

ANNUAL REPORT



TRI COUNTY *community* **Action**

Helping People. Changing Lives.

CUMBERLAND, DAUPHIN, AND PERRY COUNTIES



20 22

Our Wonder Woman

In October 2021, we lost a community leader and dear friend, Kathy Possinger.

Kathy served as Executive Director at Tri County Community Action (TCCA) from 2010 to 2015. She led our agency through a significant transition and placed us on a path for growth. Even after leaving, she remained connected and continued to be a champion for TCCA.



Kathy's commitment goes beyond her work life, and anyone lucky enough to have known her knew the words "Helping People and Changing Lives" were not just a tagline – they were how she lived every moment of her life.

Today we continue to honor Kathy's legacy and passion for community development by using all the funds donated in her name for what we call "Kathy Acts of Kindness," which are initiatives, projects, or events focused on building strong families and thriving communities.

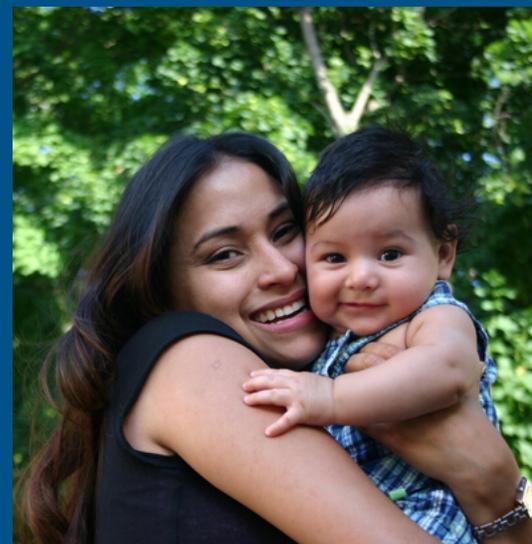


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MESSAGE FROM CEO



After nearly two years of work with our Board and staff, in 2022, we publicly shared our Theory of Change with the community. That Theory of Change has allowed us to restructure, reorganize, and refocus our efforts under four pillars of success. All of our services and initiatives work towards creating a world where people are economically secure, and communities are places of opportunity.

We don't want to make poverty more comfortable or tolerable – ***we want to eradicate it entirely.*** As part of our refocus, we've expanded everything we do into all three counties – and we continue to serve everyone and every community in our region.

I am especially proud of our team, who led us through these transitions while also dealing with the challenges of the pandemic and taking an intentional focus on diversity, equity, inclusion, and belonging (DEIB).

During the year, every member of our team participated in foundational training, and staff created and continue to lead three DEIB infinity groups focused on Foundational Understanding, Talent Management, and Company Culture. Through input from these groups, we have already made several changes to our policies and practices, which allow us to better support each other while working towards our mission.

Never more so than now, we uplift our Promise to ***“care about the entire community,”*** and we encourage you to join our journey. We know that in partnership with you, we will see the day when we all live in a community ***full of prosperity for all.***

This annual report is just a small snapshot of the efforts, outcomes, and impact of our team. After reading this report, I have no doubt you'll agree that Tri County Community Action remains an important part of the solution to poverty.

Jennifer Wintermyer



ABOUT US

We are a part of America's Poverty-Fighting Network.

The Community Action Commission, publicly known and doing business as Tri County Community Action (TCCA), has worked in Cumberland, Dauphin, and Perry Counties for over 50 years to disrupt and permanently break the cycle of poverty. Today, we create opportunities for people to move from poverty to independence through a two-generation, whole-family approach. At TCCA, we believe that a method that considers the needs of two generations – adults and children together – is one answer to interrupting the cycle of poverty in the life of the families and communities we serve. All of our programming and initiatives work towards creating strong families and thriving communities.

VISION

We all live in a community free from poverty.

MISSION

To build on the strengths and resources available, provide solutions for complex issues, and empower individuals, families, and communities to move out of poverty.





7 out of 10 Americans are living paycheck to paycheck.

