

Inter County Community Council

2015 - 2016

ANNUAL REPORT

A Community
Action Agency

SERVING

*Clearwater,
East Polk,
Pennington,
Red Lake*

COUNTIES



51
Years
of Serving
the Area
Communities

www.intercountycc.org

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Inter-County Community Council Board

John Nelson
Clearwater CountySince 2001

Jen Forsberg
Clearwater CountySince 2015

Jessica Horn
Clearwater CountySince 2015

Jennifer Kvaale
East Polk CountySince 2015

Joan Lee
East Polk CountySince 2015

Louann McGlynn-**Vice Chair**
East Polk CountySince 2010

Oliver "Skip" Swanson
Pennington CountySince 1985

Roxann Coan
Pennington CountySince 2010

Cassandra Reese
Pennington CountySince 2012

John Lerohl-**Board Chair**
Red Lake CountySince 2007

Tim Hagl
Red Lake CountySince 2015

Patricia Purath-**Secretary/Treasurer**
Red Lake CountySince 2012

Carol Sorenson
At LargeSince 2015

James DuChamp
At LargeSince 2015

Karen Weller
At LargeSince 2015

Stephanie Jenkins
HS Board LiaisonSince 2015

Policy Council Members

Bagley Center Rep.....Jesse Tollefson

Fosston Rep..... Tina Davis

RLCC Rep Cole Bernier

TRF Center Rep..... Tamara Salentiny

TRF Home Base Rep.....Jakki Towse

TRF EHS Rep Amanda Sundberg

Win-E-Mac Classroom Rep ... Amanda Homes

Win-E-Mac EHS Rep Ari Schwartz

Carry Over Reps..... Heidi Gauss

Stephanie Jenkins

Michael Weller

Stephanie Westall

Community Reps Amanda Asp

Sheri Huth

Chanell Kappedal

ICCC Board Liaison.....Cassandra Reese

Executive Director's Notes

The year started off by a shared statewide conference between the Minnesota Council of Non-profits and the Minnesota Community Action Agency network. At the awards banquet ICCC had two award winners. Wes Roland won the Steve Chadwick award and Jen Forsberg won the Allies in Action award. Both attended the awards banquet in St. Paul to receive their awards. Former Executive Director Bob Melby was also in attendance. This was a wonderful celebration for our organization and for these two individuals and their families.

Community Action places great value on connection. This means developing, nurturing and maintaining connections within the individuals we serve, our organization, and our community as a whole. One of my favorite authors, Brene Brown, defines connection as "The energy that exists between people when they feel seen, heard and valued; when they can give and receive without judgment; and when they derive

sustenance and strength from the relationship." I simply love that and ask employees and even our board to work on this annually.

As you read this report you will see how connection and trust are weaved throughout our communities. You will also notice a theme of resiliency amongst the people we serve and within our agency.

I want to thank our dedicated Board who is steadfast and strong. Thank you to the people within the community needing our assistance; it is indeed an honor for us. To the employees of ICCC, thank you for giving of your time and talent every day, I know that a lot is asked of you. I'm so proud to be part of such a compassionate and dedicated team, I hope you are as well.

Yours in Action,

Catherine Johnson
Executive Director

THE PROMISE OF COMMUNITY ACTION

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

Wes Roland, recipient of the Steve Chadwick award

Wes Roland of ICCC was the recipient of the Steve Chadwick award at the Statewide Conference in October of 2015.

In honor and memory of Steve Chadwick, former Executive Director of the Duluth Community Action Program, and active advocate on behalf of the MN Community Action Partnership (MinnCAP) and low-income individuals/families statewide, MinnCAP will present the annual **"Steve Chadwick Advocacy Award."** Steve died of cancer in December, 1995. This award, based on Steve's beliefs, is for an individual who is currently involved in a Community Action Agency either as a staff person, director or volunteer including board members. The following was written by Steve:

"I am someone that wants to live his life in a way that is consistent with his beliefs. Because I see inequity, injustice and both individual and environmental degradation as parts of our daily existence, I want to see my life focused on building a community that values all people in their diversity, gives all who are able the opportunity for meaningful work that is adequately compensated, and an economy that is sustaining and renewing of the environment."

- Steve Chadwick, 1993

The person nominated must have demonstrated the same qualities as Steve Chadwick:

1. A persistent commitment to reducing poverty.
2. An effective advocate in addressing the root causes of poverty.
3. A leader in the local or larger community.
4. Is connected to a Community Action Agency as a member of the board, staff, or program participant.



**Catherine Johnson,
Executive Director, Wes
Roland, award recipient**



Mr. Roland worked for Inter-County Community Council in the Energy programs for 35 years. Mr. Roland has a true Community Action spirit and has dedicated his life and career to the Energy, Weatherization and Housing programs.

Mr. Roland has a high level of empathy for low-income people and is always kind and compassionate to those needing help. His gentleness often put households at ease who are in very high stress crisis situations. As a professional, his genuineness, quick wit and willingness to help have created lasting relationships with coworkers throughout the state. These relationships have developed into numerous partnerships and contracted services for our organization as 'just about everyone is willing to work with Wes.'



**Catherine Johnson, Executive Director, Wes and Suzie
Roland, Phyllis and Bob Melby, former Executive
Director of ICCC.**

Jen Forsberg, recipient of the Allies in Action award



ICCC was thrilled that our very own Jen Forsberg was the recipient of the Allies in Action statewide award in October of 2015. Jen and her family traveled down to St. Paul to participate in the awards banquet.

