

2012-2013 Annual Report



MISSION

**Satisfying Colorado's Diverse Employment,
Training and Educational Needs.**

VISION

Rocky Mountain Service, Employment & Redevelopment is committed to maintaining its reputation through good service and communication. RMSE provides the best quality service through its dedicated staff and Board Members while respecting and meeting the needs of our clients. RMSE's reputation of honesty and integrity is displayed by its teamwork, collaboration and communication.

Corporate Overview

To our constituents:

Rocky Mountain SER is a dynamic organization continually looking at how to improve the delivery of services including making internal changes to management in order to ensure that progress was being made toward assuring corporate goals to be met.

The Board of Directors in November of 2012 made an executive decision to make a change at the CEO level and conducted a nation-wide search for a replacement. The Board in January of 2013 selected an internal candidate who had previously served as the Chief Development Officer and on January 29, 2013 was promoted to Chief Executive Officer.

During this reporting period RMSER faced external financial challenges but remained vigilant in continuing to provide services to constituents despite budgetary constraints requiring solid fiscal management while working with less operating funds.

Within the Work Force Development Program, the untimely decision by State of Colorado to reallocate Work Force Investment Act funds for adult, dislocated workers, and youth education and training to a different subcontractor which created a loss of almost half a million dollars in funding. Although this loss of funds impacted the ability for direct delivery of services by RMSER, services continued through the state while the core of the RMSER Work Force Development programs remained intact.

As a result of RMSER's longstanding presence serving migrant and seasonal farmworkers, and the extensive Head Start experience, grant funding was acquired for a Migrant HS program in the Northeast and Western slope region of Colorado. RMSER officially took over the program services on July 1, 2012 from the Community Development Institute with an initial funding level of \$1,712,621

In a major facility acquisition, the Board of Directors successfully completed the Leasing Agreement with the Community Development Corporation for the Boyd Building in Alamosa, CO in August. This agreement allowed for consolidation of 3 Head Start facilities in the San Luis Valley. After considerable renovation a Grand Opening of the Boyd building occurred in October of 2012.

Corporate Overview

It was also during this reporting period the federal government informed RMSER of the potential for sequestration of funds to the Head Start Budget was a likely prospect and to prepare for the prospect of a reduction of federal funds to the program of up to 5%. RMSER began immediately to develop contingencies in the event of this occurrence.

Preparation was also begun for a federal review and initiated in August to make sure all elements of the Head Start Program were prepared and all documentation in place for review teams visiting RMSER Head Start Centers on an unannounced basis. ACF subsequently conducted an unannounced federal review for Head Start between 10-28-12 and 11-2-2012.

RMSER remains committed to providing the best quality service despite upturns and downturns due to unforeseen circumstances and acknowledges the assistance we have received from important community partnerships and dedicated staff for the success achieved in meeting the needs of our statewide clientele.

This annual report serves as a snapshot on the overall health and achievement of Rocky Mountain SER.



Rosa Lee Vigil, Board Chair
Rocky Mountain Service Employment and Redevelopment

ROCKY MOUNTAIN SER BOARD OF DIRECTORS

MRS. ROSA L. VIGIL, CHAIR

MR. LARRY SIMS, VICE CHAIR

MRS. EGLANTINA MARTINEZ, PHD., SECRETARY

MRS. KATHY CORDOVA

MR. ROBERTO CORDOVA, PHD.



HEAD START PROGRAM OVERVIEW

Rocky Mountain SER's federally funded Head Start program serves 2,276 children and families throughout the state of Colorado. With locations in four regions of the state, Rocky Mountain SER Head Start programs cover the Denver Region, the Western Slope Region, the San Luis Valley Region, and the Southern Colorado Region. Rocky Mountain SER impacts positively the lives of children ages 3-5 by providing quality early childhood education along with a robust array of supportive services. The goal is to promote school readiness in developmentally inclusive and family centered classroom environments for those children with the highest need based on socio-economic standing and special needs requirements.

Within the confines of 80 classroom sites, 136 sessions were taught of which 112 were in double sessions and the remaining 24 being single sessions which were augmented by Colorado Pre-School Program funds.

Parents form the nucleus as the child's first teachers and in collaboration with Head Start staff creates the partnerships necessary for the success and development of the child. Parents serve as volunteers in the classroom; provide leadership as Parent Advisory Council (PAC) members and the very important Policy Council (PC) which creates a joint governance alliance with the corporate Board of Directors in directing the Head Start program.

Under the capable and dedicated board leadership of Rocky Mountain SER, the administration and program delivery of services to meet the needs for the Head Start Program with a cumulative enrollment of 2,973 students were met by 508 staff members. The federal funding for this program year amounted to \$14,714,052 including \$3,678,513 of in-kind funding.



Emphasized during this program year was making decisions based on data driven information as well as consistency of documentation for monitoring purposes. State Leads worked on updating and refinement of Integrated Service Plans with the focus being able to have conformity throughout the regional programs. Significant changes were made in how children were assessed moving to a more nationally recognized ASQ Developmental Screening tool.

Considerable changes were made in site locations to better meet student recruitment goals as well as matching the needs of families and children for optimum geographic compatibility. Of note was how efficiency of providing improved services in the San Luis Valley through the acquisition of the Boyd building was derived and allowed for a better program at less cost. The addition of an elevator in the Seaton Building in Pueblo increased the ability to provide meals as well as making the building itself more accessible.

Rocky Mountain SER was honored to be one of the recipients chosen to receive a donation of coats from One Warm Coat. One Warm Coat was a partnership with Burlington Coat Factory and ABC's Good Morning America which provided Head Start children with brand new winter coats during the holiday season. In addition the One Warm Coat distribution, toys were distributed to Head Start Children throughout the state through a generous donation from the Denver Hispanic Chamber.



PROGRAM PERFORMANCE INDICATORS

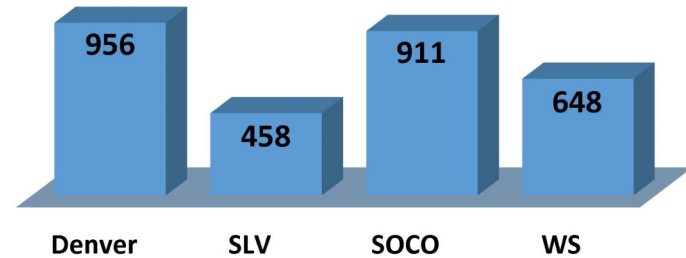
Comprehensive services were provided to 2,973 children in the four regions comprising Rocky Mountain SER Head Start programs. The funded enrollment was for 2,276 students for the program year. Adjustments were made to reflect changing demographic patterns throughout the regions to assure full enrollment. It was the ability by staff to make classrooms available in locations where the most need occurred which allowed for services to be delivered to those areas needing services the most.

