



**RESOLUTION ACKNOWLEDGING RECEIPT AND REVIEW OF  
THE 2021-2022 COMMUNITY SERVICES BLOCK GRANT APPLICATION  
FOR FUNDING A COMMUNITY ANTI-POVERTY PLAN SUBMITTED BY  
EXPERIMENT IN SELF-RELIANCE, INC.**

**WHEREAS** Experiment In Self-Reliance, Inc., has submitted to the Forsyth County Board of Commissioners a 2021-2022 Community Services Block Grant Application in the amount of \$760,550, for funding a Community Anti-Poverty Plan for review and comment prior to submission of the application to the North Carolina Department of Health and Human Services, Division of Social Services, Economic and Family Services Section, Office of Economic Opportunity;

**NOW, THEREFORE, BE IT RESOLVED**, that the Forsyth County Board of Commissioners hereby acknowledges receipt of the 2021-2022 Community Services Block Grant Application for funding a Community Anti-Poverty Plan;

**BE IT FURTHER RESOLVED**, that the Forsyth County Board of Commissioners has reviewed and discussed the 2021-2022 Community Services Block Grant Application for funding a Community Anti-Poverty Plan and supports the funding request in order to achieve the long-range goal of moving 180 families in Forsyth County above Poverty Income Guidelines by June 30, 2022, through long-term Success Coaching and direct services to empower economic self-reliance; and

**BE IT FURTHER RESOLVED**, that the Forsyth County Clerk to the Board is hereby authorized to complete and return the attached Community Services Block Grant (CSBG) Documentation of Submission to County Commissioners form, subject to a pre-audit certificate thereon by the County Chief Financial Officer, if applicable, and approval as to form and legality by the Forsyth County Attorney.

Adopted this 21<sup>st</sup> day of January 2021.

# North Carolina Department of Health and Human Services

## Division of Social Services



### Community Services Block Grant Program

Fiscal Year 2021-22 Application for Funding

Project Period July 1, 2021– June 30, 2022

Application Due Date: January 15, 2021

Agency Information			
Agency:	Experiment In Self Reliance, Inc.		
Agency:			
Federal I.D.	56-6060100		
DUNS Number:	060296142		
Administrative Office Address:	3480 Dominion St., Winston-Salem, NC 27105		
Mailing Address (include the 4-digit zip code extension):	PO Box 135, Winston-Salem, NC 27102-0135		
Telephone Number:	336 722 9400		
Fax Number:	336 748 8312		
<b>Proposed Funding:</b>	<b>CSBG:</b> <b>\$760,550</b>	<b>Additional Resources:</b> <b>\$1,664,472</b>	<b>Agency Total Budget:</b> <b>\$2,425,022</b>
<b>Application Period:</b>	<b>Beginning:</b> July 1, 2021	<b>Ending:</b> June 30, 2022	
Board Chairperson:	Rebecca Bender		
Board Chairperson's Address: (where communications should be sent)	PO Box 135 Winston-Salem, NC 27102-0135		
Board Chairperson's Term of Office (enter beginning and end dates):	July 1, 2019 – June 30, 2020		
Executive Director:	Twana Wellman-Roebuck		
Executive Director Email Address:	<a href="mailto:twana.roebuck@eistr.org">twana.roebuck@eistr.org</a>		
Agency Fiscal Officer:	Debra Perkins		
Fiscal Officer Email Address:	debra.perkins@eistr.org		
CSBG Program Director:	Fred Bazemore		
CSBG Program Director Email Address:	fred.bazemore@eistr.org		
Counties Served with CSBG funds:	Forsyth		
Agency Operational Fiscal Year:	July 1 – June 30		

North Carolina Department of Health and Human Services  
Office of Economic Opportunity –  
2420 Mail Service Center / Raleigh, North Carolina 27699-2420

**Proposed Funding**

**CSBG:** Enter the proposed amount of CSBG funds allocated for FY 2021.

**Additional Resources:** Enter the amount of other resources the agency expects to receive during the 2021 program year. If an exact figure is not known at this time, the best possible estimate.

**Agency Total Budget:** Enter the sum of CSBG and Additional Resources for the period of July 1, 2021 - June 30, 2022.

### Checklist to Submit a Complete Community Services Block Grant (CSBG) Application

Please put a check mark in the appropriate box to show that you have included the completed document with your application. All documents are required with the exception of those that say "if applicable."

Item	Included (✓)
Signed Application Certification (blue ink only)	
Signed Board Membership Roster (blue ink only)	
Board of Directors Officers and Committees	✓
Board of Directors Community Needs Assurance	
Planning Process Narrative	✓
Form 210 – Agency Strategy for Eliminating Poverty	✓
Form 212 – One-Year Work Program	✓
Monitoring, Assessment and Evaluation Plan	
Form 212A – CSBG Administrative Support Worksheet (if applicable)	NA
Form 225 – Agency Budget Information	
Form 225N-Budget Narrative	
<u>Appendices (to be attached by the Applicant):</u>	
• Organizational Chart (do not include names)	✓
• Job Description and Resume for the Agency's Executive Director	✓
• Job Description and Resume for the Agency's Chief Financial Officer	✓
• Job Descriptions for all CSBG employees (do not include names)	✓
• Affirmative Action Plan	✓
• Documentation of Public Hearings for Initial Planning Process:	
Copy of Public Notice(s) from Newspaper(s)	✓
Agenda of Public Meeting(s)	✓
Copy of Attendance Sheet(s)	✓
Minutes of Public Meeting(s)	✓
• Documentation for Notice of Intent to Apply:	
Copy of advertisement(s)	✓
• Documentation of Submission to County Commissioners:	
Notarized document from county clerk	
Commissioners' comments or minutes (if applicable)	
• Cognizant-Approved Indirect Cost Agreement	
• Copy of the Proposal Application submitted to the cognizant agency for approval of the Indirect Cost Rate	
• Cost Allocation Plan (if applicable)	
• Vehicle Registrations ( <i>must be up-to-date and after July 1, 2021</i> )	NA
• State Certification-No Overdue Tax Debts	
• State Certification-Contractor Certification required by N.C. Law	
• Federal Certifications	
• Cost Allocation Plan Certification	
• Federal Funding Accountability and Transparency Act (FFATA)	
• Central Contractor Registration (CCR) ( <i>must be up-to-date and after July 1, 2021</i> )	✓

**Checklist to Submit a Complete Community Services Block Grant (CSBG) Application  
(continued)**

Item	Included (√)
<ul style="list-style-type: none"> <li>• IRS Tax Exemption Verification- verifies the agency's 501 (c) (3) status <i>(must be dated after July 1, 2016)</i></li> </ul>	
<ul style="list-style-type: none"> <li>• Conflict of Interest Policy <i>(must have been approved within the past 5 years and must be notarized)</i></li> </ul>	
<ul style="list-style-type: none"> <li>• Contractual Agreements/leases <i>(must be current within contract period)</i></li> </ul>	

**Community Services Block Grant Program  
Fiscal Year 2020-21 Application for Funding  
Certification and Assurances**

**Public Hearing on the Initial Plan**

We herein certify that a public hearing as required by 10A NCAC 97B .0402 Citizen Participation in the Application Process occurred on December 18, 2018 for the initial planning process for the agency's current project plan and the agency has maintained documentation to confirm the process of the public hearing.

For multi-county providers, indicate the date and the county the hearing was held.

Date	County	Date	County

**County Commissioners' Review**

We herein certify that the application for this project period was submitted to the Board of County Commissioners for review and comment on 12/09/2020 as required by 10A NCAC 97C .0111 and 10A NCAC 97C .0307(9).


For multi-county providers, indicate the county and date the application for funding was presented to the Board of County Commissioners as required by 10A NCAC 97C .0111(B).

Date	County	Date	County

**Board of Directors Approval of the Application**

I hereby certify that the information contained in the attached application is true and the Board of Directors has reviewed and approved this application for the Community Services Block Grant Program.

Date of Board Approval: December 9, 2020

Board Chairperson:  12-9-2020  
(Signature) (Date)

Finance Committee Chairperson:  12-9-2020  
(Signature) (Date)

### Board of Directors' Membership Roster

Total Seats Per Agency Bylaws	21		Total Current Vacant Seats		3	
Total Number of Seats Reserved for Each Sector	Poor	7	Public	7	Private	7
Total Number of Vacant Seats Per Each Sector	Poor	1	Public	2	Private	0

Name	County of Residence	Community Group/ Area Represented	Date Initially Seated [month/year]	Number of Terms Served [completed]	Current Term Expiration [month/year]
<b>Representatives of the Poor</b>					
1. Virginia Martin	Forsyth	Alder Pt.	09/2019	0	09/22
2. Marsha Davis	Forsyth	Veterans	09/2015	1	09/23
3. VACANT	Forsyth	Gilmer, Bon-Air, 28th			
4. Diane Fitzhugh	Forsyth	Boston-Thurmond	02/2018	0	02/21
5. Eva Gray-Allen	Forsyth	North Winston	09/2015	2	09/23
6. Alvin Carlisle	Forsyth	Southside	09/2018	0	09/21
7. Marcus Houston	Forsyth	Homeless Council	10/2020	0	10/23
<b>Public Elected Officials</b>					
1. Gloria M. Samuels	Forsyth	City	09/2014	2	9/2022
2. Tonya Bellanger	Forsyth	City	12/2016	0	12/2022
3. VACANT	Forsyth	County			
4. VACANT	Forsyth	County			
5. Julie Goodman	Forsyth	City	01/2020	0	01/23
6. Kevin B Byers	Forsyth	County	10/2019	0	10/22
7. Leslie Oldham Winbush	Forsyth	City	09/2019	0	01/22
<b>Representatives of Private Organizations</b>					
1. Rebecca Bender (CHAIR)	Forsyth	Hanes Brands	02/2015	2	02/21
2. Dierdre Davis	Forsyth	Wells Fargo	11/2019	0	03/22
3. David Rose	Forsyth	Winston-Salem Police	02/2018	1	02/21
4. Dr. Sydney Richardson	Forsyth	FTCC	09/2018	1	09/21
5. Michael Robinson	Forsyth	Wake Forest	02/2018	1	02/21
6. Sean Patrick Miller	Forsyth	BB&T	05/2019	0	6/23
7. Katie Ann Lefelar	Forsyth	Reynolds	09/2017	1	09/23

The signature of the Board of Directors Chairperson certifies that the persons representing the poor were selected by a democratic process and that there is documentation on file that confirms the selection of all board members. In addition, by signing below, the Board of Directors Chairperson confirms that the selection of all board members coincides with the directives outlined in the agency's bylaws and that a current Board of Directors Member Profile is on file for each member.