The "Allies in ACTION" Award was created in honor of the 40th anniversary to the initiation of Community Action agencies during President Lyndon Johnson's "War on Poverty" kick-off. The award recognizes and honors low-income individuals who have overcome barriers and obstacles to achieve greater self-reliance with support from their local Community Action agencies *and* who are viewed as allies in our statewide efforts to end poverty.

Agencies are asked to nominate individuals they have worked with who exhibit the following:

1. **Achievement:** The nominee set and reached clear goals for **achieving** greater self-reliance
2. **Community:** The nominee recognizes the importance of giving back to the **community**
3. **Tenacity:** The nominee exhibits a **tenacity** to overcome barriers and fight poverty
4. **Inspire:** The nominee **inspires** others to work cooperatively or to take positive action
5. **Odds:** The individual is someone who "beat the **odds**," overcoming barriers to success
6. **New:** The nominee views challenges as **new** ways to grow as an individual or as a community

We are a small organization and it is rare to find someone who has touched the lives of so many of my own staff. Every staff person that Jen has come in contact with has said glowing remarks about her. Jen has shown great leadership within our organization and our communities. She is thoughtful and intelligent and when she speaks people listen and what comes out is well thought out and valuable. She commands respect and folks

listen. Jen has a quiet, consistent determination that lives inside of her and we are in awe of how she manages all that she has going on in her life while sticking to the plan and the path.

Jen is a wonderful advocate for the programs that are offered through our Community Action Agency. She speaks from the heart with passion and firsthand experience. We are honored to have her in a leadership role on our Board.



Pictured with Wes Roland - the first Inter-County employee Jen met from ICC - are D'Anne Johnson, Head Start Director, Catherine Johnson, Executive Director, Jen Forsberg and family.

MNSure

ICCC is continuing with MNSure outreach, through all of our agency programs, which was started in 2013 and continues to provide education and enrollment assistance to the community. We have one Certified Navigator who helps consumers apply for health insurance through the state MNSure website.



Our staff provided outreach and enrollment to the public through many events. During Head Start/Early Head events, Energy Assistance Program applications, and through intake screenings in Employment & Training, Food Shelf and Family Services/Homeless programs. We also placed newspaper ads, radio ads, and gave out information at the county fairs and health fair booths, at Policy Council and Board meetings, SNAP outreach and all application assistance programming. We used a screening tool to determine which plans households might be eligible for.

of households screened for health insurance eligibility: 75

of households who were eligible for a qualified health plan or had health ins offered by employer: 23

of clients deemed eligible for MA or MNCARE: 138

of clients deemed eligible for a tax credit premium reduction: 15

of households assisted with the enrollment and renewal process: 176

Tax Clinic

ICCC offered a tax clinic where families and individuals can go to have their income taxes done at no charge. The clinic was set up at the National Guard Armory and the Public Library in Thief River Falls. This was available every Monday for the months of February, March, and April.

173 households were assisted with a total of \$186,735.00 in federal, state, and property taxes being refunded for tax year 2015.

Employment & Training

Inter-County Community Council provides Employment and Training programs to individuals throughout the Northwestern Region of Minnesota. The service area for youth, adult and dislocated worker programs are the following counties: Kittson, Marshall, Roseau, Pennington, Red Lake, Polk and Norman. Our Senior Citizen program serves individuals in Red Lake, Pennington, Polk, Clearwater, Roseau and Lake of the Woods counties.



serves Red Lake, Norman and Clearwater counties and provides services in Oklee, Fosston, Fertile and Ada. With all the changes that have been made, staff has become close and the Employment and Training department have become a strong team. Each employee shows passion to provide services and promotes Inter-County Community Council's mission.

We provide services in the Workforce Investment & Opportunity Act (WIOA) focusing on In-School Youth (ISY), Out-of-School Youth (OSY), Adult, and Federal and State Dislocated Worker (DW) programs. We continue to receive funding for the Minnesota Youth Program (MYP) and Senior Community Service Employment Program (SCSEP). We also received funding for the Higher Education grant (HECAP). All the grants the Employment and Training department receives focus on individuals obtaining self/family sustaining wages.

2016 has been a busy year for the Employment and Training Department. In November 2015, Doug Moen was hired as a Job Training Specialist. He is located in the Thief River Falls office and also works at the front desk of the Workforce Center to complete contracted hours. In May 2016, Jennifer Booth was hired as the Director of Employment and Training and is located in the Oklee office. Changes have been made to each Job Training Specialist's assignment areas to provide the best coverage possible. Kim Johnson serves Kittson, Marshall, Roseau and Lake of the Woods Counties. She provides services in the Hallock and Roseau Offices. Tami covers Polk County and provides services in East Grand Forks and Crookston. Jenny

of Enrollments Oct 2015 - Sept 2016



Workforce Investment & Opportunity Act (WIOA)

The WIOA program focuses on helping job seekers and workers access employment, education, training and support services to succeed in the labor markets. It is designed to match employers with the skilled workers they need to compete in the global economy. Each WIOA program requires certain eligibility requirements to qualify for the programs. The separations of the WIOA Programs are based on age and job status:

In-School Youth (14-21 years of age & currently connected to a school)

Out-of-School Youth (16-24 years of age & currently not connected to a school)

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Adult (18 & over)

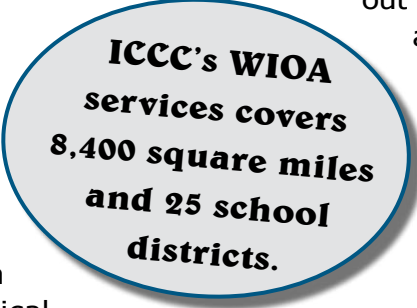
Federal/State Dislocated Worker (Anyone that has lost their job through no fault of their own)

ICCC's WIOA services cover 8,400 square miles and 25 school districts. The majority of the clients who have enrolled in classroom training obtain their training from Northland Community and Technical Colleges. Both the Thief River Falls and East Grand Forks campuses have been very easy to work with. Some of the other colleges participants have selected are: Wadena Technical College, Northwest Technical College, University of Minnesota Crookston and Saint Cloud Technical and Community College. Many clients are looking to enroll in online classroom training so they can continue to work part-time. Clients may select what college they would like to go to as long as the program and college are certified by WIOA. Although this list is small, we continue to work to enhance our relationships with other colleges. We have also been focusing on building relationships with Alternative Learning Centers, Adult Basic Education providers and area high schools.