Family engagement throughout the Rocky Mountain SER Head Start program has shown continued growth in families participating in a goal setting process resulting in a Family Partnership Agreement. In 2012, 93% of the 2,763 families in the program participated in the goal setting process. Of this number 1,101 families received at least one service from the Family Service component.

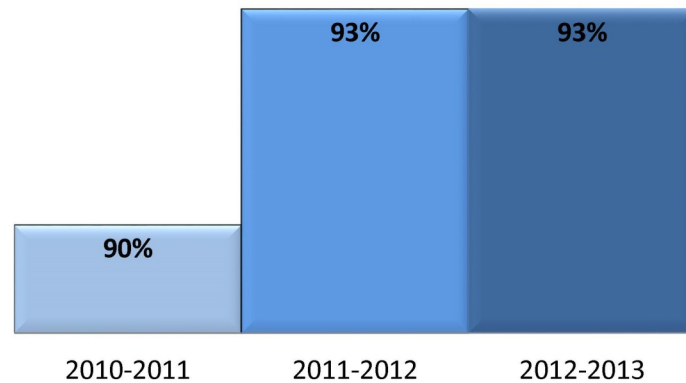
The importance of volunteer services is acknowledged as critical to assisting children to progress in our programs and more so a critical link in engaging parents in the educational growth of their children. This past year showed that 3,354 volunteers provided supportive services to Rocky Mountain SER Head Start programs throughout the state and of that an impressive 2,526 were either current or former Head Start parents.

It is the goal of Rocky Mountain SER Head Start to continue to engage parents as partners in our programs and to also increase our community presence and partnership agreements which ultimately contributes to the in-kind requirement required by the grant for this past year of \$3,852,958.

Cumulative Enrollment

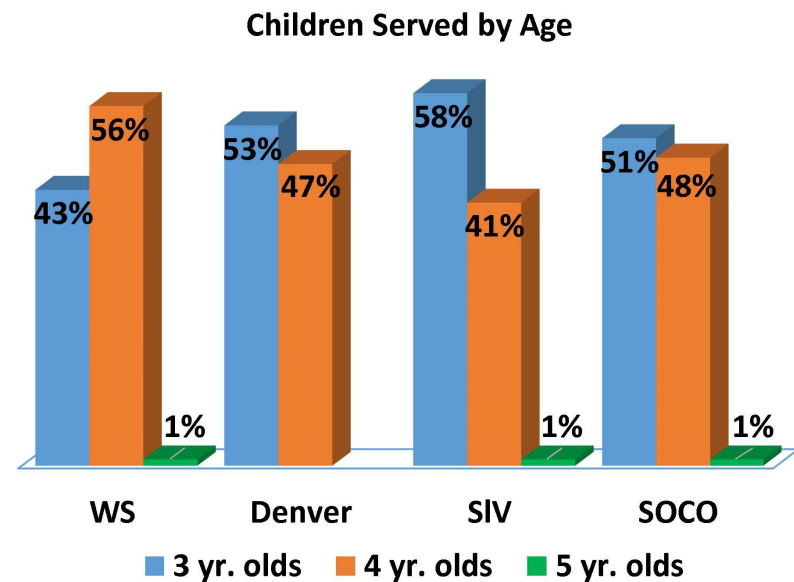
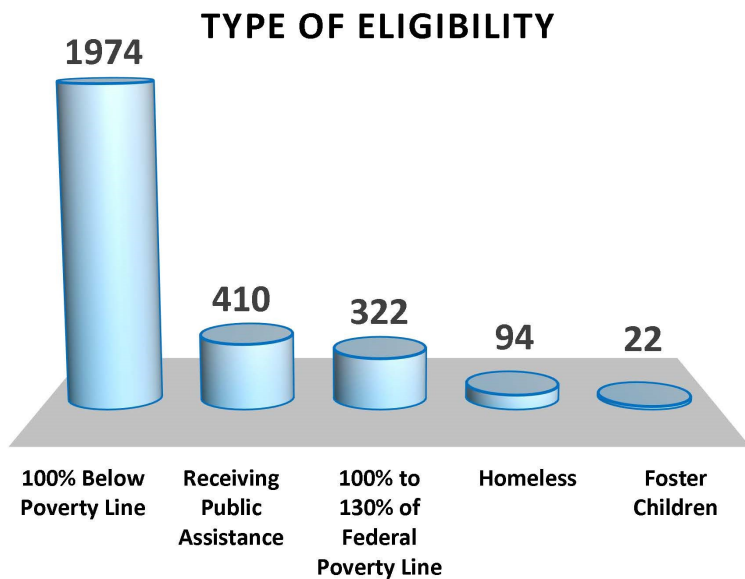


Families Participating in a Goal-Setting Process Resulting in a Family Partnership Agreement



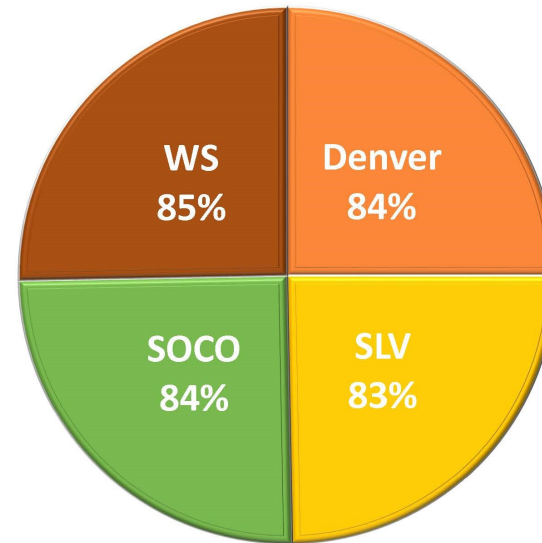
The statewide average for families eligible for services under the Federal Poverty guidelines was 84% (2,500 families) of which 1974 were 100% below the poverty line, 410 receiving public assistance and 10% (322) who fell within the income guidelines of between 100% and 130% of the federal poverty line, 94 were considered to be homeless with 22 children in foster care.

In accordance with our charge to serve eligible children between the ages of 3- 5, the goal of early intervention is met by providing services to three and four year old children in order to prepare them for transition to kindergarten.



