

ANNUAL REPORT



JULY 2018-JUNE
2019

SHORE UP! INC.



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SHORE UP! INC. ANNUAL REPORT
EXEC. DIRECTOR-FREDDY MITCHELL
REPORT WRITTEN & PRODUCED BY TAMEKA KENAN-NORMAN
& DONALD STEWART, OFFICE OF PROGRAM PLANNING &
DEVELOPMENT

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ADMINISTRATORS

Corey Bowen-Head Start
John Clark-Home Energy Assistance
Elsawi Hamid-Management Information Systems
Leo McNeil-Human Resources
Maria Morris-Operations
Tameka Kenan-Norman-Planning
Bruce Wharton-Fiscal
Michael White-General Services

SHORE UP! ABOUT US

MISSION-Revitalizing communities and empowering individuals and families to maintain long-term independence and achieve economic security.

VISION-SHORE UP! Inc. envisions a community where individuals and families have the opportunities and resources to live with dignity, achieve their fullest potential, maintain long-term independence, and become economically self-sufficient.

*SHORE UP!'s Board of Directors is as follows:

BOARD OFFICERS

Mr. Elroy Brittingham - Chair
Norma Lee Barkley - Secretary
Tyrone Chase, Ph.D. - Vice Chair
Marlette Dixon - Treasurer

ELECTED PUBLIC OFFICIALS

Elroy Brittingham
Troy Brittingham
Josh Hastings
Craig Mathies
Diana Purnell

CONSUMER REPRESENTATIVES

Michael Beauchamp
Arnishia Bowen
Chiquita Jackson
Nicole Moreno
Lakesha Pinder-Jackson
Ricardo St. Pierre
Tory Wallace

REPRESENTATIVES OF THE PRIVATE SECTOR

Christine Bishop
Michelle Canopii
William Dennis
Germaine Gardner
Kirkland Hall
Michael Hoy
Jennifer Jewel
Carroll Mills
Bernita Sims-Tucker

AGENCY GOALS

In an effort to create an economically self-sufficient community, Shore Up! Inc. has established six priorities and agency goals, including education; employment; housing; family support services; healthcare, nutrition and disabilities; as well as agency capacity and accountability. Here's what you should know about each of our agency goals:

1. Education

To promote developmentally appropriate and quality education, training, and other skills that will be necessary to achieve the lifelong learning that is needed to compete in an ever-growing global marketplace.

2. Employment

To provide programs that will enhance employment skills, job mobility, and increase employment opportunities which will allow individuals and families to earn a decent wage, and help provide a reasonable standard of living for themselves and their families.

3. Housing

To increase the availability of affordable, safe, sanitary and decent housing in order to improve the living conditions in the community and enhance the quality of life for individuals and families.

4. Family Support Services

To strengthen family support systems and make positive interventions available in order to help families achieve long-term economic self-sufficiency.

5. Health Care, Nutrition and Disabilities

To provide accessible, affordable and quality healthcare services; to promote nutritional awareness; and to create opportunities that will help children and families maintain a healthy lifestyle.

6. Agency Capacity and Accountability

To improve the agency's capacity to plan, develop, implement and evaluate existing programs to increase customer services and produce long-term results.



"AGENCY GOALS ARE THE CHANGES IN COMMUNITY CONDITIONS THAT THE AGENCY SPECIFICALLY INTENDS TO ACCOMPLISH."

MESSAGE FROM THE EXECUTIVE DIRECTOR & BOARD CHAIR

Nelson Mandela, world renowned Human Rights leader and political activist stated, "While poverty exists, there is no true freedom."

Since 1964, Community Action Agencies across the United States have been working diligently to eradicate poverty by improving quality of life and helping individuals gain economic security in order to ensure the status of "true freedom" in our society.

Just one year after the evolution of Community Action Agencies, SHORE UP! Inc. was founded. SHORE UP! Inc. has been serving Maryland's Eastern Shore for 55 years. The Agency has withstood the test of turbulent times; a changing economy; changes in governmental structures; and an increased need for assistance in Education, Housing, Healthcare, Employment; and general Family Support is demonstratively prevalent as we embark on 2020.