In-school youth participants are youth between the ages 14-21, who are enrolled in school, low-income (those eligible for free or reduced lunch are considered low income) and at-risk. They must also have additional barriers to meeting their educational and employment goals such as: being basic skills deficient, English language learner, on probation, pregnant/parenting, homeless (includes couch hopping), runaway, in foster care or aged out of foster care, have a physical, mental, learning or other disability that could be a barrier.

Out-of-School participants are at-risk youth, ages 16-24, NOT attached/enrolled in a high school, alternative learning center, or registered for post-secondary (college) classes, and have one or more additional barriers such as: dropped out of school, have high school diploma but are unemployed or underemployed, enrolled in Adult

Basic Education or studying for GED, on probation, pregnant/parenting, homeless (includes couch hopping), runaway, in foster care or aged out of foster care, low income, or have a physical, mental, learning or other disability that could be a barrier to meeting their educational and employment goals. Our goals are to assist them with employment opportunities that allow them to obtain a career meeting self/family sustaining wages.



**ICCC's WIOA
services covers
8,400 square miles
and 25 school
districts.**

With the new WIOA guidelines and regulations, our focus has switched to assisting youth in the Out-of-School Youth (OSY) demographics. Building new relationships has enhanced our opportunities to find eligible participants who meet eligibility criteria and need services. We have had little guidance with the new regulations. The Federal Register was released late August 2016 with workforce organizations not receiving them until October 2016. At this time, no regulations and guidelines have been released from the State of Minnesota. We hope to be receiving them soon. We will begin the process of the implementation of Federal regulations and incorporate the State of Minnesota regulations when they are released.

Comprehensive Guidance Counseling, Staff Assisted Assessment, Mentoring, Work Experience, Summer Employment, On-the-Job Training and Classroom Training are activities each Job Training Specialist focuses on with participants. Although each participant's training plan may consist of some or all of these activities, ICCC focuses on individual training plans to meet the specific needs of the participants.

Classroom Training assistance is a large part of this program and assists us helping clients with the overall goal of unsubsidized employment. Youth, Adults and Dislocated workers can receive tuition assistance for approved training programs and are encouraged to enroll in high-wage high-demand occupations within the region. Staff Assisted Assessment and Job Search, along with Work Experience and On-

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Expenses paid Oct 2015 - Sept 2016



-the-Job Training opportunities make this program a life changing opportunity for these youth. Working with WIOA participants has required much one-on-one staff time but the challenges have seemed to decrease over time. Building relationships with Adult Basic Education, Vocational Rehabilitation Services, colleges and high schools has provided rewarding steps to meeting the program requirements. We will continue to assist participants and encourage eligible individuals to use the program for career goals.

When Work Experience or On-the-Job Training is deemed appropriate, our staff works with the participant and worksite supervisors to orientate them to the program goals. The change in funding has significantly reduced the number of Work Experience and On-the-Job Training opportunities we are able to provide.

Hands-on learning improves students' grades, attendance and graduation rates.

and Training staff in identifying resources that may be available to the participant within their community. Our focus for PY 2017 is to have constant communication with our service area to gain participants. This constant communication will be completed by follow-ups, presentations and radio/newspaper recruitment. We find that potential participants don't know about the program, therefore, our main goal is to educate them about ICCC.

Minnesota Youth Program

We prepare the Minnesota Youth, ages 14-24, for the world of work including: career exploration and planning, labor market information on in-demand occupations, work readiness skills, financial literacy training and quality work experience opportunities. Youth learn to apply skills learned in the classroom to real-world settings; their work accomplishments benefit local communities. Hands-on learning improves students' grades, attendance and graduation rates.

Senior Community Service Employment Program (SCSEP)

SCSEP is a program for participants 55 and older looking for employment on a part-time basis to supplement the limited income they have. We have found that many participants need additional income to continuing to live in their communities. We look to place them in schools, cities offices, and other community-orientated businesses. Many worksites appreciate the SCSEP program participants and often become the biggest advocates for them in finding unsubsidized employment. They also assist Employment

Higher Education Career Advisor Project (HECAP)

We received \$5,000 in this grant to work with schools and educated students in grades 11 & 12 about career opportunities. We provide materials for students to do assessments to find interests and explore career opportunists in the area. We focus on educating students about what job fields are in high-demand and where the greatest potential for employment is. It is a great way to develop relationships with schools and students who may need our assistance in the future.