  
 Board of Directors Chairperson



### Board of Directors' Membership Contact Listing

Board Member	Physical Address	Email Address
Eva Gray-Allen	418 East 15 <sup>th</sup> Street Winston-Salem, NC 27105	evagraysallen@gmail.com
Tanya Bellanger	1920 Legacy Park Lane, Apt.204 Winston-Salem, NC 27103	tbellanger@qeschools.org
Rebecca Bender	439 Horace Mann Avenue Winston-Salem, NC 27104	rbender@intothearts.org
Mr. Kevin B. Byers	1412 Turfwood Drive Pfafftown, NC 27040	byersk@wssu.edu
Rev. Alvin Carlisle	2000 Wilbur Street Winston-Salem, NC 27107	aecarlisle06@gmail.com
Marsha Davis	174 Motor Road Winston-Salem, NC 27105	Marsha.Davis@va.gov
Diane C. Fitzhugh	830 w 14 <sup>th</sup> St. Apt E Winston-Salem, NC 27105	fitzemail.339@gmail.com
Julie Goodman	181 East 6 <sup>th</sup> Street, Suite 504 Winston-Salem, NC 27101	Julie.goodman@inmar.com
Dierdre Hill	401 N. Research Parkway Winston-Salem, NC 27101	Dierdre.Hill@Wellsfargo.com Dierdredavis33@gmail.com
Marcus Houston	830 Mock Street, Apt. 102 Winston-Salem, NC 27127	
Katie Ann Lefelar	207 Cascade Avenue Winston-Salem, NC 27101	lefelak@rjrt.com
Virginia C. Martin	590 Mock Street, Apt. 305 Winston-Salem, NC 27107	Virgvirg51@gmail.com
Sean Miller	110 S. Stratford Road Winston-Salem, NC 27104	SPmiller@BBandT.com
Dr. Sydney Richardson	1200 Silas Creek Pkwy Winston-Salem, NC 27103	srichardson@forsythtech.edu
Michael Robinson	1200 Martin Luther King Jr. Drive (Downtown Health Plaza) Winston-Salem, NC 27101	mrobinso@wakehealth.edu
David Rose	725 N Cherry Street Winston-Salem, NC 27101	drose@sspba.org
Gloria M. Samuels	3733 Ogburn Avenue Winston-Salem, NC 27116	gloriasamuels4u@gmail.com
Leslie Oldham Winbush	303 D. Cleon Thompson Center Winston-Salem, NC 27110	winbushlo@wssu.edu

### Board of Directors' Officers and Committees

Note: All committees of the board should fairly reflect the composition of the board (10A NCAC 97C .0109). Be sure to identify the chairperson and other committee positions.

Name	Office	Sector Represented	County Represented*
<b>Officers of the Board:</b>			
Rebecca Bender	Chairperson	Special Interest	
Marsha Davis	Vice Chair	Low Income	
Gloria M. Samuels	Secretary	Elected (City)	
Virginia C. Martin	Asst. Secretary	Low Income	
Tanya Bellanger	Treasurer	Elected (City)	
<b>Committee Name: Governance:</b>			
Rebecca Bender	Chairperson	Special Interest	
Tanya Bellanger		Elected (City)	
Marsha Davis		Low Income	
Diane C. Fitzhugh		Low Income	
Katie Ann Lefelar		Special Interest	
Gloria M. Samuels		Elected (City)	
<b>Committee Name: Program:</b>			
Diane C. Fitzhugh	Chairperson		
Tanya Bellanger		Elected (City)	
Rebecca Bender		Special Interest	
Kevin B. Byers		Elected (County)	
Virginia C. Martin		Low Income	
Dr. Sydney Richardson		Special Interest	
David Rose		Special Interest	
<b>Committee Name: Audit &amp; Finance:</b>			
Tanya Bellanger	Chairperson	Elected (City)	
Eva Gray-Allen		Low Income	
Kevin B. Byers		Elected (County)	
Rev. Alvin Carlisle		Low Income	
Julie Goodman		Elected (City)	
Dierdre Hill		Special Interest	
Dr. Sydney Richardson		Special Interest	
<b>Committee Name: Plans &amp; Objectives:</b>			
Marsha Davis	Chairperson	Low Income	
Rebecca Bender		Special Interest	
Kevin B. Byers		Elected (County)	
Rev. Alvin Carlisle		Low Income	
Julie Goodman		Elected (City)	
Katie Ann Lefelar		Special Interest	
Virginia C. Martin		Low Income	
Sean Miller		Special Interest	
Leslie Oldham Winbush		Elected (City)	

<b>Committee Name: Human Resources</b>			
Katie Ann Lefelar	Chairperson	Special Interest	
Eva Gray-Allen		Low Income	
Diane C. Fitzhugh		Low Income	
Marcus Houston		Low Income	
Michael Robinson		Special Interest	
<b>Committee Name: Development &amp; Fundraising (Ad hoc)</b>			
Dierdre Hill	Chairperson	Special Interest	
Eva Gray-Allen		Low Income	
Tanya Bellanger		Elected (City)	
Marcus Houston		Low Income	
Sean Miller		Special Interest	
Dr. Sydney Richardson		Special Interest	
Leslie Oldham Winbush		Elected (City)	
<b>Committee Name: Nominating Committee</b>			
Marsha Davis		Low Income	

\*To be completed by agencies serving multiple counties.

## Community Service Block Grant Board of Directors Contractual Certifications

I, Rebecca Bender, Chair of Experiment in Self-Reliance's board of directors, certify the information in the following categories by initialing each certification and signing below:

- A. Conflict of Interest:** I certify that a Conflict of Interest Policy is in place and that a copy of the policy can be found in the Employee Policy Manual and in the Board Member Handbook. I also certify that all members of the Board of Directors and all staff annually sign "Conflict of Interest" forms and that copies of Board member signatures are kept in the Board Minutes Book while copies of employee signatures are retained in the personnel files.
  
- B. Board of Director Orientation/Training:** I certify that a Board Member Orientation Policy is in place and that it is utilized as new Board members are assigned to the Board. I also certify that all Board members attend an annual Board Training each year and record of such is reflected in the Board minutes. The most recent Board Training occurred on September 9, 2020.
  
- C. Agency-wide Audit:** I certify that Butler & Burke performs an audit annually. The audit is completed each year and submitted for review by the Board. The most recent audit for program year 7-1-19 to 6-30-2020 was submitted and accepted by the Board at the December 9, 2020 meeting and is on record in said minutes.

Certification (Original Signature)

  
\_\_\_\_\_  
Signature of Chairperson/President

12/9/2020  
\_\_\_\_\_  
Date

## Community Service Block Grant Certification of Community Assessment

The Experiment in Self-Reliance (applicant) has conducted a Community Assessment of its service area within the past three (3) years utilizing the following method(s):

(Check one or more of the following methods)

- Surveys of the community(s) - door to door, telephone, etc.
- Review of Records - agency intake forms, program participant records, etc. (may be used with at least one other type of needs assessment; will not meet compliance on its own)
- Review of demographical information - U.S. Census, welfare statistics, unemployment statistics, etc.
- Discussions/information/testimony provided by individuals and community members - social service professionals, agency staff, program participants, etc.
- Public meetings to solicit input on community needs
- Other (Describe) \_\_\_\_\_

The most recent Community Assessment was completed on: April 19, 2017  
(date)

The Community Assessment was completed by: Agency staff, board, volunteers and Karl Yena (contractor)  
(agency or contractor)

It is expressly understood that this Community Assessment should include community and consumer input. It is to be used as a basis for prioritizing the needs of the low-income population in the service area and for planning the applicant's projects to meet those needs.

It is further understood that documentation validating that a Community Assessment was completed and is to be retained by the applicant and is subject to review by the Office of Economic Opportunity.

Please provide a 4-5 sentence summary of your most recent Community Needs Assessment:

We are in the midst of our Community Assessment for our Long Range Planning Process now, for our new strategic plan for 2021-24. We are holding virtual and limited in-person focus groups, and collecting data through surveys to be used to create our new plan. We hope to see new Census data released in time to use it for this plan as well.

(continue to next page)

The following is a list of needs as prioritized, with community input, through the needs assessment process.

1. Comprehensive self-sufficiency services	4. Adequate safe, affordable housing
2. Job opportunities that pay a living wage	5.
3. Education/marketable skills/Economic Literacy	6.