The percentage of individuals living below the poverty level is higher among:

- Women compared with men, especially single mothers.
- Children (below the age of 18) compared to adults.
- Adults without a high school diploma.
- Older Americans.
- Hispanics and Latinos.
- Black and African Americans.

10% of the population in the tri-county region live in poverty (**approx. 57,229 individuals**).

22% or almost **1 out of every 4 people are economically insecure**, having a household income at 185% of poverty or less.

For a family of 3, that means surviving on less than \$45,991 a year.

A living wage for a single parent with two children in our region is \$90,987 annually or \$43.74 per hour.

Cost for a single parent with a toddler and school-aged child.	
Housing & Utilities	\$13,231
Childcare	\$18,062
Food (eating at home only - no restaurants)	\$10,111
Transportation (car, gas, insurance, maintenance)	\$9,831
Miscellaneous (diapers, clothing, shoes, etc.)	\$15,458
Healthcare	\$9,511
TOTAL	\$90,987

Date Source: livingwage.mit.edu

People can spend 1/3 of their income on utilities.

10%

of low-income families' annual income is spent on energy. This number can get as high as 30% for some families - meaning 1/3 of a family's income is spent on energy alone.

Older adults are the only group to experience an increase in poverty.

10%

of older adults live below the poverty line in Pennsylvania.

Children make up the largest age group of those experiencing poverty.

17%

of the individuals in Pennsylvania who live in poverty are children (newborn-17 years).

The longer a child grows up in poverty, the harder it is to graduate from high school. Children who grow up poor are more likely to be poor as adults.

QUICK LOOK AT THE IMPACTS POVERTY HAS ON CHILDREN:

- Research shows poverty negatively impacts children's brain development, impacting parts of the brain responsible for memory, attention span, organizing, planning, and decision-making.
- Children who do not start kindergarten off at a developmental level are less likely to catch up to the reading level by grade three. Research has shown that by grade three, children stop learning to read and start reading to learn.
- Third graders who are not reading at grade level are four times more likely to leave high school without a diploma than proficient readers.

Of all the facts listed, underrepresented, minority communities are impacted by poverty at a much higher rate.

OUR SOLUTION

THE PILLARS OF SUCCESS

All of our programming and initiatives are aligned under the Pillars of Success and are designed to create strong families and thriving communities, breaking the cycle of poverty.



**EMPLOYMENT, EDUCATION, AND
FINANCIAL EMPOWERMENT**



**EARLY CHILDHOOD AND
FAMILY DEVELOPMENT**



HOUSING SECURITY



COMMUNITY DEVELOPMENT

PILLAR OUTCOMES

PEOPLE EARN ENOUGH TO SUPPORT THEIR FAMILIES

PEOPLE HAVE THE RESOURCES THEY NEED

PEOPLE LIVE IN THE COMMUNITY OF THEIR CHOICE

ADULTS ARE EQUIPPED WITH THE SKILLS TO BE SUCCESSFUL PARENTS

PEOPLE HAVE THE SOCIAL CAPITAL AND SKILLS TO ADVOCATE FOR THEMSELVES

CHILDREN BECOME LIFELONG LEARNERS

DISRUPTING INTERGENERATIONAL POVERTY

THROUGH OUR WHOLE FAMILY APPROACH

Our Whole Family Approach builds family well-being by intentionally and simultaneously working with children and the adults in their lives together. As children, parents, and families grow and change across their lifespan, Whole Family Approach aligns opportunities to help families pursue their goals and thrive, optimizing each person's potential. These approaches may also be called Two-Generation or 2-Gen approaches.

Providing integrated, high-quality, intentional support to parents and children simultaneously through a Whole Family Approach can improve both parent and child social and economic well-being, producing a legacy of family well-being that passes from one generation to the next.

Throughout this report, you will read stories highlighting the services that address the full range of family needs – from child development programs to adult employment and training to housing security for seniors. Our highly trained staff work with families to obtain these services. Other TCCA programs work to strengthen the local economy and develop the community's infrastructure under the guidance of community leaders.