Energy Assistance

Primary Heat Assistance

Primary Heat assistance in the amount of \$918,668 was distributed to 1,292 households. The average energy assistance grant was \$712 per household. A total of 105 households were denied assistance either because of lack of sufficient income verification, over-income, or applying after the end of our program year. The following is a breakdown by County of primary heat assistance:

County	# of Households	Primary Grant Amt.
Pennington	516	\$301,078
Polk (east)	559	\$451,950
Red Lake	217	\$165,640
TOTALS	1,292 households	\$918,668

Crisis Program

The intentions of the Crisis Program are:

- Assist households who are facing a natural gas or electric shut off during the heating season.
- Assist households with a fuel fill when the household has less than 30% remaining fuel, is on a "cash only basis" with the vendor, and unable to get a fuel delivery on their own.
- Assist senior households (1 member of household must be 60 years or older) who are unable to pay their past due or current heating/electric bill.

A total of \$179,850 was spent in the Crisis Program. This assistance was provided to 363 households in our 2½ county service area. The following is a breakdown by County of households receiving crisis assistance benefits:

County	# of Households	Crisis Amount
Pennington	142	\$71,630.00
Polk (east)	167	\$83,053.00
Red Lake	54	\$24,804.00
TOTALS	363 households	\$179,850.00

Energy Related Repair Program

The Energy Related Repair Program (ERR) is a crisis program that addresses hazardous and life threatening safety, or no heat problems due to malfunctioning or non-functioning primary and



secondary heating systems. As a crisis program, ERR response to calls must be immediate, in compliance with federal law, and the purchasing process is expedited. Qualified installers make mechanical and safety repairs and installations, and 50% or more of the installation work must be inspected.

ICCC spent \$52,573.08 last year under the ERR program to assist 74 households. Sometimes numerous trips were required from furnace technicians or electricians to repair or replace furnaces. Breakdown of ERR assistance per county is as follows:

County	#Household Events	ERR Amount
Pennington	27	\$25,335.91
Polk (east)	34	\$17,101.89
Red Lake	13	\$10,135.28
TOTALS	74 households	\$52,573.08

Reach Out for Warmth

Reach Out for Warmth (ROFW) is an emergency program available to households who income qualify and are facing disconnection, or in the winter months may be in a no heat situation and unable to purchase heating fuel on their own. Funding for this program is through locally raised donations. ICCC obtained ROFW donations from an electric vendor, churches and individuals. ROFW funds are strictly from donations. Our ROFW donations this year totaled \$1,900.68 This program year we provided ROFW assistance to a total of 8 households who were either in a no-heat situation and unable to get a fuel delivery on their own, or facing natural gas/electric disconnection. All payments were sent directly to the heat/electric vendors.

A Special Thank You ...

*...to all who donated to the
Reach Out for Warmth program.*

Weatherization

The Minnesota Weatherization Assistance Program (WAP) received \$7,492,732.00 from the Department of Energy for the 2015-2016 program year. Inter-County's share of the DOE funding is \$105,979.00 combined with Energy Assistance Transfer funds for a total from all sources of \$222,347.00 to do 35 homes in Pennington, East Polk, Red Lake and Clearwater counties.



The mission of the weatherization program has remained the same over the years, to provide energy savings, comfort and to maintain the health & safety of our client's homes by using proven energy conservation techniques developed over the years to determine the most cost effective measures to save the most energy in our client's homes and keep them safe. Weatherization Auditors are skill certified through the Building Performance Institute (BPI) and additionally as Quality Control Inspector (QCI) certification.

Participants in the weatherization program may receive:

- Educational material and on site analysis of their energy usage.
- Heating system efficiency and safety testing, possible upgrades.
- Whole house energy audit to determine conservation activity.
- Wall and Attic insulation.
- Air infiltration and bypass sealing.
- Safety improvements.

Conservation Improvement Programs

OTTER TAIL POWER COMPANY

Otter Tail Power Company and Inter-County Community Council are again offering House Therapy to income qualifying customers. The program emphasizes individual customer education and provides home energy analysis that leads to the installation of energy-efficiency measures at no cost to qualifying customers. House Therapy is designed to help customers save money on their electric bills.

MINNKOTA POWER ASSOCIATES (CIP)

Minnkota Power Associates continue the partnership with Inter-County to deliver the Conservation Improvements Programs. Inter-County Community Council received grants from Red Lake Electric Co-op, City of Thief River Falls Utilities, City of Fosston Utilities, City of Bagley Utilities, Clearwater Polk Electric Co-op and Wild Rice Electric Co-op to do variety of energy conservation activities such as new CFL light bulbs, low-flow showerheads, ECM blower motors and weatherization for their customers.

Family Services



The Family Service Department is a small department offering great services! There are four full-time case managers working within Family Services; the department is led by family services director, Bonnie Paquin, Lori Wollman, Jessica Ouradnik, Ashley Tofsly. These four people work hard to bring you the following programs:

The Family Homeless Prevention and Assistance Program (FHPAP)

The Emergency Services Program (ESP)

The Transitional Housing Program (THP)

The Permanent Supportive Housing Program (PSH)

The Long-Term Homeless Program (LTH)

Homeless Youth (ages 24-younger) (HYA)

Emergency Solutions Grant (ESG)

The Supplemental Nutrition Assistance Program (SNAP) outreach

The Riverside Long-Term Homeless Project

River Pointe Terrace Long-Term Homeless Project.

These programs and their services are offered to families and individuals in Clearwater, Pennington, Red Lake and East Polk Counties. We help households who are homeless or at-risk of becoming homeless. We may be able to help an individual or a family if they are in one of the following situations:

- Unable to make mortgage, rent or utility payments, and eviction or a utility shutoff.

- Lost their home due to natural disasters.
- Forced to leave home due to an abusive situation.
- Living in a tent, car, or other inappropriate housing.