Certification (Original Signature)

  
\_\_\_\_\_  
Signature of Chairperson/President

  
\_\_\_\_\_  
Date

**Community Services Block Grant Program  
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Planning Process Narrative**

1. Explain in detail how each of the following was involved in the planning and development of this strategic plan.
  - a. Low-Income Community:

ESR staff visits the community, especially schools, and communicates with teachers and school staff as well as clients, often gaining considerable insight through conversation and direct observation that can be applied to our Strategic Planning process. During the active phase of our Strategic Planning process we reach out to the community, inviting them to participate in forums where they can express their views on services that are needed in their neighborhoods, problems they see that need to be addressed, and programs or activities they would like to see implemented. Staff members reach out to their churches to help understand potential resources and the needs of those who might not have sought out services from a community agency but who might benefit. Clients are encouraged to complete a customer service survey, which also becomes part of our community assessment. We have board members representing the low-income community who also engage in their neighborhoods to learn about the community's needs. All of this information is considered as part of our Strategic Planning process.
  - b. Agency Staff:

ESR's staff is part of the strategic planning process through participation in online surveys and staff retreats. Comments solicited during annual staff evaluation interviews is also useful in the planning process. The staff meets with the planning consultant to discuss the topics being considered in the strategic planning process. Members of management do not attend this session so that facilitators can encourage open discussion of issues that should be considered. Feedback from this meeting is used in the plan development process. Management goes through a similar process of meeting with facilitators, attending focus groups, and completing surveys.
  - c. Agency's Board Members:

ESR's Board of Directors also take part in focus groups, complete surveys, and meet with the strategic plan facilitator(s) to provide insights from their experiences in their committees and on the board. The board meets to discuss the findings of the focus groups and surveys and chooses the topics that have emerged as immediate needs that ESR is or can be in a position to address. From these decisions, the board creates action plans for each selected need, which helps craft an overall implementation plan. The board committees work with staff to implement each part of the plan by area of expertise, through such activities and updating program and department manuals, and creating training plans and opportunities for new or altered activities.
2. Describe how and what information was gathered from the following key sectors of the community in assessing needs and resources during the community assessment process and other times. These should ideally be from each county within your agency's service area:
  - a. Community-based organizations:

ESR is a member of Communities In Action (CIA), a committee of community based organizations. The committee normally meets quarterly to discuss needs in the community. However, the COVID-19 pandemic has upset the schedule somewhat in 2020. Discussion among members has revealed that

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Planning Process Narrative**

Housing, Education, Employment, and Mental Health are key areas that need focus. The committee includes representatives of health and education organizations (Novant and Forsyth Tech, and Winston-Salem/Forsyth County Schools) as well as human service organizations such as Goodwill, ESR, and Vocational Rehabilitation. From focus groups composed of partnering agencies such as Financial Pathways and Family Services, we learned how best collaborate and refer clients to appropriate services to eliminate gaps and duplication of services.

**b. Faith-Based Organizations:**

ESR has contacts within several churches in the community, as well as having two church leaders on our board of directors. Focus groups among partner churches such as St. Leo, Greater Commission, and others gave us insight into what these communities would like to see. We learned from these focus groups that the faith community that we interact with regularly would like us to do information sessions and workshops about who we are and what services we offer, and what our requirements are. They also want more information on human services that are available in the Winston-Salem/Forsyth County area. The primary learning from these forums and meetings was the need for educational outreach. This is something we can work toward in our upcoming strategic plan, though currently this kind of outreach is limited to virtual sessions and very limited in-person forums, due to COVID-19.

**c. Private Sector:**

We have ongoing collaborative relationships with such entities as Southside Health Clinics, Doctor's Care, Downtown Health Plaza, The Northwest Harvest Food Bank, the Forsyth County Sheriff's department, Winston-Salem Police, and various banks and realtors. The private sector provides one third of our board members at any given time, which helps us keep current with trends in the community. We have relationships with local community colleges and universities that we can count among our resources. These relationships provide us with a wide range of options to providing services to our clients, as well as a wealth of information on current trends in philanthropy and areas of service and funding interest.

**d. Public Sector:**

We are part of the local housing coalition and attend community meetings to assess availability and affordability of housing in the Winston-Salem/Forsyth County area, including a dialogue called "Think Force" addressing poverty initiatives in WS, including jobs, economic development, and housing. Currently much of the dialog in the public sector relates to health concerns and the immediate and long range impacts of the pandemic on a variety of community concerns including health, housing, employment and more.

**e. Educational Sector:**

We have partnered with the local school system to provide case management services for parents with children in Title I schools to aid the families in achieving long-term self-sufficiency that can help them escape the cycle of poverty. 2020 has been particularly challenging, but we are still learning from our clients about their changing needs surrounding their children's education. We anticipate being able to host classes for parents again in the future, and are continuing to gather information from educators and parents about needed programs and activities for supporting academic success for low-income children.



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Planning Process Narrative**

3. Describe your agency's method and criteria for identifying poverty causes including how the agency collected and analyzed qualitative and quantitative data in identifying those causes.

ESR looks at existing studies, both national and especially local, to look for trends and correlations in poverty and other community issues, such as racial discrimination, absentee fathers, unemployment, poor education, and more. Recognizing these trends and collaborating with other entities working to combat these trends helps us identify poverty causes that we can effectively work on.

We consult local statistics offered through the Census Bureau and City-Data.com for official data on population, education, employment, poverty, health statistics and more. This data helps us shape our basic program offerings, based on the larger needs of the community. We refine our selection(s) of poverty causes through meetings of our board, where poverty causes are part of the discussion and evaluation of program activities. The board invites Self-Sufficiency graduates to speak at meetings to review their success and provide feedback regarding their specific poverty cause and what worked best to help them overcome their obstacles to self-sufficiency. Graduates are encouraged to share their opinions about ways to modify services to make programs even more successful.

Available resources are a major factor in selecting causes to address. In line with ESR's mission to combat poverty in Forsyth County, we are continuing to emphasize activities designed to combat three major causes of poverty in Forsyth County: 1) lack of jobs paying a living wage, 2) lack of economic literacy resources and training, and 3) lack of availability of low to moderate-income housing opportunities.

ESR addresses other poverty causes on a basis of greatest apparent need/least availability of suitable services. ESR closely monitors changing needs of the low-income population in Forsyth County and adjusts its programming accordingly. ESR is focusing on increased poverty issues in Forsyth County including layoffs, cuts in work hours, cuts in medical insurance benefits, and difficulty in the areas of job placement, wage progression, and employment promotion. We anticipate the face of poverty will change yet again in the wake of the pandemic as it did in relation to the most recent recession.

The criteria used for selecting the poverty cause to be addressed is the monetary impact the particular cause has on the low-income population of Forsyth county, which causes will be most impacted by our services and program model, and the priorities mandated by the state for agencies that contract for Community Services Block Grant funds.

The criteria used to select the projects for a one-year program are:

- a) Does the project assist the Agency in meeting its mission?
- b) Which activities will have the greatest impact on the most problems facing poor people?
- c) What nature and quantity of resources are available to address a particular need?
- d) Is the project within the capacity of the staff to perform?
- e) Will the project fill a service gap in the community?
- f) Will the project assist in meeting ROMA goals?
- g) Will the project have a significant, cost effective community impact in the future?

The methods used include:

- a) Selecting and prioritizing criteria

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Planning Process Narrative**

- b) Presenting selected strategies to the appropriate committee and Board of Directors for approval,
  - c) Discussing prioritized strategies with other service providers to ensure consistency and non-duplication of services within the local continuum of care,
  - d) Making sure methods are consistent with rules and regulations associated with the CSBG Grant
  - e) Making sure methods will include specific strategies designed to meet ROMA goals, including program results designed to demonstrate the positive outcome measures generated by the CSBG Program, and
  - f) Ensuring immediacy, transparency, and accountability when using public funding to provide client services.
4. Describe activities that your agency has undertaken to advocate for and empower low-income individuals and families to achieve economic independence and security.
- a) CSBG clients are encouraged to enroll in the IDA Program. The IDA Program promotes homeownership, which provides an opportunity for residents to have a greater stake in their community. IDA graduates serve in community groups, neighborhood protection groups, school related committees, community election committees, community awareness groups, and other opportunities made possible through homeownership.
  - b) CSBG clients who enroll in NC Saves have access to banking products and services. Previously unbanked clients gain knowledge and confidence with this experience. We encourage all participants to open savings accounts and fund them regularly, and many are able to do so once they are stabilized.
  - c) Greater collaboration between CSBG Self-Sufficiency and IDA, NC Saves, and EITC activities empowers CSBG clients, especially those who receive priority entry into other in-house ESR programs such as IDA.
  - d) We continue to emphasize education/training. Education/training will provide opportunities for better jobs, which offers ESR's CSBG-funded Self-Sufficiency clients increased authority over their lives and futures, with the potential to move them out of poverty.
  - e) The Forsyth Free Tax (VITA) Program empowers households by providing free tax preparation services, more money in clients' pockets from EITC returns and connections to other asset building programs in the community.
  - f) ESR emphasizes financial literacy education. We regularly offer classes to our Self-Sufficiency program clients with the expectation that they will complete the class before exiting the program.
  - g) ESR boosts Self-Sufficiency clients' self-esteem, self-confidence, and assertiveness in taking greater control of their lives through case management services, including personal and budgeting counseling, which helps clients understand that they can control their lives and finances.
  - h) ESR works collaboratively with other agencies to help clients get services they need to remove themselves from poverty.

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Planning Process Narrative**

5. Describe how your agency plans to make more effective use of, coordinate and form partnerships with other organizations and programs including: State welfare reform efforts; public and private resources; religious organizations, charitable groups, and community organizations.

ESR has formed collaborations of varying levels with a broad range of organizations to help us serve the low-wealth residents of Forsyth County. These collaborations include churches for immediate and emergency needs through in-kind assistance such as food and clothing, and sometimes bill payments. Private and foundation resources help provide additional client assistance funds. Educational resources provide classes including basic life skills, financial literacy, job search and retention, career training, home ownership skills, along with high school/GED and post-secondary education. Goodwill, the Department of Commerce, Workforce Development, Urban League, Vocational Rehabilitation, and the JobLink Career Center assist our clients with employment related needs. We also utilize our friendships with agencies of all kinds to improve our outreach, both to low-income residents of our community who might benefit from our services and to community residents who are in a position to assist through donations and volunteerism. ESR's participation in the Coordinated Intake Center makes collaboration with other participating agencies a natural extension of our service model.

We continue our collaboration with the WSFC school system and local foundations and agencies to reach parents of children in priority schools to improve family stability and help break the cycle of generational poverty. We work with families of elementary school aged children, providing case management and asset building services in their neighborhoods, with an additional goal of increasing parental engagement in the schools and with their children. We hope to involve the faith community in our program to provide mentoring and social/emotional support to our clients.

6. Describe how your agency will establish linkages between governmental and other social services programs to assure the effective delivery of such services to low-income individuals, to avoid the duplication of such services and to fill identified gaps in services, through the provision of information, referrals, case management and follow-up consultations.