This year's Annual Report includes a few success stories. The success of the Agency is due to a committed Board of Directors, community partners and talented staff, who continue to provide the programs that are essential for our communities to prosper.

Depiction of SHORE UP!'s tremendous progress is as follows:

- Securing employment for more than 60 families;
- Offering early childhood screenings to approximately 500 children;
- Providing home energy assistance to more than 7,000 families;
- Enhancing 60 households to increase energy efficiency; and
- Improving 129 safe and affordable housing units.

The programs at SHORE UP! Inc. are not just for a fleeting moment. The programs help individuals in our communities sustain quality life experiences and provide a lasting lifelong effect, offering skills, resources and agency partnerships that are essential to gain and maintain economic security.

We are pleased to state in this Annual Report the success of one our most recently implemented initiatives, The Whole Family. This initiative enables SHORE UP! Inc. to assist families in combating intergenerational poverty. Three priorities of the Whole Family Initiative include: achieving security for families through education and work; building family wealth through financial literacy; and supporting children's success with early learning. We are proud to celebrate that seven families have been placed in employment, five families have successfully obtained an occupational skills training certification, and 12 Early Head Start and Head Start children have been closely assessed to receive additional support to meet their educational, social and emotional needs.

SHORE UP! Inc. has been successful in all seven counties served. We will remain steadfast and committed in helping the individuals in our communities gain "true freedom," helping to eradicate poverty for all families and communities.



Freddy Mitchell
Executive Director

***"While poverty exists, there is no true freedom."
Nelson Mandela***



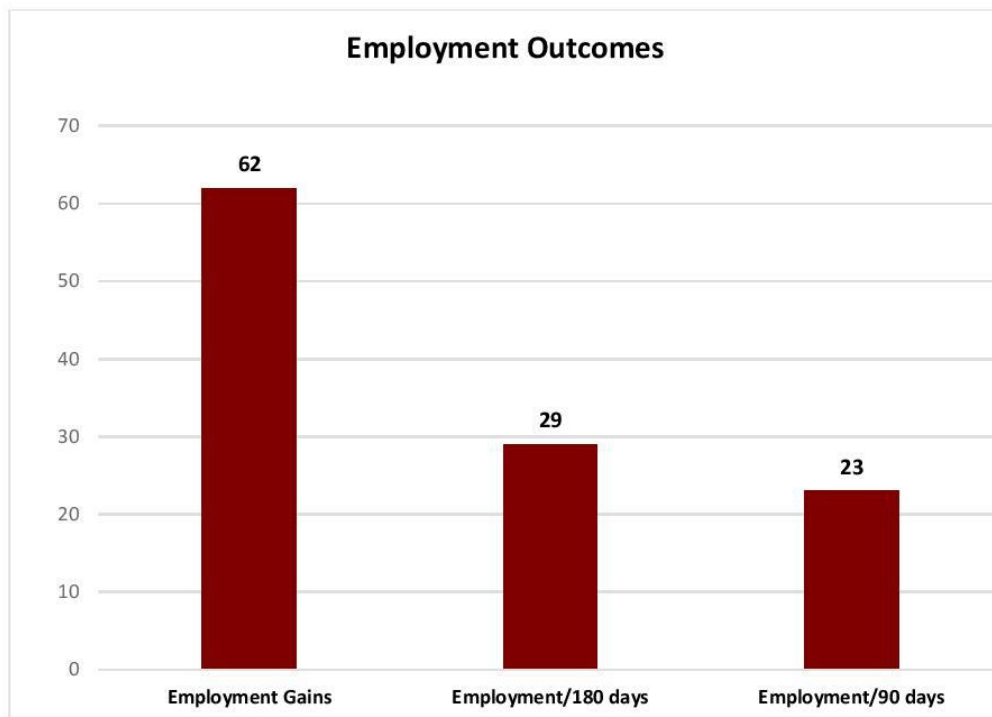
Elroy Brittingham
Chair

EMPLOYMENT



With SHORE UP! Inc., staff provide the necessary skills for lifelong learning. Employment opportunities include volunteering, summer youth employment, adult employment and job placement, the foster grandparents program and employee development. Employment outcomes from July 2018-June 2019 included 62 unemployed adults who gained employment; 29 adults who obtained and maintained employment for at least 180 days; and 23 unemployed adults who obtained and maintained employment for at least 90 days.