We assist those who apply based on program eligibility and household need. Once enrolled, participants may receive monthly case management services and support for six months or more, along with their financial assistance. Case management consists of phone calls, office visits, home visits and mailings. The goal of case management is to empower and promote self-sufficiency within the household.

2015 /2016 Family Services Annual Program Report Chart

Program	Individuals and Households Served 7-1-2015 through 6-30-2016	
FHPAP	68 Households	162 Individuals
LTH	40 Households	75 Individuals
ESP	4 Households	15 Individuals
THP	12 Households	16 Individuals
PSH	8 Households	15 Individuals
HYA	18 Households	33 Youth Clients
ESG	21 Households	50 Individual
Riverside	4 households	4 individuals
RiverPointe	4 households	15 individuals



Providing the *right services*
at the *right time* for families *in need*.

Head Start



The mission of ICCC Head Start is to provide a high quality, comprehensive early education program that works with eligible children and families. Together we build partnerships that support lifelong learning and family self-sufficiency.



PROGRAM OPTIONS

ICCC Head Start provides comprehensive services including Child Development, Disabilities, Health, Dental Health, Mental Health, Nutrition, and Family Services. ICCC Head Start operates three program educational options:

● **CENTER BASED**

Children attend a classroom / center four ½ days per week, families receive 6 visits yearly, and are invited to attend monthly family events. We have classrooms in Thief River Falls and Bagley for 4 year old children.

● **COMBINATION**

Children attend a classroom two days per week, the families receive two monthly in home visits, and families are invited to attend two monthly family events. We have classrooms in Fosston, Oklee, and Win-E-Mac that are run in conjunction with the school's School Readiness program.

● **HOME BASED – Head Start and Early Head Start**

Families receive weekly 90 minute in home visits and are invited to attend two family events per month. This program option is available to families with children ages birth to kindergarten throughout our service area.

FUNDING SOURCES

US Department of Health and Human Services:

April 1, 2015 to March 31, 2016

\$1,096,928 142 children; 108 ages 3-5,
34 ages 0-3

\$23,462 Training and Technical Assistance

\$280,098 In kind (local match)

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BUDGET / EXPENDITURES

Federal Head Start / Early Head Start			State Head Start		
Line Item	Budget	Expenditures	Line Item	Budget	Expenditures
Personnel	\$530,927	\$521,031.32	Salary & Fringe	\$134,575	\$154,597.10
Fringe	\$220,291	\$236,323.38	Contracted Services	\$7,050	\$5,774.14
Travel	\$8,280	\$6,212.22	Staff Development	\$9,485	\$3,742.68
Equipment	\$116,294	\$75,526.68	Travel/Transport.	\$25,320	\$13,079.49
Supplies	\$53,890	\$91,598.96	Equipment	\$0	\$0
Contractual	\$85,779	\$85,150.10	Office Expenses	\$15,297	\$13,990.20
Other	\$104,929	\$104,547.34	Program Expenses	\$13,600	\$14,143.39
In Kind / Local Match	\$280,098	\$409,106.57			

**MN Department of Education:**

July 1, 2015 to June 30, 2016

\$205,327 16 children ages 3-5;

11 children ages 0-3

MONITORING REVIEWS

In February 2015, ICCC hosted a Federal team to conduct an Environmental Health & Safety Review. This was the first review in the new Aligned Monitoring System that tracks programs through their 5 year funding cycle.

Since the review we have corrected all above issues, the desk review was closed April 2016.

In October 2015 an ERSEA and Fiscal Review was conducted. There were no findings from this review.

In February 2016 a Comprehensive Services and School Readiness Review was conducted. There was a non-compliance regarding proper completion of determination of health status for enrolled children. Steps were taken to come into full compliance and the desk review was closed July 2016.

FINANCIAL AUDIT REPORT

The annual agency audit was completed by Carlson Highland. The complete audit report results are on file at the ICCC office in Oklee or full details can be found on the website at www.intercountycc.org.

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EDUCATION

ICCC Head Start works to provide individualized educational goals for all enrolled children to assist them in achieving school readiness. Upon entering the program, all enrolled children received a developmental screening to determine needs for early intervention services.

ICCC uses Teaching Strategies Gold (TSGold) as an on-going assessment tool to measure child progress towards meeting the ICCC Head Start School Readiness Goals outcomes. It is also utilized to individualize educational goals through analysis of the data from assessments. Teaching Strategies Gold measures a child's ability in six areas:

1. Physical
2. Social Emotional
3. Cognitive
4. Literacy
5. Mathematics
6. Language

Children are assessed three times throughout the year in these areas. At this time staff works together with parents to do a Parent/Teacher conference where they will look at each child's progress and set goals to work on in the upcoming months.

For children to be considered School Ready, according to the TSGold system, they should obtain a score of 306. Our goal for this first year using TSGold was to get 90% of all 4 year olds to this target score. The graph to the right shows our great success in working toward this goal. We reached this benchmark in all areas except mathematics.