ESR provides information to everyone who contacts our agency. For those whose needs fall outside the scope of our programs, we provide referrals to partner or collaborative agencies to see that those who need services can obtain them. We constantly seek new service providers that we can tap to assist community residents that do not qualify for our programs. We also leverage services in collaboration with other programs and agencies to help our clients obtain more robust services without taxing any single agency's resources more than necessary.

Those whose needs can best be met by program participation at ESR are provided case management, financial literacy training and supportive services to stabilize them. Sometimes this stabilization takes the form of mainstream services such as food & nutrition assistance or housing subsidies provided through our connections with other entities in the community. We work closely with JobLink and Goodwill, and have (in normal times) staff stationed at their location to recruit and assist clients. As we learn of new programs in the community, we contact those service providers to learn more and assess how we can partner to provide a broader range of services to more clients. Clients who need housing services come to us through the Community Intake Center. While it does not affect our CSBG clients, it is a collaboration that is integral to our service delivery model.

**Community Services Block Grant Program  
Fiscal Year 2021-22 Application for Funding  
Planning Process Narrative (continued)**

7. Provide a description of how your agency will support innovative community and neighborhood-based initiatives related to the purposes of the Community Services Block Grant (fatherhood initiatives and other initiatives with the goal of strengthening families and encouraging effective parenting).

Prior to 2020's pandemic, ESR had been working to stabilize families of children in certain Title I schools in Winston-Salem/Forsyth County. The program model was established and making an impact on the families served, by meeting them in their neighborhoods and schools. We emphasized the need for parental engagement with their children and the schools, and the value of the presence of both parents in the home. We have not been able to have as much direct contact with these families due to COVID-19, but we are maintaining contact with them and providing supports as needed. We have held parenting classes that clients found very useful.

All of our programs are focused on combating generational poverty through education, asset building, and exposure to good role models through mentoring or through strengthening the family. We collaborate with Family Services, the Urban League, and the Housing Authority to ensure that families have supports and networks in place, and access to educational resources to help improve their parenting and problem-solving skills.

8. Describe activities that your agency has undertaken or plans to undertake, on an emergency basis, for the provision of such supplies and services, nutritious foods and related services, as may be necessary to counteract conditions of starvation and malnutrition among low-income individuals.

ESR has formed close working relationships with the Northwest Harvest Food Bank, Department of Social Services, Samaritan Ministries (Soup Kitchen), Rescue Mission, Health Department, Crisis Control Ministries, Goodwill Industries, local churches, local grocery stores (food vouchers/gift cards), and others to meet documented needs in this area. ESR makes community referrals to clothing closets. ESR understands that basic needs such as food, clothing, and shelter must be met before higher-level self-sufficiency goals can be accomplished. The CSBG Program and the local Rapid Re-Housing Program have strengthened ESR's relationships with Crisis Control Ministries, our major emergency assistance provider. ESR also has its own small supply of non-perishable goods to supplement clients' use of these community resources, which relies almost entirely on community donations.

9. Describe how your agency will coordinate the provision of employment and training activities with entities providing activities through statewide and local workforce investment systems under the Workforce Innovation and Opportunity Act. Provide the dollar amount of your allocation that will go towards employment training.

ESR still coordinates employment improvement activities through the JobLink Career Center of which ESR is a collaborative partner. As a member of the Asset Building Coalition, ESR advocates for livable wages from local employers. ESR has increased coordination with Goodwill Industries in areas of pre-employment skills training, job placement of clients, job retention, and economic literacy training. We also coordinate with Goodwill to provide truck driver training and CNA training that often lead to immediate employment. We connect clients with Forsyth Tech's certificate programs that can also lead to immediate employment.

ESR's *Road To Empowerment* workshop series focuses primarily on asset building and financial literacy, but it dedicates a significant amount of time to application and interview skills to assist participants in obtaining higher paying jobs. As part of this initiative, ESR hosts a job fair that attracts a number of moderate to high paying employers. ESR's clients have the opportunity to obtain better jobs through this contact.

**Community Services Block Grant Program  
Fiscal Year 2021-22 Application for Funding  
Planning Process Narrative (continued)**

10. Describe how your agency will ensure coordination with the emergency energy crisis intervention program under title XXVI (relating to low-income home energy assistance).

The ESR Self-Sufficiency Program staff coordinates with the Department of Social Services in administering the Emergency Energy Crisis Intervention Program under Title XXVI by:

- Attending information sharing meetings
- Participating in outreach planning
- Referring eligible households to the Department of Social Services and The Salvation Army to apply for assistance
- Acting as personal representative for individuals who have no one else to apply for them
- Distributing information flyers to areas with a concentration of low-income residents
- Assisting in publicizing beginning and ending dates for LIHEAP/CIP assistance
- Accepting referrals of applicants who did not qualify for fuel assistance and helping them locate other appropriate resources
- Tracking Emergency Assistance clients on the MCAH and AR4CA systems so that all community services providers will be aware of the EA services already provided to each client.

11. Describe the needs of low-income youth and your agency's efforts to promote increased community coordination and collaboration in meeting the needs of low-income youth.

We collaborate with the Winston-Salem/Forsyth County school system to provide self-sufficiency services to families with children in certain Title I schools. The program includes parenting skills training and case plans emphasize the importance of improving financial literacy early in a child's life to help them escape poverty. Parents will be able to provide a strong financial literacy education for their children and model solid financial practices. Working with these families gives us a more in-depth look at what the children in the low-income community need to become successful adults, and helps us connect their families with resources and activities to meet those needs.

We continue to collaborate with Goodwill Industries to provide economic literacy training to low-income families, specifically including low-income youth. Because our local school system does not provide financial education, which we consider to be a key to breaking generational poverty, we are exploring activities for youth that will help them grasp these critical concepts.

12. Describe your agency's method for informing custodial parents in single-parent families that participate in CSBG programming about the availability of child support services. In addition, describe your method for referring eligible parents to the child support office[s].

ESR's client Success Plans include a household budget analysis that seeks out sources of income that the client may qualify for but is not taking advantage of, including but not limited to child support. We refer client custodial parents who are eligible for child support directly to the Department of Social Services for child support services. ESR has direct linkage to DSS through a number of collaborative projects, and we are able to refer eligible clients directly to the appropriate department, and sometimes even to a specific person in that department. We make these referrals on a case-by-case basis.

**Community Services Block Grant Program  
Fiscal Year 2021-22 Application for Funding  
Planning Process Narrative (continued)**

13. Describe activities that your agency has undertaken or plans to undertake, to address the Department's priorities which includes:
- Combat the **Opioid Crisis** by focusing on policies and practices that prevent opioid misuse, addiction and overdose;
    - We are developing relationships to allow us to make referrals from the reception desk for clients or others seeking counseling and treatment options
    - Hold quarterly community forums at ESR to distribute information regarding opioids and local resources for treatment and counseling (
    - Make opioid counseling and treatment referrals as needed in one-on-one case management.
  - Develop better outcomes for **Early Childhood** learners to ensure that they are healthy, safe and nurtured, learning and ready to succeed;
    - ESR is working with families of school aged (K-3) children to help them establish safe, stable home lives for their children with the intention of creating an environment for the children to be successful in their academic careers and in future endeavors. We work with Winston-Salem/Forsyth County Schools to identify families that may benefit from ESR's services, and once families are enrolled, case managers visit them in the community and at the schools to provide budget training, connections to educational and employment opportunities, connections to mainstream resources, personal counseling, and connections to health and wellness services including training in making healthy meals on a budget, and local free or low-cost health resources. Part of each family's case plan is to connect with Medicaid for their children (if eligible), and encourage families to have children vaccinated before school starts each summer.
  - Expand **NCCARE360**, a statewide database that provides resource information for medical providers and human services professionals in response to social determinants of health like housing stability, food security, transportation access and interpersonal safety; and
    - ESR is exploring the viability of using the NCCARE360 database. As a small agency, we are concerned by the duplication of work required between NCCARE360 and AR4CA. We are open to using new software, as long as there is some potential to offset the monetary cost and overcome the duplication of work that would currently be involved.
  - Implement **Healthy Opportunities** that improve the health, safety and well-being of North Carolinians by addressing conditions in which people live that directly impacts health.
    - ESR aids clients by connecting them with health resources (Downtown Health Plaza, and others)
    - ESR encourages healthy eating for clients by referring them to classes and forums offered through partners such as the Cooperative Extension.
    - ESR Success Coaches encourage stress management in clients through personal counseling and connection to additional resources to combat stress that may be impacting health.

**Community Services Block Grant Program  
Fiscal Year 2021-22 Application for Funding  
OEO Form 210**

**Agency Strategy for Eliminating Poverty**

**Planning Period: July 1, 2019 - June 30, 2022**

**Section I: Identification of the Problem (use additional sheets if necessary)**

1. Give the Poverty Cause name(s), rank the poverty cause(s) and identify which one(s) the agency will address.
  - a. Lack of comprehensive services that enable low-income families to become self-sufficient
  - b. lack of jobs paying a living wage,
  - c. lack of education/marketable skills/economic literacy resources and training, and
  - d. lack of access to low to moderate income housing opportunities.

ESR addresses all of these causes in some form through our programs, however we have chosen to address the lack of comprehensive services that enable low income families to become self-sufficient.

2. Describe the poverty cause(s) in detail in the community with appropriate statistical data (include data sources).
  - (A) Explain why the problem exists.

Agencies that provide case management services in Forsyth County serve individuals more so than families, they are limited in their scope, and may provide little more than emergency assistance without actual case management. Funding sources are somewhat reticent with regards to grants (especially stable, multi-year funding), and are generally able to provide less funding to fewer non-profits before. Philanthropic foci shift often, which makes long term planning for providing ongoing self-sufficiency services more challenging.

Corporate reluctance to relocate or expand to North Carolina is part of the inaccessibility of jobs that pay a living wage. This has been especially true in 2020 where companies are uncertain of their futures due to COVID-19. Additionally, many of the positions that pay a livable wage are inaccessible to the population we serve due to lack of skills/training or sufficient and appropriate educational levels.