SHORE UP! often conducts training and job placement necessary for economic self sufficiency.



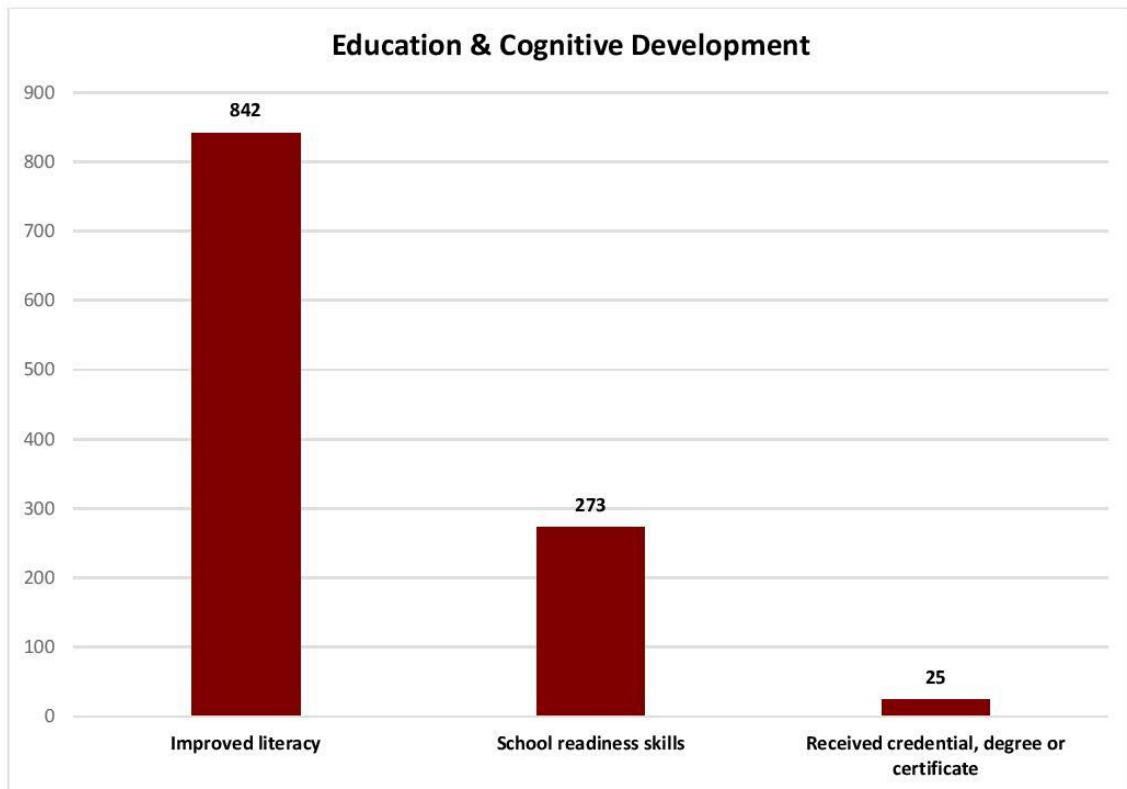
EDUCATION & COGNITIVE DEVELOPMENT



Education and cognitive development begin at an early age.

Education and Cognitive Development consists of promoting quality education, training and other developmentally appropriate skills for life-long learning. Educational opportunities at SHORE UP! Inc. include Head Start/Early Head Start, General Education Diploma, skills training, financial education and coaching.

In the most recent fiscal year, 842 children demonstrated improved emergent literacy skills, 273 children demonstrated skills for school readiness, and 25 individuals obtained a recognized credential, certificate or degree relating to the achievement of educational or vocational skills.

