

FY22
BUDGET REQUEST

TVCCA



Thames Valley Council for Community Action, Inc.

Partnering for Prosperous Communities Since 1965

November 30, 2020

Mr. Robert J. Brule, First Selectman
Town of Waterford
15 Rope Ferry Road
Waterford, CT 06385

Dear Mr. Brule:

Thames Valley Council for Community Action (TVCCA) respectfully submits the following request for public funding from the Town of Waterford.

Amount of Funding Request: \$5,000

On average, TVCCA provides services valued at more than \$1.2 million to Waterford residents. Most of this Waterford allocation is passed on to local businesses in the form of payments to home heating vendors, landlords, and food markets, creating a major impact on the well-being of low-income residents and the community at large.

Benefits Statement / Description of Services

Last year, as the economy was booming, the Federal Reserve reported that 27% of American households would struggle to cover an unexpected \$400 expense. If coming up with \$400 quickly would be a problem for typical Americans in good times, the outlook today for our low-income clients is grim indeed. Our objective is to mitigate the impact that the ongoing economic crisis will have on our low-income constituents in the coming year, especially to ensure they remain housed and receiving proper nutrition.

As this catastrophic public health and economic crisis continues to unfold, we are unable to project its full impact on our constituents. It is likely that the majority will find themselves slipping into poverty. This is shaping up to be the greatest challenge in TVCCA's 55-year history; and while we cannot foresee the details of its resolution, already we have seen our staff rise to the occasion. Although many had to work remotely for several months during spring and into the summer, they continued delivering the highest-quality services to clients, many of whom have nowhere else to turn. The spirit and dedication demonstrated by TVCCA employees, at every level, offers evidence that we will indeed prevail, as will the clients who depend on us.

As a Community Action Agency, TVCCA reaches out to low-income people in their communities, addressing their multiple needs through a comprehensive approach, developing partnerships with other community organizations, involving low-income clients in the agency's operations, and administering a full range of coordinated programs designed to have a measurable impact on poverty. Our program base includes: Head Start; Little Learners Child Early Care and Education; Workforce Investment Board employment and training; Section 8 housing; budget counseling; community distribution and coordination of emergency services; elderly, infant and pre-natal nutrition programs; senior volunteer programs; energy assistance; case management; information and referral; and advocacy services.

*Programs located throughout
New London, Windham and
parts of Tolland Counties*

Administrative Office

1 Sylvendale Road
Jewett City, CT 06351
P: 860.889.1365 F: 860.376.8782

Norwich Office

401 West Thames Street, Unit 201
Norwich, CT 06360
P: 860.889.1365 F: 860.885.2738

London Office

83 Huntington Street
New London, CT 06320
P: 860.444.0006 F: 860.444.0059

www.tvcca.org



As the area's Community Action Agency, TVCCA is currently administering multiple state and federal contracts to meet many of the basic needs of area residents affected by COVID-19. We were recently awarded a state grant to facilitate rapid implementation of Community Resource Coordination for individuals identified by local health departments' Contact Tracers as needing to isolate/quarantine to prevent transmission of COVID-19. TVCCA's COVID-19 Community Resource Coordination program fast-tracks the review of what each of these vulnerable individuals need to maintain their quarantine.

Since mid-summer, TVCCA has been incorporating referrals from the state's Contact Tracing database into the agency's caseload, screening & assessing identified individuals, and coordinating the provision of necessary services to facilitate their ability to successfully quarantine. TVCCA has a corps of state-certified Community Health Workers on staff, and has hired a Community Resource Coordinator to lead the work of triaging referrals, managing daily operations, and tracking the program's performance metrics. In the short time the program has been operational, we have identified these clients' outstanding needs, and determined their eligibility for assistance through TVCCA and/or other agencies. To date, we have used existing agency funds, such as those received from the Town of Waterford, to help this population cover basic expenses – housing, utilities, healthcare co-pays, prescriptions, etc.

Additionally, following the state's closure of non-essential businesses, including senior centers through which many seniors received their main meal of the day, TVCCA's Senior Nutrition Program stepped up and began delivering meals to 38% more clients and increased meal production by 40%. Our team has worked closely with the Waterford Senior Center throughout the pandemic to ensure that Waterford seniors receive the nutritious meals that they need in order to stay safe in their homes. The Meals on Wheels service is now more important than ever in keeping seniors safe and out of managed care facilities.

Highlighted Information Requested:

- **Number and cost of personnel:** TVCCA's employs 232 full-time and 100 part-time employees. Personnel costs for salaries and benefits are \$13,770,761.
- **Number of Waterford residents served:** 1,000 – Please see attached Services Rendered Report for breakdown of all services provided to Waterford.
- **United Way Funding:** \$29,656; approximately 0.10% of our annual operating budget of \$26,982,000.

On behalf of our Board and the residents we serve, thank you for this opportunity and I look forward to working with you in the coming year.

Best regards,



Megan Brown
Senior Director, Marketing & Development

Enclosures: Original plus 5 copies of the following – Social Services Grant Funding Request form; statement of services rendered to the Town of Waterford for the twelve-month period ending September 2020; TVCCA annual report; TVCCA's most recent audit; TVCCA municipal funding information

cc: The Honorable Kathleen McCarty
Deborah Monahan, TVCCA CEO
Brian Vanasse, TVCCA CFO

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TOWN OF WATERFORD
15 Rope Ferry Road
Waterford, CT 06385
860-442-0553

SOCIAL SERVICES GRANT FUNDING REQUEST

ORGANIZATION NAME: Thames Valley Council for Community Action, Inc. (TVCCA)

REQUEST DATE (FISCAL YEAR): 2021 - 2022

REQUESTED AMOUNT: \$5,000

BENEFIT STATEMENT (Describe how these funds will be used)

Please see attached Benefit Statement.

Per Town of Waterford Budget Guidelines: please attach a certified audit report of all funds appropriated during the last completed fiscal year to your funding request.

DECLARATION

I, the requester, understand that I am requesting public funds from the Town of Waterford.
I declare that this request does not pose any potential conflict with the Town of Waterford
and I will provide any documentation requested by the Town of Waterford to authorize
funding this request or review the appropriateness of the request.

Deborah Morahan
Signature

11/30/2020
Date

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THAMES VALLEY COUNCIL FOR COMMUNITY ACTION, INC.

SERVICES TO THE TOWN OF WATERFORD

10/1/19 - 9/30/20

	CLIENTS SERVED	VALUE OF SERVICES
EMPLOYMENT AND TRAINING PROGRAMS		
Jobs First Employment Services	9	\$10,702.00
Manufacturing Pipeline Initiative	1	\$629.00
WIOA Out of School Youth	2	\$4,012.00
Workforce Innovation & Opportunity Act (WIOA)	2	\$5,892.00
EARLY CHILDHOOD EDUCATION		
Head Start	12	\$108,288.00
Little Learners	11	\$135,157.00
FINANCIAL MANAGEMENT		
Tax Preparation Services (VITA)	35	\$70,780.00
HOUSING SERVICES		
Next Steps Supportive Housing Program	1	\$9,155.00
Home Again Project	1	\$2,680.00
Housing Choice Voucher Rental Assistance (Section 8)	32	\$308,224.00
Rapid Rehousing	1	\$7,291.00
SELF-SUFFICIENCY & EMERGENCY SERVICES		
CSBG Case Management	77	\$21,465.00
SSBG Case Management	12	\$7,388.00
Connecticut Energy Assistance Program	418	\$307,047.00
Hispanic Human Resources Development	3	\$4,032.00
TVCCA CONNECT	2	\$5,630.00
NUTRITION PROGRAMS		
Senior Nutrition Program - Home Delivered	83	\$93,629.00
Senior Nutrition Program - Congregate	122	\$26,215.00
Supplemental Nutrition Assistance Program (SNAP)	9	\$1,425.00
Women, Infants & Children (WIC)	167	\$78,582.00
TOTAL CLIENTS SERVED	1,000	
SENIOR CITIZEN PROGRAMS	<i>HOURS SERVED</i>	<i>VALUE OF SERVICES</i>
<i>Retired and Senior Volunteer Program - Service Hours to Town</i>	<i>547</i>	<i>\$14,878.00</i>
TOTAL VALUE OF SERVICES		\$1,223,101.00

Thames valley Council For Community Action Inc.

