



**Our mission is to improve life in Appalachian Ohio and support the work of the member community action agencies.**

**CORPORATION FOR OHIO APPALACHIAN DEVELOPMENT**

**1971 - 2018**

**COAD Officers - 2017/2018**

- Steve Sturgill**, Chairperson
- Keith Pitts**, Vice-Chairperson
- Alvin Norris**, Secretary
- David Brightbill**, Treasurer and Chairperson, Audit/Finance Committee
- Tom Reed**, Chairperson, Policy/Advocacy Committee
- Gary Obloy**, Chairperson, Development Committee

**Administrative Team**

- Ronald Rees**, Executive Director
- Mary Beckholt**, Finance Director
- Allyssa Mefford**, Operations Director
- Maureen Boggs**, Early Care and Education Director
- Melissa Kimmel**, Senior Programs Division Director
- Nicole Peoples**, Utility Programs Manager
- Lora Rawson**, Professional Development Programs Manager
- Katie Vaughn**, Human Resources Manager

- 66 Full-time employees
- 9 Part-time employees
- 198 Foster Grandparent Volunteers
- 69 Senior Companion Volunteers
- 763 Retired Senior Volunteer Program Volunteers

**2016-2017 Financial Statement**

**Revenue by Funding Source**

Federal	\$10,856,333
State	\$3,368,203
Program Income Contracts	\$8,761,238
Membership Assessments	\$55,170
Other	\$221,120
Donations-Scholarship Fund	\$9,501
Earned Interest	\$1,255
In-Kind Contributions	\$223,445
<b>Total Revenue</b>	<b>\$23,496,265</b>

**Revenue By Area**

Community	
Development Division	\$18,547,270
Senior Programs Division	\$2,725,765
Early Care and Education Division	\$1,738,858
Scholarship Fund	\$16,364
Other	\$246,888
<b>Total</b>	<b>\$23,275,145</b>

**Expenses**

Personnel	\$3,888,5567
Travel	\$999,156
Space Costs	\$173,273
Consumable Supplies	\$132,802
Materials and Equipment	\$3,321,510
Stipends	\$875,311
Member Agency Contracts	\$19,926,245
Depreciation	\$78,963
In-Kind Expense	\$223,445
Interest Expense	\$9,110
Insurance	\$52,064
Telephone	\$122,834
Postage and Copying	\$47,988
Professional Services	\$55,777
Scholarship Expense	\$13,000
Miscellaneous Costs	\$194,791
<b>Total Expenses</b>	<b>\$23,115,185</b>

**Major Funding Sources**

- Ohio Development Services Agency
- Ohio Department of Job & Family Services
- Ohio Partner for Affordable Energy
- American Electric Power
- County Departments of Job & Family Services
- Ohio Child Care Resource & Referral Association
- Ohio Department of Aging
- Columbia Gas of Ohio

**COMMUNITY DEVELOPMENT DIVISION: UTILITY PROGRAMS**

COAD was created in 1971 and has managed the national low-income weatherization effort in southeastern Ohio since 1975. The U.S. Department of Energy's (DOE) Home Weatherization Assistance Program (HWAP) was created to establish a foundation for a national weatherization program. COAD, the Ohio HWAP, the Ohio Electric Partnership Program (EPP), and Utility Weatherization Programs have developed together and consequently formed mutually beneficial relationships that maximize the quality of the services we provide to our fellow citizens. Since 1975, COAD Member Agencies, in conjunction with utility partners, have provided over \$500,000,000 worth of energy efficiency services to more than 100,000 households in our 30-county region. On average, we reduce household energy use by \$300 a year. Thousands of jobs have been created and our collective efforts have resulted in energy-related benefits worth more than \$1,000,000,000. Weatherization works in southeastern Ohio. COAD community action agencies provide one of the most successful and comprehensive one-stop residential energy efficiency programs in the nation. This helps our country reduce its dependence on foreign oil and decrease the cost of energy for families in need while improving the health and safety of their homes.

Our success is directly related to highly trained and skilled workers that are the friends and neighbors of the people they serve. Early on we recognized the importance of training and self-scrutiny. We were early adopters of high performance equipment and state-of-the-art technology. Peer influence within the network influenced our collective high performance. By the early 1980s, COAD was regularly staging Open House demonstrations where decision makers were able to observe their constituents benefiting from weatherization. By 1988 we had acquired the trust of our utility partner, Columbia Gas, that continues to provide a significant portion of our funding. We have survived funding cuts and succeeded when blessed with funding gluts.