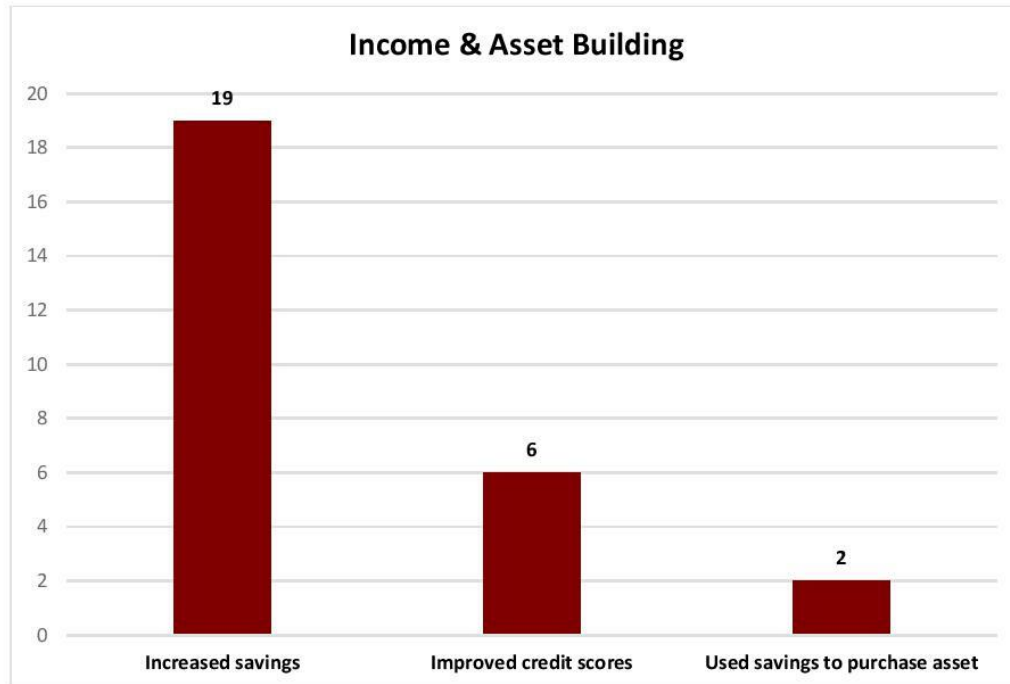


INCOME & ASSET BUILDING



As a result of gainful employment, SHORE UP!'s clients are also learning how to successfully build their income and assets. While income and asset building is not an agency goal, it is essential in building economic self-sufficiency. SHORE UP! continues to spread the word about the many ways individuals may receive assistance for income and asset building. Over the past year, 19 Individuals increased their savings, six clients improved their credit scores, and two used their savings to purchase an asset.