14,472

Total people

7,605

Total households

3 Counties — *Almost 1,700 square miles!*

Cumberland, Dauphin, and Perry Counties



980

Single mothers

2,932

Older Americans (55+)

46%

Single-person homes

6

Active Military





3 out of 5 served were women.

Women are more likely to be economically insecure than their male counterparts. Of all clients served, 62% were women.

The majority of families served are living at or below 175% of poverty.

89% of people served were at or below 175% of poverty. Let's compare 175% to the liveable wage for a single parent with two children in our region.

	Actual (175%)	Livable (about 300%)	The Gap
Family of 4	\$3,625 per month	\$7,453 per month	-\$3,828 per month

Hardworking People

There is a common stereotype that people that are economically insecure are lazy and abuse the safety-net system. We're here to tell you that the reality is much different. In fact, **44% of our clients' only source of income was from employment.**



Employment, Education, and Financial Empowerment

TCCA helps individuals improve their economic stability and self-sufficiency.



Employment

TCCA helps families obtain and maintain employment.

Education & Skill Building

TCCA supports adult learners in gaining the education and skills needed to be workforce ready.

Financial Empowerment

TCCA helps individuals increase their income, grow their assets, develop financial management skills, and stabilize their social determinants of health.

PILLAR OUTCOMES

PEOPLE EARN ENOUGH TO SUPPORT THEIR FAMILIES

108 People enrolled.

14 People opened a savings account for the first time.

46 People who struggled to meet their basic needs balanced their budget and maintained it for 3 months or more.

10 People who were already employed secured a higher paying job.

6 People increased their savings.

14 People who were experiencing homelessness obtained permanent housing.

\$76,780

was invested to directly address social determinants of health for 93 separate payments: 26 housing, 26 utility, 16 clothing, 14 transportation, and 11 food insecurity.



You've Helped A Single Mother Along Her Journey.

One of our clients, whom we will refer to as Stacey, came to Tri County Community Action with one clear goal – to provide for her family. At a young age, Stacey found herself a single mother of three. Due to various factors, Stacey found herself homeless, and unable to provide for her children. The two eldest were put into temporary foster care for their well-being while Stacey and her newborn received help.

Like any parent, the idea of not being able to provide for her children devastated Stacey. Although she knew her daughters needed the security that the foster family provided, Stacey also knew her daughters needed her. Stacey knew she needed to take action to get her family together again.

Stacey and her Self Sufficiency Coordinator began to work on setting goals toward self-sufficiency. These goals included finding housing, finding a job, and understanding how to be self-sufficient for economic success. This included learning how to interpret bills, understand credit, and set up a budget.

Research shows that access to affordable housing is the most cost-effective way of lifting people out of poverty, reducing childhood poverty, and increasing economic stability. Stacey and her Self Sufficiency Coordinator first worked on finding housing for her and her three daughters. Although it was just Stacey and the baby living together, Stacey aimed to find a home for all her children. Finding a house was hard, but TCCA was able to use our connections to get Stacey a home. When one barrier was removed, another popped up – how to pay for utilities to keep the house habitable.

With the impacts of the COVID pandemic, the rising costs of inflation, and many other barriers already affecting low-income families, today, many people like Stacey struggle to meet their basic needs, with energy assistance being one of them. Like all families that come through the doors at TCCA, Stacey was connected with other services through our agency, like utility assistance through PPL's OnTrack Program.



The second goal on Stacey's list was increasing her income. To put it simply, Stacey needed a job. Together, she and her Self Sufficiency Coordinator assessed Stacey's skills and reviewed how to write a resume. Stacey applied to a variety of cashier jobs. When she received a call back from Giant, she excitedly told her Self Sufficiency Coordinator. Though there was excitement, Stacey was anxious about the interview. TCCA's Self Sufficiency Coordinator reassured Stacey that she was suitable for the job, and to help ease her anxiety, they rehearsed scenarios to prepare for the job interview.

Today, Stacey remains in our Employment, Education, and Financial Empowerment programming. Although her daughters are still in foster care, Stacey has proven she can provide for her family, and they spend the weekends in their home and under one roof. As she continues her self-sufficiency journey, we want to take a moment to recognize the fantastic progress Stacey has made. She has overcome many obstacles to get this far in her self-sufficiency journey. We look forward to seeing how much she has progressed this upcoming year.