**Actual - Consolidated
December 31, 2020**

	<u>7/01/20-</u> <u>12/31/20</u> <u>Actual</u>
Revenues	0.00
Federal and State Grants	8,064,115.17
Local, Other Grants and Contributions	62,133.20
Municipal Contributions	196,836.46
Program and Other Revenue	4,487,906.74
Other Revenue	1,466,046.92
Interest	3,626.26
Gain/loss on Disposal of Fixed Assets	500.00
Fundraising	5,527.97
Bond Debt Service Funding	298,826.29
Health Benefit Contributions	94,555.72
Total Revenues	<u>14,680,074.73</u>
Expenses	0.00
Salaries and Benefits	6,993,807.89
Travel	36,475.55
Supplies	437,881.28
Other Expenses	68,811.55
Contractual Services	776,902.84
Other Project Expenses	475,361.55
Client Assistance	4,004,995.61
Administrative and General	1,303,063.60
Rent and Leasing	132,105.31
Repairs and Maintenance	249,422.48
Utilities	82,191.90
Insurance	88,621.16
Vehicle Expenses	9,730.59
Interest	680.96
Bond Interest	7,600.06
Total Expenses	<u>14,667,652.33</u>
Excess Revenue Over (Under) Expenditures	<u>12,422.40</u>

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MUNICIPAL DONATIONS TO TVCCA 2020-2021 New London County	
TOWN	DONATION AMOUNT
East Lyme	\$1,500
Franklin	\$2,500
Griswold	\$3,000
Groton	\$22,767
Lisbon	\$1,000
Lyme	\$1,000
Montville	\$4,000
New London	\$23,000
North Stonington	\$1,000
Norwich	\$35,565
Old Lyme	\$600
Salem	\$1,000
Sprague	\$1,000
Stonington	\$8,000
Voluntown	\$500
Waterford	\$5,000
Total	\$111,432

**Thames Valley Council for
Community Action, Inc. and Subsidiary**

**Consolidated Financial Statements, Federal Awards in
Accordance with the Uniform Guidance, State
Financial Assistance in Accordance with the State
Single Audit Act, (With Supplementary Information)
and Independent Auditor's Reports**

March 31, 2020 and 2019

Thames Valley Council for Community Action, Inc. and Subsidiary

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Independent Auditor's Report

To the Board of Trustees
Thames Valley Council for Community Action, Inc. and Subsidiary

We have audited the accompanying consolidated financial statements of Thames Valley Council for Community Action, Inc. and Subsidiary (a nonprofit organization), which comprise the statement of financial position as of March 31, 2020, and the related statements of activities and changes in net assets, functional expenses and cash flows for the year then ended, and the related notes to the consolidated financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these consolidated financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these consolidated financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the consolidated financial statements are free from material misstatement. The financial statements of the subsidiary were not audited in accordance with *Government Auditing Standards*.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the consolidated financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the consolidated financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the consolidated financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the consolidated financial statements referred to above present fairly, in all material respects, the financial position of Thames Valley Council for Community Action, Inc. and Subsidiary as of March 31, 2020, and the changes in their net assets and their cash flows for the year then ended, in accordance with accounting principles generally accepted in the United States of America.

Other Matters

The prior year information has been derived from Thames Valley Council for Community Action, Inc. and Subsidiary's 2019 consolidated financial statements, which were audited by other auditors whose report dated September 24, 2019 expressed an unmodified opinion on those consolidated financial statements.

Other Information

Our audit was conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The accompanying schedules of expenditures of federal awards and state financial assistance, as required by Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* and the Connecticut State Single Audit Act, and Schedules 1 through 3 are presented for purposes of additional analysis and are not a required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The information has been subjected to the auditing procedures applied in the audit of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated, in all material respects, in relation to the consolidated financial statements as a whole.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated October 2, 2020, on our consideration of Thames Valley Council for Community Action, Inc. and Subsidiary's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of Thames Valley Council for Community Action, Inc. and Subsidiary's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering Thames Valley Council for Community Action, Inc. and Subsidiary's internal control over financial reporting and compliance.



Hartford, Connecticut
October 2, 2020

Thames Valley Council for Community Action, Inc. and Subsidiary

**Consolidated Statements of Financial Position
March 31, 2020 and 2019**

	<u>Assets</u>	
	<u>2020</u>	<u>2019</u>
Current assets		
Cash and cash equivalents	\$ 4,280,156	\$ 4,150,683
Receivables		
Grants and contracts	1,270,088	1,783,591
Other	-	17,004
Other current assets	<u>293,300</u>	<u>172,202</u>
Total current assets	5,843,544	6,123,480
Property, plant and equipment	5,438,677	5,791,015
Other assets		
Restricted cash equivalents	<u>122,185</u>	<u>119,839</u>
Total assets	<u>\$ 11,404,406</u>	<u>\$ 12,034,334</u>
	<u>Liabilities and Net Assets</u>	
Current liabilities		
Accounts payable and accrued expenses	\$ 1,390,440	\$ 1,786,688
Current portion of long term-debt	276,721	257,673
Refundable advances	<u>554,727</u>	<u>92,813</u>
Total current liabilities	2,221,888	2,137,174
Long-term liabilities		
Long-term debt, less current portion	<u>4,287,415</u>	<u>4,561,393</u>
Total liabilities	<u>6,509,303</u>	<u>6,698,567</u>
Commitments and contingencies		
Net assets		
Without donor restrictions	3,317,016	3,773,686
With donor restrictions	<u>1,578,087</u>	<u>1,562,081</u>
Total net assets	<u>4,895,103</u>	<u>5,335,767</u>
Total liabilities and net assets	<u>\$ 11,404,406</u>	<u>\$ 12,034,334</u>

See Notes to Consolidated Financial Statements.

Thames Valley Council for Community Action, Inc. and Subsidiary

**Consolidated Statement of Activities and Changes in Net Assets
Year Ended March 31, 2020**

	<u>Net assets without donor restrictions</u>	<u>Net assets with donor restrictions</u>	<u>Total</u>
Support and revenue			
Federal and state grants and contracts	\$ 24,560,326	\$ -	\$ 24,560,326
Local and other grants and contributions	575,254	24,510	599,764
Program and other income	1,969,743	-	1,969,743
Contributed goods and services	184,688	-	184,688
Debt service paid on behalf of TVCCA by the State of Connecticut	371,691	-	371,691
Net assets released from restrictions	<u>8,504</u>	<u>(8,504)</u>	<u>-</u>
Total support and revenue	<u>27,670,206</u>	<u>16,006</u>	<u>27,686,212</u>
Expenses			
Program services			
Children services	11,324,850	-	11,324,850
Energy related services	8,349,504	-	8,349,504
Elderly services	3,031,352	-	3,031,352
Employment and training services	1,506,426	-	1,506,426
Housing and shelter services	1,863,104	-	1,863,104
Other community services	<u>610,399</u>	<u>-</u>	<u>610,399</u>
Total program	26,685,635	-	26,685,635
Management and general	<u>1,441,241</u>	<u>-</u>	<u>1,441,241</u>
Total expenses	<u>28,126,876</u>	<u>-</u>	<u>28,126,876</u>
Change in net assets	(456,670)	16,006	(440,664)
Net assets, beginning	<u>3,773,686</u>	<u>1,562,081</u>	<u>5,335,767</u>
Net assets, end	<u><u>\$ 3,317,016</u></u>	<u><u>\$ 1,578,087</u></u>	<u><u>\$ 4,895,103</u></u>

See Notes to Consolidated Financial Statements.