Income and asset building lead to economic self sufficiency

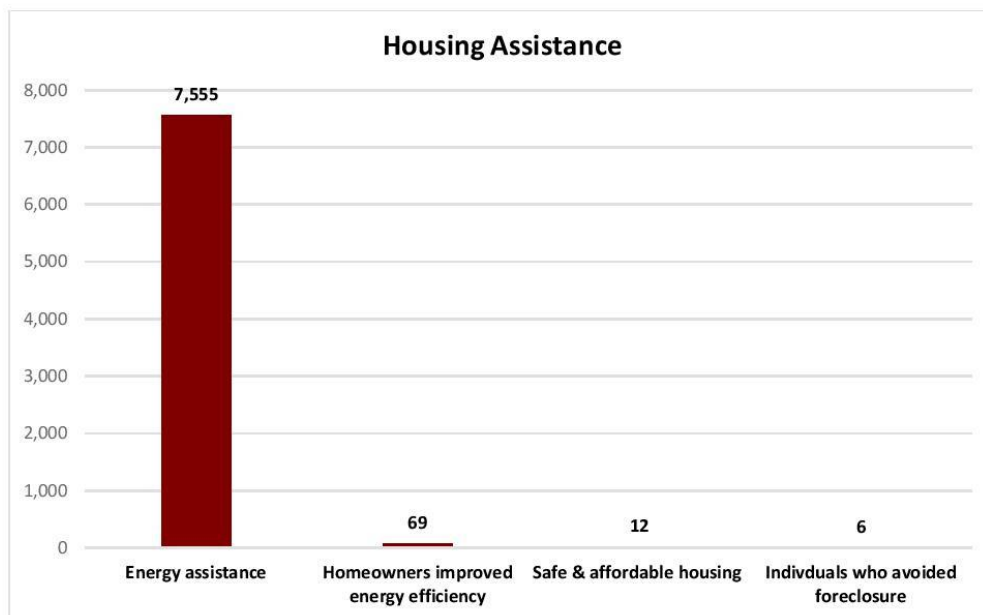


HOUSING



Affordable, safe, sanitary and decent housing is what SHORE UP! is focused on increasing. Improved living conditions are accomplished through subsidized housing, energy assistance, energy efficiency improvements and housing counseling. Thanks to SHORE UP! Inc., 7,555 individuals received energy assistance, 69 homeowners worked with the agency for improved energy efficiency and/or energy burden reduction in their homes, 12 households obtained safe and affordable housing, and six individuals avoided foreclosure.

In addition to income and asset building, SHORE UP! Inc. is dedicated to improving housing conditions.



“It is hard to argue that housing is not a fundamental human need. Decent, affordable housing should be a basic right for everybody in this country. The reason is simple: without stable shelter, everything else falls apart.”

Author Matthew Desmond

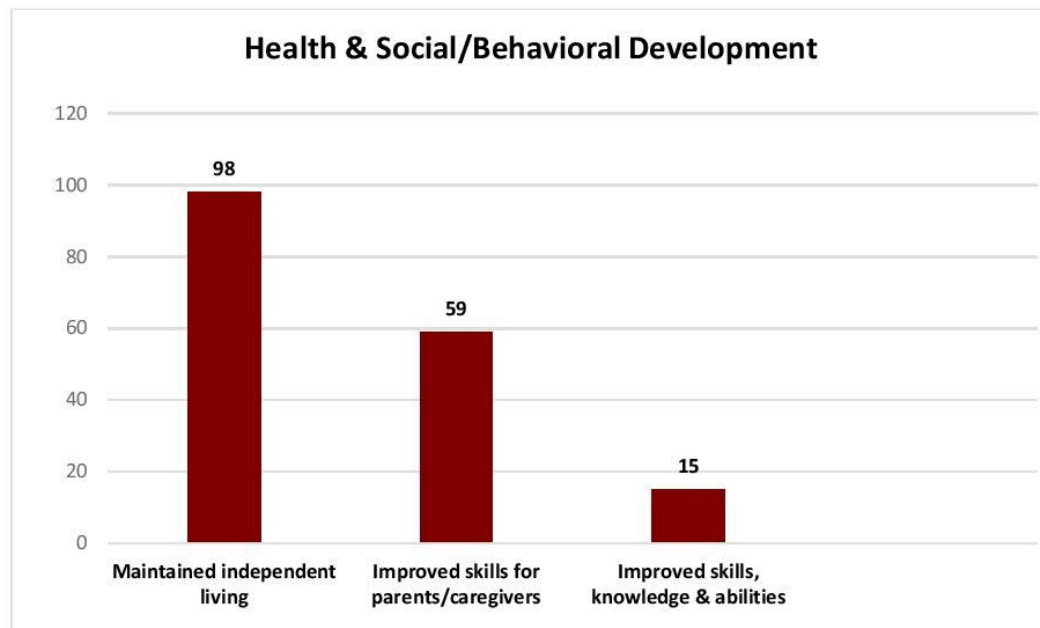
HEALTH & SOCIAL/BEHAVIORAL DEVELOPMENT



While Health & Social/Behavioral Development are not stand alone goals for the agency, a portion of these outcomes fit under our objectives for Healthcare, Nutrition and Disabilities. With proper health and social/behavioral development, seniors and disabled adults can thrive independently. We also provide the training for others striving to help seniors who need assistance.