Housing Security

TCCA helps individuals maintain quality housing.



OnTrack

TCCA enrolls families in PPL's special payment plan.

Operation Help

This service assists in paying the energy bills of individuals and families with special hardships.

\$170,752 was invested into **335** families facing hardship, keeping their homes warm during the winter.

Supported Services

TCCA helps residents living in low to moderate-income housing developments live a more stable, sustainable life by providing residents access to our services and programs.

PILLAR OUTCOMES

PEOPLE HAVE THE RESOURCES THEY NEED

1,018 Hours of support to residents.

9,019 Utility Assistance applications processed.

5,975 Applicants were enrolled into a utility assistance program.

PEOPLE LIVE IN THE COMMUNITY OF THEIR CHOICE

1,617 People with a disconnection notice avoided their electricity shut off.

22 People avoided eviction.

3 People avoided foreclosure.



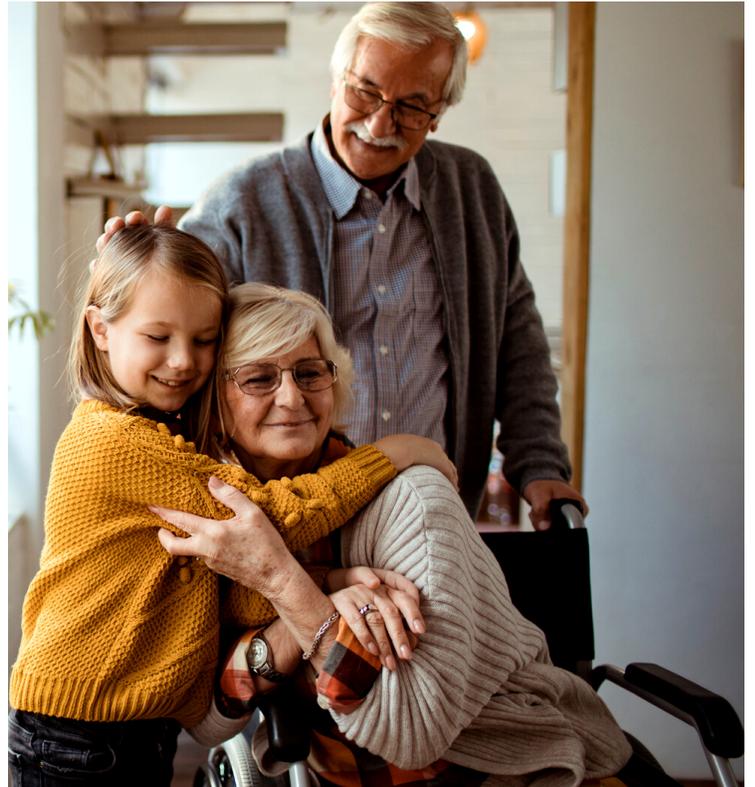
You Made Stable Housing A Reality For Families.

For low-income families, utility assistance like OnTrack is vital for a healthy home.

Our programs and services work to lift people out of poverty by equipping them with job skills to gain a higher-paying career, setting budgets to ensure families can cover their basic needs, and providing parents with the skills and resources to set their children up for success during school-aged years.

None of that can successfully be done if people are constantly worried about how they will pay for this month's rent and utilities.

Improved housing conditions also impact the family's health, resulting in fewer missed days of work or school due to illness. This service allows people with limited income to pay their utility bills at a reduced cost, providing additional financial support for other essential needs. In return, those individuals can provide for their families and focus on setting and achieving goals towards self-sufficiency and permanently breaking the cycle of poverty.



Stable housing is a
key tool for
economic stability.

Early Childhood and Family Development

TCCA helps adults gain parenting skills and promotes children's cognitive development and school readiness.



Parents As Teachers

TCCA works with pregnant people, children (birth through Kindergarten), and their parents/guardians as a strategic step in interrupting the cycle of intergenerational poverty.