We continue to innovate. At the request of the State of Ohio, COAD has operated, and will successfully conclude by September, the unique emergency Furnace Replacement Project. Over \$266,000 was brought into the region to install 180 Energy Star rated furnaces into the homes of families in need. This project may well serve as the prototype for new repair funding provided statewide through the PY 2018 HWAP Enhancement grant.

COAD pioneered the "Whole House" approach which means that our crews comprehensively address the energy efficiency needs of dwellings. This philosophy has been expanded to "One Town at a Time" campaigns where we attempt to maximize our efforts in one locale. In the past we have brought the concept to Murray City and Nelsonville. The most recent venture was started last October in Coshocton with an Open House event. KnoHoCo-Ashland CAC crews demonstrated to decision makers and members of the community the value and possibility of addressing the energy efficiency needs of the entire town.



**Justin Shearn, KnoHoCo Crew Chief, shows attic demonstration through live feed in Open House living room.**

During the month of May the C.A.A. of Columbiana County, in partnership with Columbia Gas and American Electric Power, assisted a neighboring low income advocate agency known as The Community Resource Center (CRC) of East Liverpool. The Columbiana crews employed extensive residential weatherization experience to address the energy efficiency needs of the old school building that houses the CRC. At a celebratory event to recognize this accomplishment, Jeanne Wilson of Senator Brown's office stated: "COAD initiated the 'One Town at a Time' concept and now they're beginning to 'Help the Helpers'".

The future of COAD community action weatherization is bright. PY 2018 HWAP funding provided by the state has been increased by over \$1,976,605 from last year, in large part due to an increase



**Columbiana CAA team at the CRC Energy Partnership Project Event.**

in the transfer of HHS HEAP funds to weatherization. Instead of taxpayer money being used to pay utility bills, it is now being directed toward permanently reducing those bills. A further increase in the transfer is possible because weatherization works. The Ohio Electric Partnership Program was awarded to COAD following a bidding process for PY'18 at an increase of funding by over \$1,400,000 from the previous year. Columbia Gas and American Electric Power low-income efficiency funding will remain in effect through 2020. COAD 2018 program funding for energy efficiency and weatherization totals \$21,000,000.

It all comes back to our people and unity. A new generation of leadership is emerging from within the organization. Recently, Nicole Peoples was appointed to a national Department of Energy Advisory Board. She will represent the viewpoint of local weatherization programs and provide us with a voice at the national level. Throughout our network, experienced workers and managers are in place and prove that the whole can be greater than the sum of the parts. Our shared tenacity and capacity will continue to improve the quality of life in Appalachia through weatherization for many years to come.

**COMMUNITY DEVELOPMENT DIVISION: PROFESSIONAL DEVELOPMENT**

Since 1981, COAD has operated the Ohio Weatherization Training Center and the Ohio Center for Lead Abatement. The OWTC and OCLA provide training to professionals statewide in the energy conservation and home performance industry. In the past year, 132 classes have been provided and 1,152 students and professionals in the Ohio Home Weatherization Assistance Program Network, private contractors, contract-based trainings, utilities, community colleges, and affordable housing nonprofit staff in environmental and energy conservation training have been served. The training center is a testing facility for the Building Performance Institute. The staff proctors certification exams in Quality Control Inspector, Building Analyst, Envelope Professional, Heating Professional, Mobile Home Professional, and Healthy Homes Professional. In 2017, the staff proctored 114 exams encompassing all certifications. The OWTC instructors also provided training and technical assistance to 78 students requiring special attention in specified areas through on site visits across the state of Ohio.

The OWTC is accredited as a training provider through the Interstate Renewable Energy Council for Retrofit Installer Technician, Crew Leader, Energy Auditor and Quality Control Inspector. In addition, the center's instructors have obtained the Master Trainer Certification or Certified Instructor designation from the Interstate Renewable Energy Council. These certifications ensure that the instructor has demonstrated their skills and knowledge as a subject-matter specialist and as an effective instructor. The OWTC is also an affiliate training provider for the National Healthy Homes Training Center Network and the Great Lakes OSHA Training Institute. The training center developed a strategic plan which includes expansion of its training portfolio, broadening the expertise of the professional training staff, and increasing continuing education opportunities for students and professionals. Our work is critical in providing the skills, knowledge, abilities, and professional industry credentials to ensure our workforce attains and retains employment. Advancing our workforce through industry training and certification supports them in their career pathways and ensuring jobs with equitable pay and benefits.