Educational opportunities are still lacking for the low-wealth community. Credit or other circumstances may prevent families from seeking higher education for themselves and their children, but often the problem begins in elementary school where children have insufficient family and community support for their learning needs. Further, emphasis is still largely placed on university educations as being a method for rising above poverty, rather than focus on education in trades that pay a living wage and better, such as welding, truck driving, and medical fields.

Access to safe, affordable housing for low-wealth residents is an ongoing challenge that the City of Winston-Salem and a collaboration of agencies is seeking to reduce through the Community Intake Center. Property owners are often reluctant to rent to low wealth residents without intercession by an agency or without payment guarantee such as is provided through a voucher program. The City and the Community Intake Center and affiliated agencies actively work to identify and make available housing opportunities suitable for the low-wealth community.

**Community Services Block Grant Program  
Fiscal Year 2021-22 Application for Funding  
OEO Form 210**

**Agency Strategy for Eliminating Poverty**

**Planning Period: July 1, 2019 - June 30, 2022**

**Section I: Identification of the Problem (use additional sheets if necessary)**

- (B) Identify the segment of the population and give the number of people experiencing the problem.  
In 2018, 23.3% (50.3k out of 232K) of the residents of Winston-Salem lived in poverty.  
(<https://datausa.io/profile/geo/winston-salem-nc/#economy>)

- (C) Provide demographic information of those adversely effected inclusive of:

(a) Gender and (b) Age

According to Data USA, for Winston-Salem NC in 2018

Gender	Age 18-24	Age 25-34	Age 35-44	Age 45-54	Age 55-64	Age 65-74
Male	2,746 (5.45%)	2,773 (5.51%)	2,401 (4.77%)	1,957 (3.89%)	1,963 (3.9%)	747 (1.48%)
Female	4,148 (8.24%)	4,590 (9.12%)	3,286 (6.53%)	2,218 (4.41%)	2,376 (4.72%)	1,266 (2.51%)

(<https://datausa.io/profile/geo/winston-salem-nc/#economy>)

(c) Race/Ethnicity for the agency's service area

According to Data USA, for Winston-Salem NC in 2018, of the 50.3k Winston-Salem residents living in poverty:

- 22,468 were White (34.7% of those affected)
- 22,296 were Black (33.5% of those affected)
- 14,320 were Hispanic (22.1% of those affected)
- Other racial and ethnic identities (combined) represented less than 10% of those affected.

(<https://datausa.io/profile/geo/winston-salem-nc/#economy>)

- (D) Explain how the persons are adversely affected.

Where service provision is piecemeal, low income families may have an immediate need (food, for example) met, but have no means to sustain themselves beyond that one incident. They struggle to have other basic needs (such as shelter) met on a day to day basis, and have no realistic ability to remove themselves or their children from poverty. Without case management services and broader, comprehensive services, families find themselves trapped in the cycle of only being able to meet some of their most basic needs at any given time. In the majority of cases, families need a number of different services to become stable and then progress to self-reliance.

The lack of jobs paying a living wage, and the attendant lack of accessibility of those jobs to residents in our target community leaves families living well below poverty, attempting to survive on jobs that pay only minimum wage. Access to higher paying positions can be extremely competitive and without vocational training or education, impossible for many of our clients to attain.

Without educational supports for vulnerable students in public schools, fewer graduate and go on to university or trade school educations. This further limits their ability to claim jobs that pay a living wage as adults. Many will remain unemployed and dependent on agencies and the faith community for survival. Additionally, the lack of financial literacy training available in the



**Community Services Block Grant Program  
Fiscal Year 2021-22 Application for Funding  
OEO Form 210  
Agency Strategy for Eliminating Poverty**

**Planning Period: July 1, 2019 - June 30, 2022**

**Section I: Identification of the Problem (use additional sheets if necessary)**

community predisposes many in the low-wealth community to poor spending and savings decisions, which contributes to their condition of poverty and increases the likelihood of generational poverty. Not only does this type of financial insecurity destabilize families, it also jeopardizes the long-term vitality of cities and local economies.

Homeless families tend to have the most difficulty accessing any type of services. Their lack of a fixed address sometimes prevents them from obtaining jobs that could help them rise above poverty, and often creates circumstances that foster poor physical and mental health. Without assistance, many will never move from the streets or shelters and into safe, affordable housing.

**Section II: Resource Analysis (use additional sheets if necessary)**

**(E) Resources Available:**

- a. Agency Resources:  
Burton Street Shelter, 5th Street Shelter, Interns/volunteers
- b. Community Resources:

<b>Training, In Kind Services</b>	<b>Referral</b>	<b>Fund Sources</b>
American Red Cross	Local Faith Community	NC Dept. of Health & Human Svcs (OEO)
Department of Commerce	Rescue Mission	United Way of Forsyth County
Department of Employment Security	The Salvation Army	Winston-Salem Foundation
Forsyth County DSS	Samaritan Ministries	W-S Community & Business Dev. Dept.
Forsyth County Health Department	Crisis Control Ministries	City of Winston-Salem
Forsyth Technical Community College	Sunnyside Ministry	Dept. of Housing & Urban Dev. (HUD)
Goodwill Industries	Legal Aid of North Carolina	FEMA
JobLink Career Center	Local colleges/Universities	Wells Fargo, BB&T, Mechanics & Farmers
NC Cooperative Extension	<b>IDA Partner/Resource</b>	Reinvestment Partners/IRS
2nd Harvest Food Bank of Northwest NC	Center for Home Ownership (CHO)	<b>EITC/NC Saves</b>
Veteran's Administration	Forsyth County Housing Department	<b>Partner/Resource/Site</b>
Wake Forest University	Local Banks & Realtors	Forsyth Working Families Partnership
Winston-Salem Housing Authority	Habitat for Humanity	Local Libraries
Winston-Salem State University	IDA Working Group	Local Banks
W-S/Forsyth County Homeless Council	NC Housing Finance Agency	IRS
Workforce Development Board	NC IDA Collaborative	Offices Community Services
		Goodwill Industries

**Community Services Block Grant Program  
Fiscal Year 2021-22 Application for Funding  
OEO Form 210 (Continued)  
Agency Strategy for Eliminating Poverty**

**Planning Period: July 1, 2019 - June 30, 2022**

(F) Resources Needed:

- c. Agency Resources:  
Staff, volunteers, and financial resources
- d. Community Resources:  
Volunteers, financial resources

**Section III: Objective and Strategy**

(G) Objective Statement: To move 180 families above Poverty Income Guidelines by June 30, 2022

Strategies for Objective:

Provide success coaching along with client assistance for low income families to empower them to become more economically self-reliant, including increased household income and moving above poverty income guidelines.

Provide long term success coaching, client assistance and services resulting in job placement, job retention, job stability, or wage progression to improve household income, and to provide services to foster improvement in education, economic literacy, assets accumulated, housing stability, and independent living skills.

Collaborate with local human service agencies to provide needed assistance, to maximize resources, to minimize gaps in services, and to prevent duplication of services.

Support educational training in career areas leading to employment paying a living wage and providing healthcare coverage.

Provide self-sufficiency and housing services to low-income families who are not homeless but present significant housing needs.

Provide economic literacy training and associated programs with the goals of changing savings/spending habits, creating a realistic family budget. Additionally, persuade families to take advantage of free tax preparation services and to make wise use of their tax refund money, promote savings and asset building as a way to increase net worth, promote asset accumulation (homeownership) as a tool for combating generational poverty (IDA program), introduce clients to NC Saves, which assists households in opening a savings account, assists in accumulation of savings, teaches financial literacy, and helps establish good credit and reduce debt.

Use other ESR in-house programs such as IDA, NC Saves, and Forsyth Free Tax (VITA) to supplement and support our core services provided in the Self-Sufficiency Program.

Meet clients in their neighborhoods to help stabilize households, improve parenting skills, and increase parent involvement in schools.

**Community Services Block Grant Program  
Fiscal Year 2021-22 Application for Funding  
OEO Form 210 (Continued)  
Agency Strategy for Eliminating Poverty**

**Planning Period: July 1, 2019 - June 30, 2022**

**Section IV: Results Oriented Management and Accountability Cycle (use additional sheets if necessary)**

Organizational Standard 4.3 requires that an agency's strategic plan and Community Action Plan document the continuous use of the ROMA cycle and use the services of a ROMA trainer.

(H) Community Needs Assessment: Please summarize the primary needs of your community as determined through the Community Needs Assessment, and explain which of those are Family, Agency, or Community Needs, and why.

- Lack of comprehensive services that enable low-income families to become self-sufficient is a Family Level Need. However, families who do not escape poverty due to lack of comprehensive tools continue to access community resources, making it also a Community Level Need.
- The lack of jobs paying a living wage is a Community Level Need. High paying industries are not relocating to our area, in part because we:
- lack residents who have the appropriate education/marketable skills/economic literacy resources and training, which is also a Community Level need.
- The lack of access to low-to-moderate income housing opportunities is a Community Level Need. Housing exists, but is difficult for homeless/low-wealth residents to access.

(I) Achievement of Results and Evaluation: Please discuss your agency's achievement of results from last year. What were the successes and why were those areas successful? What areas did not meet targets or expectations and why were those areas not as successful? What Improvements or changes will be made for this year's work plan to achieve desired results and better meet the needs of the community?

Our Self-Sufficiency program performed better than expected, with some areas exceeding expectations and others somewhat less so. In most of our ROMA goals, our program performed well, meeting expectations in spite of limitations placed on us by COVID-19 and its restrictions.

One area that we will focus on is helping low-income people become more self-sufficient, as this was our lower performing area. We believe that there are two major factors for this year that affected our performance. COVID-19 has severely limited our face to face interactions with our clients, which is an important part of our case management model. We are working in neighborhoods that are much more financially and socially vulnerable than the majority of our clients have been in the past.

(J) Please name the ROMA trainer who provided services used in developing this community Action Plan and describe what specific services were provided.