RMSE Head Start achieved an average monthly enrollment statewide of 99% (as a percentage of funded enrollment, including vacancies less than 30 days old). The program also achieved an average statewide attendance rate of 84%. It is Rocky Mountain SER Head Start's intention to continue efforts to improve upon attendance as it is such an important variable in school readiness. Upon reviewing the data to ascertain reasons impacting attendance the following variables were found to be at play: 1) Families often face crisis situations which preclude bringing children to class. 2) Transportation limitations for parents i.e. no vehicle available that coincides with work and school schedules. 3) High incidents of sickness for parents or children. Continuous assessment of how to effectively address attendance issues is a priority and the following have been some key elements which are continually utilized: 1) Home visits made where discussions on importance of attendance is emphasized 2) Presentations at parent meetings on strategies to improve attendance 3) Same day phone calling as follow-up when children are missing from class 4) Services offered to assist when identified by Family Advocates.

Average Monthly Attendance



SCHOOL READINESS

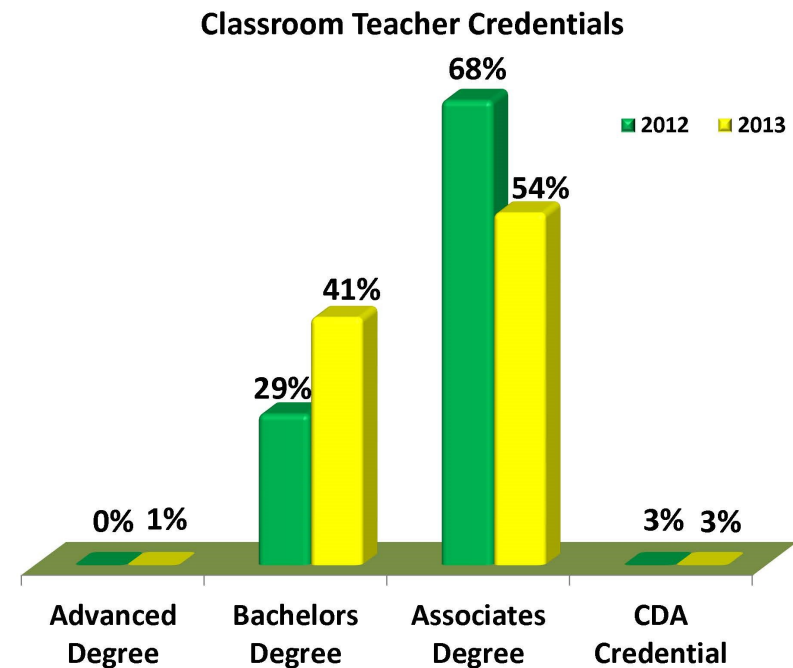
The Head Start Child Development and Early Learning Framework promotes positive outcomes in early childhood programs serving children 3-5 years old. The Framework is the basis by which Rocky Mountain SER Head Start Programs strive to meet the curriculum needs of Head Start children for a fluid and effective transition to kindergarten. Changes to the original Framework are designed to provide more clarity to the domains and domain elements and providing a better understanding of school readiness goals.

The Framework is used by Rocky Mountain SER Head Start to make curriculum and assessment decisions as has always been the intention of the Framework. It also connects child assessment data to aspects of the Head Start design and guide the program to match the growing need for early childhood reporting systems.

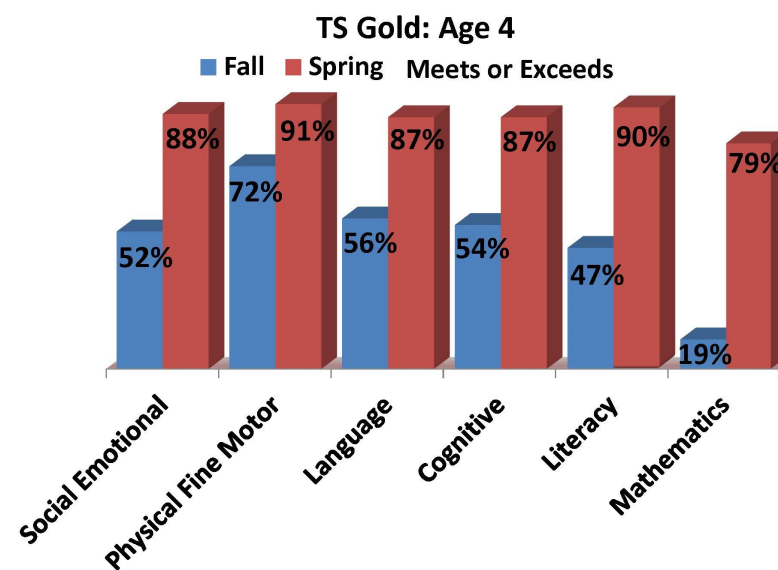
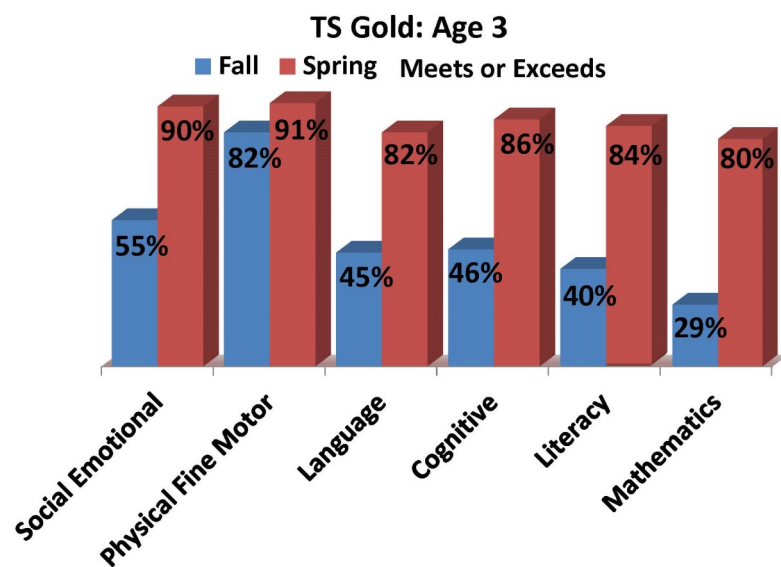
The Framework is also designed to support the development and learning of children with disabilities. Within the context of a child's Individualized Education Program (IEP) the assessment progress is done in close collaboration with the special educators and related service providers identified on an IEP.

In order to assess effectiveness of school readiness goals, Rocky Mountain SER Head Start is committed to improvement by monitoring the following:

- 1) Increasing the number of teachers with a Bachelors Degree. Currently of the 80 teachers 33 hold earned Bachelors degrees and 1 with an advanced degree. Additionally, 14 teachers were enrolled in a baccalaureate degree program or equivalent in early childhood education. 2 teachers were enrolled in an associate degree program in early childhood education or equivalent.