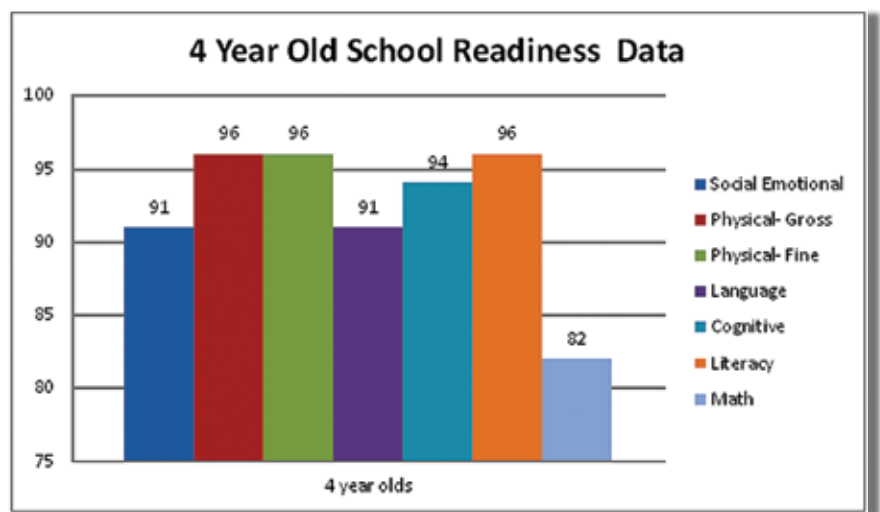
COMPREHENSIVE SERVICES

All enrolled families receive services for the family as a whole. Family home visits allow our educators to individualize education and services for families, based on their specific needs. Educators make referrals to community / partnering agencies for additional services to ensure overall well-being of the family unit.

All enrolled children and families received the following:

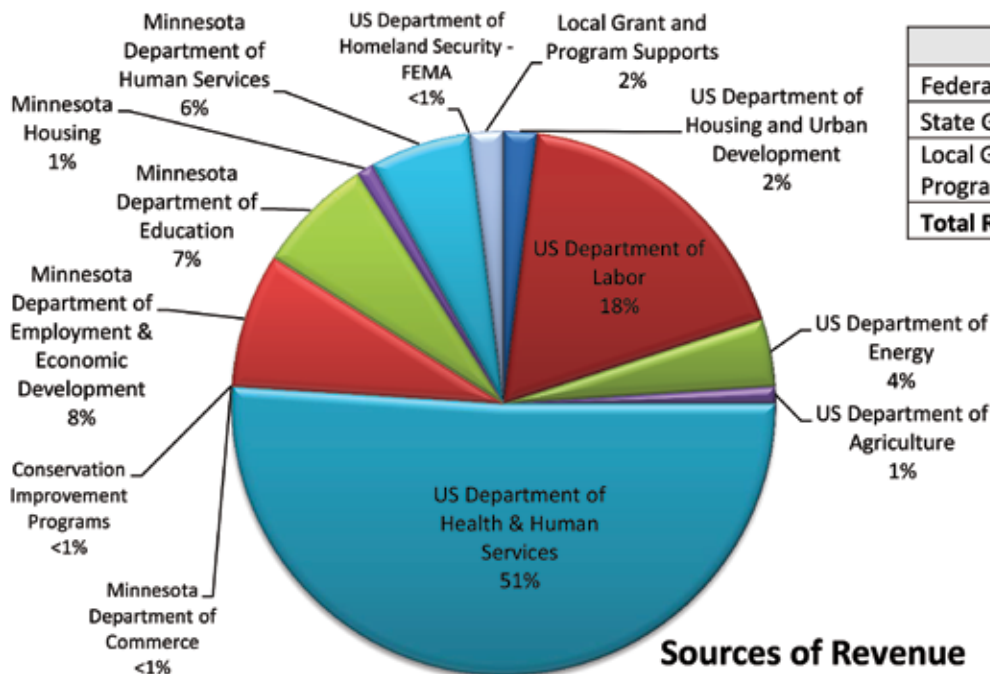
- Children receive developmental and social emotional screening
- Children receive health screenings, physical / dental exams, immunization review
- Participated in an individualized family partnership agreement
- Received family literacy activities
- Received parent education
- Received health, safety and nutrition education
- Were offered Financial Literacy Classes

Program Performance Indicators		
Funded Enrollment	169	
Number of Children Served	213	
Percentage of eligible children served	28.7%	
Children with IEPs or IFSPs served	13.6% of all served	
# of family volunteer hours	3796	
	HS	EHS
Classroom Attendance	91%	NA
Children receiving preventative dental care	83%	NA
Children Up to Date on Immunizations	66%	73%
Children Up to Date on preventative medical exams	83%	45%
Fathers were involved in Head Start activities	48%	37%



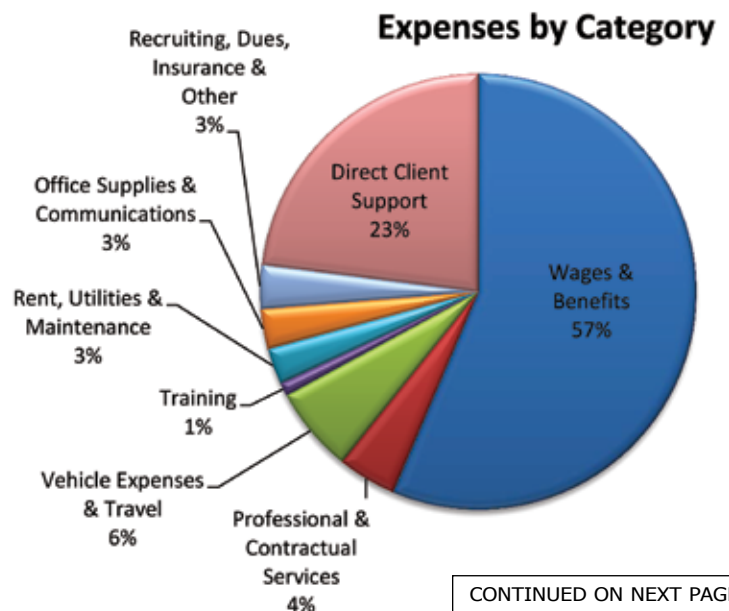
Financial Statement

Inter-County Community Council is audited each fiscal year by an independent Certified Public Accountant. The audit is conducted in accordance with the U.S. Generally Accepted Accounting Principles (GAAP). The summarized data that appears on this page was compiled with preliminary financial statements for the fiscal year ending September 30, 2016. The audited financial statements for the Agency are available for public inspection on the Agency's website.