Stable, healthy families, along with parents/guardians who can nurture their children successfully through developmental milestones, help to build a strong foundation for lifelong learning and academic success during the school-age years. This foundation increases the likelihood of children eventually graduating high school and pursuing higher levels of education or skills training.

This pathway of support, learning, and growth not only increases the likelihood of greater earning potential in the future, but it also positions children, their families, and future generations of a family for a future picture in which poverty is no longer a lived experience for them.

Parents As Teachers Works

22% decreased likelihood of child maltreatment substantiations.

Children are less likely to need emergency room treatment as a result of harm - and up to 50% fewer cases of suspected abuse and/or neglect.

PILLAR OUTCOMES

ADULTS ARE EQUIPPED WITH THE SKILLS TO BE SUCCESSFUL PARENTS

108 Parents/Caregivers enrolled.

87 Improved their parenting skills.

86 Improved their home environment.

CHILDREN BECOME LIFELONG LEARNERS

127 Children (0-5) enrolled.

103 Improved their literacy skills.

101 Demonstrated they were school-ready.



You've Helped A New Mother Find Community.

When Levi was around 6 months old, Laura started to feel isolated. She had gone from working and interacting with other adults daily to having very limited conversations with her mother and husband. Living in a rural area, it was hard to establish relationships with other parents and with young children.

“Being a single mom is not unique to me or any social demographic or anything; this is something everyone struggles with. [The Parents as Teachers program] makes it feel not so horrible and lonely.” Our Family Development Coordinators see different families and difficulties and understand parents' challenges, like being a stay-at-home mother.

Laura found a community with Tri County Community Action. Laura and her son Levi enrolled in April 2018 in what was known as the Perry County Family Center. In 2020, Tri County Community Action took over the Perry County Family Center to ensure families living there could continue to receive these vital services and programming.

Since Levi's earlier years, visits consisted of something to read, do, and something to learn. A Family Development Coordinator would work on age-appropriate activities with Levi and Laura. One of Levi's favorite activities is the sensory bins.

Levi's favorite part of home visits is story time. “He's into books. He's currently into dinosaurs, but if you gave him a book on butterflies, he would be obsessed with them, too.” Laura feels grateful that Tri County Community Action can make learning fun for Levi, “[Our Family Development Coordinator] gets Levi interested in counting, letters, and other activities without it feeling like a worksheet or a chore.”

When asked what she would say to other parents about this program, Laura replied,



“ [TCCA and the PAT program] were a great resource for me at the beginning to have an adult conversation and adult connections. To work with someone with an idea of where I am emotionally with a new baby. ”

Levi begins school in the fall of 2023. We are extremely excited for Levi to begin this next journey. We can't wait to see where the world takes him.

Community Development

TCCA cultivates communities and actively gets the residents involved in revitalization efforts.



The Great Harrisburg Litter Cleanup

TCCA is the affiliate organization for Keep Harrisburg/Dauphin County Beautiful. Every year, TCCA hosts the Great Harrisburg Litter Cleanup (GHLC) to make Harrisburg a cleaner and safer place to live, work, and play. The event encourages residents, businesses, and other organizations, to come together and take action to make the city a better place for all. Ultimately, the GHLC instills pride throughout the community.

Heart of the Hill: South Allison Hill Revitalization Action Plan

The Heart of the Hill revitalization action plan for South Allison Hill contains the community values, strategies to meet the values, and strategy outcomes for overall enhancement and revitalization over the next seven years. All strategies come from the community's shared values for South Allison Hill from hundreds of responses from residents and other community stakeholders. The plan provides an overall work plan as a community effort to create change and a basis for attracting additional funding and investment into the neighborhood.

PILLAR OUTCOMES

PEOPLE HAVE THE SOCIAL CAPITAL AND SKILLS TO ADVOCATE FOR THEMSELVES

9 Organizations in the community have partnered with the South Allison Hill Steering Committee.

191 Students at Camp Curtin Academy participated in making physical improvements to decrease crime.

6 Organizations in the community have partnered with the South Allison Hill Safety Committee.

91% Of the targeted 5th and 6th grade teachers completed BaSICS Stress and Trauma Training.