**COAD's Jamie Marshall providing classroom instruction.**

**Message From the Executive Director**



Each year as I write this section of the annual report I find myself simultaneously reflecting on the past and anticipating the future. The long history of success of both COAD and its member agencies has only been possible through ongoing analysis of internal and external conditions and an ability to respond to those changing conditions. The huge expansion of weatherization programs a few years ago with the infusion of American Recovery and Reinvestment Act funding is a good example. As a network, we were able to expand every aspect of our weatherization work and lead Ohio to reaching its goal for this work when few states were able to do so. With the end of funding from ARRA, we needed to collectively face the reality of maintaining the highest level of work possible with fewer resources. As a network, we have been able to meet that challenge by increasing the effectiveness of other funding streams and maximizing opportunities to blend funding streams for weatherization work.

To ensure the greatest success possible as COAD moves forward, the Board of Directors this year embarked upon the most comprehensive strategic planning process that has been done in a number of years. An outside consultant asked each board member and all staff leadership for their assessment of current conditions and future directions. This data was consolidated and analyzed to form the basis for a day long planning session that included both board members and staff leaders. As would be expected, the survey of Board and staff illustrated a variety of perspectives. The task of the day-long meeting was to find consensus for the foundational statements of the organization to move us forward. Through lively and candid discussion, this was achieved. A new mission statement was developed which is both descriptive and succinct: "To improve the quality of life in Appalachian Ohio and support the work of member agencies." The new vision statement which summarizes our intent for the future is "To be recognized as the model network for Community Action and the people we serve." In line with those statements, goals and objectives have been identified to achieve excellence in advocacy, financial stability, service to our clients, workforce capacity and organizational efficiency. This fall, the next step will be taken by identifying specific action items to achieve these goals. It's an exciting time for our organization as we move to actively engage our future rather than passively wait for it.

## 2018 DAVID V. STIVISON APPALACHIAN COMMUNITY ACTION SCHOLARSHIP FUND

COAD's scholarship fund provides financial assistance to low-income students who are residents of our 30-county service area and would like to attend college, but lack the resources. Since the fund's inception, COAD, together with its member community action agencies, has awarded **\$388,450 to 495 students**.

Congratulations and best of luck to the following students, the 2018 COAD David V. Stivison Appalachian Community Action Scholarship recipients:

**Kayla-Marie D. Caswell**, nominee of Adams-Brown Economic Opportunities, a senior at Ripley Union Lewis Huntington High School who plans to attend Morehead State University.



**Mattison A. Nichols**, nominee of Adams-Brown Economic Opportunities, a senior at Peebles High School who plans to attend Xavier University.

**Jacob Baker**, nominee of the Columbiana County Community Action Agency, a senior at Crestview High School who plans to attend Youngstown State University.

**Mason T. Cox**, nominee of the Gallia-Meigs Community Action Agency, a senior at Fairland High School who plans to attend Lynn College.

**Shelbi K. Dailey**, nominee of the Gallia-Meigs Community Action Agency, a senior at Southern High School who plans to attend the University of Rio Grande.



**Bradley S. Toth**, nominee of the Guernsey, Monroe, Noble Tri-County Community Action Organization, a senior at Cambridge High School who plans to attend the University of Akron.



**Paige N. Ferguson**, nominee of the Guernsey, Monroe, Noble Tri-County Community Action Organization, a senior at Caldwell High School who plans to attend Stark State University College.



**Harlie A. Loudon**, nominee of the Guernsey, Monroe, Noble Tri-County Community Action Organization, a senior at Beallsville High School who plans to attend Ohio University Eastern.



**Jacob A. Capuzzi**, nominee of Hocking-Athens-Perry Community Action, a recent graduate of Logan High School who plans to attend Capital University.



**Haley A. Hazen**, nominee of Hocking-Athens-Perry Community Action, a senior at Trimble High School who plans to attend Youngstown State University.

