



Community Action Agency, Inc.

2022 Annual Report



2022- whew! It's been tough; but so are WE!

Pace continues to be a strong, agile, resourceful organization. We work in the areas of health, education, and energy to provide families needed supports.

I could not be more proud of our staff. They continue to dedicate themselves to our mission of improving the community and encouraging self-reliance.

With every new challenge, we successfully overcome, and end up even better!

Dr. Bertha Proctor, Pace CEO

www.pacecaa.org





Self-Reliance Award Winner - Sabrina Fiscus

Many Pace staff have seen her at her worst and now at her best. A single mother with two boys, Sabrina lost her own mother at age 13 which she attributes to her bout with drugs.

Her boys were enrolled in our **Early Head Start** and **Head Start Programs** and she utilized our **Energy Assistance Program** to stay afloat.

Sabrina is a past substance user who has completely turned her life around. Addicted to heroin, meth, and bath salts, she was incarcerated numerous times, although she had the foresight to award guardianship of her boys to their grandparents.

With persistence – she forged ahead, and in 2020 she enrolled in college. She became gainfully employed as a Perinatal Peer Recovery Specialist. She expects to soon receive her degree in Social Work – ALL while working full time.

She is now dedicating her life to working with others struggling with addiction.

~ A true example of Pace's mission.



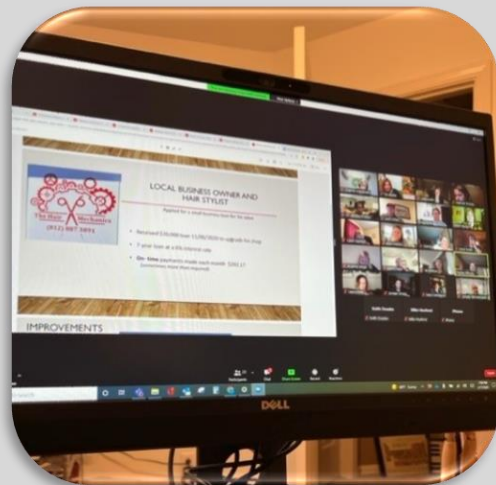
Pace Community Action Agency, Inc., Board of Directors



Ellen Martin and Emily Condon attending CAPLAW Conference in Chicago, IL where they met former National Partnership Chairperson, Bryan Duncan

- Greg Jones, President
- Joel Smith, VP Finance
- Jeremy Wimmenauer, VP Planning
- Marc McNeece, Secretary
- Jeff Neal, Exec. Committee
- Jordan Orwig, Exec. Committee
- Jill Bailey, Exec. Committee
- Mitzie Badger
- Emily Condon
- Clarrisa Cornelius
- Kristi Deetz
- Carla Gambill
- Elizabeth Hilderbrand
- Emily Hobbs
- Mike Hosford
- Ellen Martin
- Jazmin Murfee
- Christy Pearison
- Laura Petty
- Pauline Rippy
- Terri Roberts
- Erika Stitzle
- Rebecca West
- Jathan Wright

Greg Jones presenting at Pace's Annual Stakeholders' Event



Board meeting and training



Marc McNeece and former board member, John Manning, participating in Pace's golf scramble

How is our board engaged?

- Volunteering
- Attending meetings and trainings
- Participating in Program Reviews
- Assisting with our golf FUN-raiser
- Speaking at public events
- Helping the agency fulfill our mission 😊



2022 Highlights

- **Fiscal Audit – NO findings**
- **Health Connection Monitoring & Weatherization Reviews – NO findings**
- **Dr. Proctor re-elected as National Board President of Community Action Program Legal Services (CAPLAW)**
- **Provided two (2) \$500 scholarships to high school graduates**
- **Implemented summer hours with consideration for staff's mental health**
- **Successful Stakeholders' Event - Over 200 in attendance**
- **\$6,428 Sponsorships for the Ruth House women recovering from substance abuse**
- **WiseCAP trained over 600 individuals in 5 states (virtually and in-person)**
- **100% Board and Management giving**
- **4,302 hours of staff training - (568 different trainings)**
- **\$17,000+ raised from our Golf *FUN*-raiser**

