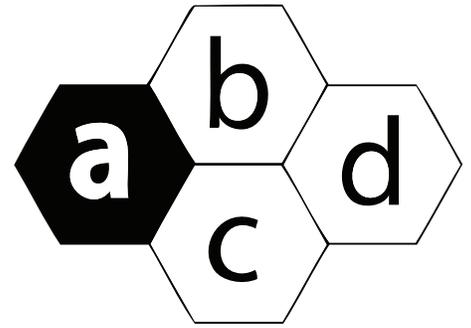


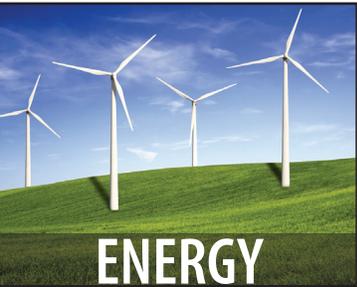
# 2016

## Annual Report

Action for Bridgeport Community Development, Inc.



Celebrating 52 Years of Providing Services to the Community



**ENERGY**



**EARLY LEARNING**



**SUPPORTIVE SERVICES**



**YOUTH SERVICES**

**ABCD, Inc.**

1070 Park Avenue

Bridgeport, CT 06604

Phone: (203) 366-8241

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## MISSION STATEMENT

ABCD's sole mandate is to assist the poor. ABCD concentrates its efforts and resources on identifying and eliminating the causes of poverty rather than only dealing with its effects.

ABCD's actions are directed toward promoting appropriate institutional change and enabling the poor to become self-sufficient contributors to society.

Human Service Infrastructure

**HSI**

*Connecting People and Services*

## Board of Directors

### OFFICERS AND EXECUTIVE COMMITTEE MEMBERS

Irena Kandybowicz - Chairperson  
Rev. Fred Belcher – 1st Vice Chairperson  
Sandra Carolina – 2nd Vice Chairperson  
Ralph Jowers - Treasurer  
Laurel Gross - Secretary

### DIRECTORS

Chanmala Arounsack	Lydia Martinez
Derwin K. Hill	George M. Mintz
Tony Hwang	Domenic Monaco
Nettie Jenkins	Shinetta Sead
Sharon Skyers-Jenkins	Keith Williams
Raul Laffitte	Cora Wright
Virgilio Lopez	

# Executive Statement

## Charles B. Tisdale

### *Executive Director*

My message this year is a plea to all clients, constituents, and friends of ABCD for your outspoken commentary on the positive impact that the vital services community action agencies have provided for you or those you know. Since our inception 52 years ago ABCD has delivered a broad range of social services that have allowed large numbers of those who come to us to elevate themselves to economic self-sufficiency. In short, a host of those individuals have either shed the shackles of poverty or have become far less reliant on assistance programs to sustain themselves and their families. The success stories are countless and documentable, ranging from clients who have become bank presidents to successful entrepreneur business owners who now offer jobs to others. Yet even after 52 years of proven successes we find ourselves constantly striving to justify our existence, as evidenced by systematic reductions in funding allocations of needed resources. Both the U.S. Congress and State government leaders continue to scale down our appropriations, ultimately inflicting hardships on both those we serve as well as to valuable trained employees who cannot continue in our employ because we no longer have the capability to pay them.

A major part of the problem we face is that our leaders have heard from us service deliverers so often that our requests are now being viewed as ordinary and self-serving. They are often interpreted as lacking in urgency and timeliness, greatly limiting our ability to help those who come through our doors. The diligence and personal sacrifice exhibited by our dedicated staff members goes unrecognized not to mention unrewarded. As a result the data and statistics we provide in confirming the

success of what we are doing fails to be appropriately considered in the budget deliberations.

What we desperately need is for those we serve or have served to be more actively vocal with their elected officials to validate the benefits received from community action agencies. It is disheartening for me to find that the average citizen does not realize the power that each has in a democracy where leaders are elected by the people. Political officeholders are very sensitive to the danger of alienating the voters and tend to be responsive to messages they receive from constituents. This is particularly true if large numbers maintain interest or dissatisfaction with the actions of elected officials. Always keep in mind that one of the great but underutilized privileges we possess as American citizens is not only the right to vote for our leaders but perhaps the equally importantly right to communicate directly with them to express our pleasure or displeasure with their performance as our representatives. Your point of view is important to them because in the absence of that our officials tend to feel that they are doing what you want them to do.

