety Plan depending on limitations
Public Assistance <ul style="list-style-type: none"> ● TANF - Temporary Assistance to Needy Families ● SSI - Supplemental Security Income ● SNAP - Supplemental Nutrition Assistance Program 	100	<ul style="list-style-type: none"> → Current Award Letter <ul style="list-style-type: none"> ◆ TANF ◆ SNAP ◆ SSI
0-100% of Federal Poverty Guideline	40	<ul style="list-style-type: none"> → Tax Return → W2 (for all jobs worked) → 1099 (contract work) → CAI Declaration of Income → CAI Statement of No Income → Excessive Housing Cost Documents
101-130% of Federal Poverty Guideline	20	
130+% of Federal Poverty Guideline	0	
Parental Status		
Two Parent Household	0	→ Parent Testimony
Single Parent Household	10	
Education/Employment Level		
Single Parent in school or working	10	→ Parent Testimony
Single Parent unemployed/not working	0	



Community Action Inc. of Central Texas
 Head Start Program (zero-to-five)
 Policy and Procedure 2025-2026
 ERSEA & Transition Services

Two Parents, both in school or working	10	
Two Parents, one in school or working	0	
Two Parents - both unemployed	0	
Disability/Developmental Concerns		
Head Start - current Individual Education Plan (IEP) Early Head Start - current Individual Family Support Plan (IFSP)	15	→ IEP/IFSP → Full ARD
Diagnosed (no current IEP/IFSP)/Concerns noted by Medical Doctor/Private Agency	5	→ Physical/Well child exam → Doctor's note → Previous Progress Notes
Mental Wellness		
In current services	15	→ Note from provider → Prescription
Previous services or diagnosis (within last 12 months)	5	→ Note from provider → Prescription
Supplemental Criteria		
Domestic Violence (within last 12 months)	10	→ Police report → Letter/note from HCWC → Letter/note from physician
Current Open case with CPS	10	→ CPS placement paperwork → Letter from caseworker
Primary Language in home not English	10	→ Parent Testimony
No Health Insurance	10	→ Parent Testimony
Substance Abuse (within last 12 months)	10	→ Letter/note from HCWC → Letter/note from physician/counselor
Teen Parent (@ time of application)	5	→ Confirm age in Child Plus



Community Action Inc. of Central Texas
 Head Start Program (zero-to-five)
 Policy and Procedure
 ERSEA & Transition Services

Guardian (no placement paperwork)	5	→ Parent Testimony
Not Receiving Services At Community Action, Inc.	5	→ Parent Testimony
Not using WIC	5	→ Parent Testimony
Moved more than 2x in last 12 months	10	→ Parent Testimony
Parent Incarcerated (within last 12 months)	10	→ Jail Record → Picture of Inmate ID → Mail w/Texas Department Corrections Inmate ID
Is the child currently enrolled (EHS) or has been enrolled in EHS or HS in the past year?	15	→ Confirm in Child Plus
Current sibling enrolled in HS/EHS	10	→ Confirm in Child Plus
Recent deportation of parent/guardian (within last 12 months)	10	→ Jail Record → Immigration letter
Ongoing Medical Condition (household)	5	→ Doctor's note → Physical notes
Recent loss of parent/guardian/sibling (within last 12 months)	10	→ Death certificate → Obituary
Currently deployed parent/guardian (within last 12 months)	10	→ Letter from commanding officer/orders
Currently employed with CAICT	10	→ ERSEA confirms with HR
Henry Bush Supplemental Criteria		
Currently living in Chapultepec Apartments	20	→ Proof of Residency → Letter from Housing
Currently living in HCWC Marla's Place	25	→ Proof of Residency → Letter from Housing
William Crook CDC - Housing Supplemental Criteria		



Community Action Inc. of Central Texas
 Head Start Program (zero-to-five)
 Policy and Procedure 2025-2026
 ERSEA & Transition Services

Resident - Currently living at Marla's Place	75	→ Proof of Residency → Letter from Housing
Non-resident receiving on-site services - Family receiving services as a client of HCWC - Services include counseling/case management - Participants can either be child or adult	50	→ Statement from HCWC
Non-resident/former client - Former clients who received services from HCWC in the past year - Participants can either be child or adult	25	→ Statement from HCWC
Children 0-1 years old at the time of enrollment	10	→ Statement from HCWC



STANDARD OF CONDUCT

All Community Action Inc. Head Start Staff, Volunteers, Contractors, Independent School District partners, and Community Partners agree to adhere to the Code of Conduct as indicated by Head Start Program Performance Standard 45 CFR 1302.90 (c) Standard of Conduct and Texas Administrative Code, Title 40, Chapters 746 and 747, Subchapters L, Discipline and Guidance and the Texas Pre-Kindergarten Standards. All Community Action Inc. Head Start Staff, Volunteers, Contractors, Independent School District partners, and Community Partners we be trained on the Code of Conduct annually and on an ongoing basis as needed.

Name _____ Site _____

Please check one: Employee Parent/Volunteer Policy Council Member
 Board Member Contractor

The Standards of Conduct include, but are not limited to, the following – please initial each item:

___ I will implement positive strategies to support children’s well-being and prevent and address challenging behavior.

___ I will not engage in behaviors that maltreat or endanger the health or safety of children including, at a minimum:

- Corporal Punishment or Physical Abuse (hitting, kicking, shaking, biting, pushing, restraining, force feeding, dragging, etc.)
- Sexually abusive behavior, defined as any completed or attempted sexual act, sexual contact, or exploitation. Examples include but not limited to, behaviors such as inappropriate touching, inappropriate filming, or exposing a child to other sexual activities.
- Emotionally harmful or abusive behavior defined, as behaviors that harm a child’s self-worth or emotional well-being. Examples include, but not limited to, using seclusion, using or exposing a child to public or private humiliation, or name calling, shaming, intimidating, or threatening a child.
- Neglectful behavior, defined as the failure to meet a child’s basic physical and emotional needs including access to food, education, medical care, appropriate supervision by an adequate caregiver, and safe physical and emotional environments. Examples include, but are not limited to, leaving a child unattended on a bus, withholding food as punishment or refusing to change soiled diapers as punishment.
-

___ I will report reasonably suspected or known incidents of child abuse and neglect, as defined by the Federal Child Abuse Prevention and Treatment Act (CAPTA) (42 U.S.C 5101 note) and in compliance with Federal, State, local and tribal laws.

___ I will respect and promote the unique identity of each employee, child and family, and refrain from stereotyping based on gender, race, ethnicity, culture, religion, or disability.

___ I will follow School District and Head Start Program confidentiality policies concerning personally identifiable information about children, families, and other staff members in accordance with Subpart C of Part 1303 of the HSPPS and applicable Federal, State, local, and Tribal laws.

___ No child will be left alone or unsupervised while under my care.

___ I will not solicit or accept personal gratuities, favors, or anything of significant monetary value from contractors, potential contractors, or families enrolled or wishing to be enrolled.

___ I will not have financial interests or outside employment that conflict with the performance of duties.

___ I will maintain and promote professionalism. I will not talk negatively about the Head Start Program, the School District, families, staff, or children. I will respect others, including those with opinions different from my own.

___ I understand that clothing of employees on the job should be in good taste, neat, clean, and appropriate for the duties to be performed.

___ I will take care of all equipment and supplies, and teach children to also respect material things through modeling appropriate behaviors.

___ I will adhere to equal employment opportunity laws and all other regulations which govern the Head Start Program.

___ I will maintain good employee traits, including good attendance, accepting responsibility, being honest, engaging in educational activities for lifelong learning, and respecting authority.

___ I will be punctual in reporting for duty at the time and place designated. Repeated failure to report promptly at the time directed will be deemed neglect of duty and subject to disciplinary action.

___ I understand that false reporting will be subject to disciplinary action (i.e. time sheets, travel vouchers, Child/Family Applications, etc).

___ I understand that not reporting health & safety incidents will be subject to disciplinary actions.

I, _____ have read the preceding Code of Conduct and agree to adhere to the Code of Conduct.

Signature

Date

Agency: Community Action Inc, of Central Texas

Sites: All Sites (9)

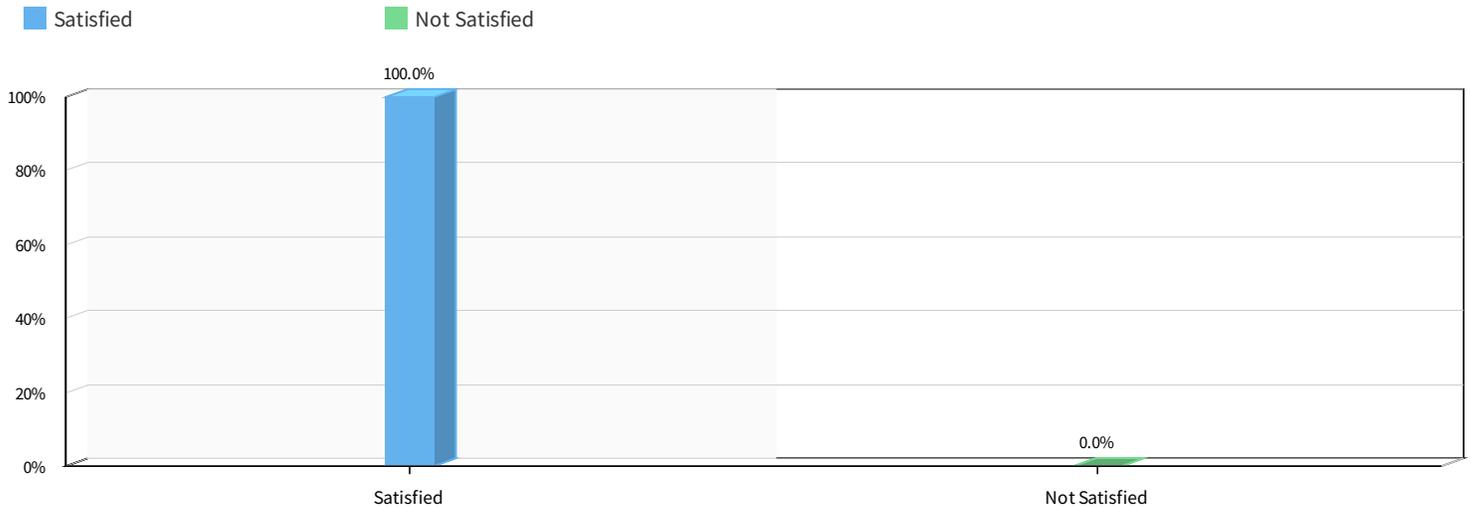
Classes: All Classes (37)

Filters: All

Head Start Mid -Year Parent Survey 2025-2026

1. How satisfied are you with the overall quality of this program?

(94 Responses)

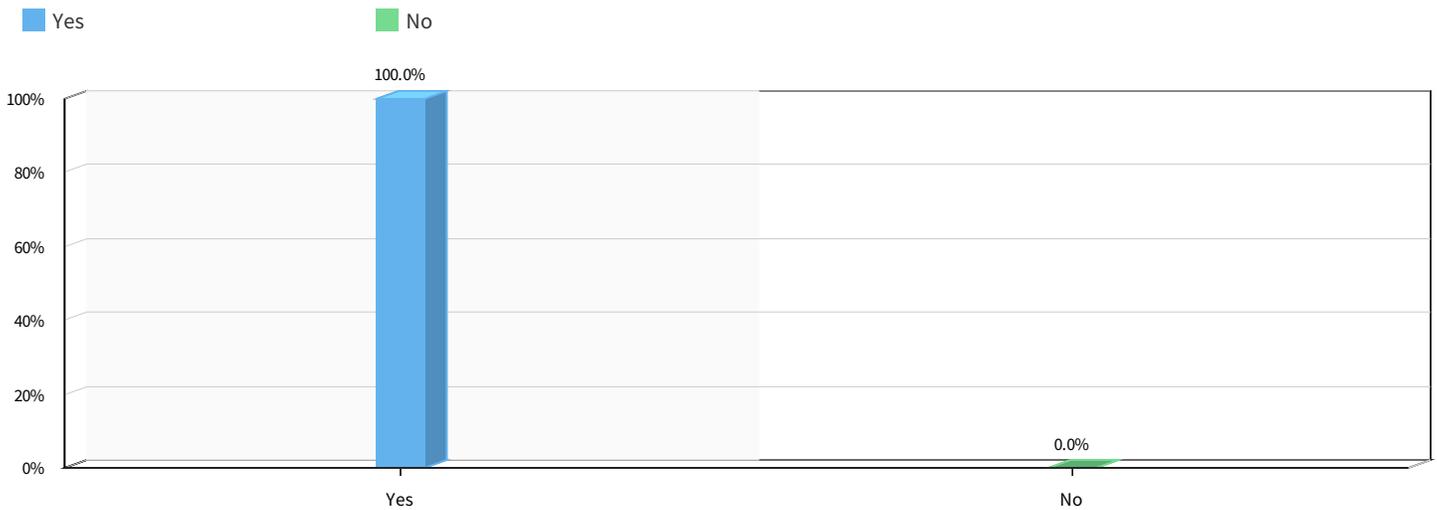


2. Do you feel that:

(94 Responses)

A. Your child is happy in this program?

(94 Responses)



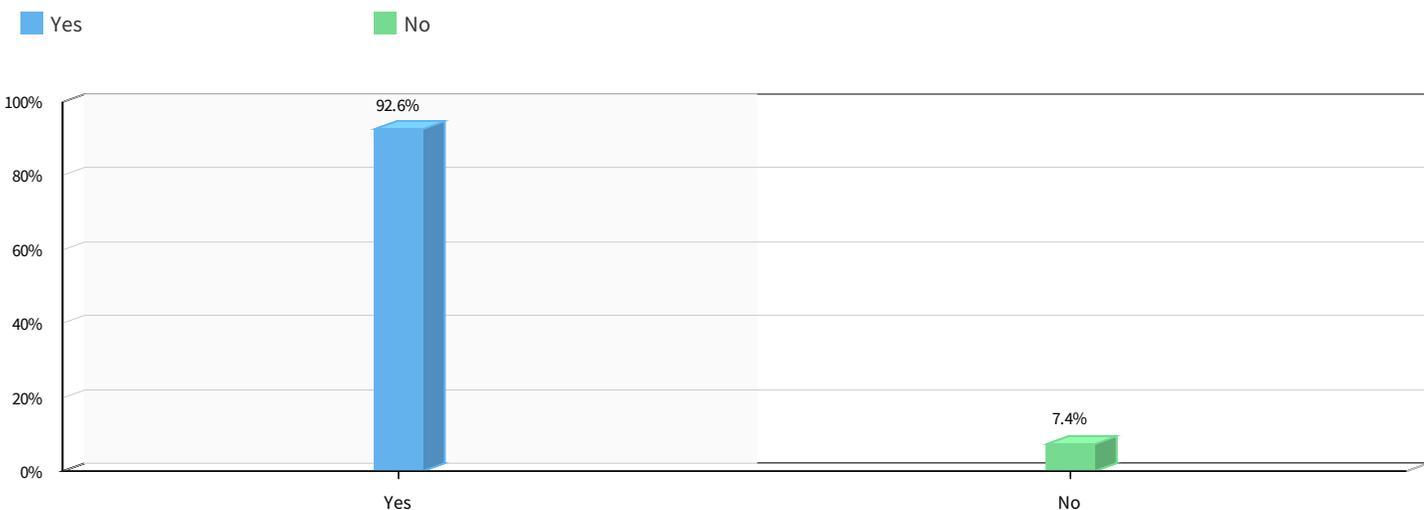
B. Do you feel comfortable with the safety measures in place at the Head Start center?

