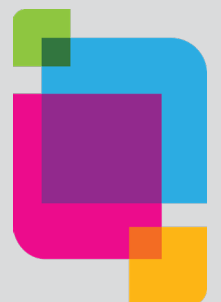


Community Action Partnership of Lancaster County

# 2022 Annual Report

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Letter from the CEO  
**VANESSA PHILBERT**

March 1, 2023

# DEAR FRIEND,

As we make our way toward spring, I'm reminded of growth – trees are blooming, flowers are finding their way to the earth and stretching to the sun, and the lengthening days feel prime for possibility. And just like the natural world, we, too, find ourselves in a moment of growth.

Amid the early uncertainty of the pandemic, we planted a small seed. We began a pilot program called 2Gether, which brought together a cohort of 10 single mothers and their children. It was built upon the two-generation (2Gen) framework, which balances support intentionally across the whole family as they uncover barriers, work toward their goals, and walk along their own dedicated path to a thriving future.

The 2Gen framework is guided by the belief that families are dynamic systems that move and grow together, motivating and supporting one another toward greater possibilities than any one person can achieve on their own. And while it is a philosophy that CAP has always held true, it has become increasingly clear that this whole-family approach is the path forward for our work.

With this clarity comes a confidence with which we are stepping into our own as thought leaders in the 2Gen space in the Lancaster community. We are exploring not only how the 2Gen framework deepens the work we are doing at CAP to interrupt generational poverty but also how a County-wide holistic approach focusing on the whole family will help to create the thriving community we envision for everyone in Lancaster.

We are inspired and feeling that keen sense of freshness that oftentimes comes after a long winter, and we hope you'll grow along with us on our prosperity journey.

Vanessa Philbert

# STRATEGIC PLAN



## WINNING ASPIRATION

We transform generational poverty into economic prosperity so that all can thrive



## MISSION

Empowering community, driving action, and building partnership to eliminate poverty

## VISION

Our community is a model of equity, justice, and prosperity

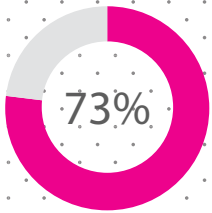
# OVERVIEW

## FAST FACTS

### CAP AT A GLANCE

~40,000

People served every year.



Women in senior leadership

>\$800

Spent per customer per year

300+ Employees

4

County locations

2

Programs serving multiple counties

## BIG QUESTIONS

1.

How will we address race, power and privilege in our prosperity efforts with clients as well as internally with staff, board and volunteers?

2.

How will we focus our programming on those key efforts which will help us transform generational poverty into economic prosperity?

3.

How will we recruit, orient and develop mission-aligned staff and a high-performance, adaptive culture?

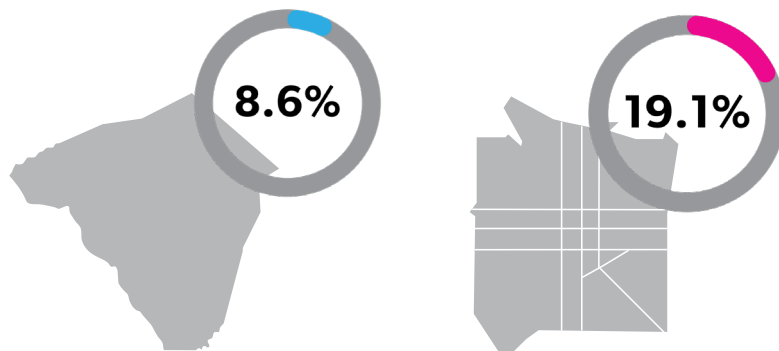
## IMPACT TEAM STRUCTURE

CAP is structured in four impact teams, including Safety and Empowerment, Education and Child Development, Household Stability, and Health and

Nutrition. These teams were created in an effort to build collaboration among programs with commonalities.

## STATE OF POVERTY

Based on American Community Survey 5-year estimates, the poverty rate declined in Lancaster City from 20.6% in 2021 to 19.1% in 2022. This represents 1,933 fewer people living in poverty. In Lancaster County, the poverty rate declined from 9.1% in 2021 to 8.6% in 2022, which represents 10,675 fewer people living in poverty.