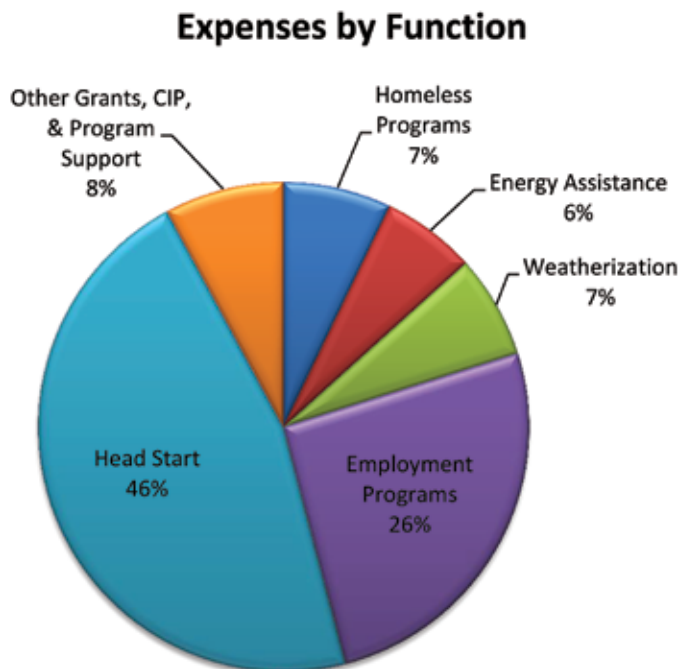
Revenues	
Federal Grants	\$ 2,271,881
State Grants	\$ 670,972
Local Grants & Program Support	\$ 51,993
Total Revenues	\$ 2,994,846

Sources of Revenue	
US Department of Housing & Urban Development	\$ 60,320
US Department of Labor	\$ 532,119
US Department of Energy	\$ 109,466
US Department of Agriculture	\$ 34,944
US Department of Health & Human Services	\$ 1,533,897
US Department of Homeland Security – FEMA	\$ 1,135
Minnesota Department of Commerce	\$ 14,272
Minnesota Department of Employment of Economic Development	\$ 239,673
Minnesota Department of Education	\$ 223,489
Minnesota Housing	\$ 22,676
Minnesota Department of Human Services	\$ 170,862
Conservations Improvement Programs	\$ 13,571
Local Grant & Program Supports	\$ 8,422
Total Sources of Revenue	\$ 2,944,846



CONTINUED ON NEXT PAGE

Expenses by Function	
Homeless Programs	\$ 213,568
Energy Assistance	\$ 185,999
Weatherization	\$ 203,327
Employment Programs	\$ 771,792
Head Start	\$ 1,383,968
Other Grants, CIP & Program Support	\$ 236,192
Total Expenditures	\$ 2,994,846



Expenses by Category	
Wages & Benefits	\$ 1,689,313
Professional & Contractual Services	\$ 130,215
Vehicle Expenses & Travel	\$ 190,667
Training	\$ 28,756
Rent, Utilities & Maintenance	\$ 80,422
Office Supplies & Communications	\$ 89,097
Recruiting, Dues, Insurance & Other	\$ 97,161
Direct Client Support	\$ 689,215
Total Expenditures	\$ 2,994,846

Funding Agencies & Programs
US Department of Housing & Urban Development
Supportive Housing Program
Northwest MN CoC Planning Grant
Emergency Solutions Grant (ESG-Rehousing)
US Department of Labor
Workforce Investment Act-Youth
Workforce Innovation & Opportunity Act-Youth
Workforce Innovation & Opportunity Act-Adult
Workforce Innovation & Opportunity Act-Dislocated Worker
Senior Community Service Employment Program
US Department of Energy
DOE Weatherization
US Department of Agriculture
Supplemental Nutrition Assistance Program Outreach
US Department of Health & Human Services
Energy Assistance Program
EAP/Weatherization Program
Head Start
Early Head Start
Community Service Block Grant
MNsure Outreach & Enrollment
MNsure Outreach & Education
MNsure Navigator/In-Person Assister
US Department of Homeland Security – FEMA
Emergency Food & Shelter Program
Minnesota Department of Commerce
Minnesota Propane Program
MN Department of Employment & Economic Development
Higher Education Career Advisors Program
Minnesota Youth Program
State Dislocated Worker
Minnesota Department of Education
Minnesota Head Start & Early Head Start
Minnesota Housing
Family Homeless Prevention & Assistance Program
Minnesota Department of Human Services
Minnesota Community Action Grant
Long-Term Homeless Grant
Emergency Service Program
Transitional Housing Program
Homeless Youth Act
Local Grant & Program Supports
Conservations Improvement Programs
Food Shelf Donations
Hunger Solution
BCBS Northwest Region Health Insurance Access Project
Reach Out For Warmth Donations
River Pointe Project
Riverside Terrace Limited Partnership Project
Win-E-Mac School District 2609

Holiday Train Recap

ICCC Food Shelf held a freewill donation meal of Hot Dogs and Chili. We went through 480 hot dogs and prepared 45 gallons of chili. Dee-Ann Eskeli donated her time to cook all the food. Betty Halvorson applied for Thrivent Community funds and we were awarded \$250 which covered the cost of the Hamburger for the Chili. This event continues to grow with an estimated 1,200 people at the event! Special thank you to Jim DuChamp, John Lerohl and D'Anne Johnson for all of their help serving and setting up! We also had several community members help out. Thank you to all who came to support the event.