Krystina Dillard, Chiquitta Lesane, and Elisha Harris provided ROMA training for our agency in September of 2019. Due to COVID-19, ESR has not had a ROMA trainer provide training in 2020.

**Community Services Block Grant Program  
Fiscal Year 2021-22 Application for Funding  
One-Year Work Program  
OEO Form 212**

Section I: Project Identification				
1. Project Name:	Self-Sufficiency Project			
2. Mission Statement:	To empower social and economic self-reliance for the working low-income and homeless			
4. Objective Statement:	To move <b>180</b> families above Poverty Income Guidelines by June 30, 2022			
5. Project Period:	July 1, 2019 to June 30, 2022. This is Plan Year 3 of 3.			
6. CSBG Funds Requested for this Project:	July 1, 2021	To	June 30, 2022	<b>\$760,550</b>
7. Total Number Expected to Be Served:	240			
a. Expected Number of New Clients	120			
b. Expected Number of Carryover Clients	120			

**One-Year Work Program  
OEO Form 212 (continued)**

Section II: One-Year CSBG Program Objective and Activities				
Identified Problem	Service or Activity	Outcome Expected	NPIs (List all NPIs applicable to activity)	Position Title(s)
<b>To move 180 families above Poverty Income Guidelines by June 30, 2022</b>				
1. Clients lack specific training to obtain new or better employment	Provide skills training through community partnerships for truck drivers and CMA, both in-demand jobs	40 clients will gain truck driving or CMA certifications	2h	Executive Director Director of Agency Operations Self-Sufficiency & Family Advocate Manager Outreach Service Coordinator Success Coach Administrative Assistant/Data Analyst Orientation/Eligibility Specialist Reception/Resource & Referral Agent

**One-Year Work Program  
OEO Form 212 (continued)**

<b>Section II: One-Year CSBG Program Objective and Activities</b>				
<b>Identified Problem</b>	<b>Service or Activity</b>	<b>Outcome Expected</b>	<b>NPIs (List all NPIs applicable to activity)</b>	<b>Position Title(s)</b>
<b>To move 180 families above Poverty Income Guidelines by June 30, 2022</b>				
2. Clients lack financial literacy skills	Financial literacy classes to teach clients about budgeting, behavior about money, savings/investments, and credit/debt	60 new clients per year will demonstrate improved financial literacy levels	2f, 3z1	Director of Agency Operations Self-Sufficiency & Family Advocate Manager Outreach Service Coordinator Success Coach
3. Clients pay for tax return prep and obtain high cost refund anticipation loans	Collaborate with Forsyth Free Tax to provide CSBG clients with free tax preparation services.	115 clients will have free tax services at a VITA site	3d, 3z1	Director of Agency Operations Self-Sufficiency & Family Advocate Manager Outreach Service Coordinator Success Coach Information & Technology Associate Executive & Program Assistant Administrative Assistant/Data Analyst
4. Clients do not have savings or are unbanked	Provide in-house financial literacy training and enroll clients in NC Saves program to encourage establishing savings accounts and saving habits.	135 clients will learn techniques for saving, and learn about available banking products	3d, 3z1	Director of Agency Operations Self-Sufficiency & Family Advocate Manager Outreach Service Coordinator Success Coach
5. Veterans need self-sufficiency services and case management	Coordinate with the City of Winston-Salem to provide self-sufficiency case management services for Veterans to assist them overcoming obstacles to self-reliance.	10 Veterans will receive SS services	5b, 5c	Director of Agency Operations Self-Sufficiency & Family Advocate Manager Outreach Service Coordinator Success Coach Administrative Assistant/Data Analyst Orientation/Eligibility Specialist Reception/Resource & Referral Agent

**One-Year Work Program  
OEO Form 212 (continued)**

<b>Section II: One-Year CSBG Program Objective and Activities</b>				
Identified Problem	Service or Activity	Outcome Expected	NPIs (List all NPIs applicable to activity)	Position Title(s)
<b>To move 180 families above Poverty Income Guidelines by June 30, 2022</b>				
6. Clients need financial assistance for supportive services (rent, food, etc.), work or school expenses	Provide financial assistance to help maintain stability, or improve education or income levels. Coordinate with local service providers to prevent duplication of services.	240 clients will obtain financial support for school, work, or supportive services	7a	Director of Agency Operations Self-Sufficiency & Family Advocate Manager Outreach Service Coordinator Success Coach Fiscal & Compliance Associate
7. Individuals lack training in basic life, social, and economic skill areas.	Provide counseling in life skills, employment, housing, economic literacy, asset building, savings, budgeting, job search, etc.	60 clients improve basic life skills to the extent they can rise out of poverty	7a	Director of Agency Operations Self-Sufficiency & Family Advocate Manager Outreach Service Coordinator Success Coach
8. Parents do not interact with schools or are not able to assist their children with school activities.	Coordinate with schools, faith community and human service providers to provide activities and incentives for parental engagement. Activities may include parenting skills classes, connections to legal resources, and basic proficiencies or GED training, in addition to Self-Sufficiency Case Management services.	45 families will become more engaged with school activities on behalf of their children.	2e, 2f, 2z, 5d, 5e,	Executive Director Director of Agency Operations Self-Sufficiency & Family Advocate Manager Outreach Service Coordinator Success Coach Administrative Assistant/Data Analyst Orientation/Eligibility Specialist Reception/Resource & Referral Agent

**One-Year Work Program  
OEO Form 212 (continued)**

<b>Section III: Program Administration and Operations</b>					
<b>Administration, Services, Operations Outcome Expected</b>	<b>Position Title(s)</b>	<b>Implementation Schedule</b>			
		<b>First Quarter</b>	<b>Second Quarter</b>	<b>Third Quarter</b>	<b>Fourth Quarter</b>
<b>To move 180 families above Poverty Income Guidelines by June 30, 2022</b>					
1. Obtain clients from walk-ins, direct referrals, and recruitment that result in clients coming to ESR to access services. The Forsyth Free Tax sites provide ESR an opportunity to serve CSBG eligible clients that have not contacted self-sufficiency services before. Staff are ambassadors in the community and take advantage of observed outreach opportunities.	Executive Director Director of Agency Operations Self-Sufficiency & Family Advocate Service Manager Outreach Service Coordinator Success Coach Executive & Program Assistant Administrative Assistant/Data Analyst Orientation/Eligibility Specialist Receptionist/Resource & Referral Agent Information & Technology Associate Fiscal & Compliance Associate	30 (30 new)	60 (30 new)	90 (30 new)	120 (30 new)
2. We are a part of a community-wide plan to examine Asset Poverty that meets monthly. This plan emphasizes economic literacy training to families to help break the cycle of generational poverty and give citizens more of a stake in their community.	Executive Director Director of Agency Operations Self-Sufficiency & Family Advocate Service Manager Senior Finance Director	July 2021 Aug 2021 Sep 2021	Oct 2021 Nov 2021 Dec 2021	Jan 2022 Feb 2022 Mar 2022	Apr 2022 May 2022 Jun 2022
3. Ensure that ESR meets Results Oriented Management and Accountability (ROMA) goals, including the capture, analysis and publication of performance outcome results and management accountability.	Director of Agency Operations Self-Sufficiency & Family Advocate Service Manager Outreach Service Coordinator Success Coach Information & Technology Associate Executive & Program Assistant Administrative Assistant & Data Analyst Fiscal & Compliance Associate	July 2021 Aug 2021 Sep 2021	Oct 2021 Nov 2021 Dec 2021	Jan 2022 Feb 2022 Mar 2022	Apr 2022 May 2022 Jun 2022
4. Provide clients access to lab computers and printer for numerous self-sufficiency activities, including job applications, school registrations, job search, resume creation, accessing credit and police reports, and filing tax returns, among others.	Information & Technology Associate Self-Sufficiency & Family Advocate Service Manager Outreach Service Coordinator Success Coach Administrative Assistant & Data Analyst Receptionist/Resource & Referral Agent	July 2021 Aug 2021 Sep 2021	Oct 2021 Nov 2021 Dec 2021	Jan 2022 Feb 2022 Mar 2022	Apr 2022 May 2022 Jun 2022
5. Conduct annual evaluations of services and staff. This evaluation will include data from monthly, quarterly and semi-annual reviews.	Executive Director Director of Agency Operations Self-Sufficiency & Family Advocate Service Manager				Apr 2022 May 2022

**One-Year Work Program  
OEO Form 212 (continued)**

<b>Section III: Program Administration and Operations</b>					
<b>Administration, Services, Operations Outcome Expected</b>	<b>Position Title(s)</b>	<b>Implementation Schedule</b>			
		<b>First Quarter</b>	<b>Second Quarter</b>	<b>Third Quarter</b>	<b>Fourth Quarter</b>
<b>To move 180 families above Poverty Income Guidelines by June 30, 2022</b>					
6. Accumulate detailed information through a case file system and a database package, Accountable Results for Community Action (AR4CA). AR4CA stores and retrieves information efficiently and effectively.	Director of Agency Operations Self-Sufficiency & Family Advocate Service Manager Outreach Service Coordinator Success Coach Administrative Assistant & Data Analyst Fiscal & Compliance Associate	150 (15 new)	190 (40 new)	230 (40 new)	270 (40 new)
7. Provide opportunity for Self-Sufficiency activities with all ESR services (IDA, Housing, Permanent Housing, NC Saves, Forsyth Free Tax (VITA) programs) through intra-agency referrals, interagency referrals, joint case staffing, and training of adjunct staff by the Director of Agency Operations.	Director of Agency Operations Self-Sufficiency & Family Advocate Service Manager Outreach Service Coordinator Success Coach	150 (15 new)	190 (40 new)	230 (40 new)	270 (40 new)
8. Refer individuals to as many appropriate resources as necessary, especially those whose requests are beyond ESR's scope of work. This increases accessibility to services in the community and leverages resources to fill gaps in services.	Director of Agency Operations Self-Sufficiency & Family Advocate Service Manager Outreach Service Coordinator Success Coach Executive & Program Assistant Administrative Assistant & Data Analyst Receptionist/Resource & Referral Agent Orientation/Eligibility Specialist	125 (125 new)	250 (125 new)	375 (125 new)	500 (125 new)
9. Periodically review case files in a sample audit for quality control (minimum of every two weeks, maximum every 90 days)	Director of Agency Operations Self-Sufficiency & Family Advocate Service Manager Outreach Service Coordinator Success Coach Executive & Program Assistant Administrative Assistant & Data Analyst Orientation/Eligibility Specialist	Sep 2021	Dec 2021	Mar 2022	Jun 2022
10. Obtain detailed case record information in order to determine eligibility and needs. ESR verifies eligibility on all cases. Staff makes every effort to maintain file integrity and client privacy.	Director of Agency Operations Self-Sufficiency & Family Advocate Service Manager Outreach Service Coordinator Success Coach Executive & Program Assistant Administrative Assistant & Data Analyst Orientation/Eligibility Specialist Receptionist/Resource & Referral Agent Fiscal & Compliance Associate	30 (30 new)	60 (30 new)	90 (30 new)	120 (30 new)