2) Utilization throughout the statewide system of the Teaching Strategies Gold child outcome assessment is consistent throughout the RMSE Head Start state-wide program. TS Gold has 23 objectives within six areas: Social-Emotional, Physical, Language, Cognitive, Literacy, and Mathematics. Objectives developed from research based predictors helps teachers to focus the assessment process as they gather information from observations, conversations, artifacts, etc. during typical daily activities. Teachers use the information to plan and individualize instruction and to monitor and communicate child progress with families and other stakeholders. RMSE collects assessment information during three checkpoints (i.e. Fall, Winter, and Spring). The data presented below shows a comparative analysis of statewide averages across six domains and separates the information with regard to the age ranges of three and four year old children in the program. The data are indicative of the increase in percentages of meeting or exceeding between the periods of fall and spring. In each one of the domains the data reflects significant gains over that time period indicating that reliable inferences of positive growth in all areas can be made. More importantly on an individualized basis the staff can assess the progress of each student and allow them to make adjustments in classroom learning activities and assist in working with parents to reinforce positive learning events.



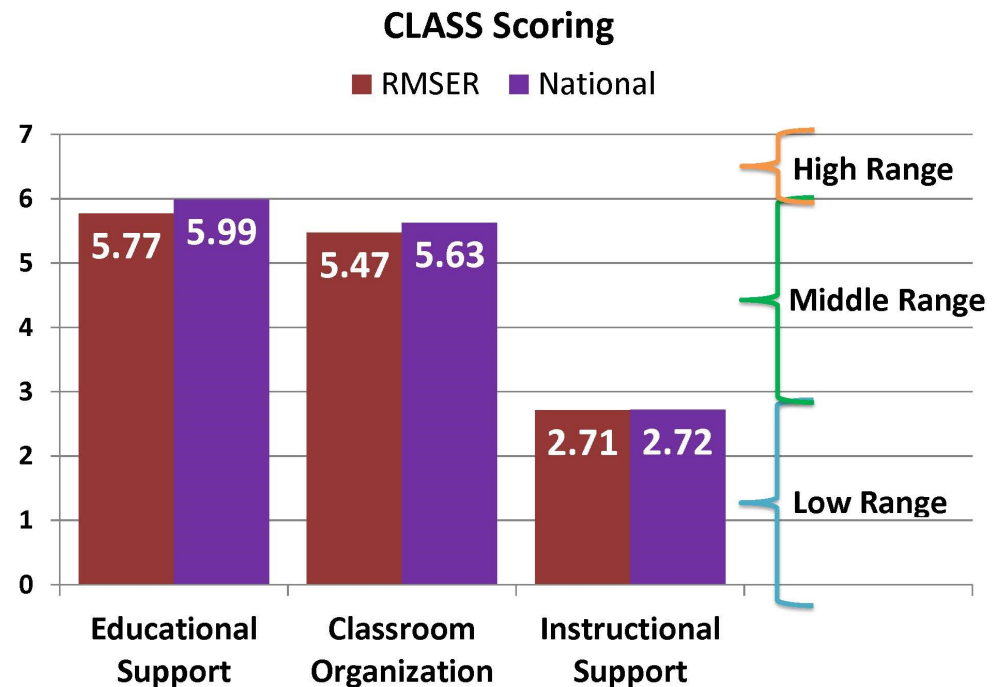
3) As part of the School Readiness Act, the Classroom Assessment Scoring System (CLASS) is utilized to look at three domains and ten dimensions of teacher-child interactions and measures those observed interactions on a seven point scale. Rocky Mountain SER Head Start is committed to utilizing this assessment tool and in the continued training and certification of staff charged with doing the CLASS observations.

The CLASS focuses on the quality of classroom interactional *processes*. This differs from other measurement tools that focus on the *content* of the physical environment, available materials, or a specific curriculum. For CLASS, the physical environment (including materials) and curriculum matter in the context of *how* teachers put them to use in their interactions with children.

The CLASS is organized to assess three broad **domains** of interactions among teachers and children:

Emotional Support, Classroom Organization, and Instructional Support. Each domain includes several **dimensions**. Collectively, these eleven dimensions assess the extent to which teachers are effectively supporting children’s development, both social and academic.

Review of the data shows that in all domains there are only slight variations from the median national norms were reported which indicates the program is operating at high levels in all domains. Consistency of training on CLASS remains a priority as does the utilization of mentor teachers to offer individual feedback and suggestions on improving teacher/student interactions.



HEALTH AND WELLNESS

It is a basic premise of the Rocky Mountain SER Head Start program that good health and nutrition are a precursor to good learning. As such not only because it is required by standard but guided by good practice, all enrolled children are worked with in having timely physical and dental exams and basic health screenings including hearing, vision, height and weight, and nutritional assessments to verify special diet statements or food allergies.

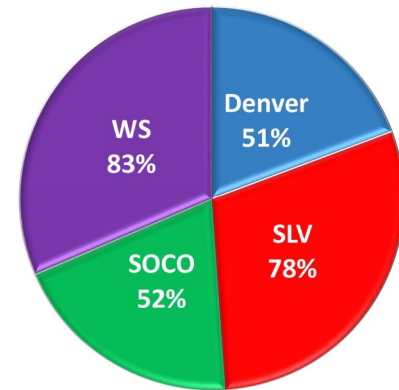
Every effort is made to arrange for necessary health or dental care when identified through routine observation, or at the request of families. On a statewide average 84.5 % of children received dental exams and 66 % received physical exams.

It is an ongoing process of educating parents as to resources available to assist in making sure their children receive proper care. This allows for a full and healthy classroom experience in all aspects of their education. Many of the classroom teaching moments include the use of nutrition and foods as an educable focus.

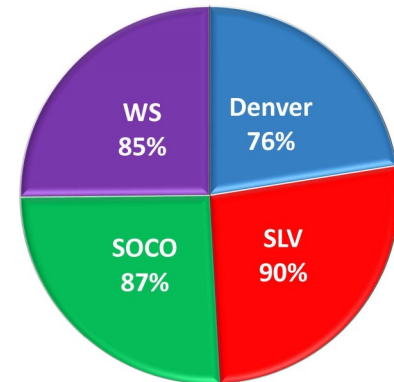
Rocky Mountain SER Head Start is committed to assuring good health care is available to all children. Preventative care is emphasized to families by encouraging establishment of a medical and dental home, up-to-date immunizations and utilization of health insurance to cover health care needs.

