

GATEWAY COMMUNITY ACTION

Quarterly Newsletter

April 2015

And Then a Hero Comes Along



As of March 2015, there are 3063 men and women incarcerated in Gateway's five county area in state prisons and local jails. According to the Incarcerated Project this number has been on a steady increase since 1988. We understand that the scourge of drug abuse and the crimes related to its use has been a driving force in that upward tick.

Many of us think that those who are serving sentences, for whatever reason, will be incarcerated for long stays. However, the statistics show that those in a county jail will average around 7 months of confinement and those in state prisons will

average 18.7 months. (National Council on Crime and Delinquency). It is, therefore, imperative to offer programs that increase the likelihood of inmates succeeding when they reenter their communities.

Since our local jails and prisons do not have the resources to offer all their populations need in regards to life skill programs, they often turn to community partners to help them in this important work. It is into this environment that the Pathways to Responsible Fatherhood staff engage in local prisons and jails on a weekly basis.

It is not easy work. The staff must pass rigorous background checks and go through training that is not for the faint of heart. It is not easy to enter a very secure prison and hear the doors bang shut after you. It is daunting to be in a room with men and women who have committed crimes and have a guard standing at the back. It is emotionally draining to hear and feel the anger, pain, and sorrow that consume the lives of those seated in front of you.

And, truthfully, there are days when the staff would just as soon walk away and never have to endure this again. But right at that moment, something happens like the following letter that was received recently from one of the inmates we serve. We believe it not only validates the important work that the Fatherhood Program does, but validates the work of Gateway as a Community Action Agency. Read it and be proud that we ARE making a difference. No matter what program in which you serve, you are bringing hope to our area. "Hope deferred makes the heart sick, but a dream fulfilled is a tree of life."

Dear Gateway Community Action,

I want to thank you and let you know I appreciate your service you have given us at LSCC. Our teacher was very kind, respectful, and knowledgeable. I honestly believe this program is exactly what I need to prepare myself for the real world. And how thanks to you I believe I have what it takes to be a successful parent.

I remember when I first came here I was so down on myself. I felt like this was who I am and I'll never be anything more than a no good felon. Every day I would ask myself, "What am I gonna do?" I felt worthless to my kids, my family, and to myself. I never thought I was going to amount to anything.

Now I have the confidence, courage, and knowledge to be a success. I've learned what to do and what not to do as far as a parent and a man. And now I can finally put together a proper resume. So thanks again Gateway Community Action for being such an inspiration to my life."



From the Executive Director's Desk

Through my window the sun is shining and I marvel at what a difference a few weeks has made with the weather. We've gone from a foot of snow and temperatures dipping to record breaking lows to 55 degrees and sunshine. Let us hope the spring forward in time will also propel us into the spring season.

I am certain everyone at this point has heard the words "Personally Identifiable Information" (PII). It is imperative that we make every effort to protect the sensitive client information that has been entrusted to our care and our new policies increase security requirements.

We now have an entire department devoted to human resource management. Kristy Lewis, a former Head Start employee, is heading up that department. We are excited by the many possibilities this has offered to the agency and the employees.

The program directors and I participated in a 2½ day planning session to analyze data and develop a business plan designed to promote exponential growth. We recognize the importance of planning and value the expertise and contribution of all staff. The 2015 – 2018 business plan will be rolled out and shared with staff because forward movement and ongoing progress will be an agency wide team effort.

Please remember to visit our website at www.gcscap.org and follow us on Facebook. We send wishes to all for an enjoyable spring season.

Sincerely,
Charlene Engle
Executive Director

In this Issue:

- Cover Story
- From the Executive Directors Desk
- Weatherization Success Story
- Job Club & Kynect News
- Head Start News
- Pentair Foundation Grant
- CSBG News
- HR Resources
- Payroll Updates
- Just the Facts
- Upcoming Events

A Publication of :

Gateway Community
Action Agency
151 University Dr.
West Liberty, KY 41472
606-743-3133

Charlene Engle
Executive Director

Kristy Gamble
Chief Finance Office

Tristan Daniel
Technology Director

Kristy Lewis
Human Resource/EEO
Director

Linda Elam
Administrative Assistant

Wallace Rose
Weatherization/
Transportation Director

Wendy Crain-Lawson
WIA/Kynect Director

Martina Roe
Head Start Director

Rebecca Allen
CSBG/LIHEAP/TBRA
Director

Debbie Van Norman
Director of Community
Initiatives

Weatherization Success Story



We recently provided services to an elderly and disabled woman in Morgan Co who lived in a 14 x 70 rental mobile home. As with most mobile homes, our evaluation determined that upgrading the insulation and air infiltration reduction was the most immediate needs of the home.

Pre-inspection blower door testing showed the home to have some pretty severe air leakage with the reading coming in at 2800. Attic insulation was at an R-11 and the belly board was torn with the joists exposed. Fortunately, the home's forced air electric furnace was in good working order and only needed a clean and tune.

