

Community Services of Northeast Texas, Inc. currently employs 113 employees. The total payroll for fiscal year ending September 30, 2022 was \$4 million.

CSNT, Inc. currently operates in 11 locations in a fourteen county area. Eight of the locations operate the Head Start program. Early Head Start is provided at one of the nine Head Start locations. CSNT has the ability to provide certain services in additional counties.

Revenue

Federal Awards	
Head Start	\$ 4,185,216
Early Head Start	217,593
Head Start - C-5 (ARP/CARES)	11,414
Head Start - C-6 (CRRSA)	50,387
Community Services Block Grant	417,361
Community Services Block Grant - DISCRETIONARY	21,170
Comprehensive Energy Assistance Program	4,101,583
Comprehensive Energy Assistance Program - CARES	1,276,457
LHWAP	519,553
Tenant Based Rental Assistance Program	305,780
Texas Homeowner Funds	212,111
SS Administration	
Fee-for-service contracts	
Veterans Services Now	57,325
USDA-CACFP	142,094
Private & State Funds	
Upsher Rural	4,618
Salvation Army	1,600
Targeting Local Communities	2,333
Cash Donations	38,930
In-kind donations	<u>1,424,794</u>
Total revenue all categories	\$ 12,990,319

Community Services of Northeast Texas, Inc. is a 501(c)3 charity, and as such retains no earnings from Federal awards, and all revenues are expended according to federal, state, and local regulations.

Expenditures

	Head Start	Early Head Start	CSBG	CEAP	All others	Org. Total
Personnel	2,079,820	134,247	170,665	231,991	515,738	3,132,461
Fringe Benefits	511,097	47,023	29,105	50,295	75,549	713,069
Travel	11,629	423	3,213	12,233	26,494	53,991
Equipment ¹	122,789	828	6,669	2,524	-68,690	64,120
Supplies ²	164,796	14,744	9,101	2,715	199,907	391,262
Contractual services ³						
Indirect Costs	387,388	15,479	39,993	296,002	154,140	893,001
Other (rent, utilities, operating expenses) ⁴	2,501,336	44,937	158,615	3,505,822	984,683	7,195,393
Direct assistance services to, or on behalf of clients	5,778,855	257,680	417,361	4,101,582	1,887,821	12,443,298

¹ For Head Start, this line item includes vehicles and equipment over the cost of \$5,000

² Supplies in 'all others' includes all consumable and food costs for the nutrition programs

³ This line item is for contracted services outside the normal scope of program operation

⁴ The 'Other' category is used for all programs to include non-delineable items including, but not limited to rent, space costs, utilities, telephone, publications, fees, printing, legal, audit, insurance, fuel, repairs, travel costs not previously stated, building maintenance, safety costs, memberships, and all other standard operating costs.

Note: Revenue amounts represent program funding; expense amounts represent fiscal year amounts and may not equal entire program funding amounts

PROPOSED BUDGETS

Head Start

Early Head Start

Personnel	\$	2,277,370
Fringe Benefits		659,071
Travel (4120)		10,000
Equipment		10,000
Supplies (4122)		631
Supplies		210,000
Contractual		291,066
Facilities / Construction		0
Other (4120)		29,750
Other (4122)		648,556
Indirect Costs		396,943
<i>Total</i>	\$	4,533,387

Personnel	\$	147,373
Fringe Benefits		42,650
Travel (4120)		2,190
Equipment		0
Supplies (4122)		200
Supplies		17,850
Contractual		0
Facilities / Construction		0
Other (4120)		2,867
Other (4122)		32,401
<i>Total</i>	\$	269,268

Community Services Block Grant

Personnel	\$	202,460
Fringe Benefits		69,658
Travel		9,967
Equipment		6,385
Supplies		15,746
Contractual		3,266
Other		91,641
Indirect Costs		44,347
<i>Total</i>	\$	443,471

Comprehensive Energy Assistance Program

Administration	\$	263,380
Household Crisis		1,466,282
Utility Assistance		1,466,283
Program Services		449,473
Travel		2,500
<i>Total</i>	\$	3,647,918

HEAD START/EARLY HEAD START SERVICE DATA

Total number of children to be served based on Head Start/Early Head Start funding	481
Average number of children served daily (Head Start/Early Head Start)	HS 465 EHS 16
Average monthly enrollment (as a percentage of funded enrollment HS/EHS)	HS 89% EHS 82%
Percentage of eligible children served (Head Start/Early Head Start)	HS 89% EHS 1%

RECENT REVIEWS**The most recent review of the Head Start program revealed the following findings:**

Comprehensive Education and Child Development Services - (No areas of non-compliance)

Health & Safety - (No areas of non-compliance)

Classroom Assessment Scoring System - Results within the benchmarks set by Head Start

Family and Community Engagement - (No areas of non-compliance)

Eligibility, Recruitment, Selection, Enrollment, Attendance (ERSEA) (no areas of non-compliance)

Fiscal Infrastructure - (No areas of non-compliance)

Leadership, Governance, and Management Systems - (No areas of non-compliance/one area of concern in supporting teachers in promoting school readiness by having specified degrees or courses)

The most recent audit of Community Services of Northeast Texas, Inc. revealed the following:

Material weakness identified in financial reporting	NO
Material weakness identified in control over federal awards	NO
Significant deficiencies identified	NONE
Audit findings required to be reported under 45 CFR Part 75 & 45 CFR Part 200	NONE
Auditee qualified as a low-risk auditee	NO
Financial findings and questioned costs	NONE

Broker's Opinion:

Frank Lanier, Broker Lic 279164

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HEAD START MEDICAL AND DENTAL SERVICE INFORMATION

Percentage of enrolled children up-to-date on schedule of age appropriate preventive and primary health care (Head Start/Early Head Start)	HS 87% EHS 100%
Percentage of enrolled children receiving dental exams (Head Start/Early Head Start)	HS 89% EHS 100%
Percentage of enrolled children with up-to-date immunizations (Head Start/Early Head Start)	HS 98% EHS 100%
Percentage of enrolled children with an IEP (Head Start/Early Head Start)	HS 10% EHS 18%

PARENT ENGAGEMENT ACTIVITIES

CSNT, Inc. Head Start/Early Head Start coordinates the following activities to promote parent involvement:

- Parent Committee Meetings
 - Parent Trainings and Activities
 - Monthly Policy Council Meetings
 - Volunteering in classrooms
 - Budget management training
 - Job search and counseling from local colleges
 - Local college and universities financial aid training
 - Partnering with Local Food Banks
 - Implementation of Mental Health/Wellness Programs
 - Partnering with ISDs in providing parent activities
 - Participation in local community activities such as Walk-a-thons
 - Implementation of Father Engagement Activities such as Souper Bowl Activities
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PREPARING CHILDREN FOR KINDERGARTEN

CSNT, Inc. Head Start/Early Head Start engages in the following efforts to prepare children for public school:

- Provide a variety of learning styles and skill levels for school readiness
 - Provide opportunities for children to be independent and self-directed
 - Provide 'hands-on' activities
 - Establish healthy eating habits and proper lunchtime procedures
 - Provide orientation to Kindergarten Campus (when applicable)
 - Track and analyze data on each child's development using state-adopted, research-based assessments
 - Allow children to make a smooth transition into kindergarten, Head Start, or other receiving program
 - Coordinate with school districts and receiving programs for records needed
 - Initiate communication between Early Head Start, Head Start, and receiving program staff
 - Initiate joint training with Head Start/Early Head Start teachers and receiving program staff
 - Provide parent-teacher communication for children transitioning out of program
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EFFORTS IN BUILDING SCHOOL READINESS

CSNT, Inc. Head Start engages in the following efforts to prepare children for public school:

- Participation in the Texas Kindergarten Readiness System
 - Implementation of the Texas Pre-K Guidelines and the Head Start Early Learning Outcomes Framework
 - Implementation of a state-adopted, developmentally appropriate, research-based curriculum
 - At least 15 hours of classroom-focused professional development annually for teachers
 - Implementation of the Classroom Assessment Scoring System
 - Implementation of Campus School Readiness Teams
 - Monitoring of school readiness goals
 - Partnerships with local education agencies
 - Assessment systems that track data on a student's progress on a continuum
 - Creation of student progress reports based on data
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2023/2024 SCHOOL READINESS GOALS - Head Start

Area Assessed	Goal	Progress
Social & Emotional Development	Children will demonstrate the ability to interact with peers, cooperatate, and solve social problems.	84%
Perceptual, Motor, and Physical Development	Children will demonstrate control of large and small muscles for movement, coordination and balance.	81%
Approaches to Learning	Children will demonstrate a positive approach to learning.	88%
Language and Literacy	Children will develop strong receptive and expressive language skills. Children will learn and demonstrate alphabet knowledge.	79%
Cognitive Mathematics Development	Children will learn and begin to use Math Concepts.	85%
Parent Involvement Goals	Families will work with child/children to complete weekly home activities.	84%

2023/2024 SCHOOL READINESS GOALS - Early Head Start

Area Assessed	Goal	Progress
Social & Emotional Development	Children will demonstrate the ability to interact with peers, cooperatate, and solve social problems.	100%
Perceptual, Motor, and Physical Development	Children will demonstrate control of large and small muscles for movement, coordination and balance.	100%
Language and Literacy	Children will develop strong receptive and expressive language skills. Children will learn and demonstrate alphabet knowledge.	100%
Cognitive Mathematics Development	Children will learn and begin to use Math Concepts.	97%
Parent Involvement Goals	Families will work with child/children to complete weekly home activities.	84%

2023/2024 Student Assessment Data - Head Start

	area of CIRCLE Assessment			
	3-yr-old	4-yr-old	Disability	Dual Language
Approaches to Learning	94%	81%	77%	95%
Perceptual Motor & Physical	83%	79%	77%	73%
Social Studies	85%	86%	85%	82%
Rapid Letter Naming	64%	75%	54%	59%
Rapid Vocabulary	92%	78%	69%	73%
Phonological Awareness	82%	75%	62%	82%
Mathematics	88%	81%	69%	86%
Social-Emotional	90%	78%	69%	95%
Science	89%	90%	85%	95%

2023/2024 Student Assessment Data - Early Head Start

	% - Proficient at end of the school year in each area					
	Infants	Toddlers 12-18 Months	Toddlers 18-24 Months	Pre-school Entry	Disability	Dual Language
Language & Literacy	NA	NA	100%	100%	100%	100%
Mathematics	NA	NA	100%	93%	50%	100%
Social - Emotional	NA	NA	100%	100%	100%	100%
Health & Motor	NA	NA	100%	100%	100%	100%

Number of persons receiving salary more than \$50,000

Federal minimum wage	\$ 7.25 per hour
Agency internal minimum wage	\$10.00 per hour
Head Start internal minimum wage	\$10.00 per hour

Community Service Division	
Clients Served 2023	
CSBG	4,579
Energy Assistance	6,496
Salvation Army	130

CSNT, Inc. is an equal opportunity employer.

For an employment application, visit our website: www.csntexas.org



People Helping People

Our mantra: We do things the right way, the first time.

Our rule: The Grandmother Rule: It doesn't matter who is right, it only matters what is right.

Our four gospels:

1. It must be legal.
2. It must be according to the regulations.
3. It must be good for the program and the families and children we serve.
4. It must be good for our employees.