PIR Performance Indicator	Number at Beginning of Enrollment Year	Percentage at Beginning of Enrolment Year	Number at End of Enrollment Year	Percentage at End of Enrollment Year
Percentage of children with health insurance	2,800	94.2%	2,839	95.4%
Percentage of children with a medical home	2,842	95.6%	2,904	97.7%
Percentage of children with up-to-date immunizations, all possible immunizations to date, or exempt	2,761	92.9%	2,799	94.1%
Percentage of children with a dental home	2,629	88.4%	2,833	95.3%

Children with a Physical Exam



Children with a Dental Exam



DISABILITIES AND MENTAL HEALTH SERVICES

As required by law 10% of children within the Head Start Program needed to be identified and served as children with disabilities. The number for this year exceeded the 10% requirement as 260 (11.4%) of students were identified and served. In addition to the students served, parents benefited by education, and strategies provided as to how to effectively work with their child as an educational partner.

Memoranda of Understanding are developed with the various Local Education Agencies (LEA) who provide the necessary services required of a special needs student. In addition, transition meetings are conducted and interagency coordination is provided as children transition to the LEA.

Mental Health consultants are contracted to provide observations and referrals for children who require additional mental health evaluations or treatment. On average mental health professionals either from private practice or agencies provided 36 hours of service on site. 299 of enrolled children were served. Service included work with teachers who were provided classroom strategies as well as the parents who also found ways to better assist their children at home.

Responsibility for administration of the newly implemented ASQ Development Screening tool was transitioned to the Disabilities/Mental Health Coordinator who became responsible for the training of teachers and monitoring of the data for completion and accuracy provide by teachers. In the second year of implementation of the Positive Behavioral Interventions and supports (PBIS) program on a statewide basis additional trained teachers were added the cadre of those already onboard. PBIS teams were solidified in all regions of the state with most making progress toward overall implantation goals.

ADMINISTRATION FOR CHILDREN AND FAMILIES (ACF) FINDINGS

From October 28, 2012 to November 2, 2012, the Administration for Children and Families conducted on-site monitoring and review of the Rocky Mountain Head Start Program.

Nine areas were found to be in non-compliance with all being addressed and corrected.

For a full overview of findings and corrective actions the information may be found on the RMSER official website.

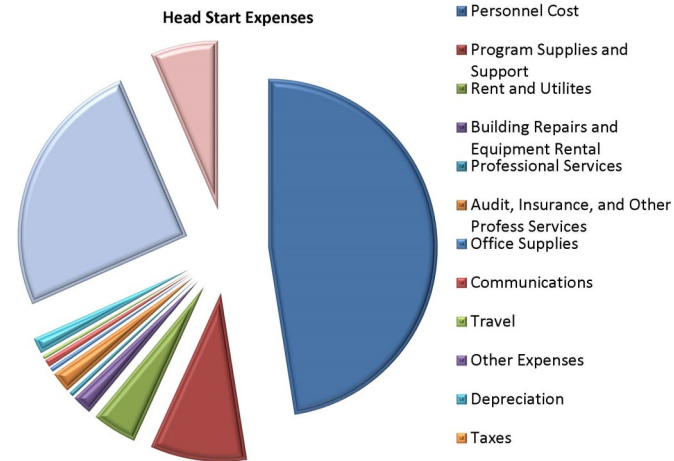
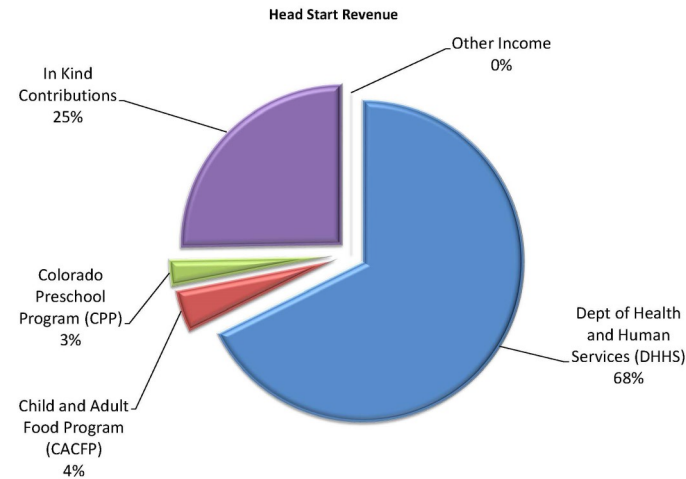
HEAD START PROGRAM FINANCIALS

Head Start Revenue

Dept of Health and Human Services (DHHS)	14,714,052
Child and Adult Food Program (CACFP)	935,651
Colorado Preschool Program (CPP)	594,189
In Kind Contributions	5,495,534
Other Income	-
	21,739,426

Head Start Expenses

Personnel Cost	10,360,354
Program Supplies and Support	2,015,113
Rent and Utilites	930,237
Building Repairs and Equipment Rental	411,550
Professional Services	92,269
Audit, Insurance, and Other Profess Services	429,868
Office Supplies	87,385
Communications	151,914
Travel	72,239
Other Expenses	20,496
Depreciation	330,201
Taxes	
Inkind Contribution	5,495,534
Indirect Cost Allocations	1,405,539
	21,803,250



***Financials are reported grant year cycle January 1, 2013-December 31, 2013

During the Grant Year of 2013, Head Start received majority of its funding from Department of Health and Human Services. Head Start can not operate only on those funds. We have also partnered with USDA for Child and Adult Food Program (CACFP). This is a reimbursable program which allows us to provide a Breakfast, Lunch, and Snack to the children during the day. We have also partnered with local school district to provide extended day to the children, which Head Start is known to be half a day. These funds are considered to be Colorado Preschool Program (CPP).

WORKFORCE PROGRAM OVERVIEW



The Workforce Division of Rocky Mountain Service Employment & Redevelopment continues to provide outstanding employment and training services to job seekers throughout Colorado. The Workforce Division has been part of RMSE for over 30 years and has an excellent record for assisting thousands of participants reach their employment goals, retain employment, and attain higher earnings by

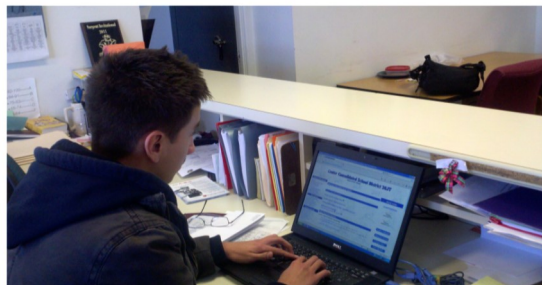
participating in the programs the Workforce Division offers. The Workforce Director has been with RMSE for over 27 years and continues to lead an exceptional staff in their efforts to assure all participants enrolled, receive the utmost and latest training available to gain skills to make them competitive in today's job market.