**Jaylyn R. Seals**, nominee of Hocking-Athens-Perry Community Action, a senior at Crooksville High School who plans to attend Ohio University.

**Justin R. Boyer**, nominee of the HARCATUS Tri-County Community Action Organization, a senior at Harrison Central High School who plans to attend Eastern Gateway Community College.



**Jezarae M. Bell**, nominee of the HARCATUS Tri-County Community Action Organization, a senior at Carrollton High School who plans to attend Kent State University.



**Bailey V. McKarns**, nominee of the HARCATUS Tri-County Community Action Organization, a senior at Carrollton High School who plans to attend Kent State University.



**Seth W. Cross**, nominee of the Highland County Community Action Organization, a senior at Greenfield-McClain High School who plans to attend the University of Cincinnati.



**Savannah M. Stidham**, nominee of the Ironton-Lawrence County Area Community Action Organization, a senior at Ironton High School who plans to attend The Ohio State University.



**Kerrigan P. Cox**, nominee of Jackson-Vinton Community Action, a senior at Wellston High School who plans to attend Marshall University.



**Hunter N. Adams**, nominee of Jackson-Vinton Community Action, a senior at Southeastern High School who plans to attend Hocking College.



**Gennete Saciri**, nominee of the KnoHoCo-Ashland Community Action Commission, a senior at Mount Vernon High School who plans to attend Baldwin Wallace University, Denison University, or The College of Wooster.



**Destiny M. Mann**, nominee of the Muskingum Economic Opportunity Action Group, a senior at Philo High School who plans to attend Bradford School, Vet Tech Institute.



**Kasey M. Fairchild**, nominee of the Community Action Committee of Pike County, a senior at Pike County CTC who plans to attend Shawnee State University.

**Olivia T. Congrove**, nominee of the Ross County Community Action Commission, a senior at Zane Trace High School who plans to attend The Ohio State University - Agricultural Technical Institute.

**Candice L. Orris**, nominee of the Community Action Organization of Scioto County, a senior at Portsmouth West High School who plans to attend Shawnee State University.

**Donald P. Kelly**, nominee of the Community Action Program Corporation of Washington-Morgan Counties, a senior at Marietta High School who plans to attend Cleveland State University.

**Jayla R. Sheets**, nominee of the Community Action Program Corporation of Washington-Morgan Counties, a senior at Morgan High School who plans to attend Ohio University.

## SENIOR PROGRAMS DIVISION: THE LEGACY CONTINUES

Senior Programs has gone through several changes this past year. First, Gary Goosman retired on June 30, 2017 leaving behind a legacy of service and then our long time administrative assistant MaryAnn Bennink retired this past May. Kudos to both of them and we hope they enjoy their retirements!

Melissa Kimmel joined the COAD family as the new Division Director mid-June of 2017 and she is excited to continue the services provided by the Senior Division. Volunteers in our programs serve to benefit our people and communities in a wide variety of ways. Our volunteer activities include work for veterans, work toward ending homelessness, working with adjudicated youth, mentoring youth of all ages in schools and the community, providing disaster services, reducing isolation and loneliness, providing transportation, and so much more. Melissa is looking forward to strengthening our existing partnerships while building new ones, and increasing our impact through volunteer recruitment, expanded and new programming, and increased internal efficiency.

Our volunteers fit into three programs - Retired Senior Volunteers, Senior Companions, and Foster Grandparents. The Corporation for National and Community Service (CNCS) describes these programs in the following ways:

RSVP is one of the largest volunteer networks in the nation for people 55 and over. You can use the skills and talents you've learned over the years, or develop new ones while serving in a variety of volunteer activities within your community.

Senior Companions provide assistance and friendship to older adults who have difficulty with daily living tasks, such as shopping or paying bills. They help these adults remain independent in their homes instead of having to move to more costly institutional care. Senior Companions also offset the responsibilities that typically fall on family members or professional caregivers.

Foster Grandparents are role models, mentors, and friends to children with exceptional needs. The program provides a way for volunteers age 55 and over to stay active by serving children and youth in their communities.

COAD is also involved with AmeriCorps® VISTAs. As stated by CNCS, AmeriCorps VISTA (Volunteers in Service to America) members bring their passion and perseverance where the need is greatest: to organizations that help eradicate poverty. The most pressing challenges we face as a nation require the most courageous and creative people to address them. An AmeriCorps VISTA member serves as a catalyst for change, living and working alongside community members to advance local solutions.