(94 Responses)



C. Question 3

(94 Responses)



3. Have you received information from the program about the following?

(94 Responses)

A. How children develop at different ages (e.g., walk, talk, etc.)

(94 Responses)



B. How your child is growing and developing

(94 Responses)



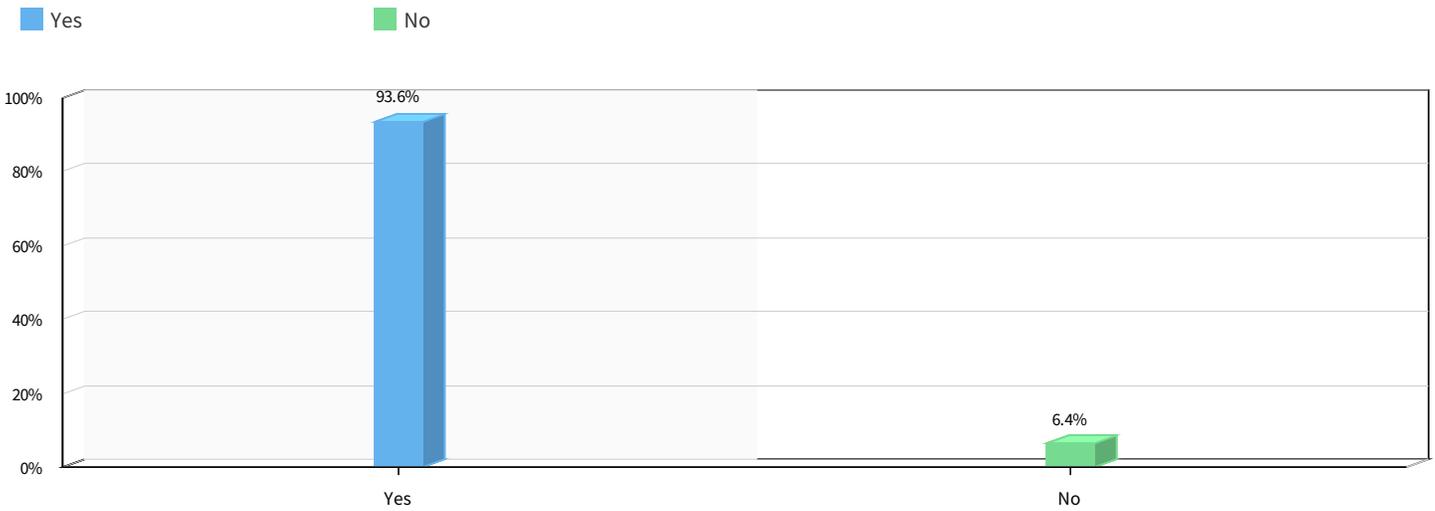
C. How your child is doing in the program

(94 Responses)



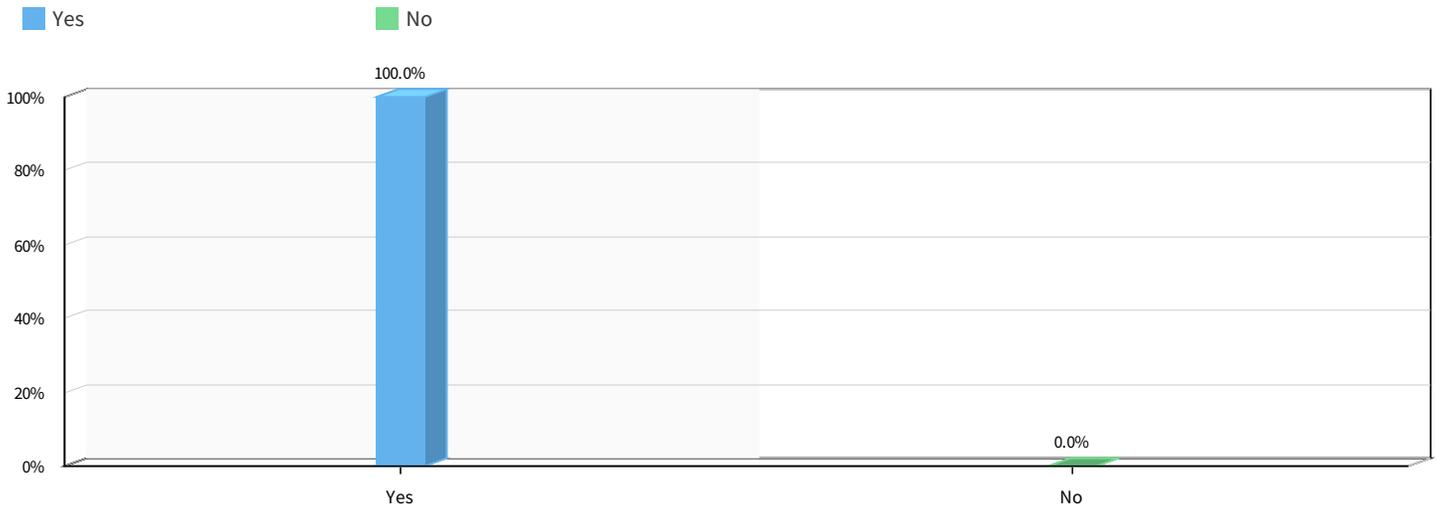
D. Schedule of daily activities

(94 Responses)



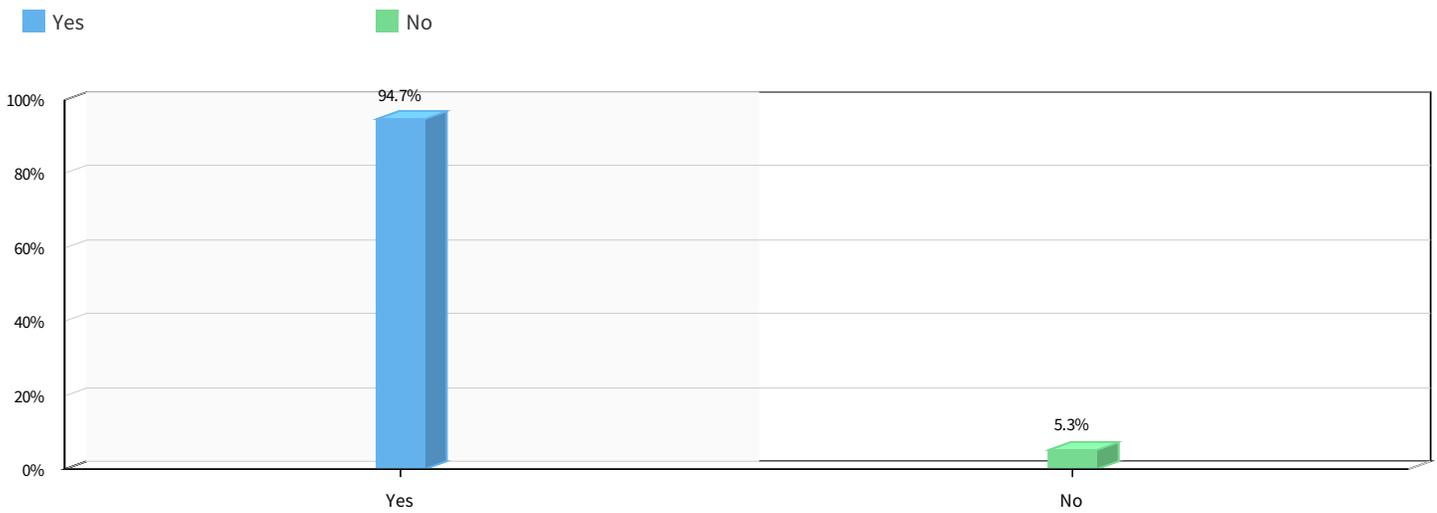
E. What you can do to help your child learn and develop

(94 Responses)



F. Parenting skills

(94 Responses)



G. How to find other services in the community (e.g., employment and training opportunities, parenting classes, health care)

(94 Responses)



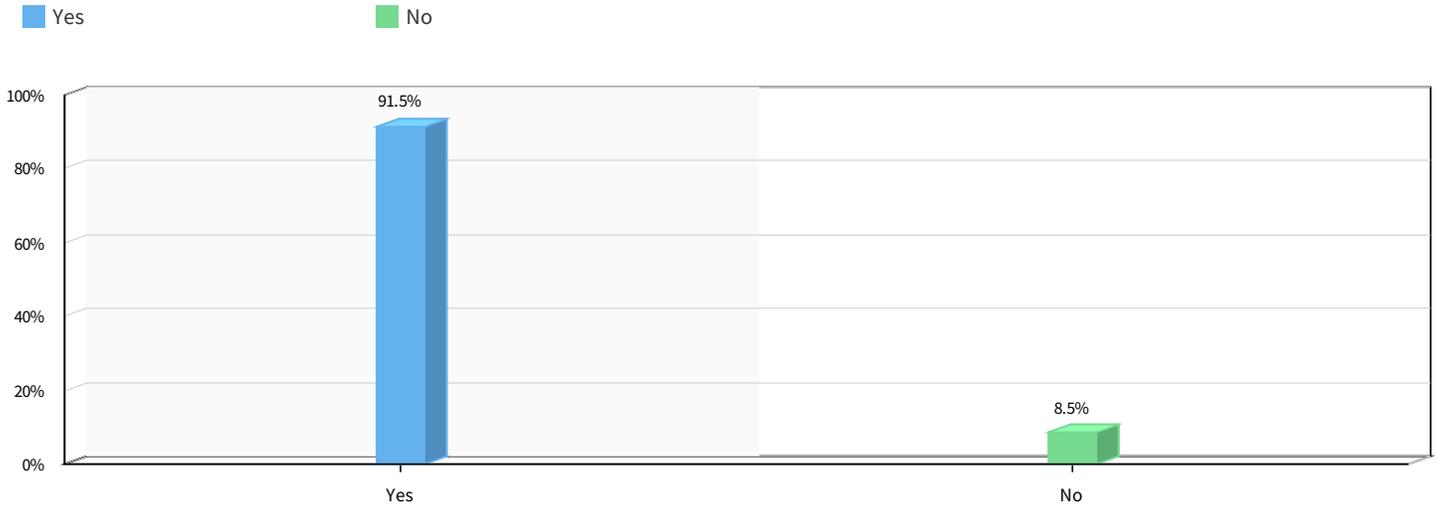
H. Where to report health or safety concerns and complaints

(94 Responses)



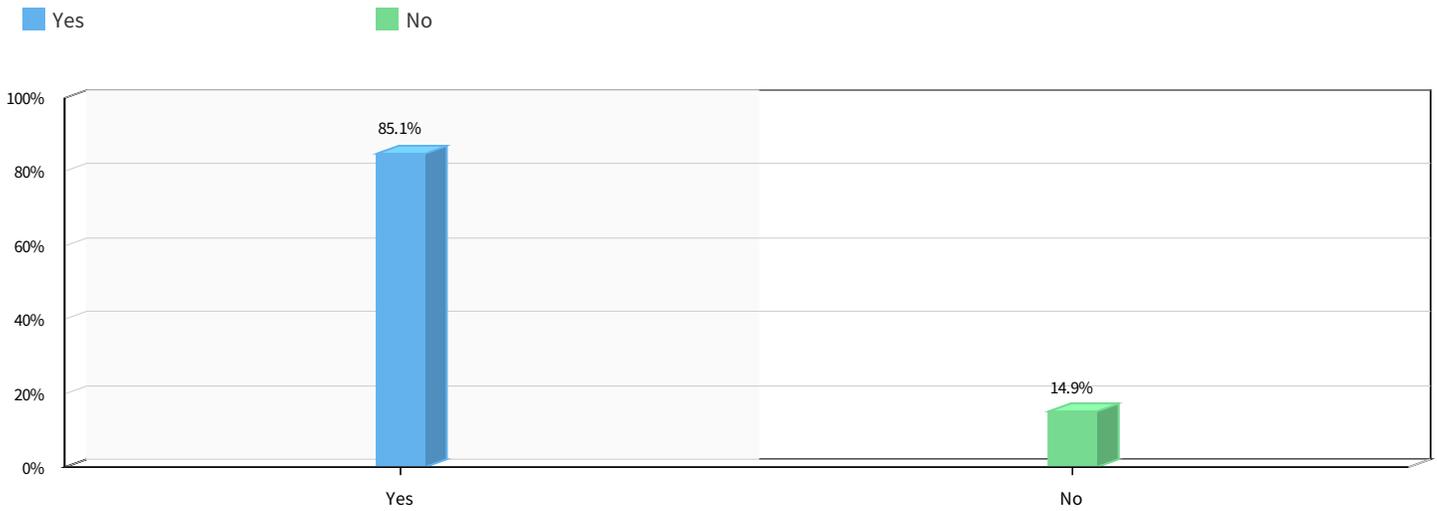
I. Experience and training of program staff

(94 Responses)



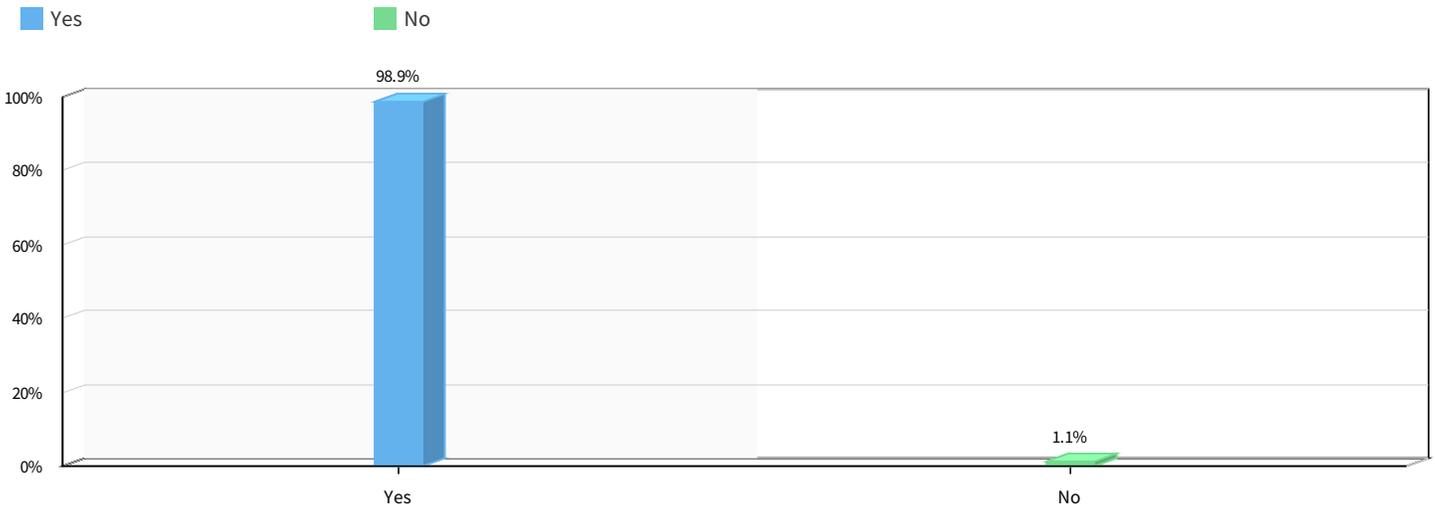
J. Discipline procedures

(94 Responses)



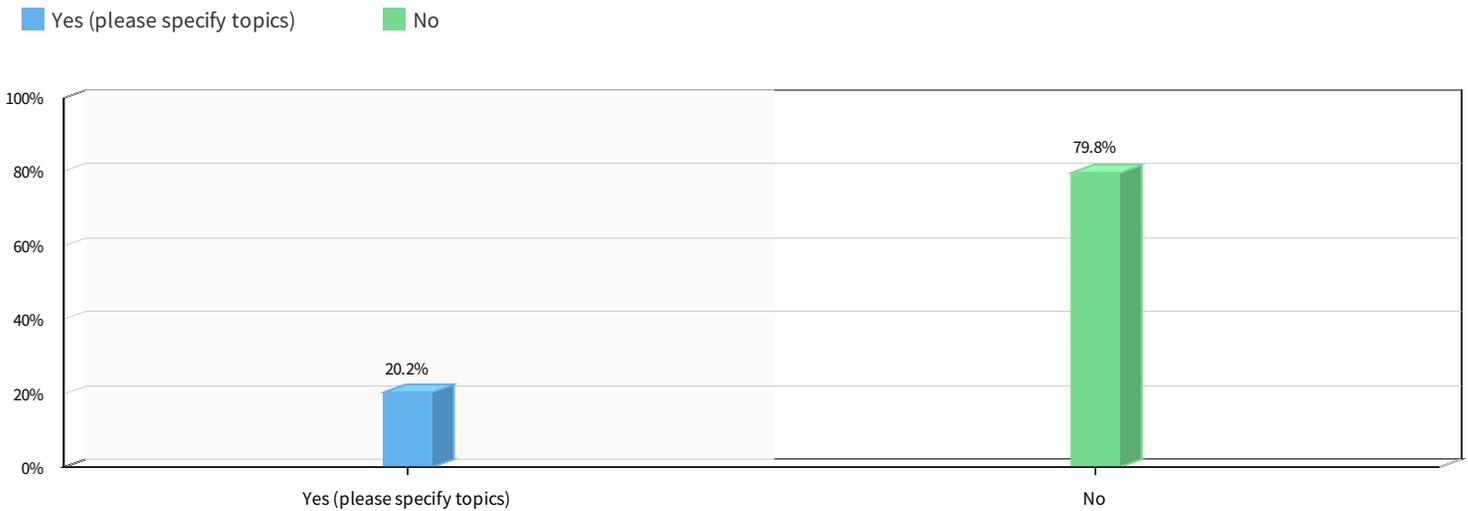
K. How you can get involved with your child’s program (parent- child activities, Policy Council,volunteer opportunities)

(94 Responses)



4. Would you like more information about any topics related to your child’s care and development?

(94 Responses)



Yes (please specify topics)

(19 Responses)

Que aprenda más día con día y lo más importante hablar más

How is she doing her speech or if they see her behind or what do they think of her

Anything

Next step for her

Educational TV programs for children.