Thames Valley Council for Community Action, Inc. and Subsidiary

**Consolidated Statement of Activities and Changes in Net Assets
Year Ended March 31, 2019**

	<u>Net assets without donor restrictions</u>	<u>Net assets with donor restrictions</u>	<u>Total</u>
Revenues and support			
Federal and state grants and contracts	\$ 23,466,463	\$ -	\$ 23,466,463
Local and other grants and contributions	924,058	35,788	959,846
Program and other income	1,539,672	-	1,539,672
Contributed goods and services	207,909	-	207,909
Debt service paid on behalf of TVCCA by the State of Connecticut	370,998	-	370,998
Net assets released from restrictions	<u>102,429</u>	<u>(102,429)</u>	<u>-</u>
Total revenues	<u>26,611,529</u>	<u>(66,641)</u>	<u>26,544,888</u>
Expenses			
Program services			
Children services	11,049,726	-	11,049,726
Energy related services	7,687,564	-	7,687,564
Elderly services	2,708,723	-	2,708,723
Employment and training services	1,441,838	-	1,441,838
Housing and shelter services	1,828,311	-	1,828,311
Other community services	<u>556,059</u>	<u>-</u>	<u>556,059</u>
Total program	25,272,221	-	25,272,221
Management and general	<u>1,314,408</u>	<u>-</u>	<u>1,314,408</u>
Total expenses	<u>26,586,629</u>	<u>-</u>	<u>26,586,629</u>
Change in net assets	24,900	(66,641)	(41,741)
Net assets, beginning	<u>3,748,786</u>	<u>1,628,722</u>	<u>5,377,508</u>
Net assets, end	<u>\$ 3,773,686</u>	<u>\$ 1,562,081</u>	<u>\$ 5,335,767</u>

See Notes to Consolidated Financial Statements.

Thames Valley Council for Community Action, Inc. and Subsidiary

**Consolidated Statement of Functional Expenses
Year Ended March 31, 2020**

	Program services						Supporting services		
	Children services	Energy related services	Elderly Services	Employment and training services	Housing and shelter services	Other community services	Total	Management and general	Total
Salaries and benefits	\$ 7,021,368	\$ 579,174	\$ 1,371,746	\$ 1,243,602	\$ 683,517	\$ 389,995	\$ 11,289,402	\$ 2,355,665	\$ 13,645,067
Client assistance	66,895	7,470,859	800,406	4,637	838,418	95,282	9,276,497	10,808	9,287,305
Contractual services	1,000,231	-	-	-	55,052	-	1,055,283	139,570	1,194,853
Materials and supplies	297,798	19,922	189,509	26,809	59,764	19,853	613,655	170,317	783,972
Depreciation and amortization	467,264	10,560	25,000	22,670	12,460	7,110	545,064	42,929	587,993
Administrative and general	210,531	14,055	115,610	8,245	15,641	21,665	385,747	182,419	568,166
Repairs and maintenance	379,327	13,853	63,661	247	15,447	183	472,718	104,030	576,748
Contributed goods and services	169,513	-	-	-	-	-	169,513	-	169,513
Other expenses	73,438	120,179	29,703	6,458	43,390	6,765	279,933	56,426	336,359
Interest	169,881	-	-	-	-	-	169,881	45,941	215,822
Travel and transportation	61,926	2,481	81,043	13,894	21,489	2,126	182,959	21,595	204,554
Utilities	120,389	-	48,189	-	-	-	168,578	21,673	190,251
Insurance	48,016	2,421	38,297	1,089	857	1,851	92,531	119,010	211,541
Rent and leasing	32,455	18,705	36,368	962	12,016	1,998	102,504	52,228	154,732
Allocation of management and general to program services	1,205,818	97,295	231,820	177,813	105,053	63,571	1,881,370	(1,881,370)	-
	\$ 11,324,850	\$ 8,349,504	\$ 3,031,352	\$ 1,506,426	\$ 1,863,104	\$ 610,399	\$ 26,685,635	\$ 1,441,241	\$ 28,126,876

See Notes to Consolidated Financial Statements.

Thames Valley Council for Community Action, Inc. and Subsidiary

**Consolidated Statement of Functional Expenses
Year Ended March 31, 2019**

	Program services						Supporting services	
	Children services	Energy related services	Elderly Services	Employment and training services	Housing and shelter services	Other community services	Management and general	Total
Salaries and benefits	\$ 6,827,161	\$ 594,172	\$ 1,313,422	\$ 1,203,901	\$ 595,177	\$ 365,345	\$ 10,899,178	\$ 2,337,650
Client assistance	70,072	6,648,015	724,552	1,891	846,135	85,870	8,376,535	9,320
Contractual services	923,877	-	-	-	63,620	-	987,497	76,667
Materials and supplies	312,627	53,284	157,953	47,731	39,904	9,039	620,538	97,242
Depreciation and amortization	466,119	11,038	24,399.00	22,364	11,056	6,787	541,763	43,426
Administrative and general	168,519	15,568	75,450	6,249	9,062	10,999	285,847	188,759
Repairs and maintenance	335,311	20,751	82,580	696	24,906	1,143	465,387	126,705
Contributed goods and services	198,291	-	9,618	-	-	-	207,909	-
Other expenses	73,110	14,509	50,182	8,528	32,503	24,524	203,356	110,278
Interest	176,356	-	-	-	-	-	176,356	50,418
Travel and transportation	71,782	2,623	89,764	15,836	19,618	1,129	200,752	24,286
Utilities	141,418	-	45,597	-	-	-	187,015	21,241
Insurance	40,250	1,935	34,008	857	685	1,392	79,127	101,397
Rent and leasing	46,707	23,153	51,162	1,998	7,705	1,937	132,662	35,318
Allocation of management and general to program services	1,198,126	302,516	50,036	131,787	177,940	47,894	1,908,299	(1,908,299)
	<u>\$ 11,049,726</u>	<u>\$ 7,687,564</u>	<u>\$ 2,708,723</u>	<u>\$ 1,441,838</u>	<u>\$ 1,828,311</u>	<u>\$ 556,059</u>	<u>\$ 25,272,221</u>	<u>\$ 1,314,408</u>
								<u>\$ 26,586,629</u>

See Notes to Consolidated Financial Statements.

Thames Valley Council for Community Action, Inc. and Subsidiary

Consolidated Statements of Cash Flows
Years Ended March 31, 2020 and 2019

	<u>2020</u>	<u>2019</u>
Cash flows from operating activities		
Changes in net assets	\$ (440,664)	\$ (41,741)
Adjustments to reconcile changes in net assets to net cash provided by operating activities		
Depreciation	587,993	585,189
Principal reduction on long-term debt	(196,310)	(183,430)
Loss on disposition of assets	-	736
Changes in operating assets and liabilities		
Grants and contracts receivable	513,503	553,744
Other receivables	17,004	566,122
Other current assets	(121,098)	24,739
Accounts payable and accrued expenses	(396,248)	(393,182)
Deferred revenue	<u>461,914</u>	<u>(55,366)</u>
Net cash provided by operating activities	<u>426,094</u>	<u>1,056,811</u>
Cash flows from investing activities		
Purchases of property plant and equipment	<u>(235,655)</u>	<u>(434,260)</u>
Cash flows from financing activities		
Principal repayments on long-term debt	<u>(58,620)</u>	<u>(55,524)</u>
Net increase in cash, cash equivalents and restricted cash	131,819	567,027
Cash, cash equivalents and restricted cash, beginning	<u>4,270,522</u>	<u>3,703,495</u>
Cash, cash equivalents and restricted cash, end	<u>\$ 4,402,341</u>	<u>\$ 4,270,522</u>
Supplemental schedule of noncash investing and financing activities		
Cash paid for interest	\$ 43,523	\$ 34,247
On-behalf payments for interest	<u>175,381</u>	<u>187,568</u>
Total interest expense	<u>\$ 218,904</u>	<u>\$ 221,815</u>

See Notes to Consolidated Financial Statements.