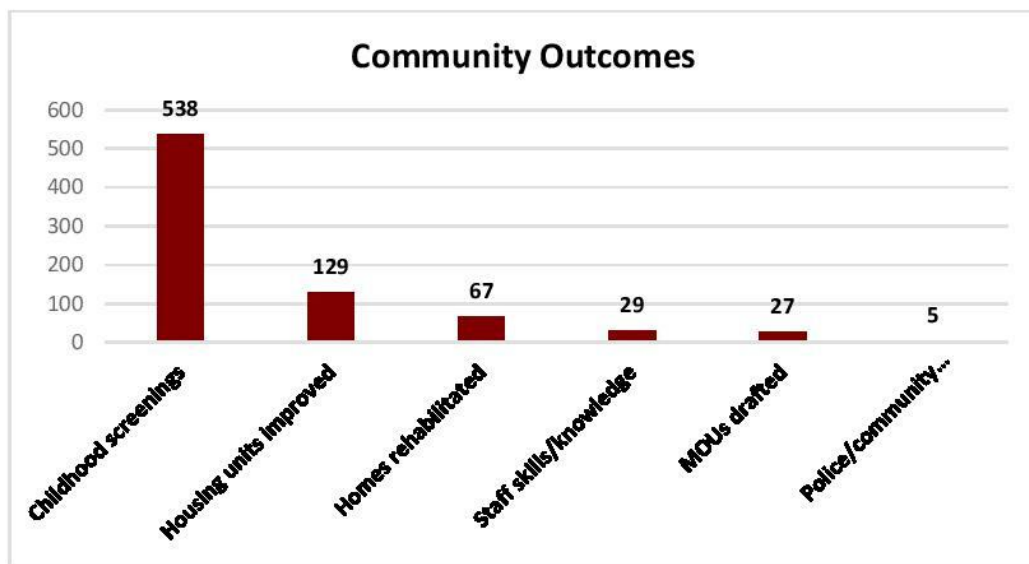
In the category of Health and Social/Behavioral Development, 98 seniors (65+) maintained an independent living situation. 59 individuals improved skills related to the adult role of parents/caregivers, and 15 Community Action program participants improved their skills, knowledge and abilities, enabling them to work with the agency to improve community conditions.

SHORE UP!'s Adult Day Services provides opportunities for social/behavioral development, as well as care for seniors.