Schedule to maintain him on the same sleep one for nap times and all

How to report safety concern. How I can get involved.

How to control tantrums better

Todo mejor

Me gustaria hablar sobre las caricias buenas o malas, es decir que sepan que nadie puede tocar sus partes íntimas (excepto padres al bañarlos o ayudarlos al ir al baño) ni besarlos. Que sepan decir no o si cuando no se sientan agusto.

Discipline procedure

How children develop at different ages and parenting skills

Everything I said no too!!

Progress in class

Como entrenar para ir al baño

Yes because my baby has some challenges

In general I love the information I get

what he does during the day

How she is with another kids

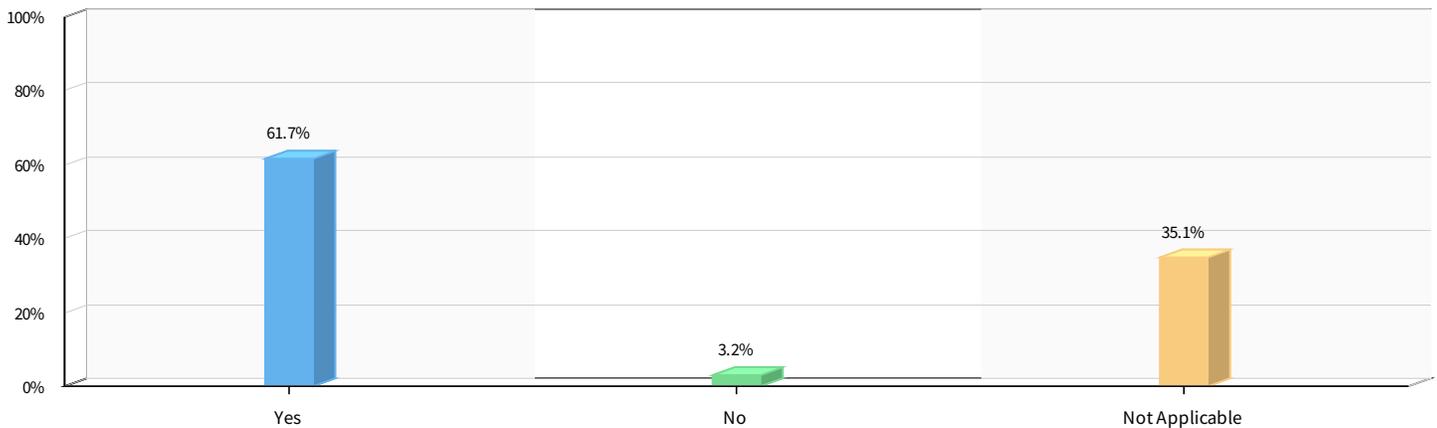
5. Has your child's enrollment in this program made it easier for you to:

(94 Responses)

A. Accept a job?

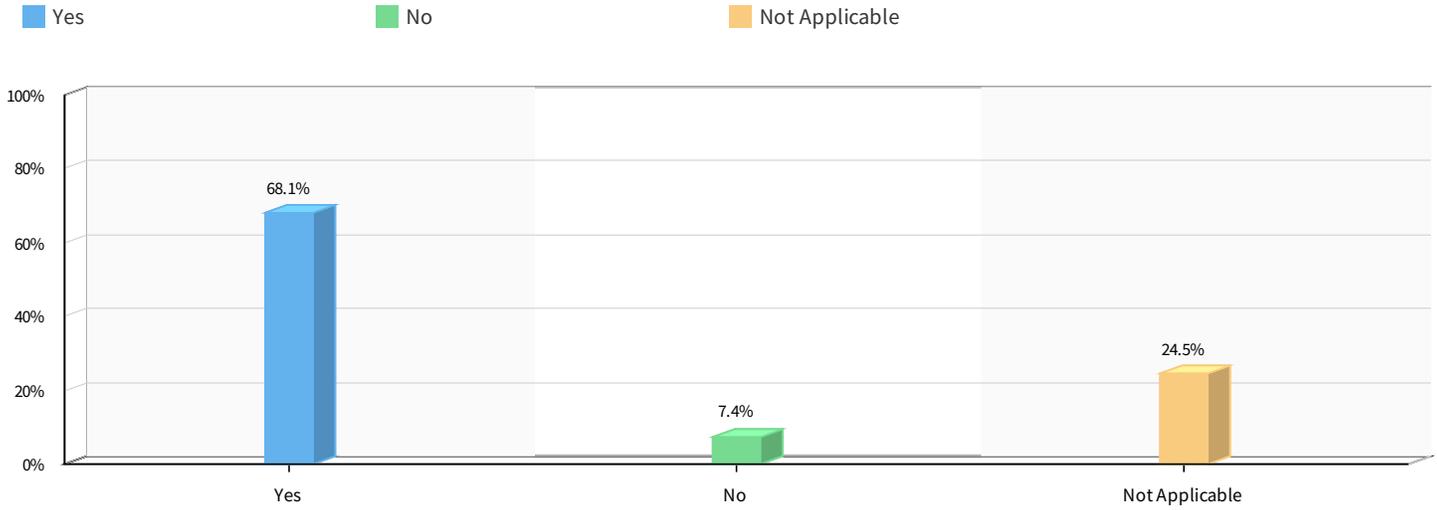
(94 Responses)

■ Yes
 ■ No
 ■ Not Applicable



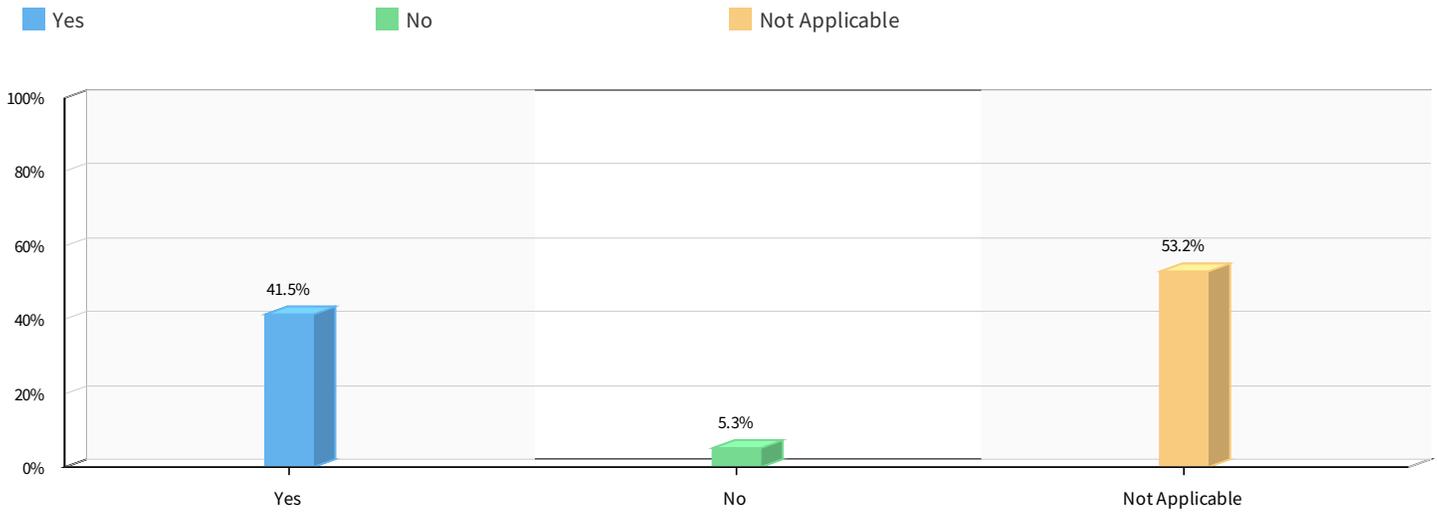
B. Keep a job?

(94 Responses)



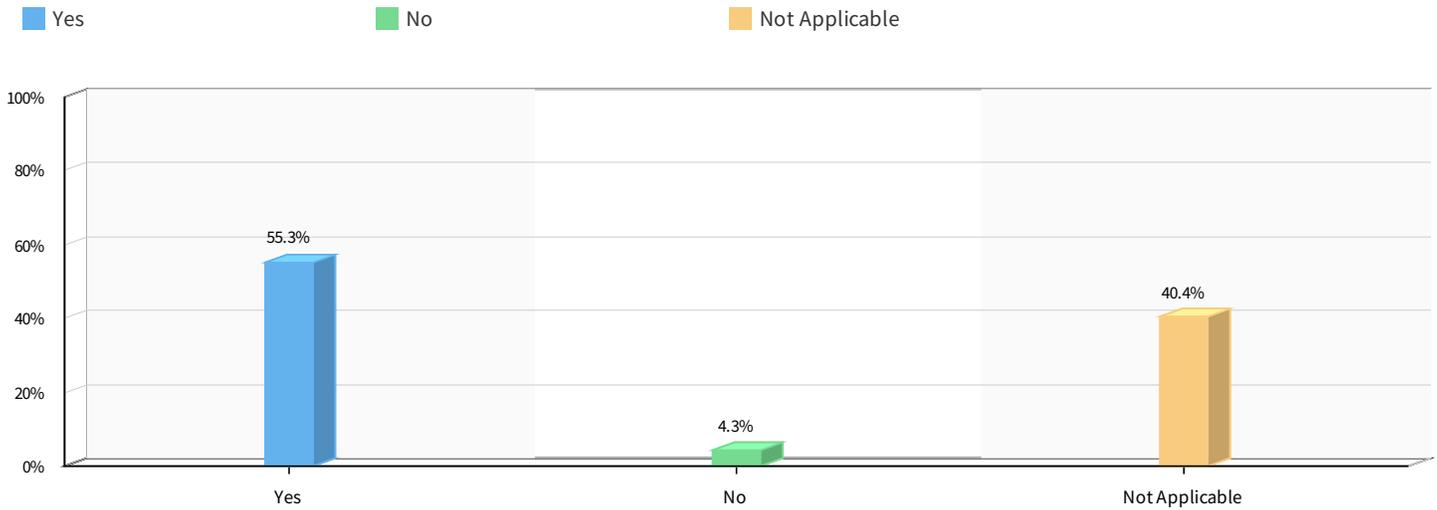
C. Accept a better job?

(94 Responses)



D. Attend education or training?

(94 Responses)

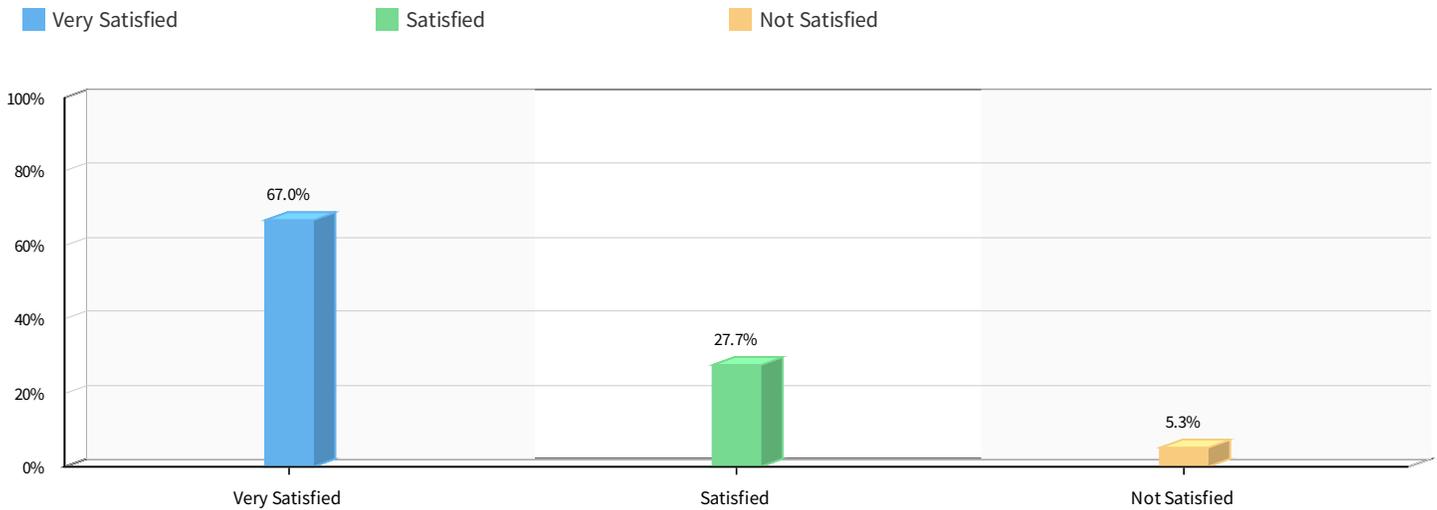


6. How satisfied are you with these characteristics of your child’s program?

(94 Responses)

A. Hours of operation

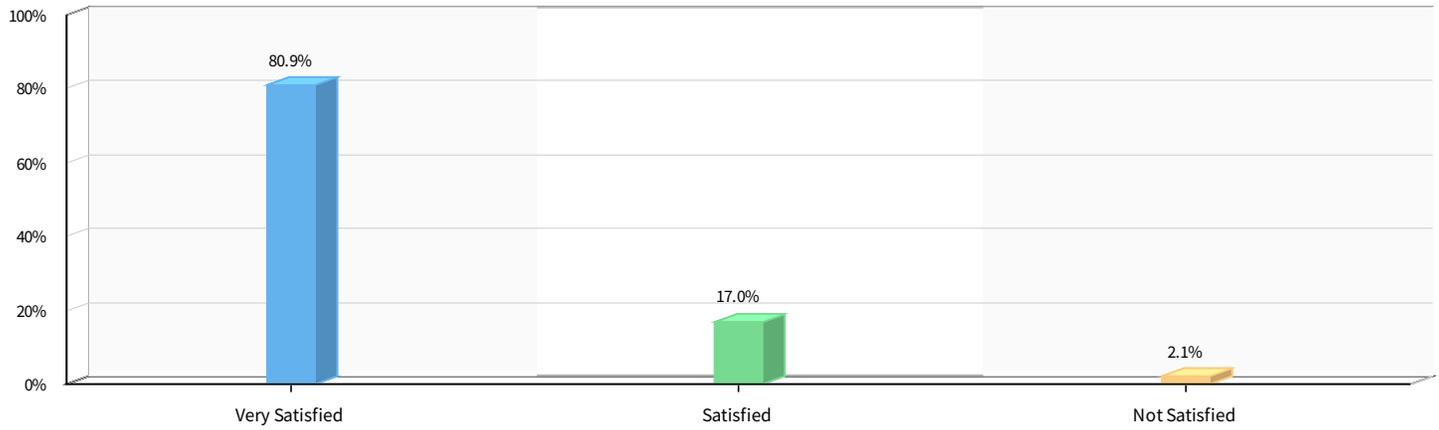
(94 Responses)