Thames Valley Council for Community Action, Inc. and Subsidiary

Notes to Consolidated Financial Statements March 31, 2020 and 2019

Note 1 - Principles of consolidation

Reporting entity

Thames Valley Council for Community Action, Inc. (the "Council") was established in 1965 as Southeastern Connecticut's community action agency. The Council provides a wide range of services to disadvantaged and at-risk clients, including Head Start, daycare, energy assistance, senior nutrition, housing and shelter services and various others. Support and revenue consists of federal, state and local government grants, individual, corporate and foundation contributions, and participant fees received in the operation of certain programs.

The Council's subsidiary, TVCCA Information Systems, LLC (the "LLC"), is a limited liability company organized in October 2007 for the purpose of developing energy and case management software to other nonprofit organizations. The Council is the sole member of the LLC.

The accompanying consolidated financial statements include the accounts of the Council and the LLC (collectively referred to as "TVCCA"). All significant intercompany balances and transactions have been eliminated.

Note 2 - Significant accounting policies

Basis of accounting

The consolidated financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP").

Use of estimates

The preparation of consolidated financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts and disclosures in the consolidated financial statements. Actual results could differ from those estimates.

Cash equivalents

For purposes of the consolidated statements of cash flows, TVCCA considers all highly liquid investments with an original maturity of three months or less to be cash equivalents.

Restricted cash

Certain amounts have been deposited into escrow accounts under terms of the CHEFA mortgage financing. Such funds are restricted for allowable purposes related to repairs and renovations of CHEFA financed child daycare facilities. The following table provides a reconciliation of cash, cash equivalents, and restricted cash reported within the consolidated statements of financial position that summarized the total of such amounts shown in the consolidated statements of cash flows:

	2020	2019
Cash and cash equivalents	\$ 4,280,156	\$ 4,150,683
Restricted cash	122,185	119,839
	<u>\$ 4,402,341</u>	<u>\$ 4,270,522</u>

Property, plant and equipment

Property, plant and equipment acquisitions and improvements thereon individually exceeding \$5,000 are capitalized at cost and depreciated on a straight-line basis over estimated service lives ranging from 5 to 30 years. Maintenance and repairs are charged to expense as incurred.

Thames Valley Council for Community Action, Inc. and Subsidiary

**Notes to Consolidated Financial Statements
March 31, 2020 and 2019**

Funding sources retain a reversionary right to certain property acquired with grant funds. No significant grant programs ended during the years ended March 31, 2020 or 2019 that would require disposition of such property in accordance with applicable grant requirements.

Net asset categories

To ensure observance of limitations and restrictions placed on the use of resources available to TVCCA, the accounts of TVCCA are maintained in the following net asset categories:

Net Assets Without Donor Restrictions - Net assets without donor restrictions are available for use at the discretion of the Board of Trustees and/or management for general operating purposes. From time to time, the Board of Trustees may designate a portion of these net assets for specific purposes, which makes them unavailable for use at management's discretion. No amounts have been designated by the Board of Trustees as of March 31, 2020 and 2019.

Net Assets With Donor Restrictions - Net assets subject to donor- (or certain grantor-) imposed restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor. Other donor-imposed restrictions are perpetual in nature, where the donor stipulates that resources be maintained in perpetuity.

Revenue recognition

Grants and Contracts - TVCCA receives a substantial portion of its revenue from grants and contracts executed with federal and state agencies. Revenue from grants and contracts with resource providers such as the government and its agencies, other organizations and private foundations is accounted for either as exchange transactions or as contributions. When the resource provider receives commensurate value in return for the resources transferred to TVCCA, the revenue from the grant or contract is accounted for as an exchange transaction. For purposes of determining whether a transfer of asset is a contribution or an exchange transaction, TVCCA deems that the resource provider is not synonymous with the general public, i.e., indirect benefit received by the public as a result of the assets transferred is not deemed equivalent to commensurate value received by the resource provider. Moreover, the execution of a resource provider's mission or the positive sentiment from acting as a donor is not deemed to constitute commensurate value received by a resource provider. Revenue from grants and contracts that are accounted for as exchange transactions is based on the expenditure of funds in accordance with grant and contract restrictions and, therefore, revenue is recognized to the extent of the attainment of specific performance goals and, as a result, revenue is recognized to the extent of performance achieved. Cash received in excess of revenue recognized is recorded as deferred revenue for exchange transactions and refundable advances for contributions.

Contributions - Transactions where the resource provider often receives value indirectly by providing a societal benefit, although the societal benefit is not considered to be of commensurate value, are deemed to be contributions. Contributions are classified as either conditional or unconditional. A conditional contribution is a transaction where TVCCA has to overcome a barrier or hurdle to be entitled to the resource and the resource provider is released from the obligation to fund or has the right of return of any advanced funding if TVCCA fails to overcome the barrier. TVCCA recognizes the contribution revenue upon overcoming the barrier or hurdle. Any funding received prior to overcoming the barrier is recognized as a refundable advance.

Unconditional contributions are recognized as revenue and receivable when the commitment to contribution is received. Conditional and unconditional contributions are recorded as either with donor restriction or without donor restriction. Contributions are recognized as contributions with donor restrictions if they are received with donor stipulations that limit the use of the donated asset.

Thames Valley Council for Community Action, Inc. and Subsidiary

**Notes to Consolidated Financial Statements
March 31, 2020 and 2019**

Contributions received with no donor stipulations are recorded as contributions without donor restrictions. When a donor restriction expires, that is, when a stipulated time restriction ends or purpose restriction is accomplished, net assets with donor restrictions are reclassified as net assets without donor restrictions and are reported in the consolidated statement of activities and changes in net assets as net assets released from restriction. Donor-restricted contributions whose restrictions expire during the same fiscal year are recognized as contributions without donor restrictions.

Contributed services - TVCCA recognizes contributed services if they create or enhance nonfinancial assets or require specialized skills and would typically be purchased if not provided by donation. General volunteer services do not meet the criteria for recognition in the consolidated financial statements. However, a substantial number of volunteers have donated significant amounts of time to TVCCA's programs.

Program fees - Program service fees are recognized as revenue as services are performed. Program service fees received in advance of the applicable program period are presented as deferred revenue.

Debt service paid on-behalf of TVCCA by the State of Connecticut - As described more fully in Note 6, the State of Connecticut Office of Early Childhood ("OEC") has agreed to pay a percentage of the qualifying debt service required by TVCCA's mortgage loan agreements executed with the State of Connecticut Health and Educational Facilities Authority ("CHEFA"). TVCCA recognizes revenue for debt service paid on-behalf of TVCCA when the amounts are actually paid by the State of Connecticut.

Income taxes

TVCCA qualifies as an organization under Section 501(c)(3) of the Internal Revenue Code and, therefore, is exempt from federal and state income taxes on exempt function income. TVCCA's informational and tax returns for the last three years generally remain open for examination.

The LLC reports all of its activities, including any unrelated business income, on TVCCA's federal and state informational returns. TVCCA has no unrecognized tax benefits at March 31, 2020 and 2019. TVCCA's federal and state information returns prior to fiscal year 2017 are closed and management continually evaluates expiring statutes of limitations, audits, proposed settlements, changes in tax law and new authoritative rulings.