The Rocky Mountain SER Workforce Division continues to receive funding from two major sources including the United States Department of Labor and the Community Resources & Housing Development Corporation with both funding sources available throughout Colorado. The main funding for the Workforce Division currently is granted by the United States Department of Labor with 167 National Farmworker Jobs Program, which is a section of the National Workforce Investment Act (WIA). RMSE competed and was initially awarded the funding for the 167 NFJP on July 1, 2011 for a two year period. This award allows RMSE the ability to provide employment and training services to eligible Migrant/Seasonal Farmworkers throughout Colorado. All participants of the program are United States citizens or Registered Aliens and must be eligible to work legally in the US. Participants must prove their income is derived mostly from agriculture work before being provided services.

Funding level for Program Year 2012 (July 1, 2012 to June 30, 2013) was at \$998,094 and 423 participants were enrolled in the RMSE 167 NFJP in Colorado. The goal during the program year was to place a total of 109 participants into unsubsidized employment and a total of 112 were placed. RMSE continues to be an effective 167 NFJP program administrator and has continuously met or exceeded all of the Common Measures (Performance Measures) of US Department of Labor requirements for the past 13 quarters measured. RMSE will strive to continue to meet the three common measures which include Entered Employment, Employment Retention and increase in Average Earnings of our participants.



The 167 NFJP is a Nationally Administered program and has been one of the most successful USDOL programs for many years. The Workforce Division also is funded by a 167 NFJP grant provided through the Community Resources & Housing Development Corporation. Funding is provided to RMSER to assist eligible 167 NFJP participants with both rental and utility assistance during the program year. The funding level for the 2012 program year was \$37,500. A total of 69 Migrant/Seasonal Farmworker families comprised of 182 individuals were assisted under the CRHDC Housing Grant.



The Workforce Division of RMSER currently has a total of 6 offices located in key areas where there are a significant number of eligible Migrant/Seasonal Farmworkers. Offices are located in Greeley, Brighton, Rocky Ford, La Junta, Lamar and Monte Vista in Colorado. The local Workforce offices are staffed by English/Spanish bi-lingual and bi-cultural individuals, who are committed to providing services that will enable our participants to make choices which will allow them to remain in agriculture work or gain skills through training. The goal of the 167 NFJP is to provide opportunities to those participants that want to expand their skills in other types

of employment. The staff also is available to assist Migrant Farmworkers who want to continue to work in agriculture by providing them with emergency Supportive Services which assist them and their families as they provide a much needed labor force to Colorado's growers.

The 167 NFJP offers participants training opportunities through tuition assistance to local Community Colleges, Junior Colleges, and private training institutions throughout Colorado which enable participants to gain valuable skills that will enable them to compete for jobs available in their local communities or state-wide. On the Job Training and Work Experience is also available to our Farmworkers who want to learn from employers willing to train at their worksites, so participants can become valuable new employees to their business. All Classroom Training, On the Job, and Work Experience participants are eligible to receive Supportive Services from the program to assist with transportation, training/work supplies, and any other additional services that are needed; to assist them in being successful in their training activities. Participants are also provided Job Readiness Training to assist them in their job search.



Participants in Work Experience Training

Rocky Mountain SER has also administered the regular Workforce Investment Act for over 28 years in the South Central Region for the Colorado Rural Workforce Consortium (CRWC) and also previous to the year 2000 the Office of Rural Job Training (ORJT) both, are divisions of the Colorado Department of Labor and Employment which serve the rural areas of Colorado. For Program Year 12 (July 1, 2012 to June 30, 2013) the CRWC and local South Central Workforce Board advertised a “Request for Proposal” to provide the Regular WIA services in the South Central Region (6 Counties of the San Luis Valley). After providing regular WIA and Job Training Partnership Act (JTPA) services for over 28 years in the region, another WIA contractor was awarded the grant to administer the WIA funds for Adult, Dislocated Workers and Youth in the South Central Region. Although this was a major funding loss for the Workforce Division of RMSER, the WF Division continues to operate and provide WIA services to Migrant/Seasonal Farmworkers in the San Luis Valley and still maintains an office in Monte Vista to assure 167 NFJP eligible Colorado Agriculture workers can still receive job training and supportive services in the South Central Region.

The Workforce Division of RMSER continues to seek grants to provide services to all job seekers; with additional programs for Farmworkers, Adults, Youth, and Dislocated Workers as the Workforce Division has the experience necessary to administer employment and training to various populations in need.





MIGRANT HEAD START PROGRAM OVERVIEW

RMSEr was granted funding from the US Department of Health and Human Services – Administration for Children and Families in the amount of \$1,575,000 to ensure Migrant Head Start services to 180 migrant children. The geographic area designated initially as the recipient for Migrant Head Start Services was defined by the cities of Greeley, Frederick, Olathe, and Grand Junction, CO. Utilizing a community assessment, a change in the Fredrick location was made to Brighton to better meet the needs of the migrant population. Plans were made for immediate start-up of key personnel for recruiting purposes as well as updating of facilities and equipment in order to meet compliance requirements. Due to RMSEr extensive Head Start experience, the program's transition and continuation of services was designed to be a seamless and well organized process.

Two key objectives were to be highlighted in the transition: Expansion of collaborations and partnerships in providing high quality developmentally appropriate and linguistically/culturally sensitive education early childhood development along with nutrition, health and family based services meeting the broad diverse needs of families. Introduction of already developed and tested administrative and management systems along with the provision of management tools and management information systems necessary for program planning, operations, reporting, self-assessment and monitoring. RMSEr's overall strategy for the provision of comprehensive Migrant Head Start services has as its underpinnings the organization's 28 year history of providing educational, employment, job training and supportive services.



MIGRANT HEAD START PROGRAM FINANCIALS

Migrant and Seasonal Head Start Revenue

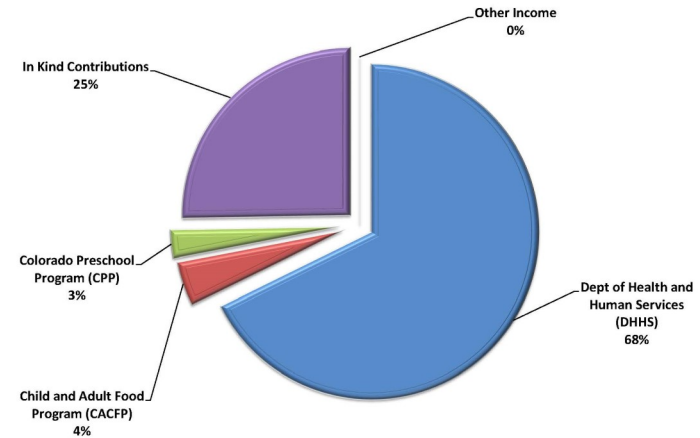
Dept of Health and Human Services (DHHS)	1,688,980
Child and Adult Food Program (CACFP)	5,256
In Kind Contributions	85,000
Other Income	152
	1,779,388