B. Location of program

(94 Responses)

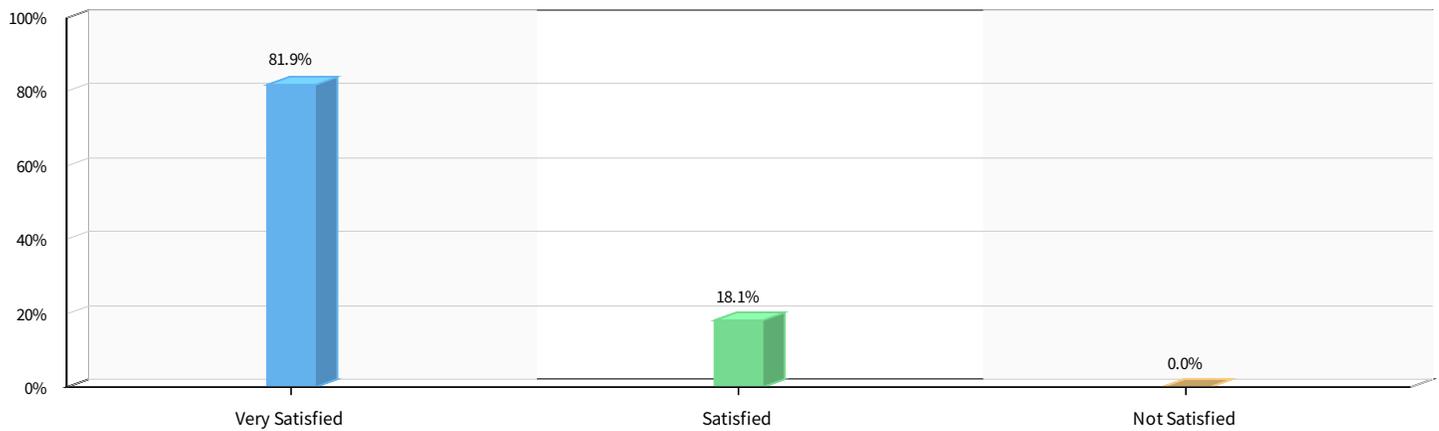
Very Satisfied Satisfied Not Satisfied



C. Number of adults working with children

(94 Responses)

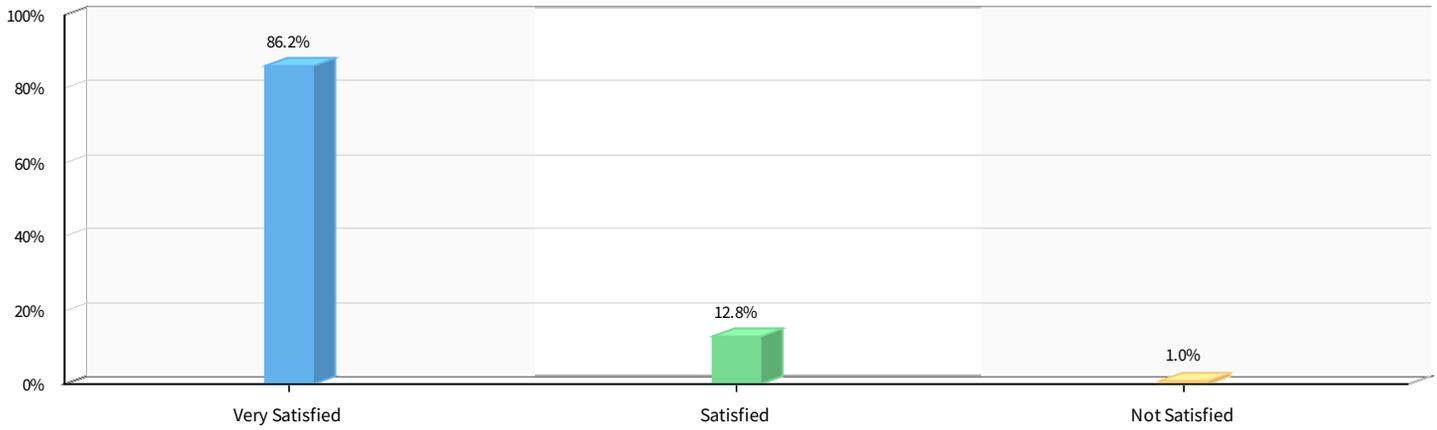
Very Satisfied Satisfied Not Satisfied



D. Languages spoken by staff

(94 Responses)

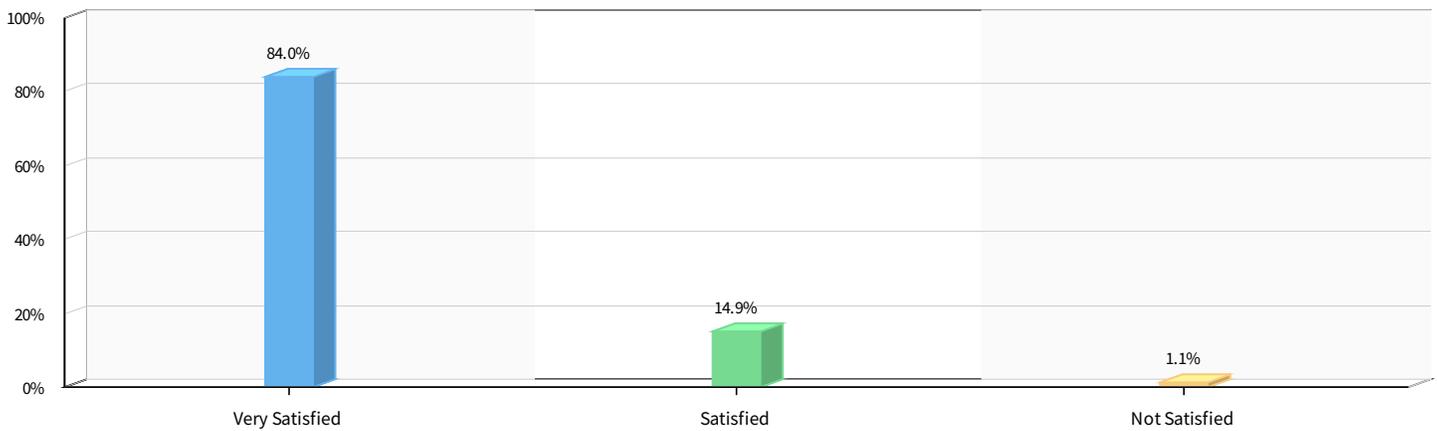
Very Satisfied Satisfied Not Satisfied



E. How program staff communicate with you

(94 Responses)

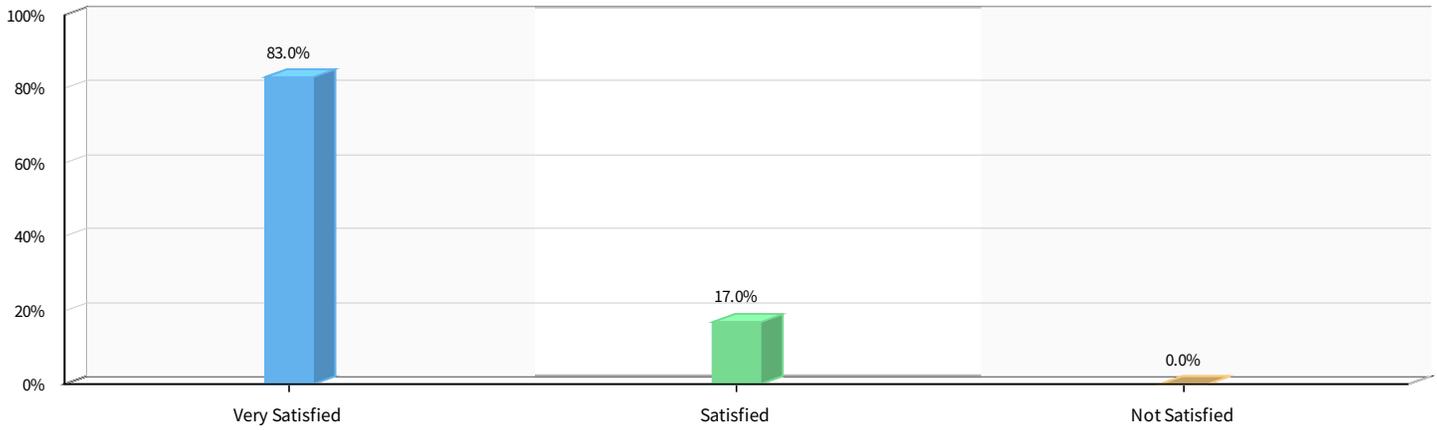
Very Satisfied Satisfied Not Satisfied



F. Meeting the individual needs of your child

(94 Responses)

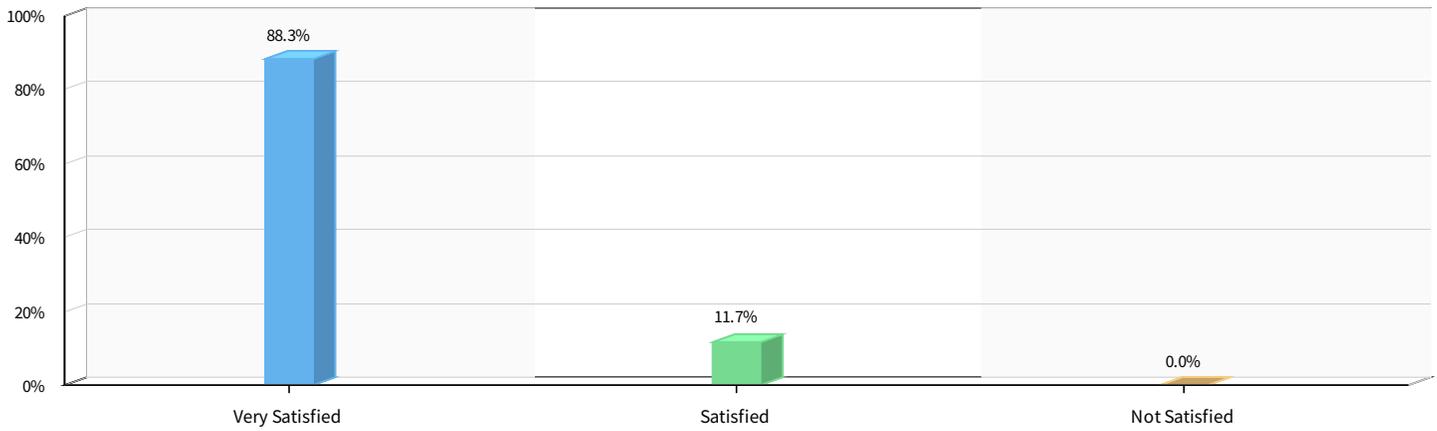
Very Satisfied Satisfied Not Satisfied



G. Interaction between staff and children

(94 Responses)

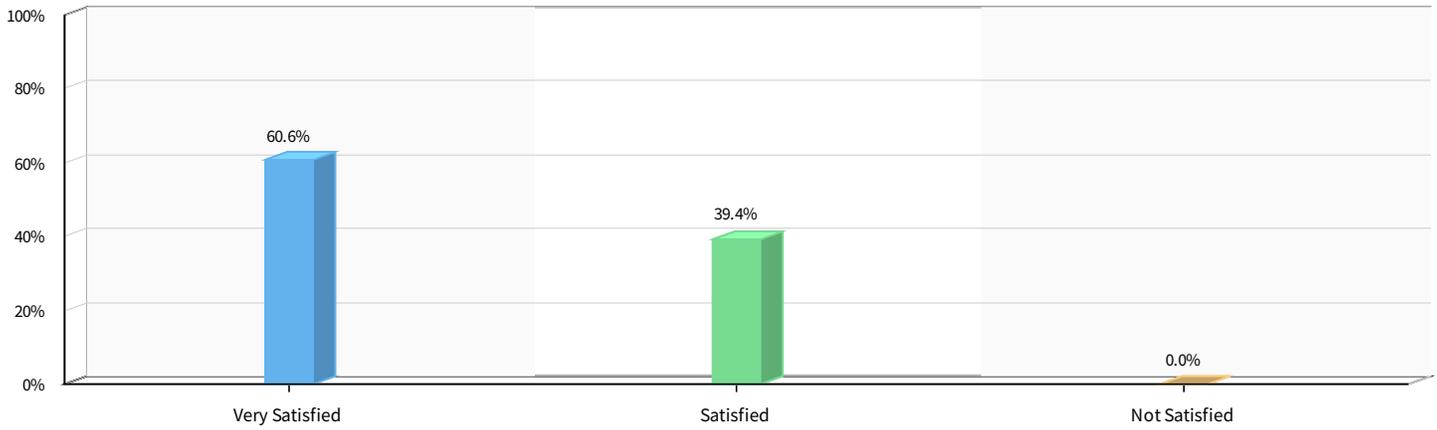
Very Satisfied Satisfied Not Satisfied



H. Interaction with other parents

(94 Responses)

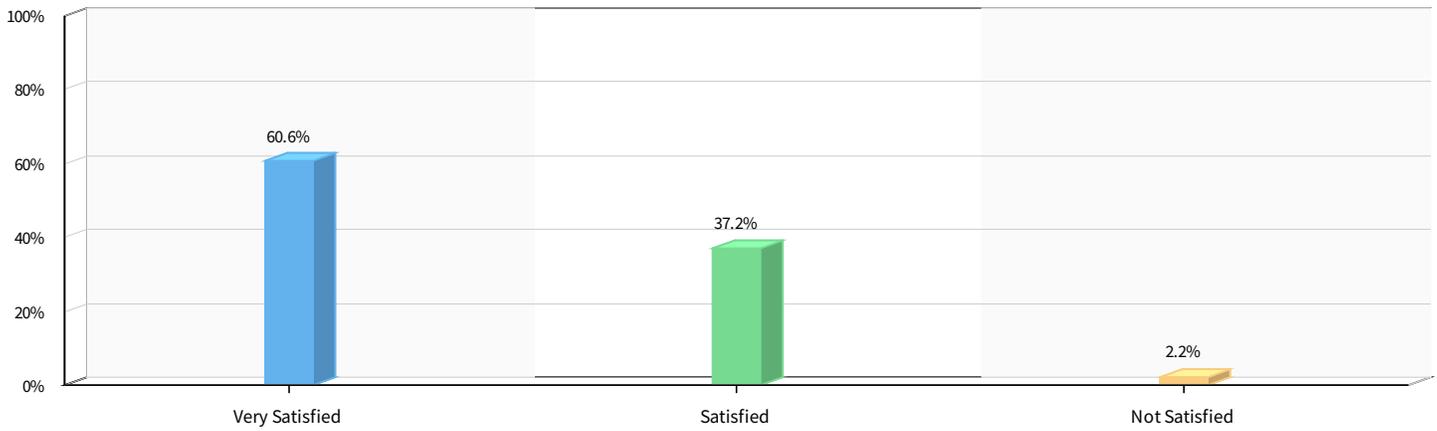
Very Satisfied Satisfied Not Satisfied



I. Parent involvement

(94 Responses)