If applicable, TVCCA would recognize interest and penalties associated with tax matters as part of interest expense in the consolidated statement of activities and changes in net assets and include accrued interest and penalties in accrued expenses in the consolidated statement of financial position. No provision for unrelated business income taxes was recorded for the years ended March 31, 2020 and 2019.

Expenses by function

The consolidated financial statements report certain categories of expenses that are attributed to more than one program or supporting function. Therefore, expenses require allocation on a reasonable basis that is consistently applied. The expenses that are allocated include occupancy, depreciation and amortization, which are allocated on a square footage basis, as well as salaries and wages, benefits, payroll taxes, professional services, office expenses, information technology, interest, insurance, and other which are allocated on the basis of estimates of time and effort. Expenses incurred for various education programs are allocated based on classroom size.

Thames Valley Council for Community Action, Inc. and Subsidiary

**Notes to Consolidated Financial Statements
March 31, 2020 and 2019**

Operating measure

TVCCA has defined the change in net assets from operating activities to include all support, revenue, expenses, and gains and losses, except for gains or losses resulting from unusual or infrequent transactions.

Subsequent events

Subsequent events were evaluated through October 2, 2020, which is the date the consolidated financial statements were available to be issued.

Newly adopted accounting standards

In June 2020, the FASB issued Accounting Standards Update No. 2020-05 ("ASU 2020-05"), *Revenue from Contracts with Customers (Topic 606)* and *Leases (Topic 842): Effective Dates for Certain Entities*, which provides for the elective deferrals of the effective dates of Topic 606 and Topic 842 for certain entities. The core principle of Topic 606, which replaces most existing revenue recognition guidance with a five-step framework, is that revenue from contracts with customers is recognized in an amount that reflects the consideration to which an entity expects to be entitled in exchange for goods and services. Upon its adoption, Topic 842 replaces existing lease accounting guidance and requires lessees to recognize right of use assets and corresponding lease liabilities for their leases other than those on their balance sheets for all leases, including those classified as operating, except for short-term leases. Lessor accounting under Topic 842 is largely unchanged when compared to existing guidance.

TVCCA has elected to apply the deferrals provided by ASU 2020-05 and therefore expects to adopt (i) Topic 606 for annual reporting periods beginning after December 15, 2019 retrospectively with a cumulative effect transition adjustment to opening equity as of the beginning of the period that includes initial adoption of the standard; and (ii) Topic 842 for fiscal years beginning after December 15, 2021 on a modified retrospective basis with a cumulative effect transition adjustment as of the beginning of the period that includes initial adoption of the standard. TVCCA is currently evaluating the potential impacts of adopting Topic 606 and Topic 842 on its consolidated financial statements.

TVCCA adopted FASB ASU 2018-08, *Clarifying the Scope and the Accounting Guidance for Contributions Received and Contributions Made* ("ASU 2018-08"). This standard assists entities in evaluating whether transactions should be accounted for as contributions or exchange transactions and determining whether a contribution is conditional. TVCCA adopted the provisions of ASU 2018-08 on April 1, 2019 applicable to both contributions received and to contributions made in the accompanying consolidated financial statements under a modified prospective basis. There is no effect on net assets in connection with our implementation of ASU 2018-08.

Thames Valley Council for Community Action, Inc. and Subsidiary

**Notes to Consolidated Financial Statements
March 31, 2020 and 2019**

Note 3 - Liquidity and availability of resources

The following table reflects TVCCA's financial assets as of March 31, 2020 and 2019, reduced by amounts not available for general expenditure within one year or have a restricted purpose:

	<u>2020</u>	<u>2019</u>
Current assets, excluding non-financial assets at year end:		
Cash and cash equivalents	\$ 4,280,156	\$ 4,150,683
Grants and contracts receivable	1,270,088	1,783,591
Other receivables	<u>-</u>	<u>17,004</u>
Total financial assets	<u>5,550,244</u>	<u>5,951,278</u>
Adjustments		
Less amounts not available to be used within one year:		
Net assets with program restrictions not expected to be released within one year	(1,578,087)	(1,562,081)
Add financing available under revolving line of credit within one year	<u>400,000</u>	<u>400,000</u>
Total adjustments	<u>(1,178,087)</u>	<u>(1,162,081)</u>
Financial assets available to meet cash needs for general expenditures within one year	<u>\$ 4,372,157</u>	<u>\$ 4,789,197</u>

TVCCA's revenues are primarily derived by federal and state grants. TVCCA has a policy to structure grant drawdowns as its general expenditures, liabilities, and other obligations come due. In addition, TVCCA maintains a line of credit of \$400,000 with a bank that could be drawn upon as needed during the year to further manage cash flows. Financial assets are considered unavailable when illiquid or not convertible to cash within one year or because the governing board has set aside the funds for a specific contingency reserve.

Note 4 - Concentrations

Concentrations of credit risk

TVCCA's financial instruments that are exposed to concentrations of credit risk consist primarily of cash and cash equivalents and receivables.

Cash and cash equivalents - TVCCA places its cash and cash equivalents with highly rated financial institutions, which are continually reviewed by management for financial stability. Generally, TVCCA's cash and cash equivalents in interest bearing accounts exceeds financial depository insurance limits. However, TVCCA has not experienced any losses in such accounts and believes that its cash and cash equivalents are not exposed to significant credit risk.

Receivables - Receivables primarily consist of grants and contracts due from a variety of federal, state and local governments. Based on historical experience, management believes these receivables represent negligible credit risk. Accordingly, management has not established an allowance for potential credit losses.

Thames Valley Council for Community Action, Inc. and Subsidiary

**Notes to Consolidated Financial Statements
March 31, 2020 and 2019**

Support and revenue concentrations

TVCCA receives a significant portion of its grants and contracts from the U.S. Department of Health and Human Services, the State of Connecticut, and certain nonprofit pass-through agencies. As with all governmental funding, these grants and contracts are subject to reduction or termination in future years. Any significant reduction in these grants and contracts could have a negative impact on TVCCA's program services.

Note 5 - Property, plant and equipment

A summary of property, plant and equipment is as follows:

	<u>2020</u>	<u>2019</u>
Land, buildings and improvements	\$ 10,980,928	\$ 10,873,431
Vehicles	783,516	839,506
Appliances	451,404	451,404
Computer equipment	665,957	608,765
Telephone equipment	329,511	329,511
Furniture and fixtures	377,942	355,892
Office equipment	<u>29,404</u>	<u>29,404</u>
	13,618,662	13,487,913
Less accumulated depreciation	<u>8,179,985</u>	<u>7,696,898</u>
Net property and equipment	<u><u>\$ 5,438,677</u></u>	<u><u>\$ 5,791,015</u></u>

Depreciation and amortization expense for property, plant and equipment totaled \$587,993 and \$585,189 for the years ended March 31, 2020 and 2019, respectively.

Note 6 - Debt

A summary of debt is as follows:

	<u>2020</u>	<u>2019</u>
CHEFA mortgage notes payable		
Taftville facility	\$ 1,560,000	\$ 1,650,000
Windham facility	515,000	560,000
Vernon facility	320,000	350,000
New London facility	2,125,000	2,195,000
Other mortgage notes payable	<u>44,136</u>	<u>64,066</u>
	4,564,136	4,819,066
Less current portion	<u>276,721</u>	<u>257,673</u>
Long-term portion	<u><u>\$ 4,287,415</u></u>	<u><u>\$ 4,561,393</u></u>

Thames Valley Council for Community Action, Inc. and Subsidiary

**Notes to Consolidated Financial Statements
March 31, 2020 and 2019**

CHEFA mortgage notes payable

Taftville facility

In April 2001, TVCCA entered into a Loan Agreement and Open-End Mortgage (collectively the "Taftville Agreements") with CHEFA to finance the construction of a qualifying child care facility through CHEFA's sale of \$3,865,000 Child Care Facilities Series E Revenue Bonds (the "Series E Bonds"). TVCCA's share of the Series E Bond proceeds totaled \$2,745,000 or 72.3% of total Series E Bond proceeds. Payments by TVCCA are based on interest costs and principal payments on 72.3% of the Series E Bonds, amounts required to establish and maintain trust funds required under the Taftville Agreements, annual fees and certain expenses of CHEFA. TVCCA also pays the cost of insuring the property and of operation and maintenance. Interest is payable semi-annually at rates ranging from 3.0% to 5.0% with principal payable in various installments through July 2031.