This is why I appeal to any and all of you who have personally been satisfactorily served by ABCD, or any community action agency, to contact your senator or representative to relay your experience and the difference we have made in your life. We serve the neediest population of America including many from suburban communities, who have been coming to us in ever increasing numbers, and by limiting our ability to continue results in an enormous waste of human capital and restoration of personal dignity. The outcome, sadly, is the height of failure to provide for the future. Should



you have a problem with communicating with your elected officials do not hesitate to contact my office at ABCD. We would welcome hearing from you.

## Administrative Staff

### Executive Office

Charles B. Tisdale – Executive Director  
William Bevacqua – Assist. to Executive Director

### Operations & Planning

Marcia D. Fountain – Director

### Finance

Rodney Dennis – Director

### Human Resources

Carmen Rodriguez – Director

### Early Learning

Monette Ferguson – Director

### HSI

James Saint Paul – Director

### Energy Assistance

Carmen Ramos – Director

### Youth Services

Linda Kirkland – Director

### IT

George Nason – Director

### Facilities & Maintenance

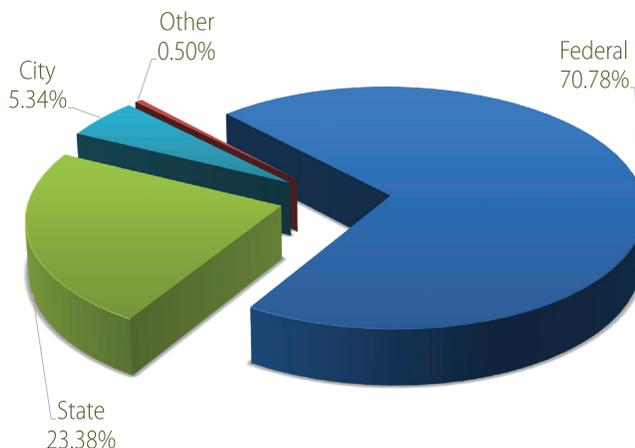
Federico Sanchez – Director

### Weatherization

Byron Warner – Director

# ABCD, Inc. Agency Budget

## Agency Budget for 2015-2016



### FEDERAL

Head Start	\$6,836,845
Trumbull / Monroe	\$287,340
Early Head Start	\$2,557,032
School Readiness PDG	\$194,413
CT Energy Assistance Program	\$11,314,764

\$21,190,394

### STATE

Community Services Block	\$855,732
Human Services Infrastructure	\$519,390
State Head Start	\$574,309
Therapeutic Child Care (DCF)	\$289,078
Child Day Care	\$2,393,346
School Readiness	\$2,002,716
WIC Head Start Partnership	\$5,000
Total Learning	\$358,369

\$6,997,940

### CITY

CDBG / ESG Grants	\$93,174
Youth Services Program	\$1,505,400

\$1,598,574

### OTHER

Southern CT Gas Company	\$75,000
Mobility Grant	\$22,750
Private Foundation	\$50,000
Tauk Family Foundation	\$2,500

\$150,250

### Total

\$29,937,158

# Keynote Speaker

## Senator Marilyn Moore

Majority Whip

Chair: Human Services

Vice Chair: Environment

Member: Finance, Revenue & Bonding; Public Health

Marilyn Moore was elected in 2014 to serve the 22nd State Senatorial District communities of Trumbull, and sections of Bridgeport and Monroe.

As a lifelong Bridgeport resident and community activist, Marilyn has been a force in advocating for health equity, living wage, and legislation that supports and protects Connecticut communities. Recognizing the rapid increase in morbidity and mortality rates among low income minority women with breast cancer, Moore founded and became President and CEO of The Witness Project, which seeks to address and reduce breast cancer mortality.

In addition, Marilyn has tackled the war against hunger by serving and being a member of several boards in Connecticut, including, End Hunger CT, Network Support Team Connecticut Food Systems Alliance, and the Food Solutions New England Coalition.

As a result of her unwavering passion and dedication to fighting for food and health equity in Connecticut, the City of Bridgeport formed the Bridgeport Food Policy Council, which integrates all agencies of the city in a common effort to improve the availability of safe and nutritious food at reasonable prices for all residents, particularly those in need.

Marilyn's accomplishments in improving the quality of life for Connecticut residents have earned her local and national acclaim over the past twenty years, including the Sojourner Truth award from the National Association of Negro Business and Professional Women's Clubs, and many other prestigious organizations. She has been blessed this year to be the keynote speaker for the Visiting Nurses Association, Blue Wing and a Prayer Inc., and the University of Bridgeport Health Sciences Commencement.