Platinum Sponsors

COMER  **NOWLING**
INDUSTRY ESTABLISHED | FOCUSED ON QUALITY
CERTIFIED PUBLIC ACCOUNTANTS AND CONSULTANTS

 **Mutual of America**
Financial Group
Retirement Services • Investments

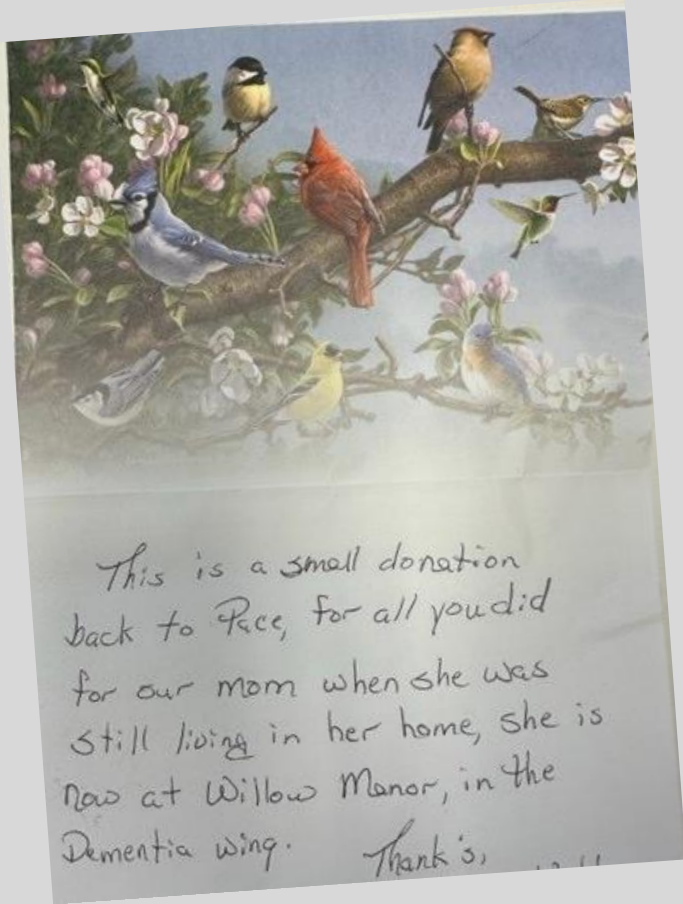


Dr. Michelle Pitcher, CCAP, Pace's Clinical Services Director, wins the 2022 National Lyndon Baines Johnson Leadership Award

Named for President Lyndon Baines Johnson, the award recognizes community action practitioners whose expertise on what works to promote greater economic opportunity for children and families is known and respected at the national, state, and local level.

Throughout her 17-year career at Pace, Michelle has increased the reach and depth of health services, expanded clinics, partnered with multiple organizations including Covering Kids & Families to provide health insurance navigator services, promoted Diversity, Equity & Inclusion (DEI) awareness, received clinic certifications as LGBTQ+ Inclusive OutCare locations, obtained certification as a Sexual Assault Nurse Examiner (SANE), and more. Michelle embodies the spirit of Community Action and LBJ!





WE LOVE TO RECEIVE THANK- YOU NOTES!

THIS FAMILY WAS SO THANKFUL
FOR THE **ENERGY ASSISTANCE**
AND WEATHERIZATION THEIR
MOTHER RECEIVED THAT THEY
DONATED TO PACE.

JC and Jenise were high school sweethearts who became teen parents. Their son, Jeshaih (affectionately referred to as Shaiah), participated in Pace's Early Head Start program. Jenise said, "Teen parenting is hard. I don't know what I would have done without **Early Head Start**. They helped me raise my kid when I was just a kid. The Head Start and Early Head Start programs taught Shaiah what he needed to know for school so that he was always ahead."

This year Shaiah graduated with honors from Lincoln High School, received an associate degree through the Early College program at VU and in the fall will be attending Purdue University majoring in Engineering.

We are so proud of this family!



Johnnie has worked at Goodwill for 8 years and recently had to have surgery causing him to be off work for approximately 3 weeks. This put him behind on everything. His gas had been turned off and his water was about to be shut off. He had been paying a little extra every month trying to get his gas turned back on. Johnnie applied for Pace's **Energy Assistance & Water Programs**. Staff processed his application, and he was able to arrange for his gas to immediately be reconnected. Johnnie could not believe we were able to do that. He was very thankful and said, "You don't know what this does for me and my family."