Windham facility

In January 2003, TVCCA entered into a Loan Agreement and Open-End Mortgage (collectively the "Windham Agreements") with CHEFA in connection with the assumption of CHEFA mortgage financing and acquisition of related real property, consisting of a qualifying child care facility, previously held by an unrelated entity. The qualifying child care facility acquired was constructed through CHEFA's sale of Child Care Facilities Series A Revenue Bonds (the "Series A Bonds"). Payments by TVCCA are based on interest costs and principal payments on the Series A Bonds, amounts required to establish and maintain trust funds required under the Windham Agreements, annual fees and certain expenses of CHEFA. TVCCA also pays the cost of insuring the property and of operation and maintenance. Interest is payable semi-annually at rates ranging from 3.0% to 5.0% with principal payable in various installments through July 2028.

Vernon facility

In January 2003, TVCCA entered into a Loan Agreement and Open-End Mortgage (collectively the "Vernon Agreements") with CHEFA in connection with the assumption of CHEFA mortgage financing and acquisition of related real property, consisting of a qualifying child care facility, previously held by an unrelated entity. The qualifying child care facility acquired was constructed through CHEFA's sale of Child Care Facilities Series A and B Revenue Bonds (the "Series A and B Bonds"). Payments by TVCCA are based on interest costs and principal payments on the Series A and B Bonds, amounts required to establish and maintain trust funds required under the Vernon Agreements, annual fees and certain expenses of CHEFA. TVCCA also pays the cost of insuring the property and of operation and maintenance. Interest is payable semi-annually at rates ranging from 3.0% to 5.0% with principal payable in various installments through July 2028.

New London facility

In October 2008, TVCCA entered into a Loan Agreement and Open-End Mortgage (collectively the "New London Agreements") with CHEFA to finance the construction of a qualifying child care facility through CHEFA's sale of \$16,875,000 Child Care Facilities Series G Revenue Bonds (the "Series G Bonds"). TVCCA's share of the Series G Bond proceeds totaled \$2,465,000 or 14.6% of total Series G Bond proceeds. Payments by TVCCA are based on interest costs and principal payments on 14.6% of the Series G Bonds, amounts required to establish and maintain trust funds required under the New London Agreements, annual fees and certain expenses of CHEFA. TVCCA also pays the cost of insuring the property and of operation and maintenance. Interest is payable semi-annually at rates ranging from 1.5% to 5.0% with principal payable in various installments through July 2038.

Thames Valley Council for Community Action, Inc. and Subsidiary

Notes to Consolidated Financial Statements March 31, 2020 and 2019

CHEFA refinancing

During August 2011, CHEFA refinanced approximately \$32 million of Child Care Facilities Series A through Series E bonds which resulted in the Child Care Facilities series H Revenue Bonds (the "Series H Bonds"). TVCCA's Taftville, Windham, and Vernon child care facilities were refinanced through the Series H Bonds. Payments by TVCCA are based on interest costs and principal payments on the Series H Bonds, amounts required to establish and maintain all three refinanced facilities, annual fees and certain expenses of CHEFA. TVCCA is also responsible for the cost of insuring the properties and of operation and maintenance. The refinanced loans require interest payable in semi-annual payments at rates ranging from 1.0% to 5.0%, with principal payable in various installments throughout the original life of the bonds.

During April 2015, CHEFA refinanced approximately \$2.3 million of Child Care Facilities Series G bonds relating to the New London facility through the issuance of State Supported Child Care Revenue Bonds, Series 2015 (the "Series 2015 Bonds"). TVCCA's share of the Series 2015 Bonds totaled \$2,465,000 or 7.4% of total Series 2015 Bond proceeds, resulting in an overall increase in principal owed by TVCCA of \$195,000. Payments by TVCCA are based on interest costs and principal payments on 7.4% of the Series 2015 Bonds, amounts required to establish and maintain trust funds required under the New London Agreements, annual fees and certain expenses of CHEFA. TVCCA is also responsible for the cost of insuring the properties and of operation and maintenance. The refinanced loan requires interest payable in semi-annual payments at rates ranging from 1.5% to 5.0%, with principal payable in various installments through July 2038.

Each of the CHEFA mortgages provide, among other things, that principal and interest on the mortgage loans are payable by TVCCA, which is obligated to make such payments so long as the applicable bonds are outstanding. The underlying collateral of the mortgage loans is the buildings constructed with bond proceeds. As additional collateral, TVCCA has pledged the gross receipts of each qualifying child care facility to CHEFA. Additionally, TVCCA is subject to certain financial and nonfinancial covenants, noncompliance with which may be considered to be an event of default and could provide CHEFA with the right to demand repayment currently. For the years ended March 31, 2020 and 2019, TVCCA was in compliance with these covenants, with the exception of a nonfinancial covenant, for which a waiver has been obtained.

In connection with the State of Connecticut's school readiness initiative, the State of Connecticut Office of Early Childhood ("OEC") has agreed to pay a portion of qualifying debt service payments. The OEC has agreed to pay 85.7% of the qualifying debt service of the Taftville facility mortgage loan, 90.0% of the qualifying debt service of the Windham facility mortgage loan, 81.9% of the qualifying debt service of the Vernon facility mortgage loan and 77.3% of the qualifying debt service of the New London facility mortgage loan. Principal and interest payments made by the OEC on behalf of TVCCA totaled \$196,310 and \$175,381 for the year ended March 31, 2020, respectively, and \$183,430 and \$187,568 for the year ended March 31, 2019, respectively.

Other mortgage notes payable

TVCCA is party to a mortgage note payable agreement with a bank in connection with the acquisition of real property in New London, Connecticut, which is used for several TVCCA programs. The mortgage note presently requires monthly payments of principal and interest of \$1,906 through April 2022. The interest rate is subject to adjustment every three years during the term of the mortgage note. The interest rate is adjusted to a percentage equal to the weekly average yield on U.S. Treasury securities, adjusted to a constant maturity of three years plus 3.5%. The interest rate as of March 31, 2020 is 3.79%. In addition to the real property acquired, the mortgage

Thames Valley Council for Community Action, Inc. and Subsidiary

**Notes to Consolidated Financial Statements
March 31, 2020 and 2019**

note is also secured by an assignment of rents and leases. Additionally, TVCCA is subject to certain financial and nonfinancial covenants, noncompliance with which may be considered to be an event of default and could provide the bank with the right to demand repayment currently. For the years ended March 31, 2020 and 2019, TVCCA was in compliance with these covenants. The balance of this note totaled \$44,136 and \$64,066 as of March 31, 2020 and 2019, respectively.

Aggregate principal maturities of all mortgage notes payable in subsequent years are as follows:

Year ending March 31,	
2021	\$ 276,721
2022	277,415
2023	265,000
2024	280,000
2025	305,000
Thereafter	<u>3,160,000</u>
	<u>\$ 4,564,136</u>

Line of credit

As of March 31, 2020 and 2019, TVCCA has available a \$400,000 line of credit that is due on demand with an adjustable interest rate (3.25% at March 31, 2020) that is renewable annually. No borrowings were outstanding against the line as of March 31, 2020 and 2019.