Our volunteers have hit major milestones in service time and hours. We celebrated volunteers who have served 5, 15, 20, and even 30 years as a Senior Corps member. We have also shared in the celebration of several seniors who are active past their 90th birthdays. Collectively, COAD's 779 volunteers have served thousands of hours meeting our community needs. On the state level, Ohio had 5,800 Senior Corps volunteers who tutored 3,200 children, served in 1,100 homes, and directly benefited 500 organizations.

Finally, there is increasing evidence that volunteering is an all-around good thing to do. According to CNCS, each year, Senior Corps engages roughly 220,000 older adults in service through its Foster Grandparent, Senior Companion, and RSVP programs, enriching their own lives and benefiting the communities they serve. Contributing to a growing conversation around the health benefits of volunteering, particularly for older adults, the Corporation for National and Community Service launched studies to assess the impact of service on Foster Grandparent and Senior Companion volunteers and the caregivers of Senior Companion clients. The data from the first year of the longitudinal study shows Senior Corps volunteers report improved health after just one year of service. Volunteers reported decreased anxiety and depression, decreased loneliness and social isolation, enhanced physical capacity, and higher life satisfaction.

We look forward to continuing our service in support of these programs.

## EARLY CARE AND EDUCATION DIVISION: CHARTING THE COURSE

The ECE Division continues to move quality care forward to meet the needs of families and children. By 2020, Ohio law requires every program receiving public funds to attain a quality rating. By 2025 programs must be highly rated, at a 3, 4, or 5 star status. Charting that course is a critical focus for Ohio's Child Care Resource & Referral Agencies, such as coad4kids. Each Ohio CCR&R must coach, train, and encourage programs to achieve the quality rating; incentive funding to the programs and the CCR&Rs is achieved only when quotas are met. Quality comes at a price and success is only attainable when we are effective at collaboration. These quotas are top priority on the course forward at COAD. We strategize to offer just the right level of guidance and resources to help programs to realize ratings quickly, and to sustain them on the path ahead to 2025.

Step Up to Quality has its pros and cons. It truly is elevating quality with rated programs improving child experiences and building readiness skills. The first OSU validation study on the Step Up to Quality initiative cited that progress. Children in high quality care fare better toward school readiness. At the same time, the demands of high quality come with a cost. Providers earning higher star ratings are challenged to meet new costs and demands on their time. Head Start and public school early learning programs have built-in quality standards, resources, and structure to make quality rating more achievable. Most Appalachian Ohio Head Start programs and school-based programs are highly rated. Many child care centers are dependent on family co-pays and tuition; higher ratings come at a financial loss. Programs are closing and home providers are 'retiring' to avoid meeting the state's requirements. This demands an entirely new course forward. If they close, where will the children go? How will working parents manage? COAD is setting the stage to provide even more support for the families and providers.

In 2017-2018, COAD added new paths to quality with funds from Ohio Children's Trust Fund and the Eastern Ohio Prevention Council. A comprehensive child abuse prevention program enables providers to teach and protect children, and to encourage better parenting skills. A social media platform - Facebook Live - provides on-demand videos on child development, parenting, and community resources of help to parents. A parent café model of parent/provider engagement builds family resiliency. Child Development Associate Credential courses are provided to over

100 participants toward a national credential in child development & best practices. A knowledgeable provider, parent, or grandparent, as is the case for many today, has better opportunity to stay the course of appropriate care practices when they know effective coping skills, and strategies to effectively respond to a child's challenging behavior.

Funds from United Way of Greater Cincinnati offer ongoing training and support to Brown county providers to attain and sustain quality ratings. This year a Type A home became rated, as did both child care centers in the county. The course forward is increasing and sustaining those ratings.

