



ANNUAL REPORT

2022/2023

A NOTE FROM THE EXECUTIVE DIRECTOR



"We cannot become what we want by remaining what we are." - Max Depree

Douglas-Cherokee Economic Authority, Inc. celebrated its 58th anniversary this past year. With 58 years of serving our communities we have experienced a plethora of changes, most recently the change in our communities related to COVID.

Do you remember the old saying, "If it ain't broke, don't fix it."? This saying means that things should only be changed if they are wrong. Over the past few years, we have learned that this saying doesn't necessarily hold true. To remain competitive, grow and ultimately succeed we have had to learn to adapt and evolve in the face of change regardless of whether those areas were wrong or not.

We have weathered the ebb and flow of financial funding from 2020-2023, experienced relaxed federal and state regulations and then the tightening of those. We have made tough budget decisions affecting both services offered and jobs. We have watched the world around us increase starting payrates that nearly doubled our lowest paying jobs. We have aligned our pay scales nationally, implemented retention payments to preserve quality staff, and added benefits that would help make our employment package more appealing. We have worked tirelessly to make our Agency a better place not only to work but thrive.

Unrelated to the changes from a fiscal standpoint are the changes we have most notably seen with our client base. Inflation hit its highest mark in almost 40 years in June 2022 at 9.06%. Our doors have been wide open, and we have felt the extreme need serving nearly 27,000 clients in 2023.

At Douglas-Cherokee our mission is to provide resources, tools, and opportunities to help low-income families and individuals achieve personal, economic, and social stability. Over the past year we have taken a headfirst dive into how we can stop the band-aid services and truly help our clients become self-sufficient. Our Community Services Program implemented a property tax payment voucher system for elderly clients. Helping those clients with not only energy services benefits but tax payments allowing them to stay in their homes long term. We are in the beginning phase of a universal application process that will allow us to serve the client in their entirety to meet their many needs and set them on the path to self-sufficiency.

As Executive Director, I am proud of the changes our Agency has made. It hasn't always been easy and has sometimes been chaotic with countless hours spent trying to make this Agency a better place to work and a more serviceable place to meet the needs of our communities. We couldn't do it without the dedication of our staff who come to work every day to change people's lives. Thank you to each person that chooses to be a part of this great place.