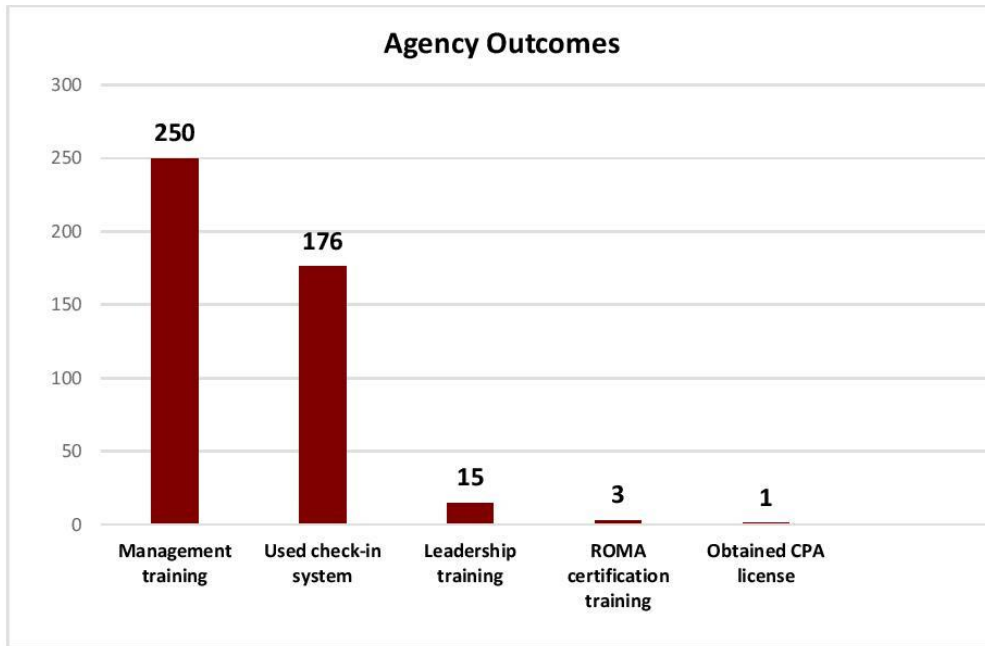
COMMUNITY OUTCOMES

The numbers for July 2018-June 2019 indicate strong community outcomes, leading to improved circumstances for the community. These community outcomes include 538 new early childhood screenings offered to children ages 0 to 5 from low-income families; 129 safe and affordable housing units were maintained and/or improved through WAP (Work Activity Program) or other rehabilitation efforts; 67 homes have been rehabilitated and weatherized; and 29 staff increased their skills, knowledge and abilities to work with community action in improving community conditions. Additionally, 27 Memorandum of Understanding Agreements were drafted that represent our community partnerships. Finally, five activities were designed to improve police and community relations within the identified community.



AGENCY OUTCOMES

Agency outcomes were also strong for the July 2018-June 2019 fiscal year. SHORE UP! had 250 individuals who completed management training (i.e. risk management, hiring and firing of employees and employee evaluations). Fifteen staff members completed leadership training, and three obtained ROMA certification training. One individual obtained a CPA (Certified Public Accounting) license. One hundred and seventy six have also used the check-in system to streamline the agency visitor/sign in process. SHORE UP! also obtained a grant to upgrade the agency's website, which launched Dec. 24, 2019.



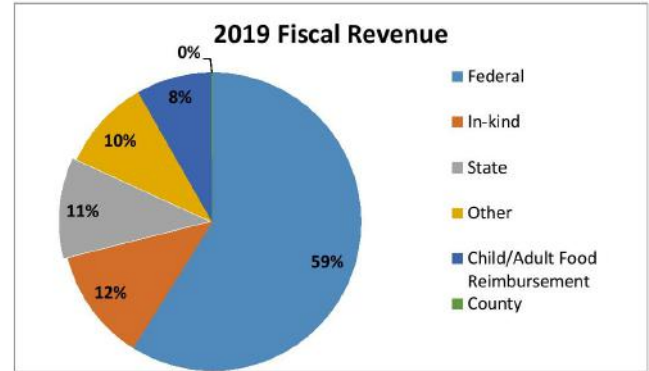
SHORE UP! staff receive training

FINANCIAL STATEMENT

Below are charts indicating the revenue and expenses for SHORE UP! Inc. from July 1, 2018 through June 30, 2019.

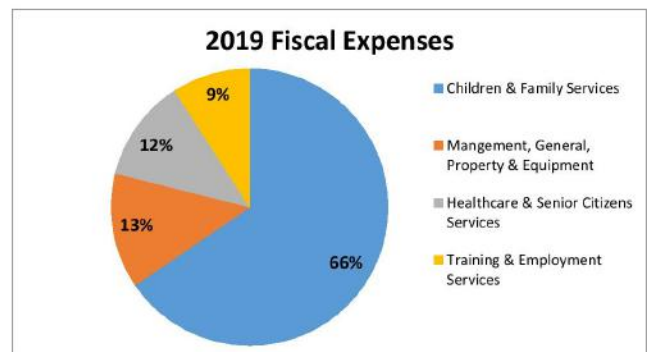
Revenue

Federal	\$13,503,658
State	\$2,469,495
County	17,800
Child/Adult Food Reimbursement	\$1,875,840
In-Kind	\$2,770,613
Other	\$2,266,593
Total	\$22,903,999



Expenses

Children and Family Services	\$13,915,249
Healthcare and Senior Citizens Services	\$940,638
Housing and Community Development	\$4,436,455
Training and Employment Services	\$1,302,103
Management, General, Property and Equipment	\$2,009,993
Total	\$22,604,438



SUCCESS!