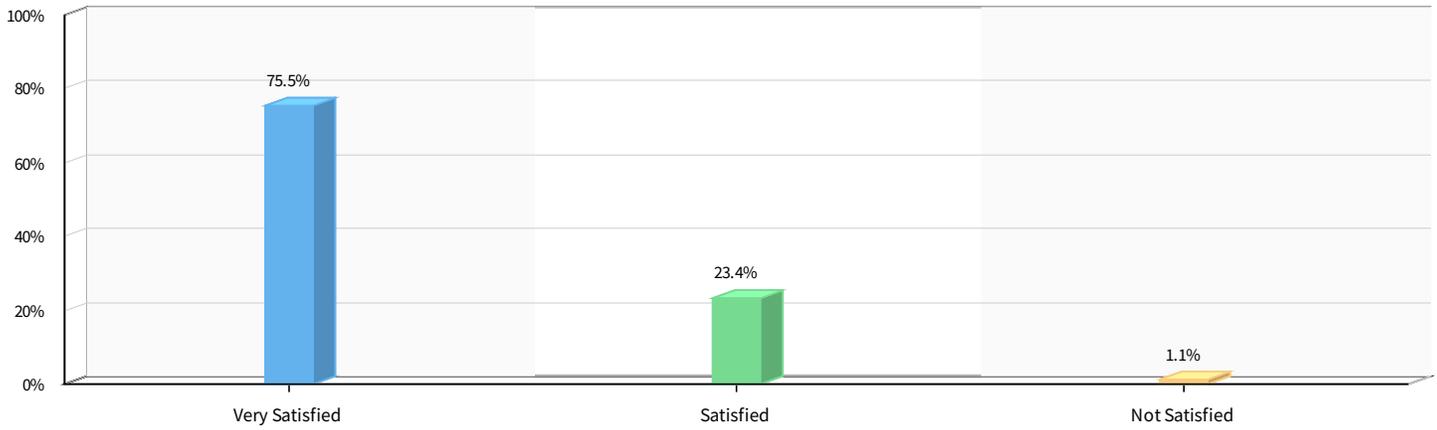
Very Satisfied Satisfied Not Satisfied



J. Equipment and materials

(94 Responses)

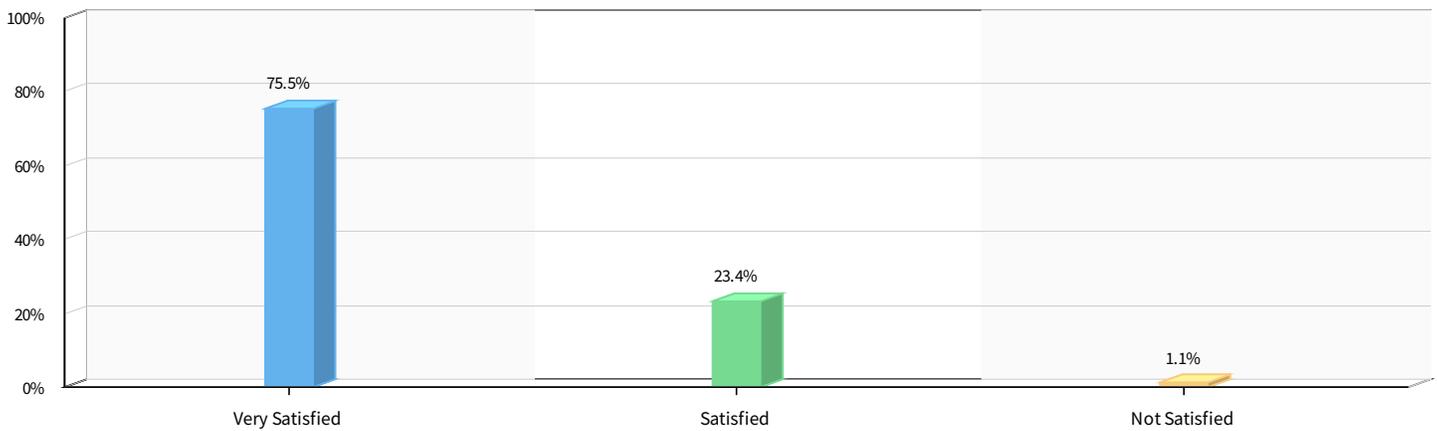
Very Satisfied Satisfied Not Satisfied



K. Cultural activities

(94 Responses)

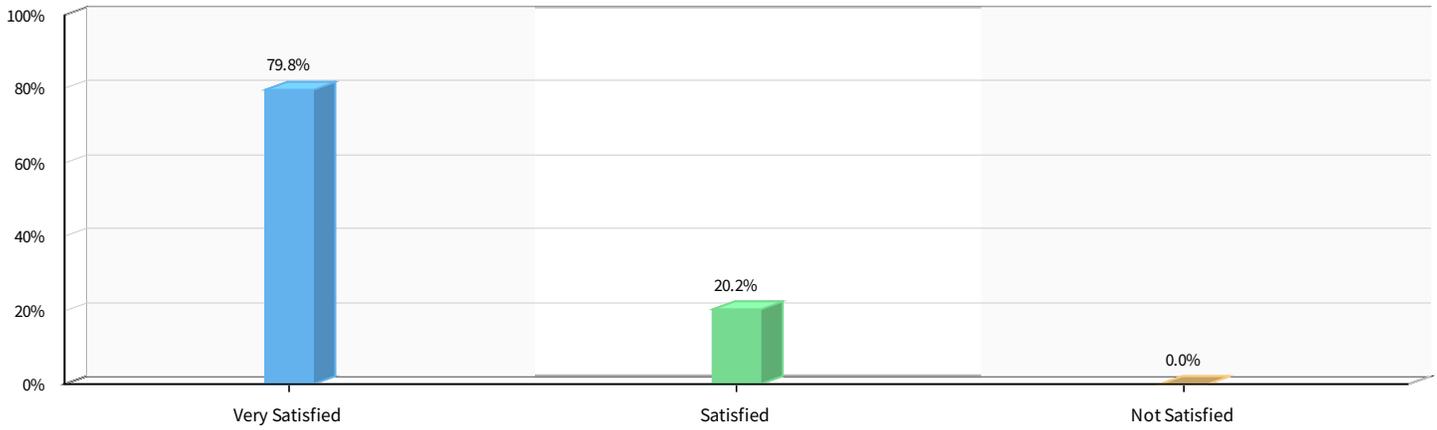
Very Satisfied Satisfied Not Satisfied



L. Daily activities

(94 Responses)

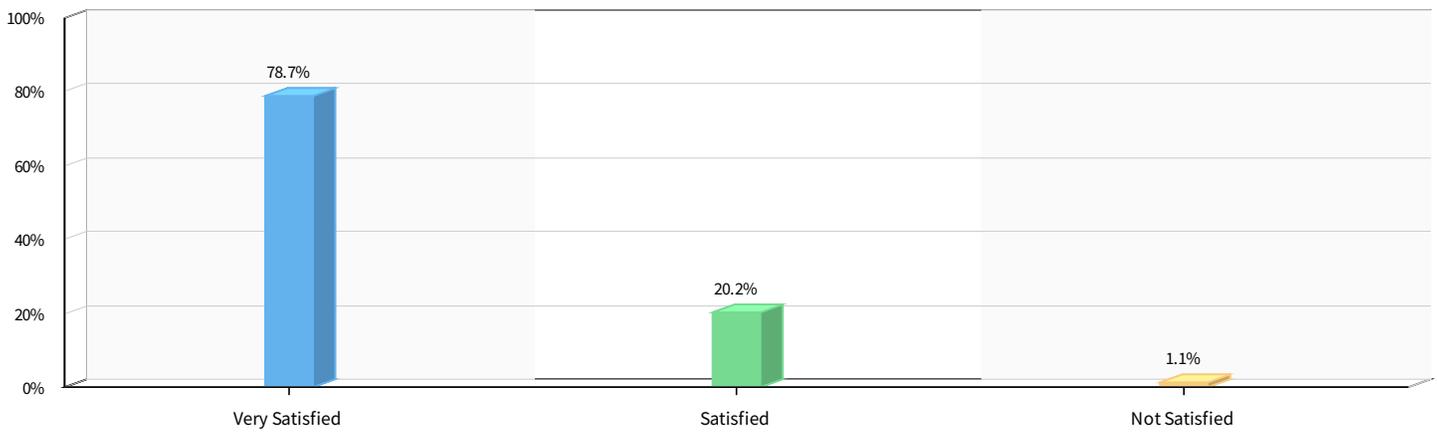
Very Satisfied Satisfied Not Satisfied



M. Environment

(94 Responses)

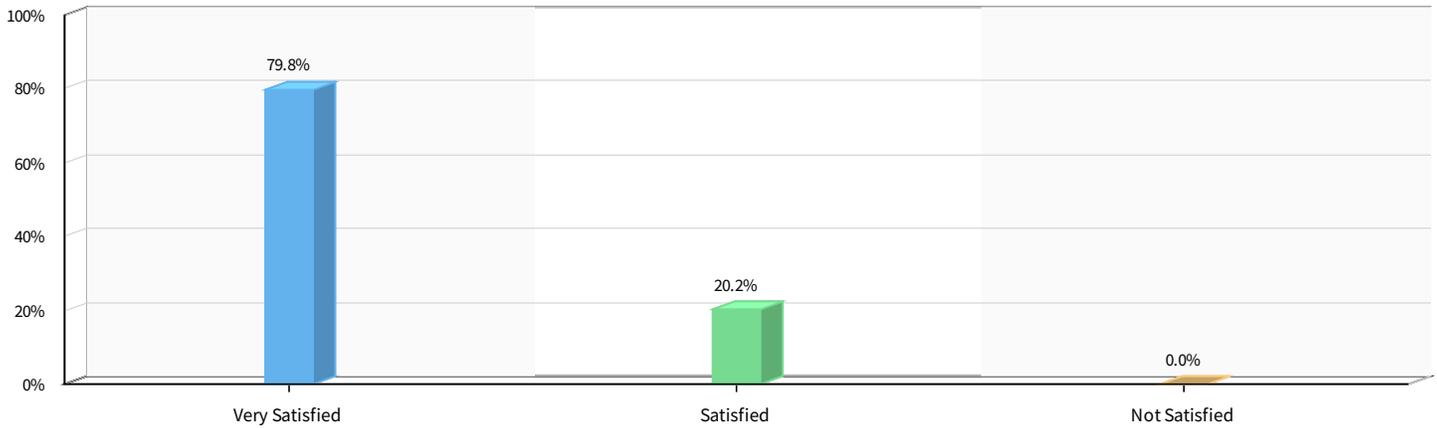
Very Satisfied Satisfied Not Satisfied



N. Nutrition- How satisfied have you been with the center’s menu?

(94 Responses)

Very Satisfied Satisfied Not Satisfied



7. Is there anything else you would like to say about how this program meets your family’s needs?

(94 Responses)

Todo esta bien

I am able to attend school while my daughter in school.

Me parece bien por qué así me da tiempo de trabajar unas horas y que mi hijo esté aprendiendo

Nos gusta ver mucho los cambios de nuestra hija como a desarrollado sus habilidades

It’s very helpful & my child loves going , he learns so much everyday!

N/A 8 Responses

No 15 Responses

Didn't think this program would actually help my daughter but she is now talking more & clearly & I am now hearing her talk English

None 2 Responses

My daughter has enjoyed painting crafts, learning educational songs, and socializing with her peers/teachers.

We love that the program has made us feel so supported! We’ve seen so much growth from our daughter since she started. We appreciate all of the resources available to us.

Me gusta el trabajo de cada maestra y como la directora trabajadoras social dan su empeño para tenernos comunicados de cada proceso q van nuestros hijos

my children love this school and has learned so much from it i really appreciate this school!

Would like changing tables to be sanitized more regularly after diaper changes, and also more communication on other kids hitting your child. More training for teachers on that topic.

It's great.

I love this program since my kids been their it has help me to be able to get a job just wish it was over at 3pm but other then that luv it

Mno

Jus the parking has become very challenging specially with the weather when it rains or its too cold for the long walk accross the parking lots or thru greenbelt areas.

no

2 Responses

It gives us the assurance that our child is safe.

The teachers have all been so amazing! The safety they have in place is exactly as it should be. Maybe staying open regular school hours or till 4 pm for parents who work or go to school.

Very satisfied

It helps so much, so that I can work and provide for my family and for that I am grateful.

N/a

4 Responses

Todo muy bien gracias por su ayuda

No tengo ningún comentario realmente estoy satisfecha

Ayuda mucho

Thank ful for them teaching

I am able to work from home and happy my child is learning everyday he goes to school

The highest most important factor in quality is the outlook from teachers and leadership. This team is making a great difference at Marla's Place. Their care shows up in the creative activities and kind communication to kids. It's seen and felt.

No

This program allows me to sleep during the day as I work over nights and has helped my kids learn how to do most things on their own

Classroom 5 teachers have been incredible to my baby, and he has learned tons. This is the first year he doesn't cry at drop off, and waves goodbye to me instead of throwing a fit that I have to leave.

Todo muy bien

With brushing teeth and washing hands and potty training its great for early learning.

Muy contentos con el programa porque ha ayudado a mi hijo a ser más interactivo y ayudado en su habla

This program has helped my child learn letters and numbers. We are very happy with the progress he's made in actually learning in ms. Akira's class.

Na

3 Responses

Kataleya has learned a lot & is expanding her food options which was very hard to do. Thank yall!

I love how social my child has gotten with the other children.

Its helped my son reach alot of milestones and social skills

My son has gone from being borderline non-verbal to being a social butterfly and always talks about his friends and teachers.

La verdad me encanta el trabajo de las maestras y del personal de la oficina hacen un excelente trabajo

Gracias por todo

No it's great thank you for the opportunity. My kids are learning a lot being enrolled in head start.

No

No.

It's been good for my daughter to interact with the other children and be on a routine.

So thankful for Ms.Guerra helping me as a new mom learning new skills to teach my babies

I'm So Grateful For This Opportunity To Be In This Program. I Love That My Son Wants To Come For Me That Says A lot.

Gran ayuda

It helped my son become better at eating and slowly steering away from

Great program that has been very helpful with my family.

This program is always helpful and informed with any information we may need.

No.

It's helped provide a great learning environment for my kid while I attend work and school

My son had a lots of improvements since he started the program he's talking more and has learned many new things

The brushing of teeth i feel is very helpful with early learning as well as potty training

It's an amazing program

Instead of just posting our announcements on the walls and hoping we see and read them. Announcing them more verbally throughout the week at pick up and drop off.

It helps me as a single mother without any family support. I am grateful for this opportunity.

I love how Blessings teachers go above and beyond to care for her and her classmates. These ladies are amazing individuals and exceed expectations. Evelyn and Hayley thank you so much for pouring into our little Blessing, we appreciate you very much

Mi hijo está aprendiendo ablar y relacionarse mas

Es un buen programa

n/a

I work 8-5 in Austin and my husband works 7-5 in San Marcos. So we still have to hire or find additional support to work.

8. Do you have any suggestions about how this program could be improved?

(94 Responses)

Por el momento no

2 Responses

If we can have a location closer to Buda area and extended hours until 4.

Todo está bien

El estacionamiento/ señalamientos para poder cruzar con más seguridad la calle

N\ a

N/A

10 Responses

No

23 Responses

Maybe just the parking

None

3 Responses

For this school year, due to construction, parking was particularly challenging.

I would love an email of the weekly theme for my child's classroom so that we can talk about it at home.

Ninguno

I dont think i have a suggestion im pretty satisfied.

More training for teachers on how to handle situations on kids hitting other kids. More sanitizing changing tables, in between diaper changes.

Na

4 Responses

Maybe better parking arrangements

i am pretty satisfied with this program

We are very grateful for the program.

Just longer hours.