By working in diverse situations and economies, Marilyn has developed the strength and capacity to ensure that her constituents are fairly represented in an increasingly challenging economy.

Marilyn attended Housatonic Community College and the University of Bridgeport, and remains a Bridgeport resident.

Marilyn is mother to three children and has nine grandchildren.



### COMMUNITY SERVICE AWARDEES

- Knights of Columbus Council 11077
- Bridgeport Rotary Club
- Ideas R Us - Bikeport
- Trumbull Rotary Club

# Human Services Infrastructure (HSI)



The Human Services Infrastructure (HSI) service model is a coordinated, statewide social service delivery approach that serves customers more efficiently, identifies barriers and gaps in services and tracks outcomes to determine how customers are doing as a result of the services provided. HSI approach is a holistic approach to connect clients with existing resources or new services offered by ABCD or partnering agencies throughout the community.

The HSI service model is experienced by clients, regardless of the specific service they are seeking. This is the concept of “no wrong door”. Our staff is trained to identify other areas of need. Clients can enter through any department and be served holistically.



*Energy Assistance and Supportive Services Staff participated in the “Bridgeport Day at the Capitol”. Also celebrating in the event was State Senator Tony Hwang (ABCD Board Member).*

ABCD offers an array of services internally, such as Energy Assistance, Case Management, Employment Support Services, Emergency Assistance (e.g. housing, utility), Early Learning Development, Child Care, Youth Services and Life Skills Training.

ABCD also offers Information and Referral Services, which connects our clients to other community agencies and organizations. Our vast number of collaborations, include Info-line (211); Human Service Agencies (e.g. non-profits; municipalities; faith-based agencies); Area Agencies on Aging; Department of Social Services; Department of Labor and other State agencies, which provide clients with an opportunity to achieve greater self-sufficiency.

# Self-Sufficiency Supportive Services

ABCD's Self-Sufficiency Supportive Services department provides support services to assist individuals and families in the achievement of a set of goals, which results in greater self-sufficiency.

Individual and family needs are identified through a pre-assessment questionnaire. If needs are identified, case management services are offered.

Areas of support include Employment Training and Job Search Assistance; Case Management; Household Budgeting; DSS Pre-Application Services (Food Stamps, Husky, Cash Assistance); Life Skills Training, Emergency Supports (housing and utility) and Information and Referral Services.



ABOVE: Several two hour recruiting sessions with Bridgeport Fire Department were very beneficial.

BELOW: Warming the Community "Clothing and Shoe Give Away" provided essential clothing items for individuals in need.



The Self-Sufficiency Supportive Services department sponsored several community events, which included (to name a few):

- Community Health Fair, Guest Speaker was Kristin duBay Horton, Director of Health and Social Services (City of Bridgeport), also participating were the Student Nurses Association of Fairfield University School of Nursing; Bridgeport Neighborhood Trust "Healthy Homes" and other agencies
- Job Search Training Programs
- Life Skills Training Programs
- Community Recruitment Sessions "City of Bridgeport Fire Department"
- Warming the Community "Clothing and Shoe Give Away"

RIGHT: Training programs at ABCD are designed to enhance participants' skills.



# Early Learning Division

The Early Learning Division provided services to 1534 children during 2014-15 program year.

	Early Head Start	Head Start
Funded enrollment	152	807
Cumulative enrollment of children and families served	193	939
Average monthly enrollment	94%	99%
Percentage of eligible children served	100%	90%
Percentage of children that received medical exams	100%	100%
Percentage of children that received dental exams	73%	82%

These totals do not include 402 School Readiness and Daycare children.

## Parent Engagement

Parents are involved in all facets of the program's activities—from volunteering in classrooms and on field trips, curriculum planning, making decisions on how to use parent activity funds, monthly meetings, and providing input on staff hiring. Families are encouraged to become involved in the program and also become active partners in setting goals that move their families forward. A variety of workshops and trainings are offered based on parent interests and needs including: child development, challenging behaviors, learning through play, kindergarten readiness, Energy Assistance, literacy, community resources and more. The program also partners with local community resources to offer parenting classes, GED and ESL training, and parent leadership.