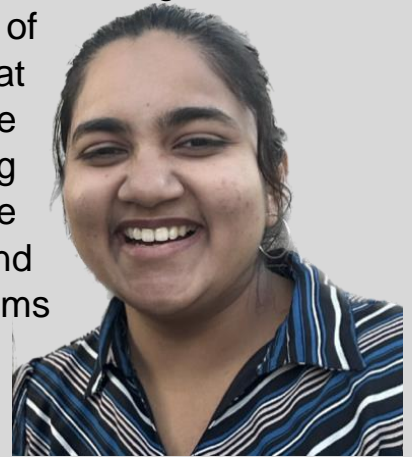
Johnnie also let staff know that he had been struggling with everything and was raised to take care of things himself. We told him about the Vincennes Food Pantry, and he was able to receive a food basket.

When his daughter was younger, she was enrolled in our **Head Start** program. During this time, Johnnie was very involved and volunteered for Head Start on our Policy Council.

He said he likes working for Goodwill because he knows that he helps people! He also said that he's glad we are here, and he can tell that we care and help people too.

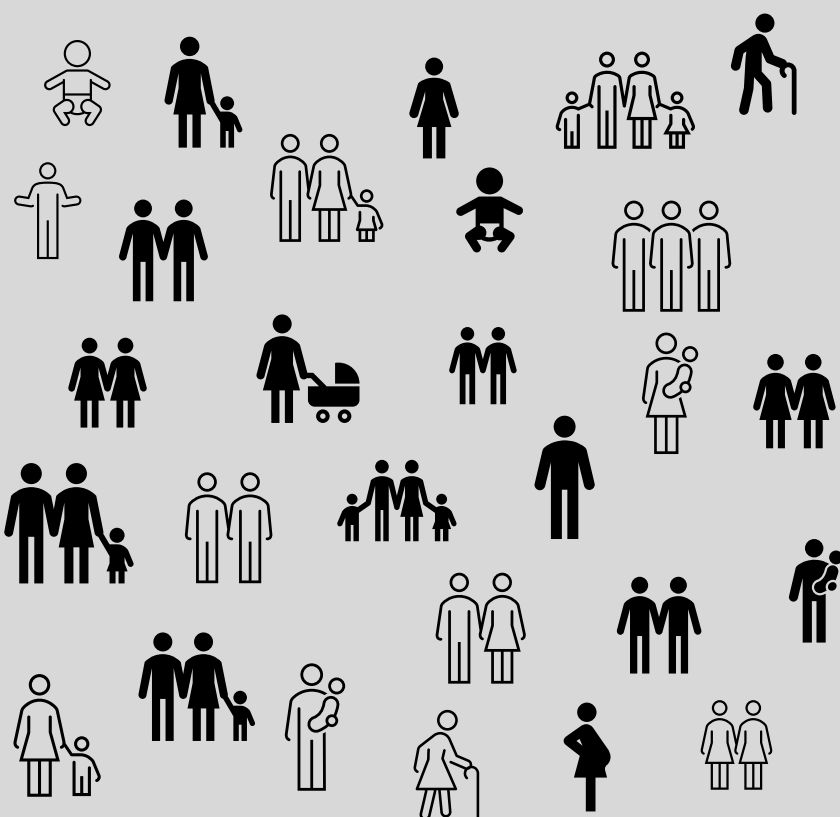


I'm **Anamika Krishnan**, an international student, pursuing my Master's Degree in Health Law, Policy, and Bioethics at the IU McKinney School of Law. I was chosen as the McKinney Climate Fellow and placed at Pace Community Action Agency, May – December. The opportunity has allowed me to sharpen my writing and designing skills. By going through this intensive hands-on experience, I have become a stronger problem-solver through critical thinking and synthesizing climate justice issues. I worked with various programs within the agency including **Weatherization, Energy Assistance, Head Start, and Health Connection.**



As a Fellow, I engaged in community building through cultivating partnerships between the public, private, and non-profit sectors by tying DE&I efforts to climate action and uplifting the low-income communities in Southwestern Indiana. This fellowship has helped me to strengthen my cultural competency. With such empathetic, compassionate, and supportive mentors and staff, I gained a new sense of professionalism and a clearer view of what it takes to lead a non-profit organization.