A great deal of the air infiltration reduction was completed by weather stripping. The back door was beyond repair and was replaced under general repair measures. Caulking was done around the windows and foam gaskets were used on the wall and outlet plates. The R value in the attic was increased to R-19 by blowing in 14 bags of loose fiberglass. The belly board was repaired and 20 bags of fiberglass were blown in to insulate the floor. After air sealing and insulating, the blower door reading was down to 1346. Ventilation was added by means of a 70 CFM continuous run fan in the bathroom and by repairing a kitchen exhaust fan. Smoke detectors and a CO monitor were added as well.

The client was very gracious for the energy improvement done on her home, and has commented on how much warmer her home stays and is looking forward to seeing a reduction in her heating and cooling bills.

Programs

- **CSBG**
- **Head Start**
- **Healthy Marriage**
- **Responsible Fatherhood**
- **LIHEAP**
- **Kynect**
- **Transportation Delivery**
- **Unemployment Bridge Program**
- **KY Career Center**
- **Weatherization**
- **Home Tenant Based Rental Assistance**

Outreach Offices

Bath County
108 Gudgeall St.
Owingsville, KY
(606) 674-2502

Menifee County
Bible Camp Lane
Frenchburg, KY
606) 768-2369

Montgomery County
103 Bruce Professional Plaza Suite A
Mt. Sterling, KY
(859) 498-5345

Morgan County
151 University Drive
West Liberty, KY
(606) 743-3133

Rowan County
136 Lee Ave Suite E
Morehead, KY
(606) 784-7735

Kentucky Career Center JobSight - Job Club

The next Morgan County Job Club will begin on Tuesday, April 14th - June 2nd. Job Clubs are weekly meetings which bring together individuals who support each other in their job hunting efforts. Job clubs provide a weekly pick-me-up or motivation that re-energizes, re-motivates, and reconnects job seekers. Job Club facilitators provide topics on attendance, appropriate dress, attitude, the hidden job market and much more. Job postings are shared by members as well as by the Job Club Facilitator. Appointments can be scheduled for resume writing and individual job search if needed after the meeting. For more information call 606-743-3133.

Kynect

Special enrollment is open until April 30th to allow more time for those Kentuckians unaware of possible tax penalties to sign up for health coverage for 2015.



Contact your local Kynector for more information:

- Bath & Rowan: Kim Plank - 606-207-2404
- Menifee & Morgan: Schelena Smith - 606-495-8541
- Montgomery: Sheila Mullins - 606-359-1040



Walker Company Visits Head Start

Head Start News

Head Start Centers

Bath: 606-674-2766

Botts: 606-768-4175

ELC: 859-497-2124

Camargo: 859-497-8776

Frenchburg: 606-768-3818

East Valley: 606-522-8178

Ezel: 606-725-4165

Wrigley: 606-743-2419

Morgan Central: 606-743-2252

Rowan: 606-780-0118

Community Partners Visit Head Start Centers

In 1997 an organization known as the National Education Association (NEA), pushed for a special day to celebrate reading throughout the United States. This idea proved to be popular so it was not long before the first Read Across America Day was held on March 2, 1998. —birthday of Dr. Seuss', an American writer best known writing children's books

Read Across America Day promotes reading, particularly for children and young adults. Many schools, libraries, and community centers across the United States participate in the day by bringing people together in various reading activities and events to help children gain the most in-depth understanding of concepts by applying them to children's everyday world.

The Walker Company of Mt. Sterling visited our Camargo Head Start site in Montgomery County. Children learned a wealth of knowledge about construction services and safety awareness and The Walker Company presented children with construction hats and safety signs.

Gateway Community Action Receives Grant from the Pentair Foundation



Gateway Community Action staff, (L to R) Angie Elliott, Rhonda Fannin, and Schelena Smith receiving a \$10,000 donation from the Pentair Foundation.

We are pleased to announce that we are a 2015 grant recipient from The Pentair Foundation. Gateway programs meet a variety of needs within our five counties that range from reliable safe childcare and early learning to adult education, weatherization of homes, and career training opportunities. Staff stand prepared to link clients to the services that best address their needs.

“The generous grant from The Pentair Foundation will allow us to provide free Volunteer Income Tax

Assistance (VITA), Individual Development Accounts (IDA), and financial literacy programs throughout our service area,” reports Debbie VanNorman, Gateway’s Director of Community Initiatives. “Thanks in part to this support from Pentair, Gateway can advance its mission of providing comprehensive services that facilitate positive change in the lives of the citizens of the Gateway area.”

The Pentair Foundation supports communities in which Pentair, a global industrial manufacturer, operates. In 2014, the Foundation contributed \$3 million to organizations in communities around the globe.

Pentair PLC (www.pentair.com) delivers industry-leading products, services and solutions for its customers’ diverse needs in water and other fluids, thermal management and equipment protection. With 2013 revenues of \$7.0 billion, Pentair employs approximately 30,000 people worldwide.