Changing Lives,

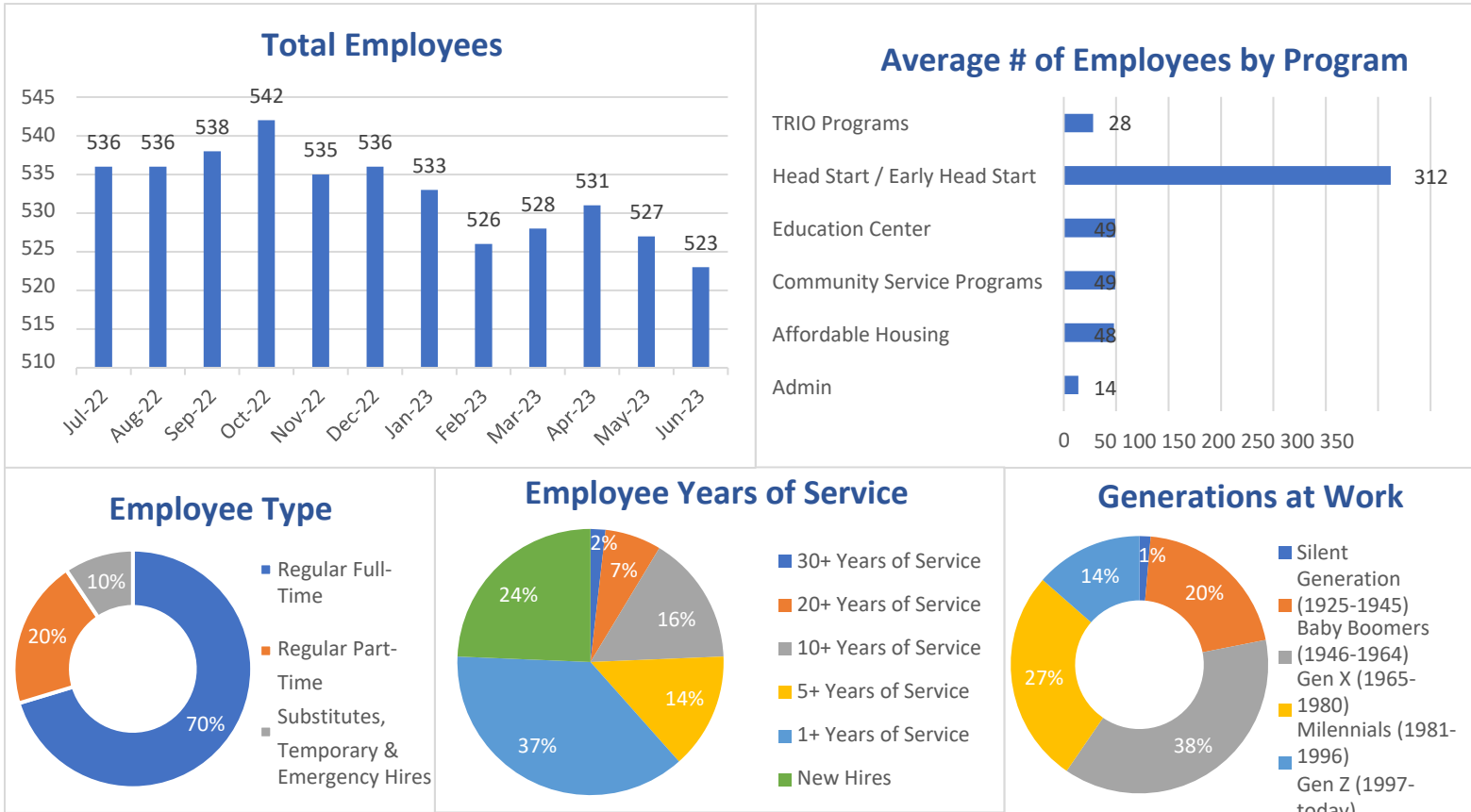
Megan Barnard, Executive Director



Douglas-Cherokee Economic Authority, Inc.

Workforce at a Glance

July 1, 2022 – June 30, 2023



Average Years of Service: 6.24

Retention Rate: 70.83%

Accomplishments

- Retention Incentives distributed in June 2023, December 2022, June 2022, and December 2021.
- Employees received 5.6% Cost of Living Increase.
- Launched Employee of the Month Program.
- Staff Focus and Safety Committee were established and meet quarterly.
- Manager Supervisor Training for Directors & Managers on June 23, 2023.
- Mental Health and Substance abuse training for Directors & Managers on April 28, 2023.
- Redesign employee onboarding.

Looking Ahead

- Continue to evaluate benefits to ensure benefits are affordable and reflect the unique needs of our employees.
- Enhance current initiatives within Employee Recognition, Committees, and Onboarding.
- Continue to explore training and development opportunities for Directors & Managers.
- Identify opportunities to enhance the employee life cycle from recruitment to retirement.
- The search for skilled and qualified employees never stops.

Meet Our Team



David Sigler
Finance Director



Amanda White
Human Resources



David Alvis
TRIO Director



Curt Amos
Head Start Director



Anna Mendoza
Affordable Housing
Director



Tonya Purkey
Education Center
Director



Kim Paxton,
Community Services
Director

Not Pictured:

Director of Planning, Mary Jones

Financial Report

Revenues	Federal	\$ 23,887,291.91
	State	\$ 473,676.03
	Locals	\$ 231,011.17
	Miscellaneous	\$1,451,982.88
	Housing Management	\$769,363.01
	TOTAL	\$26,813,325.00
Expenses	Personnel	\$ 13,742,513.92
	Contracted Services	\$ 274,014.40
	Supplies	\$ 759,538.98
	Communication	\$ 268,286.44
	Occupancy	\$ 1,257,925.84
	Other Maintenance	\$ 32,845.59
	Printing	\$146,104.88
	Postage	\$32,564.45
	Travel	\$324,662.82
	Conferences/Meetings	\$71,216.48
	Insurance	\$154,356.22
	Asset Purchases	\$457,946.41
	Client Benefits	\$9,151,380.25
	Miscellaneous	\$139,968.32
TOTAL	\$26,813,325.00	

\$26.8 M

REVENUE/EXPENSES

*Note: These are not final financials as we are still working on closing out grants for FY 2023.

Affordable Housing



2,768 TENANTS SERVED



313 NEW TENANTS



100% SATISFACTORY
MANAGEMENT REVIEWS

TRIO

UPWARD BOUND

TALENT SEARCH

EOC



\$1,434,418

Funding



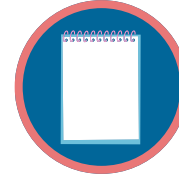
1,943

Participants
Served



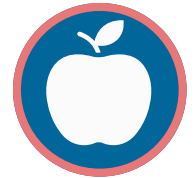
12

School
Systems



1,123

FAFSA
Applications



90

Summer
School
Participants



408

Graduated
High
School/HiSET



960

Paid Work
Study Hours



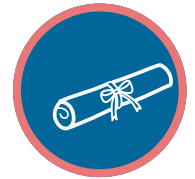
33

College
Credit Hours
Earned



22

College
Tours



1,330

1st Generation
College
Students



Head Start/Early Head Start



1,117 FAMILIES SERVED

1,014 preschoolers, 103 infants/toddlers, and 5 pregnant mothers were served this year.