Migrant and Seasonal Head Start Expenses

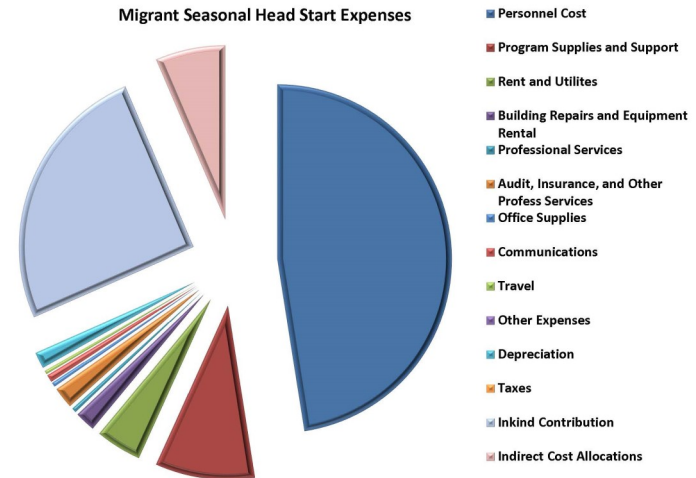
Personnel Cost	546,939
Program Supplies and Support	284,223
Rent and Utilities	115,855
Building Repairs and Equipment Rental	465,340
Professional Services	25,866
Audit, Insurance, and Other Profess Services	26,830
Office Supplies	40,884
Communications	12,856
Travel	42,861
Other Expenses	12,371
Depreciation	-
Taxes	
Inkind Contribution	85,000
Indirect Cost Allocations	130,399
	1,796,451

***Financials are reported grant year cycle May 1, 2012-April 30, 2013

Migrant Seasonal Head Start Revenue



Migrant Seasonal Head Start Expenses



During the Grant Year of 2013, MSHS received majority of its funding from Department of Health and Human Services. Since this was its first year, RMSER received start-up funds of \$97,751. These funds were spent on building renovations for the Brighton Center. RMSER did not meet its enrollment numbers. RMSER asked for a budget modification to use all of its grant funds. These funds were spent on building improvements for Greeley and Olathe. There were also a purchase of four SUVs for staff to travel throughout the state. RMSER has partnered with USDA for Child and Adult Food Program (CACFP). This is a reimbursable program which allows us to provide a Breakfast, Lunch, and Snack to the children during the day.



YOUTH & COMMUNITY SERVICE PROGRAM

Youth and Community Service Programs are funded solely by donations and fees, and provided integrated athletic, educational, and social programs. These programs allowed individuals to exceed their highest personal expectations by enhancing self-confidence, building moral character, and through the development of personal goals—in the classroom, on the field, as well as in the world.

The Division hosted two especially high impact events last year “Release the Beast” and “Operation Good Christmas Cheer”. “Release the Beast” was an inaugural state wide youth football classic which attracted more than 26,000 players and fans from six different youth leagues. December saw the return of “Operation Good Christmas Cheer” for a successful third year. Through the generosity of RMSE donors, more than 3,000 disadvantaged children received wrapped gifts in Denver, the Western Slope, San Luis Valley, and Southern and Northern Colorado.



The Pecos Community Center and site hosts numerous afternoon and evening programs. These programs include Zumba, tutoring, Wildlife Mentorship, No Mo Violence Dance Group and soccer practice for Escuela De Guadalupe School. Under new leadership and additional Board of Director members, RMSER will be updating the strategic plan to better align with the community service and changes based on community assessment data. Partnerships are being diligently formed to provide numerous services and programs to be housed in the Pecos Community Center. These services and programs will include GED and ESL classes, workforce training, after school tutoring, wellness workshops, sporting and recreational events and art exhibits. These networks include working with Denver Public Schools, Escuela De Guadalupe School, Sisters of Color United for Education, outreach groups, and the Denver Police Department/District number 1.

The Pecos Community Center will also be providing two rooms and updated facilities to host a conference room and audit site for partners, companies and community events. An updated Board of Directors meeting room will serve as a site for other organizations to hold their meetings and audit processes.

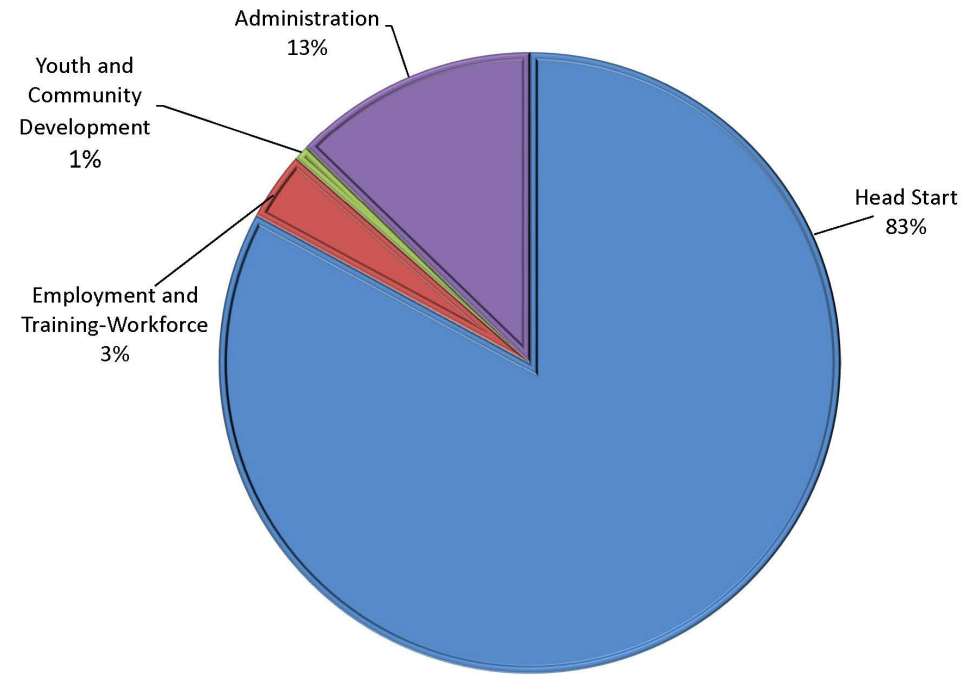
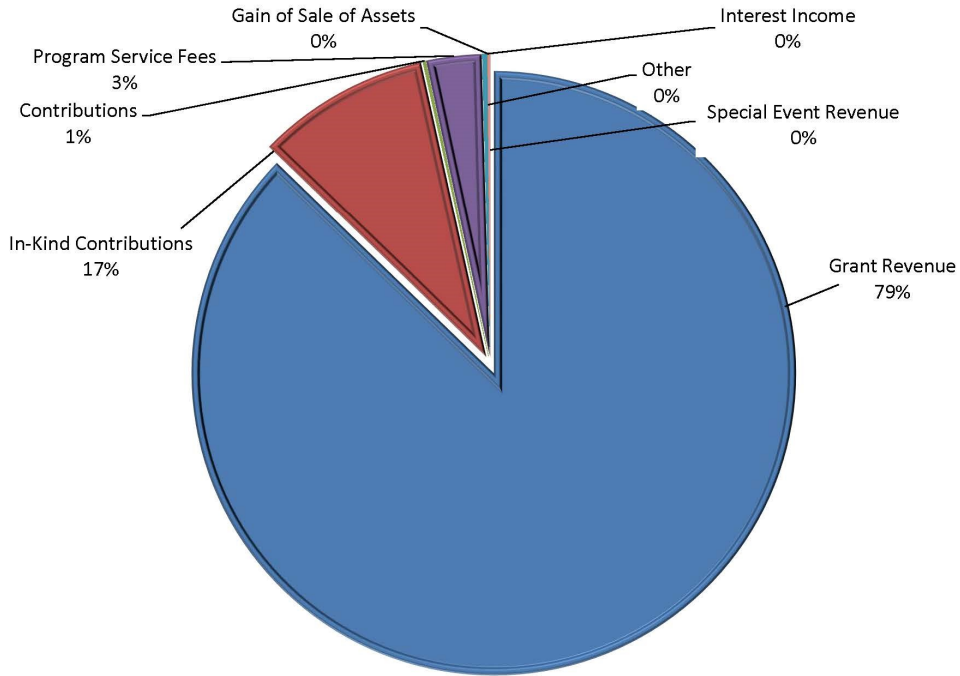