**One-Year Work Program  
OEO Form 212 (continued)**

<b>Section III: Program Administration and Operations</b>					
<b>Administration, Services, Operations Outcome Expected</b>	<b>Position Title(s)</b>	<b>Implementation Schedule</b>			
		<b>First Quarter</b>	<b>Second Quarter</b>	<b>Third Quarter</b>	<b>Fourth Quarter</b>
<b>To move 180 families above Poverty Income Guidelines by June 30, 2022</b>					
11. As part of orientation/intake activities, examine and evaluate individual client situation to determine services needed to promote self-sufficiency.	Director of Agency Operations Self-Sufficiency & Family Advocate Service Manager Outreach Service Coordinator Success Coach Executive & Program Assistant Administrative Assistant & Data Analyst Orientation/Eligibility Specialist Receptionist/Resource & Referral Agent Fiscal & Compliance Associate	30 (30 new)	60 (30 new)	90 (30 new)	120 (30 new)
12. As part of intake activities, develop a Success Plan, including short-term objectives and long-term goals with each new client to provide comprehensive services for enabling self-sufficiency.	Director of Agency Operations Self-Sufficiency & Family Advocate Service Manager Outreach Service Coordinator Success Coach	30 (30 new)	60 (30 new)	90 (30 new)	120 (30 new)
13. Provide outreach staff to JobLink, Forsyth Tech, and Goodwill to enhance collaborations and aid clients seeking job development, job search, job placement, wage progression, healthcare coverage, future training, job retention, educational upgrade, transportation, childcare, and related topics.	Director of Agency Operations Self-Sufficiency & Family Advocate Service Manager Outreach Service Coordinator Success Coach	192 hours (192 new)	384 hours (192 new)	576 hours (192 new)	768 hours (192 new)
14. Hold community forums quarterly at ESR to provide connections to resources related to opioid addiction and treatment, in addition to making one-on-one referrals as needed during case management activities.	Director of Agency Operations Self-Sufficiency & Family Advocate Service Manager Outreach Service Coordinator Success Coach Receptionist/Resource & Referral Agent	Sep 2021	Dec 2021	Mar 2022	Jun 2022
15. Coordinate with other community agencies, Boards, and groups in order to initiate institutional changes that benefit low-income residents of Forsyth County through information sharing, community problem solving, planning, advocacy, etc.	Director of Agency Operations Self-Sufficiency & Family Advocate Service Manager Outreach Service Coordinator Success Coach	Sep 2021	Dec 2021	Mar 2022	Jun 2022

**Community Services Block Grant Program  
Fiscal Year 2021-22 Application for Funding  
One-Year Work Program  
OEO Form 212 (continued)**

9. Use the tables below to enter your agency's targeted outcome results. The performance measures will be included in the agency's CSBG contract.

All CSBG grantees operating self-sufficiency projects are required to enter program targets in Table 1. Please refer to *Performance Measures and Outcomes Definitions* on page 7 of the Fiscal Year 2021-22 CSBG Application Instructions. If your agency operates more than one project, you will also need to complete Table 2 on the following page and also enter specific program targets. There should be one table of outcome measures per project.

<b>Table 1 Outcome Measures for Project 1 (enter project name)</b>	
<b>Measure</b>	<b>Expected to Achieve the Outcome in Reporting Period (Target)</b>
The number of participant families served.	<b>240</b>
The number of low-income participant families rising above the poverty level.	<b>60</b>
The number of participant families obtaining employment.	<b>22</b>
The number of participant families who are employed and obtain better employment.	<b>41</b>
The number of jobs with medical benefits obtained.	<b>22</b>
The number of participant families completing education/training programs.	<b>34</b>
The number of participant families securing standard housing.	<b>12</b>
The number of participant families provided emergency assistance.	<b>54</b>
The number of participant families provided employment supports.	<b>51</b>
The number of participant families provided educational supports.	<b>44</b>
The average change in the annual income per participant family experiencing a change.	This measure does not require a target but must be reported.
The average wage rate of employed participant families.	This measure does not require a target but must be reported.



**Community Services Block Grant Program  
Fiscal Year 2021-22 Application for Funding  
One-Year Work Program  
OEO Form 212 (continued)**

<b>CSBG Expenditure by Service Category</b>					
<b>A.2. CSBG Expenditures Domains</b>	<b>Target CSBG Funds</b>	<b>Actual Q1</b>	<b>Actual Q2</b>	<b>Actual Q3</b>	<b>Final</b>
A.2a. Employment	42,866	10,716.50	10,716.50	10,716.50	10,716.50
A.2b. Education and Cognitive Development	42,866	10,716.50	10,716.50	10,716.50	10,716.50
A.2c. Income, Infrastructure, and Asset Building	0	0	0	0	0
A.2d. Housing	21,434	5,358.50	5,358.50	5,358.50	5,358.50
A.2e. Health and Social/Behavioral Development <i>(includes nutrition)</i>	0	0	0	0	0
A.2f. Civic Engagement and Community Involvement	0	0	0	0	0
A.2g. Services Supporting Multiple Domains	0	0	0	0	0
A.2h. Linkages <i>(e.g. partnerships that support multiple domains)</i>	0	0	0	0	0
A.2i. Agency Capacity Building	0	0	0	0	0
A.2j. Other <i>(e.g. emergency management/disaster relief)</i>	0	0	0	0	0
<b>A.2k. Total CSBG Expenditures (auto calculated)</b>	<b>107,166</b>	<b>26,791.50</b>	<b>26,791.50</b>	<b>26,791.50</b>	<b>26,791.50</b>

**Community Services Block Grant Program  
 Fiscal Year 2021-22 Application for Funding  
 One-Year Work Program  
 OEO Form 212 (continued)**

10. For Community Action Agencies that serve multiple counties, provide a breakdown of the expected *number of persons served* in each designated county in the table below. Show the total *number of persons served* in the table.

Number of Families to be Served Per County											
<b>Agency Name:</b>											
<b>Project Name:</b>											
<b>County</b>											<b>Total</b>
<b>Total Planned</b>											
<b>Project Name:</b>											
<b>County</b>											<b>Total</b>
<b>Total Planned</b>											

**Community Services Block Grant Program  
Fiscal Year 2021-22 Application for Funding  
Monitoring, Assessment and Evaluation Plan**

1. Describe the role and responsibilities of the following in the assessment and evaluation of agency programs.

a. Board of Directors:

While the full Board does review and approve the assessment and evaluation of ESR's programs, the bulk of the process is completed by various ad hoc committees driven by the Program Committee. The Program Committee works with agency staff to develop the evaluation process, the evaluation plan, and the Evaluation Process Narrative (EPN). Each of the ad hoc committees prepares a comprehensive report to the Program Committee. The Program Committee then reviews the assessments and presents its findings to the full board for further evaluation and action. From time to time the Board may hire or use outside consultants to assist with different phases of the evaluation.

b. Low-Income Community:

In addition to Board representation, the Poor sector reviews our program at public meetings, public hearings, and focus groups, and we have an open door policy at ESR for public review and comments. We also have representatives of the low-income homeless population on our Board and in attendance at Homeless Council meetings, Shelter Providers meetings, and at Housing Advisory committee meetings. We receive input from the poor through the WorkFirst Planning Committee, which includes at least two Poor sector members, the Workforce Development Program, the Faith community, and the community at large. The election process used to select Board members from the low-income community served to set up elections and to solicit input from community members about ESR as a whole.

c. Program Participants:

Anytime a program participant is in our building they have the opportunity to provide feedback; our survey form is always at the reception desk. Clients exiting from our programs are encouraged to complete an exit interview and the more comprehensive survey offered at that time. There are suggestion boxes at our managed housing facilities, as well. All comments are compiled into an aggregate report, which is presented to the Board for review and, if appropriate, action. Client grievances are addressed as appropriate at the time they are received, but their comments also become part of the customer satisfaction report. Clients and past clients are invited to participate in focus groups as part of our Strategic Plan process, as are community residents who might potentially seek services through ESR or another agency. This allows us to better evaluate the services that are needed and desirable in our low income community. Program graduates are often invited to speak at Board meetings to share their experiences with ESR.

d. Others:

At various times during the year, ESR staff members meet with low-income and target area representative groups, such as the various tenant councils of the local public Housing Authority, to discuss program activities and any problems of concern to these communities. Past Board members also continue to be active in the community to relate community impact.

ESR often has interns from Wake Forest University, Winston-Salem State University, Salem College, and Forsythe Technical Community College working with us. They bring fresh perspectives and give valuable feedback on their experiences of other agencies and programs, and how our activities parallel or diverge from expectations the students gained from classroom studies.

Our community collaborative partners, the Winston-Salem City Council, Forsyth County Commissioners, our local funding sources, are all invited to provide feedback especially during our Strategic Plan process, but their comments are welcome anytime. We also engage the services of professional consultants to facilitate forums and compile data for the Strategic Plan.