98% ENROLLMENT

98% enrollment exceeded Office of Head Start's expectation of 79% enrollment for the year.



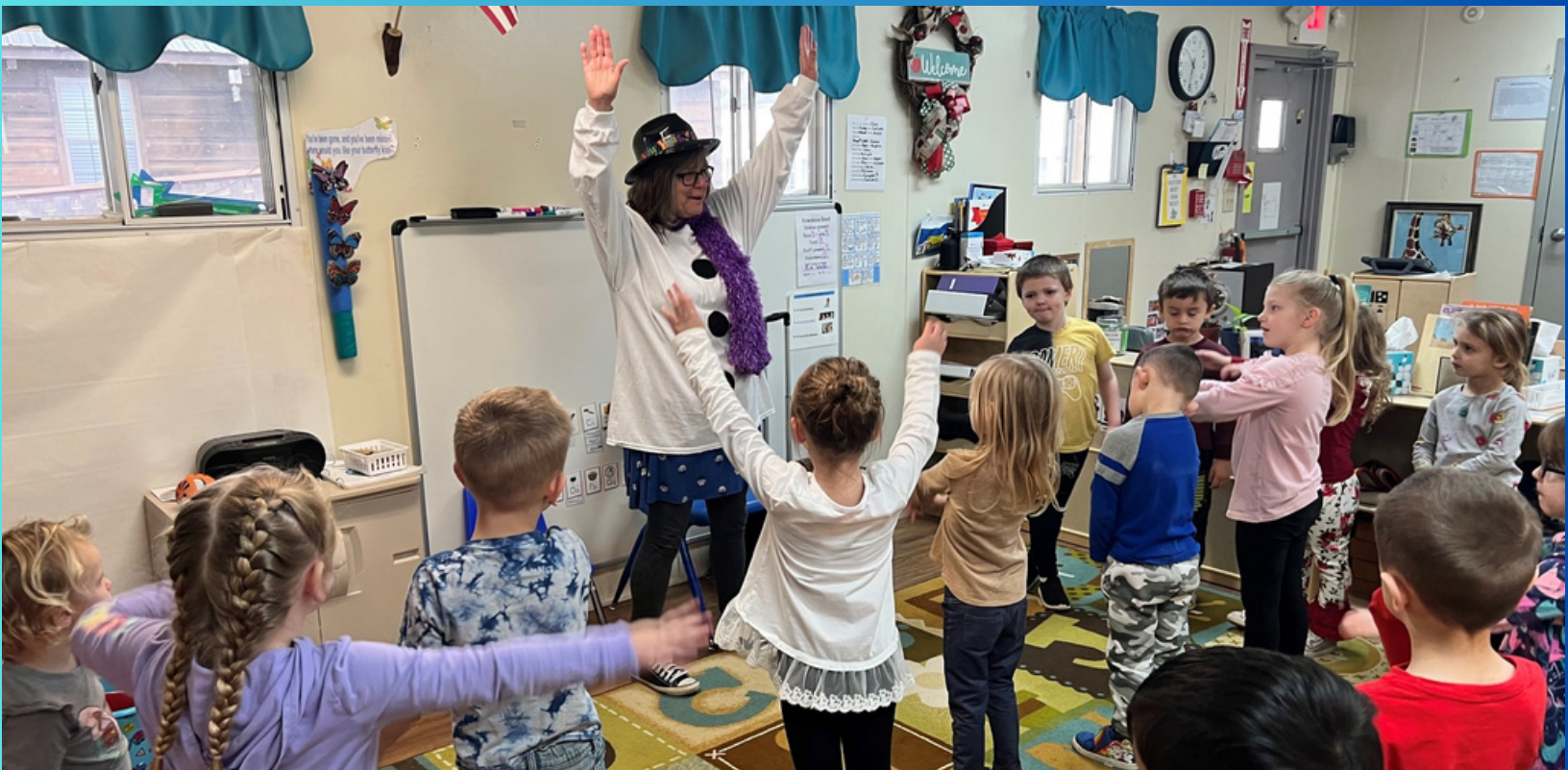
11 HOME LANGUAGES

Other than English, Head Start families in our area speak 10 different languages. 7% speak Spanish. Other home languages include Chuuk, Gujarati, Russian, Hindi, Portugese, Arabic, Uzbek, and Vitenamese.



13% DISABLED

3 preschoolers were diagnosed with autism, 88 have speech/language delays, 30 were diagnosed with developmental delays, and 5 preschoolers have multiple disabilities.