Escuela De Guadalupe 2nd Grade Soccer Team



No Mo Violence Dance Group

RMSER FINANCIAL REPORT PROGRAM YEAR 2012



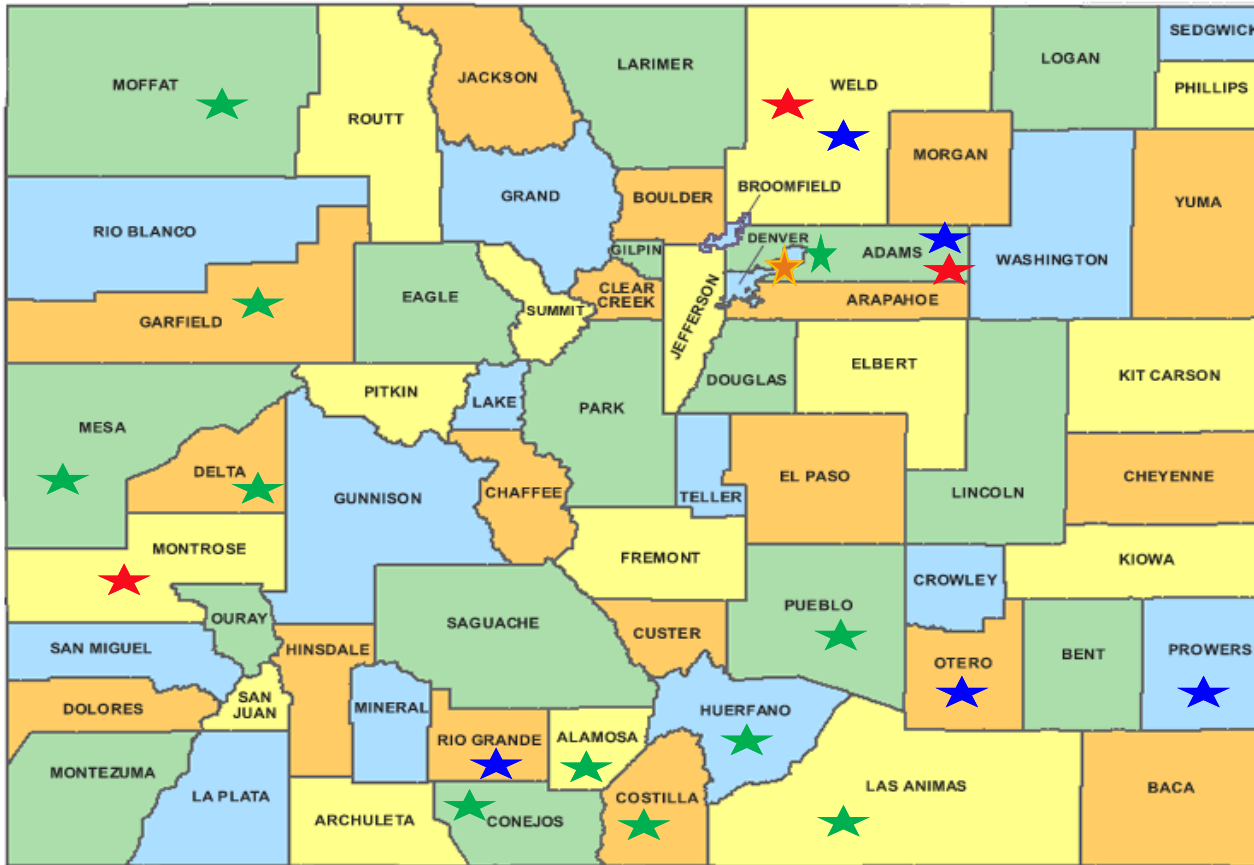
REVENUE

Grant Revenue	18,807,725
In-Kind Contributions	1,993,939
Contributions	31,875
Program Service Fees	629,903
Other	60,283
Gain of Sale of Assets	3,258
Interest Income	40
Special Event Revenue	27,387
Total Revenue	21,554,410

EXPENSE

Head Start	18,649,355
Employment and Training-Workforce	802,051
Youth and Community Development	176,699
Administration	2,869,307
Total Expenses	22,497,412

RMSEER SERVICE AREA



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** Workforce NFJP Program service delivery area is statewide.

HEAD START PROGRAM ★

Denver Region: (303) 937-1060
 San Luis Valley Region: (719) 589-1902
 Southern Colorado Region: (719) 542-1922
 Western Slope Region: (970) 243-9318

WORKFORCE PROGRAM Offices ★

Brighton: (720) 523-6938
 Greeley: (970) 353-9251
 Monte Vista: (719) 852-3162
 La Junta: (719) 384-5464
 Rocky Ford: (719) 254-6067
 Lamar: (719) 336-9019

Migrant Head Start ★

Plaza del Milagro: (970) 352-9780
 Brighton: (303) 637-2461
 Olathe: (970) 323-9226
 Grand Junction: (970) 434-7797

YOUTH & DEVELOPMENT ★

Denver: (303) 480-9394