## Kindergarten Preparation

ELD has created a school readiness plan that outlines several components necessary to prepare children and families for kindergarten. To ensure that this transition is a smooth process, workshops are provided for parents and guardians advising them of different options for kindergarten, including magnet and charter schools. In the spring, parents attend presentations on Parent Advocacy and also are encouraged to attend Kindergarten Awareness days at local elementary schools. Field trips to local kindergarten classes are coordinated that provide a link between the Early Learning program and the public school system. Case Workers also assist with the Bridgeport Kindergarten registration process and completion of required paperwork in collaboration with the Board of Education. Support is provided to Early Learning families from other towns as they complete the registration process.

Families are also provided with information on local resources to help prepare for kindergarten, including supplies, uniforms, and book bags. When possible, the program will assist with ensuring that children have the appropriate supplies needed to successfully enter kindergarten.

# Early Learning Division

## Financial Information

The agency monitors the budget and expenditures to meet the objectives and compliance of all grants. ABCD Inc. received an unmodified opinion from the auditor that indicates a clean opinion that the financial statements (as of September 30, 2015), presented fairly in all material respects, the financial position of the agency.

## New Partnerships

The Early Learning Division has developed new partnerships with several agencies and programs. These new partners join our existing partners and together, they ensure that our children and families continue to receive high quality, comprehensive services.

Bikeport Co-Op sponsored the Big Bike Giveaway which enabled close to 80 children (enrolled in our program and some of their siblings) to receive a bike and helmet. This event enabled children to have access to a fun and safe method of transportation.



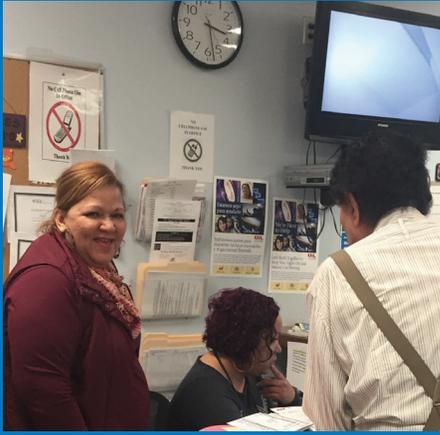
Me & the Boyz, a social group from the East End of Bridgeport, generously donated \$3,000 to purchase gifts for every child at the Lucille Johnson Child Care Center. Some of the members of Me & the Boyz came to the site to personally distribute the gifts.

Trumbull and Bridgeport Rotary Clubs provided new libraries for all of the classrooms at the Charles B. Tisdale Early Learning Center. Members of the Rotary Clubs visited the site and presented bookcases and 54 books for each classroom. We are excited at the opportunity to continue to promote literacy and look forward to future collaborations with the Rotary Clubs.



Tauk Family Foundation donated 800 bookbags and a monetary amount which will be used as part of our transition activities for children going to Kindergarten. The Early Learning Division is looking forward to further developing this partnership.

# Energy Assistance



*"I live in Bridgeport with my daughter and 1 year old grandson. I own my own condo, work hard, and like so many other divorced and single women have a daily struggle paying bills, buying food, barely living paycheck to paycheck.*

*One federally granted program that has been there for me is ABCD's Energy Assistance. The 3 way plan I'm involved in with heating my home has been a tremendous help.*

*Over the past few winters, my 50+ year old boiler had become less and less efficient. This past winter it finally totally broke down and we were without heat. I invested in electric heaters to use around the house and thankfully our New England winter wasn't so harsh. However, I needed a new boiler and did not have the finances to purchase one. I was very stressed and worried because of my baby grandson here in this cold, drafty, house with inefficient space heaters.*

*My only option was to call ABCD Energy Assistance. They had me come in to qualify for assistance, took all my info, and signed me up for the program...Shortly thereafter I received a phone call from Energy with the most exciting news that a contractor had been chosen to install a NEW boiler in my home!! How wonderful it is to have heat, efficient heat!*

*I don't know what I would have done without this program. Please do not withdraw funding to this much needed assistance!! Hard working people like me are so grateful and in need of such services."*

*D.G. (client)*

Connecticut Energy Assistance Program (CEAP), under Low Income Home Energy Assistance Program (LIHEAP), is designed to help eligible households in Bridgeport, Stratford, Trumbull, Fairfield, Easton and Monroe pay for their winter heating bills. For the past two seasons we have also been providing Energy Assistance for the residents of Norwalk, Stamford, Westport, Wilton, Weston, Greenwich, Darien and New Canaan. The winter heating assistance pays for such heating sources as oil, natural gas, electricity, propane, kerosene, coal and wood. Households applying should be aware that the program's benefits are limited and do not cover the full winter heating bill.