- We collected **1,019.85 pounds** of food at the event (208 pounds more than last year). ICCC received 607 pounds of food and the Red Lake Falls Food Shelf received 412.85 pounds. (Thank you to Jim for the use of his truck and for delivering.)
- CP Railroad Check was for **\$4,500**. \$2,250 went to the ICCC food shelf and \$2,250 went to the Red Lake Falls Food Shelf.

*Holiday Train Food Shelf
Fundraiser Recap held
December 13, 2015 in Plummer*

- Food/advertisement expenses: \$795.33 (up \$352.61 because we had to buy more supplies – last year we had left over from the year before).

- We collected \$2,056.74 from the free will donation meal (\$457.74 more than last year).
- Total profit off of the meal was **\$1,261.41**. (up \$105.13 after expenses). All money goes back into our Food Shelf fund.

ICCC TOTALS:

- Total Cash donation from the event: **\$3,761.41** (meal profit + CP check)
- Total pounds of Food Collected: **607** (approximately 75 pounds had to be disposed of)



Receiving the 'Big check' on the train.



Picture inside the Train

Food Shelf

Inter County's Food Shelf serves the counties of Red Lake, Polk, Pennington and Clearwater. We have a small food shelf available to anyone who needs emergency help with a food box. It is open during our regular office hours of 8:00am-4:30pm, Monday-Friday.

In 2016 our food shelf served 842 individuals/273 households. We gave out 11,302 pounds of food.

The food shelf is funded by community donations and fundraisers. We are able to use our funds to purchase food at a lower cost through North Country Food Bank at a rate of \$1 for \$4 worth of food. We also get donations of health & beauty items and household cleaning items from area churches for our Food Shelf client's needs. Thank you to all who support the food shelf throughout the year!



Agency Mission Statement

To provide services, assistance and other activities of sufficient scope and magnitude to give promise of progress toward the alleviation of poverty, its symptoms and causes.

Inter-County Community Council Staff

– FROM OCTOBER 2015 – SEPTEMBER 2016 –

ADMINISTRATIVE STAFF

Catherine Johnson.....Executive Director
Janet Halvorson Financial Director
Siri Vigoren.....Accounting Clerk
Wanda Marshall.....Administrative Assistant
Tracy Lee..... Department Assistant

EMPLOYMENT & TRAINING STAFF

Jennifer Booth.....Director
Maureen Monson.....Director
Dustin Doyle Job Training Specialist
Kimberley Johnson Job Training Specialist
Douglas Moen Job Training Specialist
Jennifer Person Job Training Specialist
Tamara Voll..... Job Training Specialist
Amy Paquin Program Assistant

ENERGY ASSISTANCE STAFF

Gayle FlatelandEnergy Assistance Director
Gloria Moose.....Energy Assistance Specialist
Wesley Roland Energy Assistance Clerk

ENERGY ASSISTANCE STAFF

Paul Kaster Weatherization Director

FAMILY SERVICES STAFF

Bonnie Paquin.....Director
Lorie DetermanCase Manager
Jessica OuradnikCase Manager
Ben ThorstadCase Manager
Lori Wollman..... MNSure Navigator/Case Manager

HEAD START STAFF

D'Anne JohnsonDirector
Lynette Kaster..... Education Coordinator
Kaylani KiesowDepartment Development
Assistant/Health Coordinator
Lonnie SchmitHealth Coordinator
Amy Weems.....Health Coordinator
Kristy Larson.....Program Development Assistant
Cindy StoneouseERSEA Coordinator
Lynn LaCoursiere.....Family Advocate
Emily StynsbergFamily Advocate
Joni BjerklieCombination/Home Based Educator
Sheila Olson.....Combination/Home Based Educator
Heather Earls...Combination/Home Based Educator
Kendra Hunt EHS Home Based Educator
Christina Gubrud EHS Home Based Educator
Michelle Glass EHS Home Based Educator
Christine Hince..... EHS Home Based Educator
Brandi Walser..... EHS Home Based Educator
Jamie Aune.....HS Home Based Educator
Sarah JohnsonHS Home Based Educator
Denise NaesethHS Home Based Educator
Harleigh O'Dier.....HS Home Based Educator
Harley AlbyCenter Educator
Nicole AndersonCenter Educator
Chad Hassel.....Center Educator
Sarah Panek.....Center Educator
Jacki TykwardCenter Educator
Brittany WagnerCenter Educator
Jade BeneshCenter Assistant
Aimee CoscaCenter Assistant
Hilary GramCenter Assistant
Haley HamiltonCenter Assistant
Helen JohnsonCenter Assistant
Judy Nisley Asst. Center Educator/Bus Driver
Wenesdai Goldstein Bus Driver

INTER-COUNTY COMMUNITY COUNCIL

SIX NATIONAL COMMUNITY ACTION GOALS

- Goal 1.** Low-income people become more self-sufficient. **(Family)**
- Goal 2.** The conditions in which low-income people live are improved. **(Community)**
- Goal 3.** Low-income people own a stake in their community. **(Community)**
- Goal 4.** Partnerships among supporters and providers of services to low-income people are achieved. **(Agency)**
- Goal 5.** Agencies increase their capacity to achieve results. **(Agency)**
- Goal 6.** Low-income people, especially vulnerable populations, achieve their potential by strengthening family and other supportive systems. **(Family)**