10 Activities were held to improve police and community relations in Uptown.

67% Of the teachers mentioned above have reported confidence in their ability to address misbehavior in students.



IT TAKES A VILLAGE...

KEEP PA BEAUTIFUL

TCCA is the affiliate organization for Keep Harrisburg/Dauphin County Beautiful! We host the annual Great Harrisburg Litter Cleanup and support other community clean-ups throughout the year.

In 2022, **300 VOLUNTEERS** removed over **20,000 LBS. + 450 TIRES** from Harrisburg streets.



CLEAN CITY STREETS = CLEAN SEAS

TCCA was recognized for our outstanding and dedicated service to the International Coastal Cleanup and commitment to achieving trash-free seas from the Ocean Conservancy.



COMMUNITY ACTION

TCCA presented Wildheart Harrisburg with a plaque and certificate for the Community Partner Award.

Through a six-year partnership, Wildheart and TCCA continue to make a huge impact in South Allison Hill by catalyzing various events that transform communities.



Financials

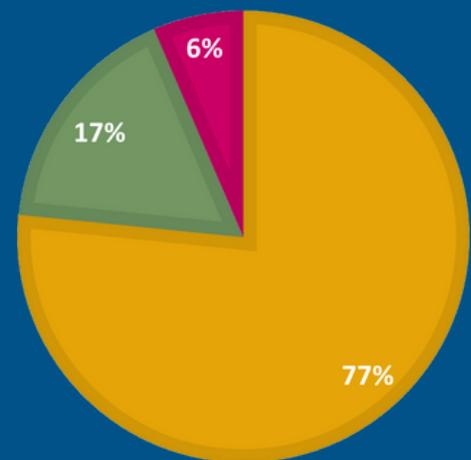
Our funding is invested directly into the community, impacting the lives of children, adults, seniors, and families of all types. This funding provides opportunities for our neighbors to break the cycle of poverty in their lives permanently.

Federal & CSBG

Private & Donations

Other Government

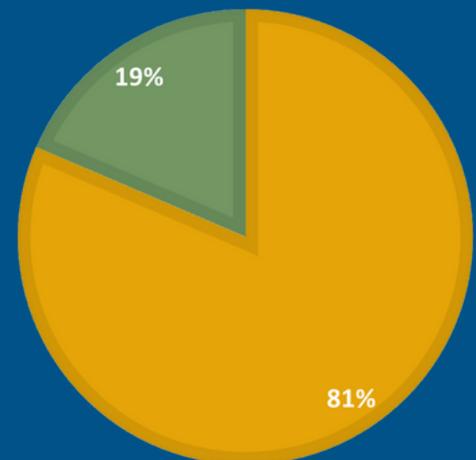
Innovative Solutions: CSBG funds give Tri County Community Action the flexibility to design programs that address needs specific to individuals and the local community and to identify specialized resources that fit these needs.



Program & Services

Admin & Management

Tri County Community Action has a low admin cost, and all overhead resources are invested in supporting and promoting programming and services, and not bureaucracy.



To review our full 990 please visit www.cactricounty.org/990

Community Action Commission (dba. Tri County Community Action) is a 501(c)3 nonprofit organization - contributions to which are tax deductible to the fullest extent of the law. The official registration and financial information for Tri County Community Action may be obtained from the PA Dept. of State by calling, within PA, 1-800-732-0999. Registration does not imply endorsement.

HELPING



PEOPLE

CHANGING



LIVES

Building A Culture of Belonging

Our promise is to care about the entire community.

To truly make America a better place for all, we must do our part as an agency. We officially began our DEIB journey early in 2022. This work is essential to us as an agency so that we may understand what diversity, equity, and inclusion mean and use that knowledge to build an environment of belonging.