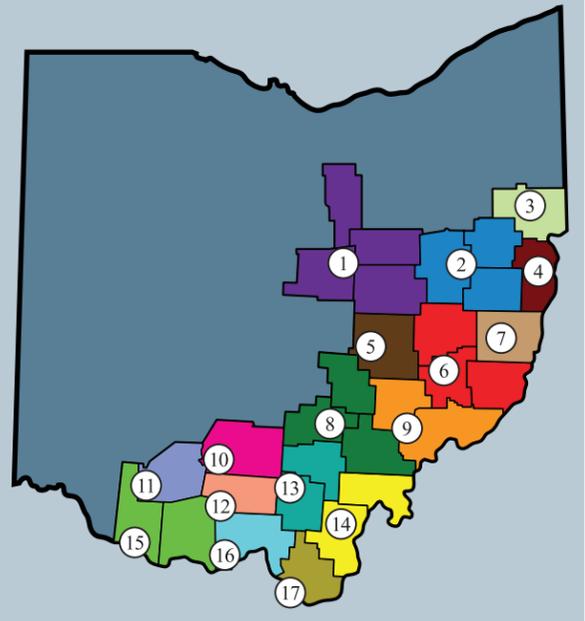
Our road forward includes ongoing community outreach, striving to bring more opportunities for young children in the region. 2018 Groundwork Ohio data cites that just 37% of our region's children enter kindergarten ready for school. COAD and Appalachian Ohio P-20 Council brought this matter to a public forum at Zane State College. Regional experts shared the details of early childhood programming, data and philanthropy. Keynote speaker and employer Jim Spurlino, a tristate concrete supplier from southwest Ohio, has been an early childhood advocate for 10 years. He encourages other employers with a strong argument for investing early; it just makes good business sense, a high return on investment, creating the workforce of the future.

In May, national researcher Katharine Stevens of the American Enterprise Institute presented at Ohio University to a group of business folks, advocates, and local legislative representative Jay Edwards on Preparing Tomorrow's Workforce. She spoke on how brain development and quality early education is a critical infrastructure on the road to economic success.

Finally, this year COAD and partners made strides to expand the journey from the Appalachian Children at a Crossroads: A Roadmap to Action report (CDF-Ohio 2016). Today we have a pilot pre-k to kindergarten transition plan ready to link schools, parents, children, and early childhood personnel on the same path toward school readiness; the Early Childhood Education Fund at the Foundation for Appalachian Ohio was born and will eventually grant scholarships for teachers and children participating in early learning programs; the blueprint is being drawn to develop an early childhood hub to plan and use regional data to leverage resources for our region's children. The work continues and there is much to accomplish. The course forward is long and winding, just as our beautiful region - together we can set course for the next destination on the path to quality early education.

### COAD Member Agencies

# COAD



<p>① <b>Michael Stephens, CEO</b> Knox-Holmes-Coshocton-Ashland Community Action Commission</p> <p>② <b>Alison Kerns, Executive Director</b> Harrison-Carroll-Tuscarawas Tri-County Community Action Organization</p> <p>③ <b>Tom Andrews, Executive Director</b> Community Action Agency of Columbiana County</p> <p>④ <b>Mike McGlumphy, CEO</b> Jefferson County Community Action Council</p> <p>⑤ <b>Nancy Pierce, CEO</b> Muskingum Economic Opportunity Action Group</p> <p>⑥ <b>Gary Ricer, Executive Director</b> Guernsey-Monroe-Noble Tri-County Community Action Committee</p> <p>⑦ <b>Gary Obloy, Executive Director</b> Community Action Commission of Belmont County</p> <p>⑧ <b>Kelly Hatas, Executive Director</b> Hocking-Athens-Perry Community Action</p> <p>⑨ <b>David Brightbill, Executive Director</b> Community Action Program Corporation of Washington-Morgan Counties</p>	<p>⑩ <b>Trina Payne, Executive Director</b> Ross County Community Action Commission</p> <p>⑪ <b>Julia Wise, Executive Director</b> Highland County Community Action Organization</p> <p>⑫ <b>Keith Pitts, Executive Director</b> Community Action Commission of Pike County</p> <p>⑬ <b>Cheryl Thiessen, Executive Director</b> Jackson-Vinton Community Action</p> <p>⑭ <b>Tom Reed, Executive Director</b> Gallia-Meigs Community Action Agency</p> <p>⑮ <b>Alvin Norris, Executive Director</b> Adams-Brown Counties Economic Opportunities</p> <p>⑯ <b>Steve Sturgill, Executive Director</b> Community Action Organization of Scioto County</p> <p>⑰ <b>D.R. Gossett, CEO</b> Ironton-Lawrence County Area Community Action Organization</p>
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