Established in 1998, the Pentair Foundation has donated over \$50 million to philanthropic causes, strengthening the communities in which it operates, and providing safe, clean water to one million people around the world. The Pentair Foundation has focused its philanthropic efforts to help solve some of the world’s biggest challenges, while also giving back to our communities.



CSBG Success Story

Vickie is a 66-year-old client who suffers from COPD. She is trying to survive on a monthly social security benefit of \$721. Vickie telephoned our office to see if she might qualify for assistance with her home energy costs. She stated that her home was in desperate need of repairs and she was concerned that the expense of upkeep was becoming too great. At this point, cold air was coming through the windows and doors and her furnace had quit working. After reviewing our records, we realized she was not eligible for our Weatherization program therefore we began looking for other options.

As an Outreach worker we encounter these situations and it illustrates the importance of partnerships, community outreach, and resources that meet the unique needs of our clients. We were able to refer Vickie to the Kentucky Utilities (KU) We Care Program for which she was eligible. After contacting the KU customer service department and explaining the situation, they immediately enrolled Vickie in the program and in less than a week Vickie had a technician contact her. KU completed a survey and completed work on Vickie's home that included services such as air and duct work sealing and insulation, a water heater jacket, the furnace was fixed with a programmable thermostat, sealed windows and doors, patched holes in the walls and last but certainly not least Vickie received a brand new energy efficient refrigerator. A follow up with Vickie a month later revealed she realized an immediate savings on her energy bill and she was very grateful to both Gateway and KU for the prompt assistance that has led her to a more comfortable home.

"It is for us to pray not for tasks equal to our powers, but for powers equal to our tasks, to go forward with a great desire forever beating at the door of our hearts as we travel toward our distant goal."

– Helen Keller

2015 PAYROLL UPDATES

Social Security and Medicare Wage Base and Rate: The wage base subject to social security will be increasing to \$118,500 for 2015. There is no limit for the wages subject to Medicare tax. The employer and employee FICA tax rate will remain at 7.65% (social security rate at 6.2% and Medicare rate at 1.45%).

Earnings Allowed When Receiving Social Security Benefits: Social security recipients who are under full retirement age can earn up to \$15,720 in 2015. One dollar in benefits will be withheld for every two dollars in earning above \$15,720.

Retirement Plan Limits: County Employees Retirement System's current non-hazardous employer's rate is 17.67%. The non-hazardous employees pay 5% (if began work before September 2008) or 6% (if began work after September 2008). The maximum annual election deferral an employee may make to a Section 401(K) or 403(B) plan for 2015 will increase to \$18,000. SIMPLE elective contributions increase to \$12,500 for 2015. The IRA annual contribution limit remains unchanged at \$5,500.

Mileage Reimbursement: The standard business mileage rate will increase to 57.5 cents per mile beginning January 1, 2015. The charitable mileage rate of 14 cents remains the same in 2015 for charitable miles driven. The medical and moving mileage rates are decreasing to 23 cents per mile in 2015. Travel reimbursement will remain the same, which is based on the state mileage rate. The state mileage rate fluctuates quarterly.

Form W-2 Information: Each employee who was paid wages in 2014 should have received a Form W-2 that was postmarked by February 2, 2015.

Employer-Provided Health Care Coverage Reporting for 2014: The aggregate cost of the health care coverage is reported in Box 12 of the Form W-2, labeled with code "DD." This amount is for informational purposes only and is not included in the employee's taxable income.

Income Tax Withholding Tables: New federal tax withholding tables will be issued for 2015.

Minimum Federal Wage Rates: The basic minimum wage remains at \$7.25 per hour for 2015 for covered employers.

Form W-4: A new Form W-4 should also be completed if the employee requests changes in filing status and/or number of allowances throughout the year.



Supporting the UK Wildcats

Upcoming Events:

April 9th - Morgan County Job Fair, Index Community Gym 12:00pm - 4:00pm

April 10th - Head Start Registration, Rowan Co.

April 10th - Last VITA Tax Service, Rowan County Library 10:00am - 4:00pm

April 14th - June 2nd – Morgan County Job Club, Central Office 10:00am every Tuesday, Rm. 307

April 15th - Menifee County Interagency Meeting, Menifee County Library 10:00am

April 16th - Bath Co. Interagency meeting, Bath Co. Health Department 10:00am

April 24th - Head Start Registration, Morgan Co.

May 1st - Head Start Registration, Bath Co.

May 1st and 2nd - Fatherhood & Healthy Marriage Client Retreat, Natural Bridge State Park

May 7th - Menifee County Job Fair, Clark Energy Building 12:00pm - 4:00pm

May 8th - Head Start Registration, Menifee Co.

May 15th - Head Start Registration, Montgomery Co.

May 25th - Central Office Closed

July 3rd - Central Office Closed

Mission Statement

Gateway Community Services Organization, Inc. provides comprehensive services that facilitate positive change in the lives of those experiencing socio-economic challenges.

Gateway community
Action

151 University Dr.
West Liberty, KY 41472
606-743-3133