# 2022 BY THE NUMBERS

## FOOD DISTRIBUTION

**181,118**

Total pounds of food CAP distributed

**3,773**

Pounds of food distributed per week



## DOMESTIC VIOLENCE SERVICES

Total number served (unduplicated)

**1,788**

All programs

**693**

Hotline calls and text

## PARENTS AS TEACHERS

**1,846**

Home visits

## UTILITY ASSISTANCE

Number of households served

**13,139**

Number of direct services to seniors

**1,457**

## RISE

Number of people who maintained stability through Workforce Recovery Project

**265**

## WOMEN, INFANTS & CHILDREN

Monthly food packages issued to families

**62,245**

Number of WIC participants who receive benefits

**9,005**

## NUTRITION EDUCATION

Virtual lessons for school age and adult participants

**810**

Total

## CRISPUS ATTUCKS COMMUNITY CENTER

Families served through the food pantry

**3,817**

Hot meals served

**6,240**

## THRIVE TO 5

**32+** sites with **52** individual classrooms

All went back to in-person instruction



# 2Gether We Are Thriving

For families to truly thrive, we must focus on both parents and children. And while a two-generation (2Gen) approach to anti-poverty work is a guiding framework rather than a specific program, CAP's RISE team piloted an initiative called 2Gether to incorporate a Family-Centered approach to reinforce the success of both parent and child.

This pilot program provided 10 single mothers and their children with coaching and a cohort of support as they set goals for post-secondary education and journeyed toward a credential.

2Gether produced valuable results for the participating families as well as insights and data for CAP as we work to incorporate the 2Gen framework across our agency. Parents increased their incomes to livable wages, moved into stable, affordable housing, opened and contributed to savings accounts attached to long-term goals, and earned certificates and degrees necessary for their dream career paths. Children were supported in high-quality early learning environments to encourage healthy social and emotional development, attended family field trips, and participated in other fun educational experiences.

In October 2022, CAP hosted more than 140 individuals at a day-long conference to begin an intentional conversation about how a 2Gen framework could be extended across Lancaster County community benefit organizations. Nationally-recognized speakers came alongside organizations from other communities implementing this work, and participants workshopped new ideas on how to work together to create positive outcomes for families.

The room was filled with positive energy, hope and new ideas as we discussed new ways of working together and accomplishing shared goals.

Moving forward, CAP plans to continue leading these conversations with partners across various sectors including nonprofit, for-profit, education, government, and more to rethink how we develop and provide programming and services to create a Lancaster County where everyone thrives.



## A Dream Come True

# Parent Corps — A Thriving Future

In 2020, Leidy Gomez relocated to Lancaster from New York in search of a better life, but she didn't anticipate the difficulties she would encounter as she attempted to establish herself and her family in a new location. She struggled to find housing, a job, and affordable, high-quality childcare for her children.

Leidy decided that she and her kids would move in with her sister, so she could concentrate on raising her family and looking for work. Her goal was to find a job that would allow her to work close to her kids.

Leidy started working at CAP as a part-time Floating Teacher in the Infant/Toddler rooms. Then, through a series of conversations, CAP's early learning team learned Leidy aspired to be a Lead Teacher and utilize the teaching degree she had earned in New York.

With CAP's support, including professional development and mentoring around her personal and professional goals, Leidy felt ready to take the next step and advance her career in early childhood education. She became a part of CAP's Parent Corps Program, which offers parents the opportunity to earn a sustainable wage while working in their child's classroom eliminating the barrier of parents worrying about childcare while they are working.

Parent Corps is mutually beneficial — as Leidy is achieving her dream of advancing her career in education, CAP's investment in individuals like Leidy is helping to address unprecedented staffing shortages.

Becoming a Lead Teacher not only impacts Leidy's family financially through her income but also impacts them developmentally through being able to be together as they all grow and learn.

Dr. Francine Moyer, Director of CAP's Early Learning Center, says, "It really grew my heart so much to watch Leidy grow and succeed to be the teacher that she wants to be."

And as for Leidy? "I'm doing what I love," she says. "CAP opened the door for me to allow me to start my journey, and I'm glad I'm here."

"Thanks to CAP, I'm doing my dream."

>> You can watch Leidy's testimonial and learn more about the Parent Corps program by scanning the QR code.