My baby is full of energy (as most 1 year olds are) he has had a handful of falls, I think padding on the corners of the wooden shelves / wooden tables would be a great idea.

Offer extended hours

No , están muy ordenados y organizados

A bit more teachers-assistants

The dolls used during circle time don't have any clothes. Can we change that to clothed babies? Circle time is where my daughter struggles the most and it could be the type of activity. Maybe morning/welcome songs? Rules reminders and appreciations?

N/a

4 Responses

Parking is a nightmare, and the crosswalk person is no long there so crossing is up to the discretion of the moving vehicle. This is not safe.

Todo muy bien

Todo me parece bien

Maybe adding more teachers for when there are teachers off and classrooms are closed. It's harder for us parents to find childcare especially finding out at 6:30 in the morning.

I truly love this program it's incredible!!

Creo que todo esta muy bien asi

Ninguna solo buscar más ideas para q los padres se involucren más en actividades de la escuela

Todo muy bien

No. It's already great in my point of view.

Maybe opening up a bit earlier for parents who have to be at work early

No o

Not at the moment

Better more updated buildings they are old and have problems like ac etc also better food for the kids.

The hours are a little bit of a challenge for me but otherwise great

No Not At This Time It's Our First Year & We Are Getting Familiar With It.

no

Todo bien

Not at the moment.

not necessarily

Would be helpful to know when teachers are leaving and new teachers are being introduced.

I wish there were more parents engagement activities

None that I can think of

if there is no school on Friday then on Monday drop off and pick verbally remind us then again on Wednesday then on thursday

None at all

We love everything that this program has to offer. Maybe providing more incentives for staff so they feel appreciated. Teacher of the qtr award, snack cart for staff pick me ups. Spin the wheel for a prize. More employee engagement activities

Todo bien

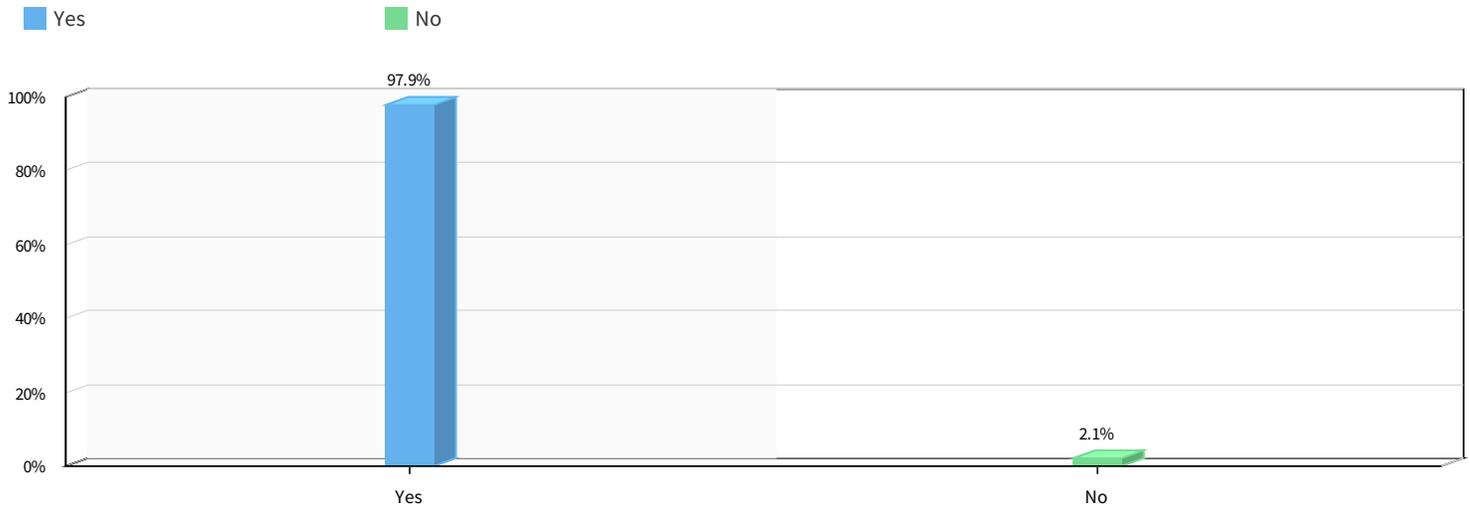
Horario mas tarde para juntas de padres

n/a

Work more closely with an affordable after school program.

9. I/We feel my family has a relationship with our Family Advocate based on trust and mutual respect and the Family Advocate maintain contact as needed with my family

(94 Responses)

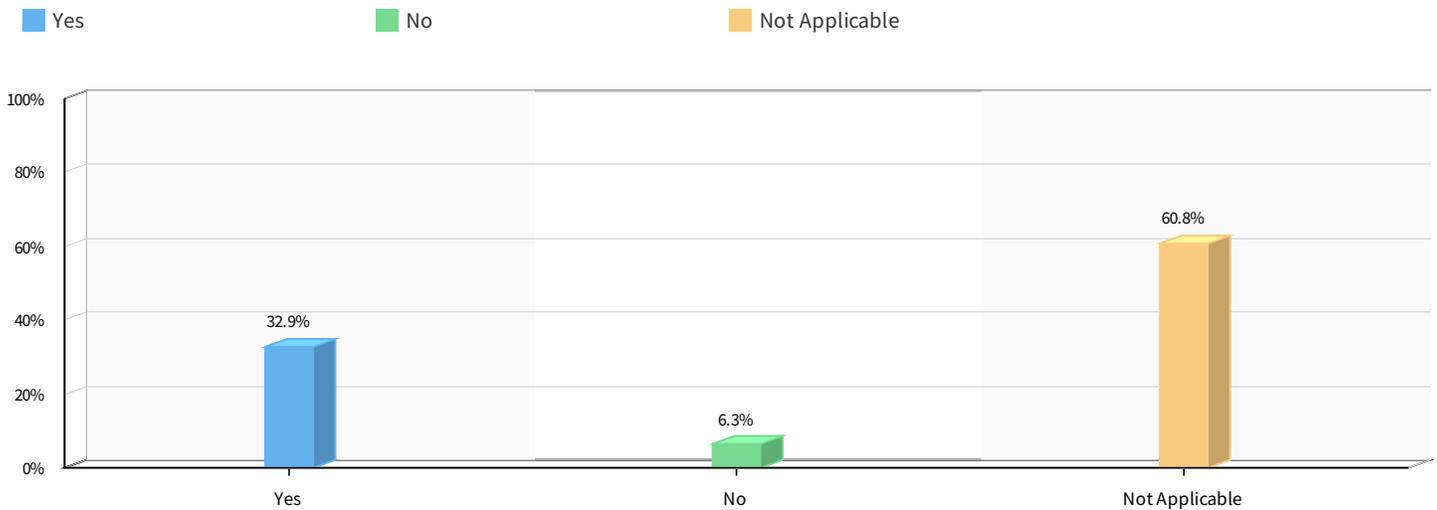


10. If you or your child received disability or mental health services, please complete the following:

(79 Responses)

A. I feel supported and informed regarding my child's mental health services ?

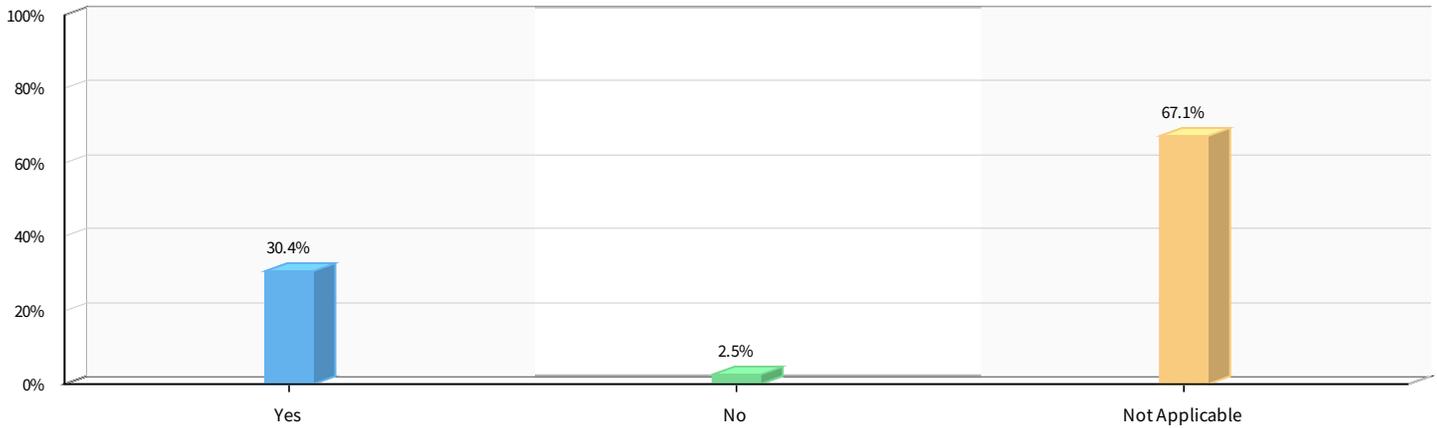
(79 Responses)



B. I am given opportunities to participate in my child’s ARD meetings/development of IFSP Plan/IEP Plan n 2

(79 Responses)

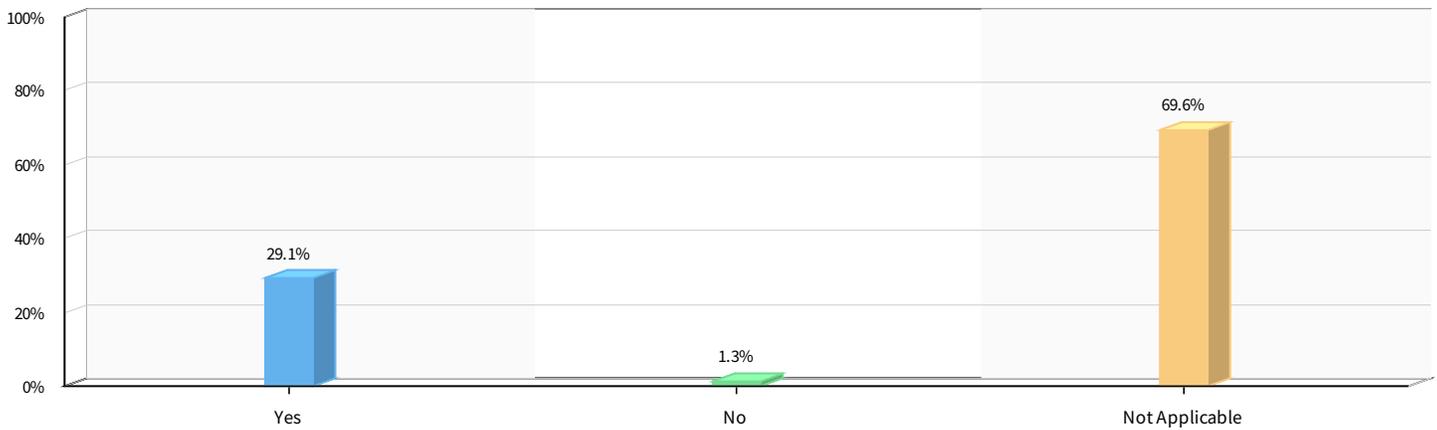
Yes No Not Applicable



C. I am given the opportunity to participate in training opportunities to learn about my rights and advocacy and participate in my child’s disability services

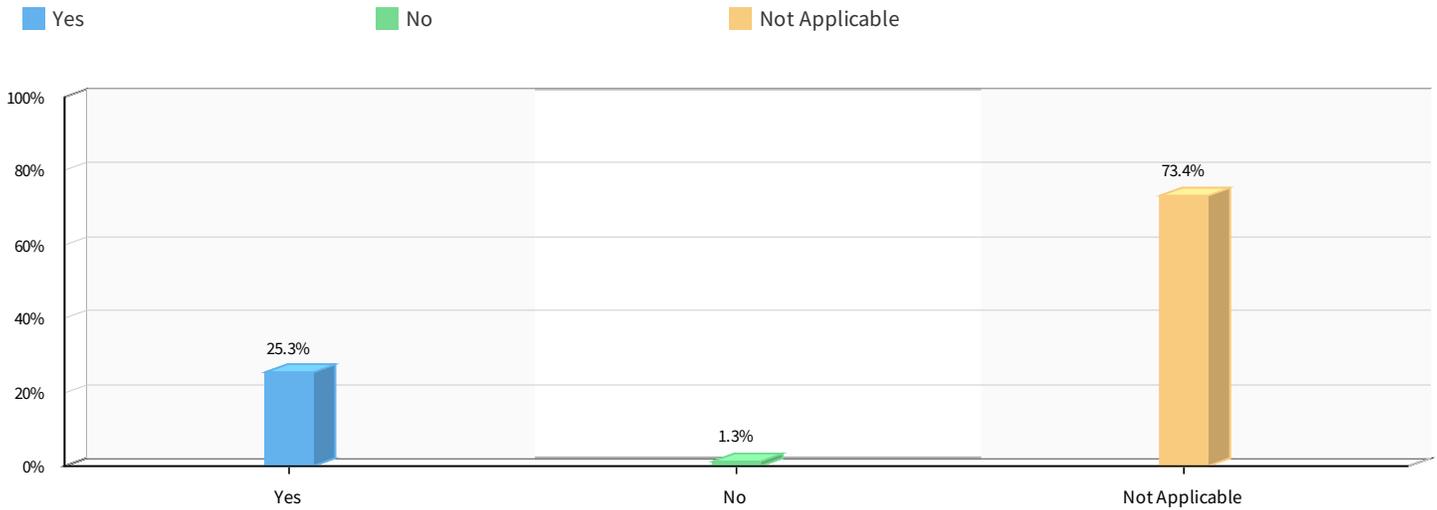
(79 Responses)

Yes No Not Applicable



D. I am satisfied with the disability services my child receives ?

(79 Responses)



11. Have you participated in any of the Nutrition tables set up at either drop-off or pick-up?

(94 Responses)

No recuerdo	
Not sure	2 Responses
No	52 Responses
No	3 Responses
I have not	
I have not but I plan to.	
not yet i plan to soon!	
Na	2 Responses
Yes	
Yes	7 Responses
NA	
not yet	
N/a	

Not	
?	
No , en ninguna	
Si	
N/A	3 Responses
Solo he recibido alimentos	
Si	
Not yet but I do want to attend!	
No.	
I don't think so	
Mo	
no	2 Responses
No. Not sure what that is	
Not yet	
No.	
Not yet	
I haven't had a chance	

12. Do you have any suggestions for new menu items? If so, have you tried any of the recipes handed out?

(94 Responses)

No todo bien	
Yes please add some international dishes. Please stay away from pork	
No	6 Responses
No	38 Responses
No	

None	3 Responses
I have enjoyed the menu items for this year.	
The menu is very good for our toddler.	
no	2 Responses
Grilled cheese, cheese quicedillas, sweet potatoes mixed with meat (chicken, groundmeat), fideo. Haven't got any recipes.	
Lentil soup.	
Healthy Smoothies	
No. All is good.	
N/a	6 Responses
Yes.	
The food menu is perfect.	
French fries Grilled cheese	
No e probado nada del menú	
Por el momento no	
No, no	
I would like to know more about serving sizes.	
Yes	
Yes, can we have a nutrition specific questionnaire/survey?	
Todo bien	2 Responses
N/A	3 Responses
Tortas de papa con queso y jamón Huevos cocido con arroz Quesadillas con ensalada	
I haven't received any recipes	
My kids always ask for lasagna maybe even cheese ravioli but they do at home also :) the fruit and veggie choices they love!	

Jo

No.

More fruit varieties and maybe parfaits for breakfast more drinks available during the day and more protein in meals.