COMMUNITY SERVICES

16,735

LIHEAP CLIENTS SERVED



7,300

Congregate Meals Served

6,522

LIHWAP CLIENTS SERVED



122,736

Home Delivered Meals Served

8,900

COMMODITY FOOD BOXES



1,095

Clients Served Meals

Education Center

21st CCLC/LEAP Afterschool Programs

Sexual Risk Avoidance Education



**584 STUDENTS SERVED
IN AFTERSCHOOL**



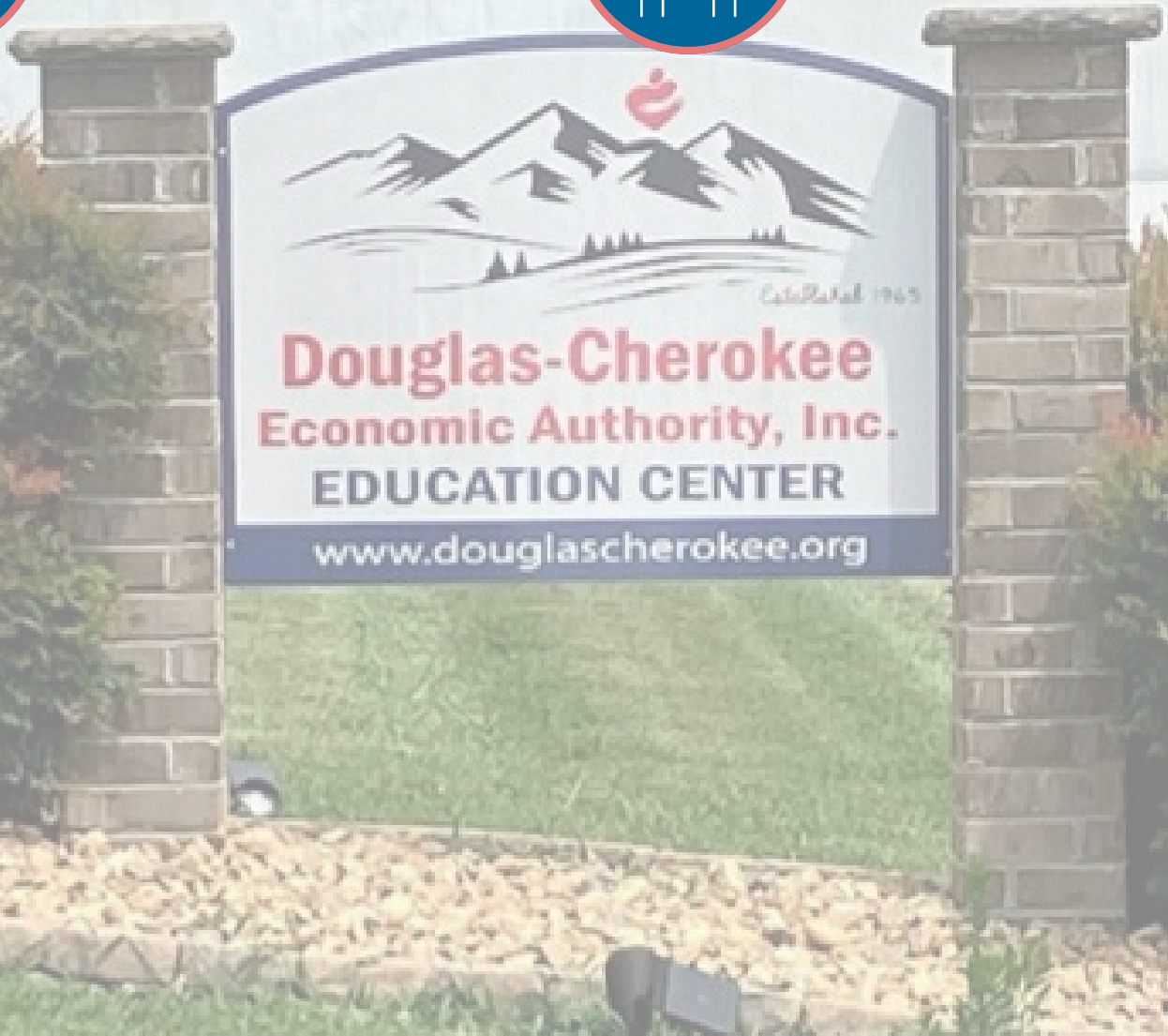
**351 STUDENTS SERVED
IN SRAE**



**STUDENTS PARTICIPATED
FOR 180+ HOURS**



**4,123 HOURS OF COMMUNITY
SERVICE COMPLETED**



ON THE HORIZON

01

Action-More Serviceable Agency

Full implementation of the Universal Application which will meet the many needs of our clients to better serve them and our communities.

02

Commitment-Employee Experience/Work Environment

Explore ideas and opportunities to make our Agency more appealing to prospective employees as well as the retention of current ones.

03

Action-Agency Innovation and Strategic Approach

Continue to research unique grant opportunities and best business practices that will allow our Agency to thrive for many years.



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