FOR OUR STAFF:

- Created a staff-driven 3-year strategic plan for DEIB focused on three areas:
 - Foundational Understanding
 - Talent Management
 - Company Culture
- A diverse group of staff meets biweekly to identify improvement opportunities and plan the necessary action items to achieve our goals. In 2022, this group of staff led the agency through immediate changes they identified as essential to creating a culture of belonging, which included:
 - Improved paid time off policies and procedures
 - Improved retirement plan benefits
 - Implementation of hybrid work policies
 - Increase the agency's minimum wage to \$15/hour
 - Created a DEIB key term guide for staff
 - Made it a norm to recognize and use pronouns
 - Reduced educational and experience requirements for nearly all positions
 - Streamlined our application and interview process
 - Had every staff member complete DEIB training



FOR OUR CLIENTS:

- We created opportunities for Spanish speakers by hosting bi-weekly translators to assist with applications for utility assistance.
- We included a widget on our website, which translates our content and has over 100 languages.
- We have (and will continue to) update applications and marketing materials in languages for non-English speakers.
- Worked to create safe spaces where everyone feels accepted regardless of their situation, background, history, or need.

2023 GOALS

- Develop a hiring statement for job descriptions
- Create agency values
- Launch ongoing employee training





Community Action Agencies like ours must have a tripartite board consisting of equal parts local private sector, public sector, and low-income community representatives. This structure brings together community leaders from each group to collaborate on developing resources for local needs, allowing Maximum Feasible Participation in creating and administrating Community Action programs.

OUR CURRENT BOARD

OFFICERS

Amber Coleman
President

Janis Creason
Vice President

Jacquelyn Wise
Secretary

Haven Evans
Treasurer

Rumulus Brown
Immediate Past President

PUBLIC SECTOR

Susan Carbaugh
Abigail Coleman
Janis Creason
Kelly Neiderer
Vince Paese

PRIVATE SECTOR

Rumulus Brown
Chris Vogel
Haven Evans
Todd Hooper
Jacquelyn Wise

LOW INCOME SECTOR

Amber Coleman
Tara Davis
Brad Gephart
Katrina Thoma
Rita Schaaf



These are the passionate people working at Tri County Community Action. Every day, they remain dedicated to our mission of ending poverty and are actively helping people and changing lives.

Ann Fleisher
Annette Sanchez
Anthony Conte
Autumn Karper
Bonnie Fronk
Carolyn Gulley
Charlie Miller
Christie Bartlett
Daniel Baker
Danielle Krebs
Darius Davenport
David Council
Diane Mills
Emily Hall

Erica Segarra
Erika Martinez-Lopez
Evita Cotta
Jenna Face
Jennifer Cook
Jennifer Crotsely
Jennifer Wintermyer
Jillian Amsler
Karla Lopez
Kory Arnold
Krissy Dressler
Laurel Reynolds
Lisa Guyer
Mary Rollman

Mei-Ling Malecki
Nichol Hill
Puspa Chamlagai
Rachelle Womack
Robin Porter
Rose Segarra
Ryan Bailey
Samantha Garvey
Serina Asekomhe
Shannon Haines
Sharon Arnold
Sheila Derr
Vanessa Cruz
Victor Wiggins

OUR CURRENT TEAM

ECONOMIC IMPACT

\$2 million

returned to the local economy by providing quality jobs to over 40 staff.

78%

increase in CSBG leverage. For every \$1 of CSBG funding spent, TCCA raises \$1.78.

\$247,532

invested into stabilizing social determinants of health.

2,583

hours our staff spent in training and professional development.



Join Our Mission



DONATE

Become a Poverty Fighting Partner by supporting TCCA! Donations go towards helping families living in Cumberland, Dauphin, and Perry Counties escape poverty permanently.

www.cactricounty.org/donate.html



VOLUNTEER

Take action in your community by volunteering with TCCA! There are multiple volunteer opportunities available for individuals and groups! Create your volunteer profile at www.cactricounty.org/volunteer.



STAY CONNECTED

For us to succeed in our mission to end poverty and expand opportunities for all, we need people like you to be a part of the conversation. Sign up to receive news, updates, and stories to stay connected in all things community action.

www.cactricounty.org/emailsignup

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