**Community Services Block Grant Program  
Fiscal Year 2021-22 Application for Funding  
Monitoring, Assessment and Evaluation Plan**

The agency's annual Audit also plays a major role in the assessment and evaluation of all projects. Both Audit and Monitoring visits occur frequently with ESR fund source representatives coming to ESR for on-site visits, financial auditing of our budget and program monitoring related to program performance.

2. Describe the systematic approach for collecting, analyzing and reporting customer satisfaction data to the Board of Directors.

ESR uses an exit interview (where possible) and an exit questionnaire to collect client satisfaction data. This data is collated annually and used to fine tune programs. It is reported to the Board, as well. In addition to exit interview and questionnaire data, information from client grievances and other suggestion/review media filed during the year is included in the analysis and report.

3. Describe how administrative policies and procedures are monitored by the Board of Directors.

The Board of Directors reviews the agency's administrative policies and procedures periodically to ensure that these are up to date and appropriate to the operation of programs and activities within the agency's scope. The Board seeks input from appropriate outside sources as well (e.g. wage comparability studies when discussing salary changes) to determine what if any changes or updates are necessary. These updates are most often part of the agency's strategic planning process. Additionally, because many of these policies are included with a wide variety of applications for funding, the Board revisits these policies at least annually to be sure they meet funding source requirements.

4. Describe how the Board acts on monitoring, assessment and evaluation reports.

The Program Committee monitors program activities and progress and gives periodic reports on all program activities (not just problem areas), and makes recommendations for corrective action as appropriate. The results of evaluations and impact studies are used in future planning efforts including the long range plan. When the evaluation indicates a need for immediate corrective action, the full Board takes appropriate action after adequate review by the affected committees. The corrective action taken by the Board may result in amended policies and procedures or amended plans and projects as appropriate.

The Program Committee may request outside assistance from various community organizations and agencies when evaluations and impact studies reveal problems or obstacles. The committee receives staff assistance in developing possible solutions or modifications. The committee submits recommendations to the full Board for approval. After Board approval, the committee amends plans and projects as appropriate or moves to implement said plans, projects, or updates on approval. The Board monitors new programs and program changes especially closely, resulting in intensified activity and discussion at such times.

ESR's Board and staff use the cumulative record of assessments and evaluations as an instrument for the needs assessment, goal development, and strategy selection phases in the development of the current three-year CSBG plan.

5. Describe the Board's procedure for conducting the agency self-evaluation.

The Board appoints an ad hoc committee to manage the evaluation process. The committee establishes a bidding process to select a consultant to conduct the evaluation. The selected consultant works with the committee to plan, implement, and follow up with the evaluation. The committee ensures that all action steps are implemented and recommendations fulfilled. The consultant schedules a follow up evaluation to monitor agency progress in meeting evaluation goals.

ESR's Board conducts a self-evaluation every three to five years in conjunction with the new strategic plan cycle. Self-evaluations occur annually on a smaller scale. The Board evaluates annual program results at its annual meeting every September. Also, the United Way requires an annual self-evaluation as part of our requirements as a United Way sponsored agency.

**Community Services Block Grant Program  
Fiscal Year 2021-22 Application for Funding  
Monitoring, Assessment and Evaluation Plan**

6. Summarize the results of the Board's most recent self-evaluation. Describe how the information has been or will be used to develop the agency's next Strategy for Eliminating Poverty. Indicate the timeframe and planned activities for the next evaluation.

ESR began its current self-evaluation in March of 2020 as part of the Strategic Planning process. Focus groups have met, either in small groups in person or through video conferencing due to social distancing requirements. Karl Yena has facilitated these groups, and will provide the aggregate report, most likely in January of 2021. Currently, a prevalent comment emerging from some of the focus groups is that the agency needs a stronger community presence.

The most recently *completed* evaluation began in 2016, and resulted in our current Strategic Plan, covering the 2106-2020 period. Most of the major tasks that emerged from that process have been completed. Some of the tasks are ongoing, not expected to end. These include:

- ESR will continue to align programming and activities with community goals
- ESR will continue to be the community leader in providing Self-Sufficiency, Housing Services, IDA, EITC, and NC Saves services
- ESR will continue to promote self-sufficiency through asset building, wealth accumulation, economic literacy training, savings and investment, and related strategies to combat poverty and to minimize generational poverty factors
- ESR will continue to expand our donor base to provide additional fundraising opportunities for the future
- ESR will continue participation in Asset Building Coalition, with participants including banks, City, County, and other agencies



**Community Services Block Grant Program  
Fiscal Year 2021-22 Application for Funding  
CSBG Administrative Support Worksheet  
OEO Form 212A**

1. Administrative Support requested for (Name of Grant):		
2. Total amount of Administrative Support requested: \$		
3. Brief description of grant including the name of the funding source:		
4. Total Grant Amount:		\$
5. Give the reason for requesting Administrative Support from CSBG and describe how the funds will be used: (Attach supporting documentation in the Appendices)		
6. How will the agency track the CSBG funds used for Administrative Support?		
7. Basis for determining amount of Administrative Support needed. (Please select either Indirect Costs or Cost Allocation, not both.)		
<b>Indirect Costs</b>		
Indirect Cost Base:		
Indirect Cost Rate %:		%
Indirect cost base amount for this grant:		\$
Percent indirect allowed by funding source for this grant:		%
Dollar amount indirect allowed by funding source for this grant:		\$
<b>Cost Allocation</b>		
Percent of administrative costs allowed by funding source for this grant %:		%
Dollar amount of administrative costs allowed by funding source for this grant:		\$
8. Actual numerical calculation used to determine Administrative Support needed:		
9. Administrative Support to be applied: (choose one)	Monthly	
	Quarterly	
	Annually	

CONTRACT BUDGET NARRATIVE  
STATE OF NORTH CAROLINA DIVISION OF SOCIAL SERVICES  
OFFICE OF ECONOMIC OPPORTUNITY  
Form 6844N

Name of Agency:

Section A – Salaries and Wages

Section B – Fringe Benefits

Section C – Equipment Purchases

Section D - Communication

Section E – Space costs

Section F – Travel/Employee Development

Section G - Supplies and Materials

Section H – Contractual Services

Section I - Client Services

Section J - N/A

Section K - Other

Section L – Indirect Costs

**Community Services Block Grant [CSBG]  
Documentation of Submission to County Commissioners**

**Background:** The North Carolina Administrative Code [10A NCAC 97C.0111 (b)(1)(A)] requires that each CSBG grant recipient submit its Community Anti-Poverty Plan [grant application] to each County Commissioner Board that it serves.

**Instructions:** This form is to be completed and notarized by the Clerk to the Board.

Agency Name: Experiment in Self-Reliance, Inc.

County: Forsyth

Date of Application Submission: 12/09/20

[Note: This application should be submitted to the County Commissioners at least thirty [30] days prior to application submission to the Office of Economic Opportunity [OEO]. The grant application is due to OEO January 15, 2021.

Clerk to the Board should initial all items below.

- The agency submitted a complete grant application for Commissioner review.
- The Clerk to the Board will be responsible for assuring that the application is distributed to the Commissioners.
- Commissioners' comments provided those to the agency. (If applicable)

[Signature]  
Clerk to the Board

12/09/20  
Date

[Signature]  
Notary

12/9/20  
Date



**CONTRACT BUDGET  
STATE OF NORTH CAROLINA DIVISION OF SOCIAL SERVICES  
OFFICE OF ECONOMIC OPPORTUNITY**

<b>Agency</b> EXPERIMENT IN SELF-RELIANCE, INC.	<b>Effective Period</b>		
	From	07/01/21	To
			06/30/22

**Revenues**

	(1) Amount	(2) % of Funds	(3) Source of Funds
<b>Program Costs</b>			
1. Maximum Federal Funds	\$760,550	100% %	CSBG
	\$0	0% %	
	\$0	0% %	
2. Maximum State Funds	\$0	0% %	
3. Provider Match Funds - Cash		0% %	
4. Provider Match Funds - In-Kind	\$0	0% %	
5. State Match Funds - Cash	\$0	0% %	
<b>6. TOTAL PROGRAM COST</b>	<b>\$760,550</b>		

*\*Total of #1 and #2 Should equal Column 2 Total.*

*\*Line 6 Should equal Column 3 Total.*

*\*Total of #3, #4 and #5 should equal Column 1 Total.*

**Estimated Expenditures**

Object of Expenditures	Column 1	Column 2	Column 3
	Provider / Other* (Cash and/or In-Kind)	Federal/State Funds	Total Program Costs
A. Salaries and Wages	\$0	\$355,996	\$355,996
B. Fringes Benefits	\$0	\$117,161	\$117,161
C. Equipment Purchases - Tangible Property	\$0	\$0	\$0
D. Communication	\$0	\$7,250	\$7,250
E. Space Costs	\$0	\$15,924	\$15,924
F. Travel/Employee Development	\$0	\$10,062	\$10,062
G. Supplies and Materials	\$0	\$6,824	\$6,824
H. Contractual Services	\$0	\$17,560	\$17,560
I. Client Services	\$0	\$99,253	\$99,253
J.	\$0	\$0	\$0
K. Other	\$0	\$4,714	\$4,714
L. Indirect Costs		\$125,806	\$125,806
<b>M. Totals</b>	<b>\$0</b>	<b>\$760,550</b>	<b>\$760,550</b>















**Part V - Allocation By County**

A.	County	(1) Actual	(2) Budgeted	(3) Percent
1	Forsyth		760,550	0
2				
3				
4				
5				
6				
7				
8				
9				
10				

**Part VI - Agency-wide Funding Sources**

	Provider	Amount
1	CSBG	\$760,550.00
2	Forsyth County	\$75,394.00
3	City of Winston-Salem	\$210,000.00
4	HUD	\$415,529.00
5	United Way	\$163,000.00
6	FEMA	\$25,000.00
7	Foundations/Other Local	\$274,532.00
8	Program Income	\$35,000.00
9	ESG	\$17,094.00
10	CSBG CARES Act	\$448,923.00
	<b>Total</b>	<b>\$2,425,022.00</b>