Note 7 - Net assets with donor restrictions

Net assets with donor restrictions are restricted for the following purposes at March 31, 2020 and 2019:

	2020	2019
Housing and shelter services	\$ 872,697	\$ 872,697
Elderly services	269,933	259,056
Other community services	221,089	221,089
Children services	168,130	163,001
Employment and training services	26,349	26,349
Facilities improvement (capital campaign)	<u>19,889</u>	<u>19,889</u>
	<u>\$ 1,578,087</u>	<u>\$ 1,562,081</u>

Net assets with donor restrictions in the amount of \$8,504 and \$102,429 were released from restriction during the years ended March 31, 2020 and 2019, respectively, by satisfying purpose and time restrictions.

Note 8 - Conditional contributions

TVCCA receives conditional grants from federal and state agencies. These grants are conditional and require TVCCA to meet the Uniform Guidance and Connecticut Single Audit Act requirements. TVCCA must return any funds received for which the conditions are not met. These funds are recorded as refundable advances on the consolidated statements of financial position.

Thames Valley Council for Community Action, Inc. and Subsidiary

**Notes to Consolidated Financial Statements
March 31, 2020 and 2019**

Note 9 - Noncash contributions

Noncash contributions recognized in the accompanying consolidated statement of activities and changes in net assets consist principally of the use of space in connection with children services programs and donations to the shelter programs of \$184,688 and \$207,909 for the years ended March 31, 2020 and 2019, respectively.

Note 10 - Operating leases

TVCCA leases office space and various other facilities throughout eastern Connecticut to conduct its programs. Future minimum lease payments under non-cancelable operating leases with remaining terms in excess of one year are as follows:

Year ending March 31:		
2021	\$	124,972
2022		124,672
2023		124,672
2024		<u>31,168</u>
	\$	<u><u>405,484</u></u>

Rent expense totaled \$129,908 and \$131,179 for the years ended March 31, 2020 and 2019, respectively.

Note 11 - Employee benefit plans

TVCCA maintains two defined contribution employee benefit plans: a Section 403(b) employee contribution plan and a money purchase pension plan. All permanent employees are eligible to participate in both plans after a three-month waiting period.

Employee contributions under the Section 403(b) plan are determined by the participating employees and must be at least 5.0% of wages. Employer contributions to the money purchase pension plan are based on a percentage match of Section 403(b) participating employee wages. Employees are always 100% vested in employee salary deferrals and become fully vested in employer contributions after one year. Employees hired after April 1, 2004 become fully vested in employer contributions after three years. Employer contributions totaled \$587,598 and \$570,708 for the years ended March 31, 2020 and 2019, respectively.

Note 12 - Related party transactions

TVCCA operates as a sub grantee agency for certain programs administered by the Connecticut Association for Community Action, Inc. ("CAFCA"). TVCCA's Executive Director currently serves on CAFCA's Board of Directors. Grant and contract revenues recognized by TVCCA from CAFCA totaled \$160,113 and \$151,929 for the years ended March 31, 2020 and 2019, respectively.

Note 13 - Contingencies

TVCCA has received federal and state grants for specific purposes that are subject to review and audit by the grantor agencies. Such audits could lead to requests for reimbursement to the grantor agency for any expenditure disallowed under terms of the grant. Management believes that such disallowances, if any, will not be material to the financial position of TVCCA.

Thames Valley Council for Community Action, Inc. and Subsidiary

**Notes to Consolidated Financial Statements
March 31, 2020 and 2019**

In December 2019 and early 2020, the coronavirus that causes COVID-19 was reported to have surfaced in China. The spread of this virus globally including in early 2020 has caused business disruption domestically in the United States, the area in which TVCCA primarily operates. While disruption is currently expected to be temporary, there is a considerable uncertainty around the duration of this uncertainty. Therefore, while TVCCA does not expect this matter to negatively impact its financial condition, results of operations, or cash flows, the extent of the financial impact and duration cannot be reasonably estimated at this time.

Supplementary Information

Thames Valley Council for Community Action, Inc. and Subsidiary

Schedule 1 - Statement of Financial Position Information
March 31, 2020

	CHEFA Finance Day Care Facility - Taftville	CHEFA Finance Day Care Facility - Windham	CHEFA Finance Day Care Facility - Vernon	CHEFA Finance Day Care Facility New London	All Other Activities	Total
<u>ASSETS</u>						
CURRENT ASSETS						
Cash and cash equivalents	\$ -	\$ -	\$ -	\$ -	\$ 4,280,156	\$ 4,280,156
Grants and contracts receivables	91,577	-	-	127,948	1,050,563	1,270,088
Other current assets	-	-	-	-	293,300	293,300
Total current assets	91,577	-	-	127,948	5,624,019	5,843,544
PROPERTY, PLANT AND EQUIPMENT, NET	1,691,424	585,270	340,901	1,780,213	1,040,869	5,438,677
OTHER ASSETS						
Restricted cash equivalents	57,581	5,259	5,259	54,086	-	122,185
Due (to) from	103,397	(303,426)	170,740	(311,490)	340,779	-
Total other assets	160,978	(298,167)	175,999	(257,404)	340,779	122,185
Total assets	\$ 1,943,979	\$ 287,103	\$ 516,900	\$ 1,650,757	\$ 7,005,667	\$ 11,404,406
<u>LIABILITIES AND NET ASSETS</u>						
CURRENT LIABILITIES						
Accounts payable and accrued expenses	\$ 14,258	\$ 6,544	\$ 7,739	\$ 17,557	\$ 1,344,342	\$ 1,390,440
Current portion of long-term debt	95,000	50,000	35,000	75,000	21,721	276,721
Deferred grant and contract revenue	8,330	-	-	9,598	536,799	554,727
Total current liabilities	117,588	56,544	42,739	102,155	1,902,862	2,221,888
LONG-TERM LIABILITIES						
Long-term debt, less current portion	1,465,000	485,000	285,000	2,050,000	22,415	4,287,415
Total liabilities	1,582,588	521,544	327,739	2,152,155	1,925,277	6,509,303
NET ASSETS (DEFICIT)						
Net assets without donor restrictions	361,391	(234,441)	189,161	(501,398)	3,502,303	3,317,016
Net assets with donor restrictions	-	-	-	-	1,578,087	1,578,087
Total net assets (deficit)	361,391	(234,441)	189,161	(501,398)	5,080,390	4,895,103
Total liabilities and net assets	\$ 1,943,979	\$ 287,103	\$ 516,900	\$ 1,650,757	\$ 7,005,667	\$ 11,404,406

Thames Valley Council for Community Action, Inc. and Subsidiary

**Schedule 2 - Statement of Activities Information
Year Ended March 31, 2020**

	CHEFA Finance Day Care Facility - Taftville	CHEFA Finance Day Care Facility - Windham	CHEFA Finance Day Care Facility - Vernon	CHEFA Finance Day Care Facility New London	All Other Activities	Total
SUPPORT AND REVENUE						
Federal and state grants and contracts	\$ 1,920,167	\$ 7,155	\$ 8,426	\$ 2,002,257	\$ 20,622,321	\$ 24,560,326
Local and other grants and contribution	-	-	-	-	599,764	599,764
Program and other income	372,674	50,833	38,124	124,574	1,383,538	1,969,743
Contributed goods and services	-	-	-	-	184,688	184,688
Debt service paid on-behalf of TVCCA by the State of Connecticut	144,597	64,395	30,861	356,781	(224,943)	371,691
Total support and revenue	2,437,438	122,383	77,411	2,483,612	22,565,368	27,686,212
EXPENSES						
Salaries and benefits	1,666,584	-	-	1,871,071	10,107,412	13,645,067
Client assistance	24,931	-	-	28,179	9,234,195	9,287,305
Contractual services	23,858	-	-	45,093	1,125,902	1,194,853
Materials and supplies	70,558	-	3,750	68,488	641,176	783,972
Repairs and maintenance	292,059	15,721	24,080	140,278	115,855	587,993
Depreciation and amortization	118,624	56,861	33,661	134,093	224,927	568,166
Administrative and general	348,747	21,113	1,890	301,622	(96,624)	576,748
Other expenses	14,203	1,325	358	15,204	138,423	169,513
Interest expense	78,725	26,550	16,550	91,156	123,378	336,359
Travel and transportation	4,904	-	-	8,466	202,452	215,822
Utilities	51,083	-	(9)	47,513	105,967	204,554
Contributed goods and services	-	-	-	-	190,251	190,251
Insurance	12,914	5,677	3,669	11,234	178,047	211,541
Rent and leasing	5,609	-	-	5,609	143,514	154,732
Total expenses	2,712,799	127,247	83,949	2,768,006	22,434,875	28,126,876
Change in net assets	(275,361)	(4,864)	(6,538)	(284,394)	130,493	(440,664)
NET ASSETS, beginning of year	636,752	(229,577)	195,699	(217,004)	4,949,897	5,335,767
NET ASSETS, end of year	\$ 361,391	\$ (234,441)	\$ 189,161	\$ (501,398)	\$ 5,080,390	\$ 4,895,103