Homeowners and renters may apply. Home visits are available if the applicant is homebound, disabled and/or elderly.

One application covers all programs. There are several programs one may be eligible for:

**CEAP:** For households with incomes up to 60% of the state median income of the Federal Poverty Level (FPL) guidelines, CEAP benefits are paid toward the primary heat source for charges incurred during the winter months (**November 1st– May 1st**). CEAP fuel heated households may be eligible for crisis and safety net benefits.

**Basic benefits for renters whose heat is included in the rent:** For households with incomes up to 150% of the Federal Poverty Level (FPL) guidelines and which do not make direct vendor payments for winter heating; in other words, renters whose heat is included in their rent and who pay more than 30% of their gross income toward rent.

The ABCD/Energy Program partners with the Southern Connecticut Gas Company and Eversource Energy (formerly CL&P and Yankee Gas) in lowering payments for customers who participate in the Matching Payment Plan.

**Matching Payment Plan/Forgiveness:** Eligible households are enrolled in the Winter Protection plan and are put on a monthly budget payment plan with the gas and electric utility companies during the winter months.

Clients who pay the budgeted payment amount each month can reduce their outstanding balance and maintain their service year round. The utility companies will match the payments and energy assistance benefits and deduct that from the amount owed.

**Weatherization:** Households eligible for the winter heating program may also be eligible to receive weatherization assistance. This program helps conserve energy and lower heating bills.

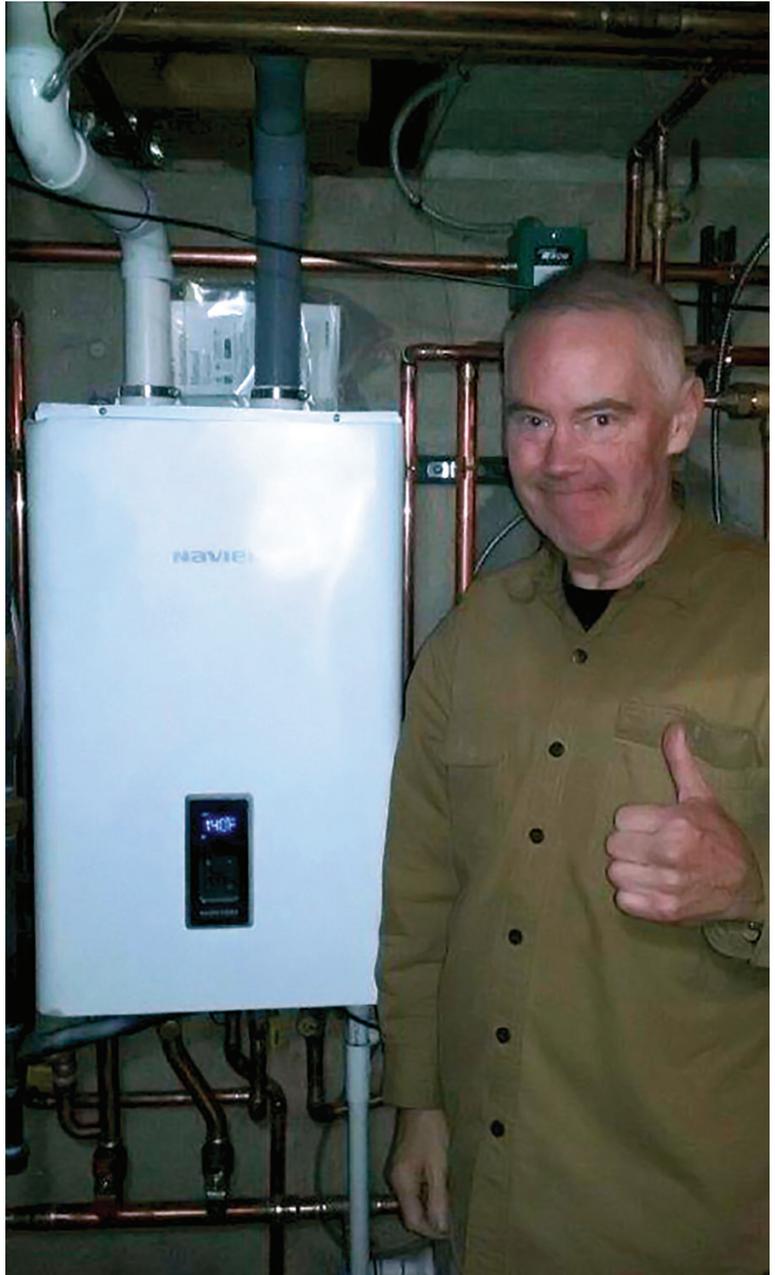
**Heating System Repair /Replacements:** CEAP has funds available to provide repairs and/or replacement of heating systems for single family, owner-occupied dwellings that are determined to be unsafe or inoperable. These funds are available for eligible homeowners who receive an Energy Assistance Benefit between levels 1 through 4. Vulnerable households are prioritized and must meet other eligibility requirements.