# BOARD OF DIRECTORS & COMMITTEES

Our Board of Directors, which governs the agency, is made up of local elected officials and appointed government officials, community leaders, and representatives of low-income organizations and neighborhoods.

## FINANCE COMMITTEE

Scooter Haase, Chair  
Chris Flores  
Sam Jordan  
Dan Massey  
Corey Meyer

## EXECUTIVE COMMITTEE

Jim S. Amstutz, D.Min – Chair  
*Teacher, Lancaster Mennonite School*

Darryl Gordon – Vice Chair  
*VP Human Resources, The High Companies*

Scooter Haase – Treasurer  
*Community Volunteer*

Anna Ramos – Secretary  
*Chief Operating Officer, Lancaster County Workforce Development Board*

Kristin Heller – Immediate Past Chair  
*VP/Team Leader, Fulton Bank*

## BOARD

Randolph Appley  
*Member-At-Large*

Angela Eichelberger  
*District Director, Office of PA Sen. Scott Martin*

Rebecca Geiser  
*Deputy Director, City of Lancaster*

Dan Massey  
*Principal, Walz Group*

Kareemah Mayer  
*Attorney, Buchanan Ingersoll & Rooney PC*

Corey Meyer  
*Supervisor, East Lampeter Township*

Nicole Pedriani  
*VP/Relationship Manager, Univest Bank & Trust Co.*

Sharleen Ponzio  
*Chair, Head Start Policy Council*

Dr. Elizabeth Powers  
*Associate Professor, Millersville University*

Rodney L. Redcay  
*Mayor, Borough of Denver*

Jake Thorsen  
*Chief Impact Officer, Tenfold*

# MANAGEMENT & OVERSIGHT

## LEADERSHIP

VANESSA PHILBERT, *CEO*

AMANDA BURNS, *CSO*

ANGIE LIGHTFOOT-ROTH, *CFO*

KRISTY AURAND, *CDO*

JOHN MCKOWEN, *CBO*

CENITA MEYERS-RICHARDSON, *CPO*

ARELIS PEREZ, *VP Economic Stability*

JULIE RHOADS, *VP Health & Nutrition*

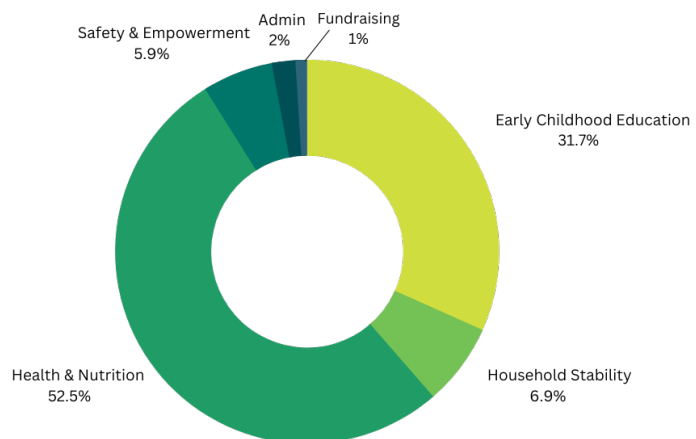
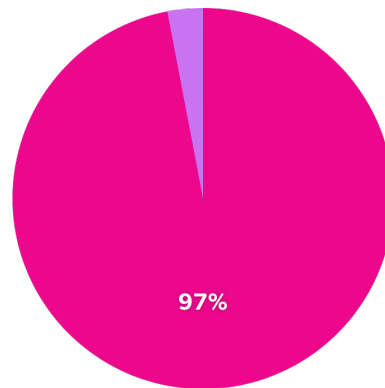
FRANCINE CHILDS, *VP Finance*

SHELDON KEPIRO, *IT Director*

## FINANCIALS

97% of our functional expenses support programs; only 3% support administrative expenses.

Here those numbers are broken down even more by impact team and supporting services.





Thank you for partnering with us to  
create a community where everyone thrives.



Overcoming poverty is not a gesture of charity. It is an act of justice. It is the protection of a fundamental human right, the right to dignity and a decent life.

While poverty persists, there is no true freedom.

- Nelson Mandela



Join the Mission



Empowering Lancaster County Families



601 S. Queen St. Lancaster, PA 17603 717.299.7301

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