Customer Demographics



7,241 individuals served

4,159 families served

53% of individuals served were either over 60 or under 18 years old

93% had family sizes between 1-4 members

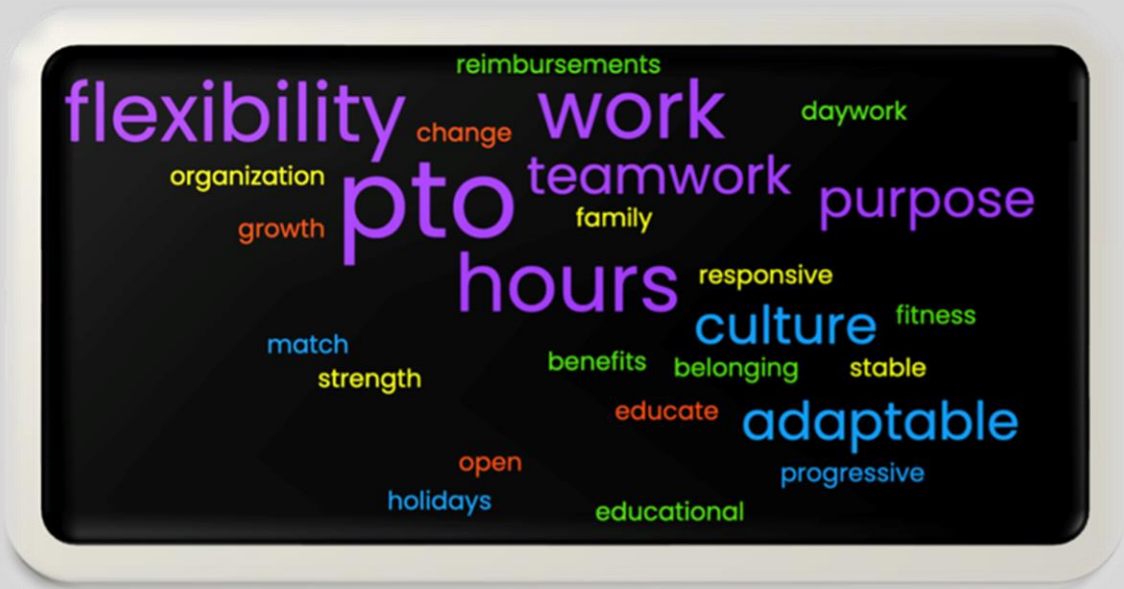
119 serve or have served in the military

Employee Experience



Employee Task Force

This group of staff meet regularly with our CEO to provide suggestions, create staff initiatives, and be a connection for all staff directly to the CEO. They also created our Employee Value Proposition (below) showcasing what they like about working at Pace.



% of staff agreeing with the following statements according to our employee survey:

- 93%- professional development opportunities are available for me
- 98%- my work directly contributes to the overall success of Pace
- 85%- I work in an atmosphere where staff opinions can be shared
- 78%- there is trust between employees and my manager

2022 Financial Information

Community Services Block Grant	\$313,709
Head Start & Early Head Start	\$4,642,740
Head Start & Early Head Start- American Rescue Plan Act (ARPA)	\$358,490
Head Start & Early Head Start- COVID	\$85,768
CACFP (Child & Adult Care Food Program)	\$209,680
Energy Assistance Program	\$2,914,239
Energy Assistance Program- ARPA	\$1,307,055
Energy Assistance Program- Emergency Supplemental	\$49,123
EAP- Infrastructure Investment and Jobs Act	\$14,593
Emergency Rental Assistance	\$19,096
Water Assistance- ARPA	\$117,206
Department of Energy	\$149,801
LIHEAP (Low Income Home Energy Assistance Program)	\$110,193
Weatherization- ARPA	\$251,553
Duke Supplemental Health & Safety	\$10,745
AEP Health and Safety Repair Program	\$10,043
Vectren Share the Warmth	\$5,000
Health Connection	\$1,043,731
SuperMENTors	\$7,314
Pace Dental Club	\$3,781
Designated Donations	\$92,719
In-Kind Donations	\$570,025
Total	\$12,286,604

2021 Consolidated Current Ratio

2.03

How do our funds impact the local community?

Payroll taxes

Purchasing goods and services

Using local contractors

Helping individuals remain employed, healthy, and educated

PACE

Community Action Agency, Inc.

HOW WE HELP

NO COST-
PROGRAMS &
SERVICES

**Head Start &
Early Head Start-**
education for kids
birth - 5 years

**College
Scholarships-**
past Head Start
students

**Health
Connection-**
birth control, STI
testing &
treatment

**Individual
Development
Account-** you
get \$3 for every
\$1 you save

**Energy
Assistance-**
\$ to help with
your utility bill

**Small
Business
Loans**

**Health
Insurance
Navigator-**
helps you get
health
insurance

Weatherization-
makes your home
energy efficient

812.882.7927

www.pacecaa.org

pace@pacecaa.org



The Pace Management Team



Primary Service Area:
Davies, Greene, Knox & Sullivan

Extended Service Area:
Lawrence & Bedford (Health Connection Clinics Only)



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