# Weatherization

The ABCD Weatherization Program in conjunction with our sister community action agencies collectively are viewed as Connecticut's most important resource in assisting low-income persons to minimize energy related costs and fuel usage. Our agencies across Connecticut in conjunction with the Connecticut Department of Social Services, The United Illuminating Co and Eversource (formerly CL&P) implement this vital program which is now in desperate need of action and public support to preserve it at the right level if we are to effectively serve our most vulnerable residents. These residents predominantly low income inner city families now are beginning to include families from more affluent communities including Stamford and Greenwich where ABCD has provided Weatherization Assistance to 910 families in addition to 302 Income eligible clients under the Wrap Program. This does not include the 537 families served from the Darien, New Canaan, Westport –Wilton areas.

However, the fact remains that because of repeated curtailments in funding allocations from both Federal and State sources, ABCD is finding it increasingly more difficult to maintain these programs. We have drastically reduced our Weatherization Staff and are no longer able to serve the demands that are being made on us for Weatherization services.

Time is running out for this much needed program, as energy costs are threatening the economic security and prospects for self-sufficiency of area residents. It is very likely that ABCD will no longer be able to provide Weatherization Assistance in 2016 to needy clients since despite our cost containment efforts we are still unable to provide assistance without incurring deficits. This fact of life endangers other programs we offer as well and we cannot allow that to happen. It is vital that a renewed level of support for Weatherization Assistance be adopted by federal and state officials since service providers such as ABCD are no longer able to deliver these services without adequate resources.



ABCD's Weatherization program provided warm homes for predominantly low income inner city families, as well as families from more affluent communities including Stamford, Greenwich, Darien, New Canaan, Westport-Wilton areas.

# Bridge Together



*Building bridges between communities, families, and the Bridgeport Public Schools, on the road to systemic change.*

## Total Learning Transformed! ABCD's Bridge Together- New Focus on Early Childhood

**Allison Logan- Director of Educational Initiatives; Director- Bridge Together**

The summer of 2015 brought about many changes to the Total Learning Initiative, which was collaboratively founded at ABCD in 2007. With our 7 years of significantly positive research in hand, myself as newly appointed director, and input from both the most current educational research and the Superintendent of schools, we embarked on the transformation from what was Total Learning, to what is now **Bridge Together**.



The BCAC's 2015 *State of the Child Report* states that there are currently over 11,000 children under the age of 4 in Bridgeport. The Early Learning Division (Head Start/Early Head Start) has been a celebrated hallmark of ABCD for over 50 years, serving approximately 1,200 of Bridgeport's neediest children (Infant-PreK) and their families. **ABCD's Bridge Together** mission is to bring the Head Start philosophy of engaged parents, stable families, healthy children and cognitive development to Bridgeport families currently not engaged/served through Head Start; partnering with the Bridgeport Public Schools.

Since one of Interim Superintendent Fran Rabinowitz's interests and passions lies with early childhood and connection to families, we structured **Bridge Together** to serve this need and currently are able to serve approximately 300 young children Infant-PreK and their families; with program growth potential through Grade 3. We are also honored this year to be a contributing partner and provider for the Two-Generational pilot released by the CT Commission on Children.



*"I have seen first-hand the joy of parents and infants/toddlers, sharing in music and movement classes that develop essential pre-reading skills such as sequencing, attentive listening, and patterning. I am dedicated to expanding to more schools, to engage an increasing number of families and their children in Bridgeport. The parental participation in the program has been truly extraordinary."*

*~ Interim Superintendent Rabinowitz*

## THE BRIDGE TOGETHER APPROACH

What makes **Bridge Together** unique is the the combination of supports, not only for the child, but for the family. The cognitive and social supports build essential skills in the child to maintain healthy development, while the family supports allow for the ability to alleviate stressors and connect to essential services. Providing these supportive and responsive relationships as early in life as possible can prevent or reverse the damaging effects of toxic stress.