No I love the menu

No Suggestions.

no

2 Responses

Not at the moment.

na

I have tried recipes no new suggestions

Na

None that I can think of

We love the ladies in the kitchen too. They put their heart into ensuring our babies are fed. No suggestions

13. Health

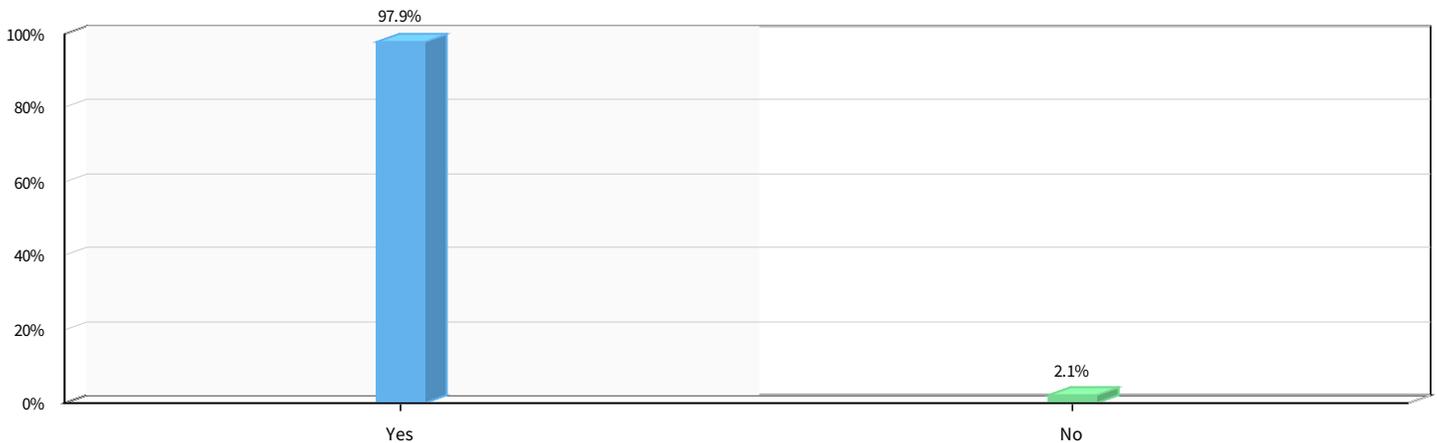
(94 Responses)

A. Did Head Start staff provide you with helpful information, reminders, or resources to address your child's health needs (such as scheduling appointments, referrals, or follow-up care)?

(94 Responses)

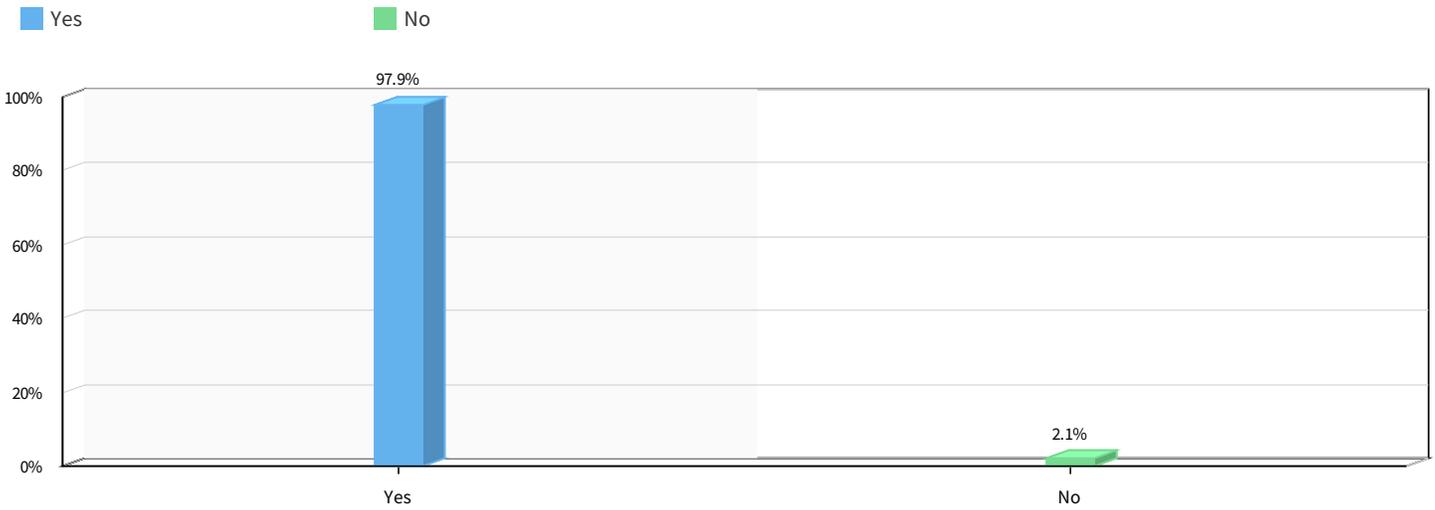
Yes

No



B. Do you feel Head Start staff listen to your concerns and partner with you to support your child’s health and development?

(94 Responses)



C. Question How satisfied are you with the support Head Start provides in helping you keep your child up to date with medical, dental, and vision/hearing screenings?

(94 Responses)



14. What additional health information or support would you like Head Start to provide for your child or family?

(94 Responses)

N/a	9 Responses
Nothing	
Todo me parece muy bien	
Todo está bien	
N/A	14 Responses

None	16 Responses
My daughter feels supported with transitions by using a timer. Transitions are typically challenging for her and utilizing a timer in our day-to-day life makes the process smoother for her.	
Maybe I'd like a visual for toddler milestones to make sure that our daughter is on track.	
Siempre saludable	
n/a	4 Responses
Na	8 Responses
No	4 Responses
NA	3 Responses
I don't have anything.	
I say no because my child has an illness.	
Everything is good, maybe a monthly weight day. Once a month we get to see how much our baby has grown/ is growing... and measurement. (Or maybe just the cute little ruler in the classroom where we can measure our own baby.)	
Sobre las terapias del habla	
Por el momento no tengo comentario	
Están bien con el apoyo que dan	
About germs and eating right	
They are doing an awesome job	
None	3 Responses
How to handle outbursts better	
They are incredible and nothing additional is needed in my opinion.	
Todo bien	2 Responses
None, everything is wonderful.	
Creo que cubri todo para la edad que tiene mi hija	

Más comida saludable

I'm pretty satisfied with all the help we get already.

Nothing at the moment.

I think they could be cleaner and maybe children shouldn't be in class when sick for more then 24 hrs because it causes the other children to get sick.

None At This Time.

Ninguno

Can't think of anything at this moment.

na

None that I can think of

Thank u

Estoy contenta de lo q brindan

Sobre las vacunas

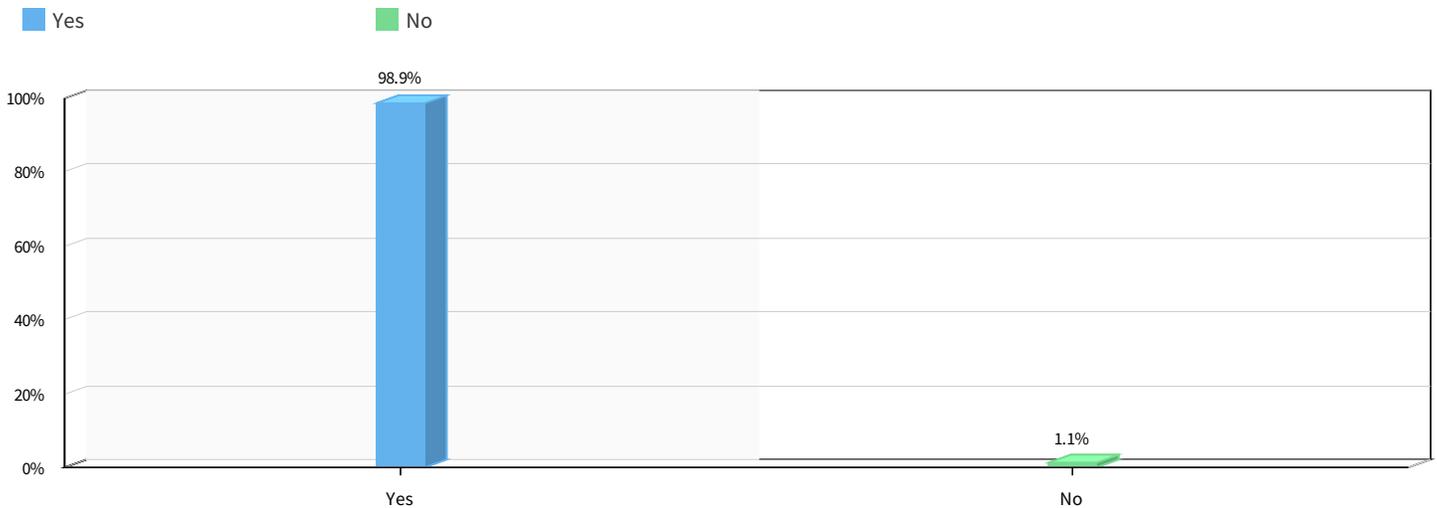
N.a. They've been great.

15. ERSEA

(94 Responses)

A. How satisfied are you with the application process for the program?

(94 Responses)



B. Do you feel that program expectations were thoroughly explained to you at the time of enrollment?

(94 Responses)



16. How can we improve the application/enrollment process for incoming families?

(94 Responses)

- Pues creo que fue rápida la vez que yo lo hice
- Maybe switch to online/paperless applications
- Todo muy bien
- Hasta el momento todo bien
- Providing access to waitlist position and status updates would make the enrollment process more transparent and helpful for families.
- N/A 14 Responses
- N/a 13 Responses
- More classes & teachers my other child didn't get accepted
- None 3 Responses
- I feel the application/enrollment process was smooth for my family.
- It was very easy and all the information was very clear. Personally, I don't need any changes.
- Ninguno creo q como esta esta bien
- I didnt have a problem with it they helped me understand anything if i didnt understand.

Na	6 Responses
No	
I think it's great	
Walk us through it	
NA	2 Responses
They explained it pretty well to me	
Better communication.	
Maybe have the one from previous time rollover and have parents only update changed items.	
We could simplify the form and provide clear steps by step	
na	2 Responses
Que se enfoquen en las familias más necesitadas	
No tengo comentarios	
Por el momento todo bien	
Waiting list calls would be great to know if	
Not sure	
No complaints	
It was very easy, no changes!	
Todo bien	
Creo que el que sean bilingues es suficiente para poder empatizar con ambas familias	
It's perfect	
Yall do a good job as is.	
It was an easy application.	
Online portal	

Not applicable	
None	3 Responses
En mi caso todo fue muy fácil creo que todo esta bien	
Ninguna	
Todo bien	
It was pretty simple and straightforward for me when I did the application process I would say it's pretty smooth and easy already.	
Communicate during the whole process	
Not at the moment	
Make it more simple and virtual if possible.	
n/a	2 Responses
.	
Nothing at the moment.	
A quicker wait time to be accepted or not.	
More information shared through email to keep for records	
None that I can think of	
Nothing	
I think it's a great procedure already	
Possible online portal for streamlined process where parents can upload required documents promptly	
Seguir cómo asta ahora	
Una lista con todos los documentos	
The process was great when we started.	

17. Environment

(94 Responses)

A. Does the Head Start center appear clean, safe, and welcoming?

(94 Responses)



18. What feedback can you provide about the environment at the Head Start center?

(94 Responses)

Que es una escuela que le a ayudado mucho a mi hijo y sobre todo las maestras que tienen la paciencia con nuestros hijos me parece genial no hay nada malo que decir sobre ella

It's great!

Llevo un mes imedio y asta ahorita todo me párese muy bien maestras y esperanza una gran persona que te ayuda a resolver cualquier duda que uno tiene excelente

Me encanta el centro de Head start, todas las personas son muy amigables y amables hacen que uno se sienta en confianza.

My child loves going everyday , he has learned so much and continues to learn and grow everyday at school.

Very helpful and loving staff! My sons always feels so safe!

None 6 Responses

We love it & its close by

Amazing

The teachers, director, and family advocates have been very kind and welcoming.

The A. Washington center is amazing. The staff and teachers are all so nice. Everyone takes the time to know our family and makes us feel welcome. The play areas are safe and age appropriate. I'm happy to know my child is in a safe environment.

Es lo mejor como madre puedo recomendar a otros padres de enviar a sus hijos ya q notas el cambio el aprendizaje

very welcoming very loving super sweet to my kids love them all!

Environment seems a bit too quiet at times, maybe some calming music playing. (Not loud of course) More security cameras by the outside doors.

Na

4 Responses

Na luv the program

No

Check in-Cameras where parents can observe their children throughout the day

All is great but parking at this time.

Very good

very welcoming and nice

The best

Anything.

Very safe and clean

Center Head star is very welcoming and supportive children's growing, my daughter love Head star staff they're friendly

My baby's teacher Mrs Sammie is amazing, she is so positive and has a great attitude everyday.

Teachers are doing amazing

Que es de mucha ayuda para las familias que más necesitamos el cuidado de los niños

Más participación de los padres de familia para mejorar las instalaciones del centro

Por el momento todo bien

Great

More parking places.

Its nice and clean

Mosquito as very - very bad.

N/A

8 Responses

No complaints

Very well trusted and caring team

All the staff and teachers are very welcoming and tell you hi everyday and you can tell they love their students so much such a blessing to have headstart available for my kids and their development

It looks run down outside. I just think the portables need some touch ups, and the walkway could use fresh paint. Everything just looks really run down outside, other than that it's great!

Todo bien

Solamente que por el momento el estacionamiento ha sido alguna dificultad en encontrar un buen lugar para poder tomarse el tiempo de dejar a los niños en su salón

N/a

3 Responses

Just also making sure when kids are sent home, their notes on file for certain issues should matter and they should not be sent home for another note when they have one on file for the condition.

It seems very dated. Would be nice if the teachers were given a larger budget to purchase items for activities with the children.

It's always clean!!! I love it!!

My child and family love Head Start and the support and guidance they offer to us.

Very awesome place no complaints

Muchas gracias por todo lo que hacen por los niños creo que están en muy buenas manos y seguros

The center is very well maintained and communication between staff and parents is excellent.

Ninguno

Todo bien

2 Responses

I personally love the center it's exactly how it's suppose to be kid friendly. The teachers I absolutely love I have had most of the teachers once or twice before and they are all great with the kids every single one of them!

Keep up the positive energy and learning

Nothing at the moment

It's a good environment just one day one of the helpers gave me a really ugly look when I picked up my daughter and rolled her eyes at me. I think she may have been frustrated with my daughter's behavior I'm glad I haven't seen her again.

The environment is always clean

None at this time

5star

n/a

Nothing at the moment

none it's pretty great

Very good very clean and kid friendly ! Love it!

Ita an overall great head start and am very satisfied with everything at the establishment.

Very clean and well maintained

I hope the parking for the program gets a little better for the parents and mostly for the safety of the childrens

It's amazing

Thank u

One thing for sure is... I want to say that Mr. Mason really seems to enjoy & loves his job. He is great with all the children, especially Mazzy. He deserves many many praises.

Great caring educational environment

I can honestly say I believe Blessing only got sick once this year and she got it from home. The teachers do an amazing job at disinfecting and cleaning. They ensure the children wash their hands throughout the day. Way to prevent infections!

None

Muchas gracias por su ayuda, nuestros hijos están aprendiendo mucho

Exclente

its a great environment and the teachers/ family advocates are very nice

It's very well maintained and organized

I love the environment. Very clean and welcoming.



Home Visiting Board Report

1/2026- 2/2026



Prepared by:
Mary Bryant

Program Events & Updates

January

StartSmart Hays & Caldwell (SSHC) is continuing Help Me Grow work in partnership with United Way for Greater Austin and Start Early Consulting, with a focus on the Nurturing Early Steps Together (NEST) Project, which aims to increase the use of the Ages & Stages Questionnaire (ASQ) in child care settings. **Hays and Caldwell County Teams** each hosted playdate group connections in their respective counties, allowing families to network and create support groups. In addition, both teams participated in a mental health training.