Two Generation Project results in certification for young mom



Tyjae White lives for her three-year-old son, Joel. He is the reason she strives to be successful and to attain her goals. In fact, Joel and gaining overall happiness are two of the main reasons why White joined SHORE UP! Inc.'s Two Generation Project. Two Generation's three priorities include helping families achieve self-sufficiency through education and work; building family wealth through financial literacy; and supporting children's success with early learning.

White utilized the Two Generation Project for education and work, and it's working out well thus far.

The 21-year-old successfully completed her Certified Nursing Assistant (CNA) and Geriatric Nursing Assistant (GNA) certification June 2019. She has already obtained part-time positions at Anchorage Healthcare Center in Salisbury, Md. and performs additional home health care work. At the time this article was written, the Salisbury, Maryland native was in the midst of completing a background test for a full-time position at a reputable health care agency in the area.

"I feel like this is a start for me because I want to enroll in a nursing program," says White. "This is all hands-on experience."

The former medical technician wanted to try something new. After enrolling in the Two Generation Project, she finished her certification at Wor-Wic Community College in eight weeks.

"SHORE UP! helped me with everything. Taja really helped me a lot," recalls White. "I gave her my information, and she took it all from there."

Taja Martin serves as the Two Generation Project coordinator. She says getting enrolled in the program is easy.

"If you are income eligible, we take care of the tuition, books and other associated costs," notes Martin. However, parents of SHORE UP!'S head start students and anyone who has utilized the agency's services will take priority.

White encourages any community member interested in becoming a CNA/GNA and meets the eligibility requirements to contact SHORE UP! Inc.

"If they want to do the CNA course, I would tell them to get enrolled and get with SHORE UP! for more help," says White. "Whatever else they want to do, keep their mind to it, and don't let anybody else discourage you."



Tyjae White pictured with son Joel

New grant + committed staff = renovations & added instructional time at Cambridge center



New playground at Dorchester Early Learning Center

Dorchester Early Learning Center has made significant strides since 1988. Established by SHORE UP! Inc., the early learning facility began their program as a family support center. "We started by providing free, comprehensive services to families, targeting parents and their children from birth through age three, as well as pregnant women," says Shashanna Reed, director for the Dorchester Early Learning Center.

The only drawback to the program included the hours of operation; the facility could only offer services to students two days per week. But, thanks to being awarded a Duration Grant, the Cambridge, Md. center will be able to offer vital programs five days a week.

"This is a great opportunity for the children and for families," says Reed. "We need as much time with these children as possible, because head start and early head start programs support children's growth and development in a positive learning environment."

According to the US Dept. of Health and Human Services website, the purpose of the Duration Grant is to "increase the total number of hours for high quality educational services offered to children enrolled in head start and early head start center-based and family child care programs."

In addition to adding three days per week for instruction, the center has been updated and is currently undergoing needed renovations, such as four new classroom spaces, a new Heating, Ventilation and Air Conditioning System, new staff, adult bathrooms and a beautiful state-of-the-art playground. All renovations should be complete January 2020.

"Even though the journey has been long and tough, it will pay off in the long run for the families in this community," states Reed.



Upon completion, new classrooms will look like this current classroom at Dorchester Early Learning Center.



STEP UP TO THE PLATE

Everyone can play a role in creating economic self sufficiency for individuals along Maryland's Eastern Shore. Here's what you can do to improve our focus areas: education, housing, family support services, employment, healthcare, nutrition and disabilities, as well as agency capacity and accountability.

Volunteer to help with our foster grandparent program, tax preparation, watching toddlers, answering phones and more.

Donate and become a partner in helping to provide job skills and employment opportunities, enhancing early learning, strengthening family support systems, providing affordable housing and much more.

Like us on Facebook and LinkedIn @ SHORE UP! Inc. By liking us and sharing our photos and videos, more people know the great programs SHORE UP! offers.

For continued updates and more information, visit www.shoreup.org, or call 410-749-1142. SHORE UP! Inc. is located at 520 Snow Hill Rd., Salisbury, Maryland 21804.