## AN ENHANCED LEARNING ENVIRONMENT



Weekly **Music Together** classes, not only support music learning, but also helps to promote healthy brain development, through singing, music making/playing and purposeful movement.

- Classes are carefully developed to build motor, social/emotional, language, (pre)/reading and cognitive skills.
- All parents receive CDs and songbooks to continue positive interactions at home and are engaged through parent events during the year.

# Bridge Together



## PARENT/CHILD MUSIC TOGETHER CLASSES

- Held in 5 Family Resource Centers and Skane school.
- Infant/toddler neurological development is stimulated through 'purposeful touch' during music and rhythmic interactions.
- The parent-infant attachment relationship has been connected to gene expression and even to the physical development of an infant's right brain, which regulates stress, emotion, and ability to self-regulate.

## PRESCHOOL MUSIC TOGETHER CLASSES

- Held in 9 public school PreK's.
- Powerful professional development for teachers allows them to integrate strategies in the classroom to develop early literacy skills, speech and language, cognitive and social/emotional growth.
- Promotes positive relationships among all children and adults. It encourages each child's sense of individual worth and belonging as part of a community.



## STABLE AND ENGAGED FAMILIES



- Every child in a Music Together class is assigned a **Family Service Advocate** to support the child and the entire family.
- Provides families with a safe, trusting, and confidential resource to connect to services throughout Bridgeport.
- Provides family service plans, home visits, and one-on-one support.
- Consistent case management ensures early intervention with the youngest children/families, connecting them with services before they become at risk.
- Support through advocacy, alleviates stress in the home and fosters healthy and happy children and families.



*"Music Together is a fun way to learn English while having fun with your kids, having a family service advocate really helps. They help connect us to many services we didn't know were available"*

*~ Fatou, Dunbar school parent.*

## RESEARCH FINDINGS

Research demonstrated that Bridgeport parents (n=46) who participated in Music Together classes showed more favorable change, at a statistically significant level ( $t(67)=-2.961, p<.01$ ), in their perceived **success in preparing their children** to learn (measure based on Sheldon & Epstein, 2007).

Further, previous research using the **Bridge Together** model of family services and engaging programming showed the potential to impact **multiple Domains of development in pre-school children** (all statistically significant at the  $p<.05$  level).



[www.abcdbridgetogether.org](http://www.abcdbridgetogether.org)



# Youth Services

## "Lighthouse in the Community"

ABCD continues to serve as a provider for over 1,100 students at before/after-school and summer Lighthouse sites, which have been increased to ten schools located throughout the city of Bridgeport: Blackham (before/after-school program), Black Rock (before/after-school program), Cesar Batalla (before/after-school program), Curiale, Hallen (before/after-school program), Jettie Tisdale, Roosevelt, Winthrop (before/after-school program), Discovery Magnet (before/after-school program) and Geraldine Johnson Schools.

The **Bridgeport Youth Club - Inspire Motivate Prepare Accelerate Creative Teens (BYC IMPACT)** for 7th and 8th grade students has become a strong component of the Lighthouse program. The students go on trips, help tutor the younger grade students, and get involved in community service.

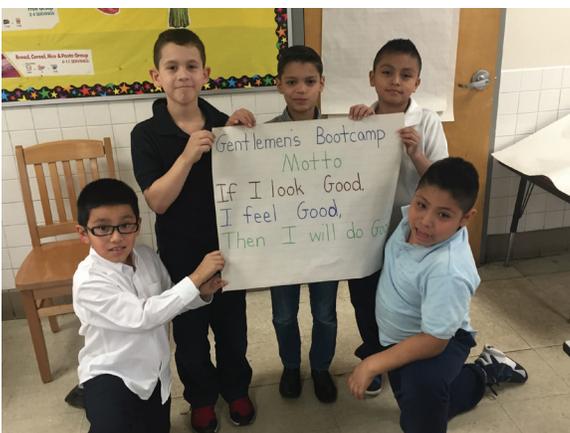


The Lighthouse Program provides academic skills and more!