February

SSHC hosted a Book, Blocks and Balls developmental screening event at the San Marcos Housing Authority. Additionally, Start Early Consulting completed first focus group with child care providers to better understand current screening practices, barriers to ASQ use, and supports needed to increase implementation. **Hays County Team** hosted a play date event at the San Marcos Public Library. **Caldwell County Team** hosted a Family Dance Party at the Dr. Eugene Clark Library; families participated in arts & crafts, dancing, and snacking, creating opportunities for connection, creativity, and shared family engagement

Home Visiting Data

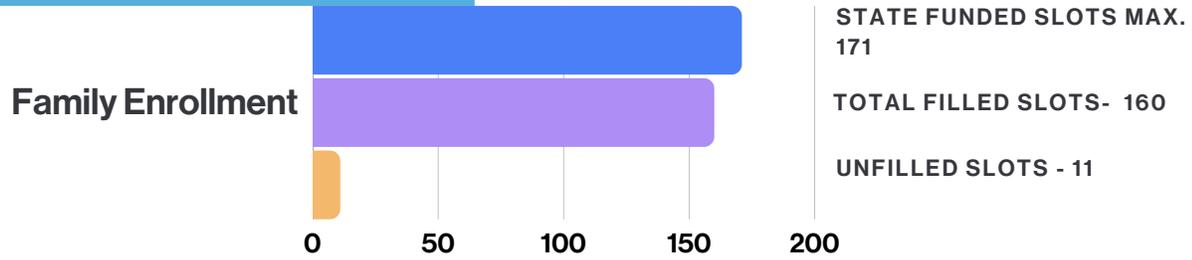
As of 3/10/26



Personal Visits

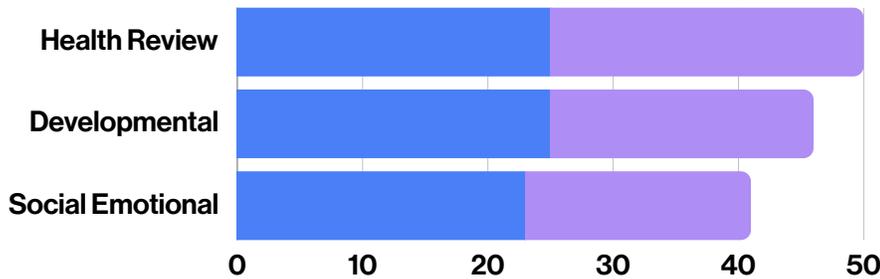
JANUARY 201

FEBRUARY 192



Screenings

● January ● February



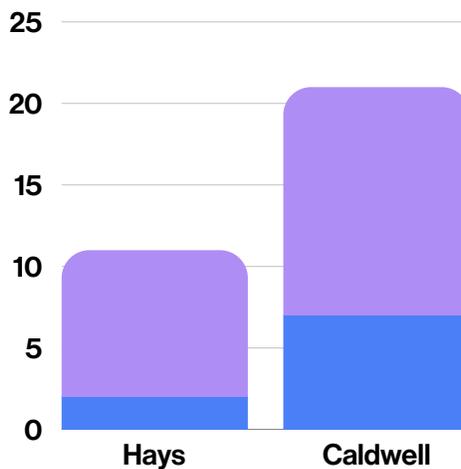
17

Potential delays / concerns identified

- Health Review
- Dev. Screening
- SE Screening

Group Connection Attendance

● January ● February



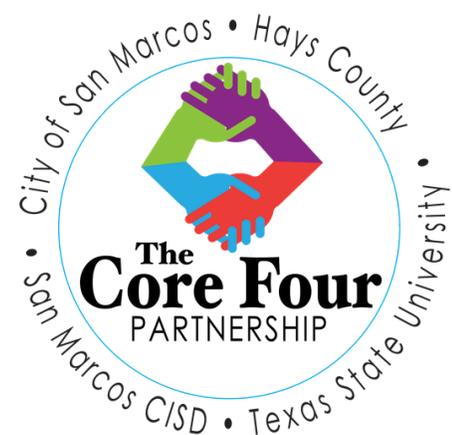


Youth Services Highlights

1. The Youth Task Force is recruiting for the 2026-27 cohort.
2. YTF hosted a Valentines Day Dance at for the seniors at Springtown Villas. They also attended the YAC Summit in Jan.
3. SMTX Mental Health Coalition hosted in Public Safety MHFA on planned for February 19 in partnership with the Hays County Health Dept.
 - a. Additional traings will be in April and May.
 - b. Annual Vibrant Visions Mental Health and Wellness Event is planned for May 7.
4. YSD along with the Core Four Task Force drafted Childcare Needs Survey. Working with the partnership to finalize and distribute in Spring 2026
5. YTF hosting the Live Your Best Life Conference on June 5. Free for 8th-12th grade age youth in Hays County.
6. Hosted Finance 101 workshop and Valentine's Day Teen Movie Night in partnership with HCWC.
7. YTF hosted a Teen Advocacy Workshop.



Scan QR code or use link.
<https://linktr.ee/corefourpartnership>



Youth Services Outcomes

Outcome	Measure	Update
Community partners will work together to increase awareness of youth mental health issues and provide mental health prevention measures to improve overall mental wellness in our service area.	Provide mental health training to first responders, human services employees, teachers, and other public-facing workers that includes learning communication techniques, mentorship training, mental-health awareness strategies, etc.	numbers for 2025 will be in the annual report
Youth Services program will increase youth diversity and inclusivity in the Youth Taskforce membership.	Provide recruitment and outreach to homeless/foster/at-risk youth to be included in the membership of the current Youth Taskforce	Increased the participation of home schooled youth in YTF. Looking for partnership opportunities to specifically target this group. Expanding YTF to include 18-24yrs.
Youth Services Program will strengthen Youth Taskforce pipeline by increasing participation from 8th graders.	Program will outreach to local school district or other agencies that work with youth to find 8th graders interested in joining the Youth Taskforce	8th grade students were included in recruitment for Fall 2024.
Youth Services program will create a steering committee for SMTX Mental Health Coalition to assist in setting the goals and developing the strategies of the coalition based upon the latest mental health assessment.	Youth Services program will outreach to local stakeholders and community partners who have vested interest in mental health and well-being to find appropriate steering committee members for the Mental Health Coalition.	Texas State, Cenikor-Project AIM & Project AWARE are the primary steering committee members. Collectively we work on coalition activities. Partnered with Healthy Hays-YMHWG to help streamline San Marcos Community Partners and efforts.
Youth Services program will increase the number of at-risk & non-at-risk youth served by Big Brothers, Big Sisters mentorship program.	Youth Services program will outreach to local stakeholders and community partners to find at-risk youth to participate in BBBS.	Currently at a stand-still with BBBS. Will revisit this Goal with Core Four Partnership. This goal is being revisited by the Core Four Task Force.
There will be an increased number of BBBS volunteers to help mentor youth.	Youth Services will increase volunteer pool in the service area by initiating a community-wide volunteer recruitment campaign by attending and hosting volunteer fairs and other similar events.	Currently at a stand-still with BBBS. Will revisit this Goal with Core Four Partnership. This goal is being revisited by the Core Four Task Force.
Youth Services program will work with community partners to establish a Hays County Youth Coalition that will provide youth resources and support including a community youth development training.	Community partners who participate in the coalition will set goals that impact youth needs.	Steering Committee established, General meetings kick-off had 14 youth attend, and free community PYD trainings will be held in March 2025.
The Youth Coalition will create and evaluate youth community needs assessment and provide programming to address youth needs.	Youth services program will work with Coalition in training them in creating needs assessment and assisting them in developing programs to address youth needs.	Working on 3 rd year focus groups with SOAR 144

MARCH 2026

COMMUNITY DEVELOPMENT

Investing In Impact Project: Regranting St. David's Foundation Funds

Administrative Update

Work this period has focused on grantee relationship management, capacity building, professional development, and early-stage fund development exploration. Megan connected with St. David's Foundation staff to discuss the intermediary project and explore the foundation's long-term goals. These conversations have been instrumental in clarifying priorities and building a shared vision for the program's trajectory. As the first reporting deadline approaches, Community Action is well-positioned to support grantees through the reporting process.

Progress Made

Grantee Kickoff Meeting

- On February 6th, we hosted a Grantee Kickoff Meeting at Kerbey Lane Cafe. All five grantees were represented at the meeting. The gathering provided an opportunity for grantees to meet one another, share information about their respective projects, and begin building relationships across the cohort. The meeting also included a review of reporting expectations and the 2026 grantee reporting timeline to ensure all grantees are prepared for upcoming deliverables.

Capacity Building Workshop Series

- Planned a capacity building workshop series, *Building Capacities, Building Communities*, open to the broader community. Workshop topics were selected based on survey results gathered from Health Equity Grant applicants, ensuring the series reflects the expressed needs of the community. Additional details, including outcomes and participation data, will be shared in the May board report, which will cover March and April activities.

Grant Contact Info

- Megan Campbell, MSW

 512.203.1407

 mcampbell@communityaction.com

Professional Development

Participated in several professional development opportunities this period to deepen knowledge and expand networks relevant to Community Action's work:

- Fiscal Intermediaries Learning Session** - Attended a learning session focused on intermediary work, providing an opportunity to expand understanding of best practices and network with peer organizations engaged in similar community-directed grantmaking models.
- Budgeting and Planning for Fundraising Success** - Participated in a virtual learning session focused on development and fundraising infrastructure, with an emphasis on budgeting and planning strategies applicable to nonprofit organizations.
- Sharper Focus, Lighter Lift: Evolving Data Practices in Philanthropy** - Attended an in-person lunch and learn event hosted by Foundant Technologies, exploring the role of artificial intelligence in nonprofit and philanthropic organizations and emerging data practices in the field.

Fund Development

Have begun preliminary research and exploration to support the development of a fund development infrastructure at Community Action. Activities this period include:

- Research into fund development structures and strategies applicable to Community Action's mission and stage of organizational growth
- Research into consultants who may be positioned to support Community Action in building fundraising and development capacity
- Preliminary conversations with several consultants, who are currently preparing proposals for Community Action's consideration



San Marcos Lions Club 2025-2026 Grant Request Form

Date: 3/10/26
 Organization Name: Community Action, Inc. of Central Texas (CAICT)
 Address: 215 S. Reimer Ave, San Marcos, TX 78666
 EIN/TID Number: 74-2609067
 Organization website: communityaction.com
 Contact Name: Jessica Bailey
 Contact Phone: 512-393-8215
 Contact email: jbailey@communityaction.com

Is your organization located in San Marcos? Yes or No

Are you a member of the San Marcos Lions Club? Yes or No

Are you willing to present at a San Marcos Lions Club meeting? Yes or No Amount

Requested: \$5,000.00

What Lions Club Focus Area would your request address? (Check all that apply) ___

Pediatric Cancer ___ Diabetes

___ Environment ___ Vision

___ Hunger Youth Support ___ Disaster Relief ___ Humanitarian

___ **Other-Adult Education**

Has your organization received a grant in the past from the San Marcos Lions Club?

Yes or No

If Yes, how much and describe in detail how the granted funds were used?

\$1,500 one year and \$2,500 another year- We used the funds to buy official GED test vouchers for students from 16-20 years of age. Texas Workforce Commission pays for all vouchers for students 21 and older, which leaves our "under 21" students with a barrier to taking a test that they might otherwise be ready to pass. Our grant funding does not allow CAICT to pay for GED vouchers for our students so we must get 100% of those funds from donations. For one student to take all four GED tests, it costs \$145 or \$36.50 per test. Last year we purchased 153 vouchers (\$5,584.50) for the "under 21" students. We had 15 of them obtain their GED.

What other sources of funding do you have for this organization?

Our main source of funding for the Adult Education department of CAICT is from the Texas Workforce Commission with the majority being funded by the federal government.

What Percent (%) of your organization budget would be met by the Lions Club contribution if funded the full amount requested? CAICT budget total is \$16,000,000. Adult Education budget- \$3,000,000.

Percentage of our total budget would be-0.038%; Adult Ed budget- 0.017%

If awarded a grant this year, what will the funds be used for? How many individuals would benefit from this grant?

The funds from this grant will be used to purchase official GED vouchers for our students under the age of 21. We would spend approximately \$2,000 to purchase a class set of laptops or Chromebooks that can be used in the classroom with our ESL and GED students. Improving our students' digital literacy skills is a goal in every classroom in order to help our students increase their career and college readiness.

Are there any special projects your organization is currently working on or considering working on? What kind of additional funding would you need to complete these projects?

We would like to hire an AmeriCorps Digital Navigator to assist our students and community members in improving their digital literacy skills, helping with job searches, resume writing, job and college applications. The cost to have a full-time Digital Navigator is \$9,000 per year.

Please provide any additional information which San Marcos Lions Club should consider to better understand the vision, mission or goals for your organization or is pertinent to your request.

Our mission is to help Central Texans improve their economic self-reliance through a wide range of services and community partnerships. In Adult Education, we provide classes and training certification classes that help our students get a job, get a better job, or advance in their current job. We provide English, GED, digital literacy, and job training classes that help prepare our students for the workforce and open doors to opportunities that better the lives of our students and our community.

Please return document to:
Corey Wheeler, Grant Coordinator
grants@sanmarcoslionsclub.org
Phone: 512-787-5825

Donation Request -St. Mark's Episcopal Church March 2026

In the Adult Education department of Community Action, we serve adults trying to improve their economic situation. We have English and GED prep classes in San Marcos. We also have job training classes like HVAC, paraeducator and CNA. All of our classes are free for our students and are funded by the Texas Workforce Commission.

There are certain costs that we are not allowed to pay with our grant funding. TWC pays for official GED test vouchers for our students 21 and over, but we are not permitted to spend our money on vouchers for those students. Since Covid, we have had a sharp increase in enrollment of under 21 year olds. This program year, we are serving over 200 students under 21 years old. They must pass all four GED tests to receive their Texas Certificate of High School Equivalency. Each test costs \$36.25x 4 tests. This is a significant barrier for our population. Without the money to pay for these vouchers, the students cannot test and become discouraged and often quit. With a donation of \$2500, we could pay for all four tests for 17 students.

Another big barrier to our students' success is access to computers. Our grant funding allows us to purchase computers, but we serve about 2000 students across 9 counties. There is not enough money in our budget to acquire enough devices even for a class set of computers. For the next year, we have an Americorps member who is working as a Digital Navigator to help bridge the digital divide and teach digital literacy skills to our ESL and GED students. We would like \$2500 to purchase a class set of 8 Chromebooks and a storage cart to be used at Mendez Elementary School for our evening ESL students. We have 3 levels of English being taught two nights a week. With these computers, our students will be able to practice the digital skills that they are learning with our Digital Navigator and work with their teachers to create digital portfolios to get them better prepared for the workforce.

I hope that you will consider a donation to the Community Action, Inc of Central Texas adult education program. We are working hard to provide opportunities for our students and your donation would make a very meaningful impact on some of the most vulnerable in our community. Please feel free to reach out to me anytime for more information or to answer any questions you might have.

Official GED vouchers for under 21 students	\$2500
8 Chromebooks and locking storage	\$2500

Head Start Success Story



This March, we celebrated the largest group to date graduating from the Adult Education CDA Class. Thirteen Head Start staff members completed the program, including eight Early Head Start teachers, four teacher assistants, and one floater.

These dedicated staff members successfully completed 120 hours of classroom instruction, a professional portfolio, and a comprehensive exam as part of the course requirements. They will now move forward to the final steps of the credentialing process, which include a formal classroom observation and exam to earn the Child Development Associate (CDA) Credential.

We are incredibly proud of each of these individuals and commend their hard work, commitment, and dedication to professional growth and to our Head Start program.