## "Lighthouse Provides Homework Support & Sports Activities"

The Lighthouse Program assists students with homework (45 minutes mandatory) and offers a variety of activities for the children. The activities include Tennis Training which culminates with a Tennis Tournament under the direction of the United States Tennis Association (USTA). This year Roosevelt Lighthouse Program won 1st Place and Blackham Lighthouse Program placed 4th during the final matches held on May 10th. Other activities provided are Lacrosse, Ice Skating (Wonderland of Ice), Ballroom Dancing (highlighted with an end of year show at Klein Memorial Auditorium), Swimming and Family Literacy Nights.

During Family Literacy Nights activities include Spelling Bees, "Turkey Bingo" (turkeys, plants and candy bars are given as prizes), Line Dancing, Father and Daughter dances, Mother and Son dances, Emergency Care Classes, and International Night, where the children dance and sing for their parents. Each Family Literacy Night ends with a hearty meal for the families, accompanied with music ... such a wonderful way to end the night.



Gentlemen's Club started at Black Rock School. These boys are being taught how to deal with girls, family and society. The picture shows their motto.



Curiale student is being mentored by Para Professional in Lighthouse Program, who takes him to weekly boxing sessions and pays for the training. Our staff goes beyond the 2.5 hours to financially help children participate in areas of interest to them; and as a result, this deters them from becoming influenced by peer pressure.

# Employee Milestones

## 20+ Years

Beverly S Agee  
Roosevelt Barnett Jr  
Hector R. Burgos  
Patricia Chlebowski  
Frances Demery  
Rodney Dennis

Ever Lee Eaddy  
Indi Amelia Hayes  
Doris J. Johnson-Roofe  
Linda L. Kirkland  
Tanya L. Lloyd  
Dorothy L. Luke

Thelma D. Peebles  
Margie E. Powell  
Luisa Rodriguez  
Carmen G. Rodriguez  
Sharon D. Small  
Charles B. Tisdale

Fatimah Valiente  
Sandra D. Younger  
Tasha D. Younger

## 10+ Years

Leslie Arrington  
William A. Bevacqua  
Stephevonne O. Bonney  
Tamara Z. Coyle  
Linda Ann DaSilva  
Catherine L. Dicks  
Cokina Dunn  
Maria Felix  
Frances L. Ferguson  
Monette M. Ferguson  
Carrie Gadsden  
Warren Gill  
Olga Gonzalez  
Rosa Gonzalez  
Nutan Gupta  
Avril F. Harris -McLean  
Stephanie N. Hill

Janice Holloway  
Carey James  
Alicia Johnson  
Jennifer Johnson  
Bridgette L. Kelly  
Shaukat P. Khan  
Cynthia Lambert  
Maritza Lopez  
Alejandrina Lopez  
Howard F. Lowe  
Maritza Montes  
Darlyess J. Morgan  
Jean Muhammad  
Mazie Muniz  
George H. Nason  
Vera Nichols  
Florence Ostagne

Rebecca Peace-Allgood  
Bonita H. Perry  
Richard D. Pettway  
Edward C. Pettway  
Lourdes Quintanilla  
Angela T. Rawls  
Noel Raynor-Davis  
Delvitta M. Reid  
Aurea N. Romeu  
Jenny Rondan  
Kimberly N. Rowe  
Stacy Ruebenacker  
James Saint Paul  
Michel-Ange A. Saint-Val  
Rashad Salaam  
Hilda M. Sanchez  
Melonie T. Scott

Vanessa Simmons  
Danielle Smith  
Trudy Smith  
Shahida Sumra  
Zeljka Trivunovic  
Sonia M. Valentine  
Maria L. Vazquez  
Nayda M. Velazquez-Maldonado  
Darlene L. Wells  
Paul G. Whitaker  
Markita White  
Dionne C. Williams  
Nordrick Williams  
Shawntia V. Williams  
Alvin L. Wray  
Diane Wyckoff  
Marisol Younger

## 5+ Years

Veronica Agrinoni  
Catherine Anderson  
Migdalia Aquino  
Ephraim A. Asfaw  
Phenell V. Austin  
Barbara A. Baldwin  
Adria N. Belton  
Leah Brockenberry  
Donna M. Brockenberry  
Wahidah S. Brooks  
LaToya Burroughs  
Liduvina Cardona  
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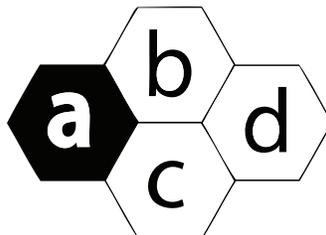
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