Thames Valley Council for Community Action, Inc. and Subsidiary

**Schedule 3 - Statement of Cash Flows Information
Year Ended March 31, 2020**

	CHEFA Finance Day Care Facility - Taftville	CHEFA Finance Day Care Facility - Windham	CHEFA Finance Day Care Facility - Vernon	CHEFA Finance Day Care Facility New London	All Other Activities	Total
CASH FLOWS FROM OPERATING ACTIVITIES						
Change in net assets	\$ (275,361)	\$ (4,864)	\$ (6,538)	\$ (284,394)	\$ 130,493	\$ (440,664)
Adjustments to reconcile the change in net assets to net cash provided by operating activities:						
Depreciation and amortization	118,624	56,861	33,661	134,093	244,754	587,993
On-behalf principal repayments on long-term debt	(77,130)	(40,500)	(24,570)	(54,110)	-	(196,310)
Change in due (to) from	336,818	(6,520)	(435)	179,234	(509,097)	-
Changes in operating assets and liabilities						
Grants and contracts receivables	63,092	-	-	39,477	410,934	513,503
Other receivables	-	-	-	-	17,004	17,004
Other current assets	-	-	-	-	(121,098)	(121,098)
Accounts payable and accrued expenses	(5,986)	(375)	3,414	(5,495)	(387,806)	(396,248)
Deferred revenue	6,861	-	-	8,121	446,932	461,914
Net cash provided by operating activities	166,918	4,602	5,532	16,926	232,116	426,094
CASH FLOWS FROM INVESTING ACTIVITIES						
Purchases of property, plant and equipment	(152,942)	-	-	-	(82,713)	(235,655)
CASH FLOWS FROM FINANCING ACTIVITIES						
Principal repayments on long-term debt	(12,870)	(4,500)	(5,430)	(15,890)	(19,930)	(58,620)
Net increase in cash, cash equivalents and restricted cash	1,106	102	102	1,036	129,473	131,819
Cash, cash equivalents and restricted cash, beginning of year	56,475	5,157	5,157	53,050	4,150,683	4,270,522
Cash, cash equivalents and restricted cash, end of year	\$ 57,581	\$ 5,259	\$ 5,259	\$ 54,086	\$ 4,280,156	\$ 4,402,341

Independent Auditor's Report on Internal Control over Financial Reporting and
on Compliance and Other Matters Based on an Audit of Financial Statements
Performed in Accordance with *Government Auditing Standards*

To the Board of Trustees
Thames Valley Council for Community Action, Inc. and Subsidiary

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the consolidated financial statements of Thames Valley Council for Community Action, Inc. and Subsidiary (a nonprofit organization), which comprise the consolidated statement of financial position as of March 31, 2020, and the related consolidated statements of activities and changes in net assets, functional expenses and cash flows for the year then ended, and the related notes to the consolidated financial statements, and have issued our report thereon dated October 2, 2020. The financial statements of the subsidiary, TVCCA Information Systems, LLC were not audited in accordance with *Government Auditing Standards* and, accordingly, this report does not include reporting on internal control over financial reporting or instances of reportable noncompliance associated with TVCCA Information Systems, LLC.

Internal Control over Financial Reporting

In planning and performing our audit of the consolidated financial statements, we considered Thames Valley Council for Community Action, Inc. and Subsidiary's internal control over financial reporting ("internal control") to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the consolidated financial statements, but not for the purpose of expressing an opinion on the effectiveness of Thames Valley Council for Community Action, Inc. and Subsidiary's internal control. Accordingly, we do not express an opinion on the effectiveness of Thames Valley Council for Community Action, Inc. and Subsidiary's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's consolidated financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

Compliance and Other Matters

As part of obtaining reasonable assurance about whether Thames Valley Council for Community Action, Inc. and Subsidiary's consolidated financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant

agreements, noncompliance with which could have a direct and material effect on the determination of consolidated financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit and, accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.



Hartford, Connecticut
October 2, 2020

Independent Auditor's Report on Compliance for Each Major Federal Program;
Report on Internal Control over Compliance; and Report on the Schedule of
Expenditures of Federal Awards Required by the Uniform Guidance

To the Board of Trustees
Thames Valley Council for Community Action, Inc.

Report on Compliance for Each Major Federal Program

We have audited Thames Valley Council for Community Action, Inc. and Subsidiary's compliance with the types of compliance requirements described in the *OMB Compliance Supplement* that could have a direct and material effect on each of Thames Valley Council for Community Action, Inc. and Subsidiary's major federal programs for the year ended March 31, 2020. Thames Valley Council for Community Action, Inc. and Subsidiary's major federal programs are identified in the summary of auditor's results section of the accompanying schedule of findings and questioned costs.

Management's Responsibility

Management is responsible for compliance with the requirements of federal statutes, regulations, and the terms and conditions of its federal awards applicable to its federal programs.

Auditor's Responsibility

Our responsibility is to express an opinion on compliance for each of the Thames Valley Council for Community Action, Inc. and Subsidiary's major federal programs based on our audit of the types of compliance requirements referred to above. We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America; the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; and the audit requirements of Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* ("Uniform Guidance"). Those standards and the Uniform Guidance require that we plan and perform the audit to obtain reasonable assurance about whether noncompliance with the types of compliance requirements referred to above that could have a direct and material effect on a major federal program occurred. An audit includes examining, on a test basis, evidence about the Thames Valley Council for Community Action, Inc. and Subsidiary's compliance with those requirements and performing such other procedures as we considered necessary in the circumstances.

We believe that our audit provides a reasonable basis for our opinion on compliance for each major federal program. However, our audit does not provide a legal determination of Thames Valley Council for Community Action, Inc. and Subsidiary's compliance.

Opinion on Each Major Federal Program

In our opinion, Thames Valley Council for Community Action, Inc. and Subsidiary complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of its major federal programs for the year ended March 31, 2020.

Report on Internal Control over Compliance

Management of Thames Valley Council for Community Action, Inc. is responsible for establishing and maintaining effective internal control over compliance with the types of compliance requirements referred to above. In planning and performing our audit of compliance, we considered Thames Valley Council for Community Action, Inc.'s internal control over compliance with the types of requirements that could have a direct and material effect on each major federal program to determine the auditing procedures that are appropriate in the circumstances for the purpose of expressing an opinion on compliance for each major federal program and to test and report on internal control over compliance in accordance with the Uniform Guidance, but not for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, we do not express an opinion on the effectiveness of Thames Valley Council for Community Action, Inc. and Subsidiary's internal control over compliance.

A deficiency in internal control over compliance exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a federal program on a timely basis. A *material weakness in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a federal program will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance with a type of compliance requirement of a federal program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies. We did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Uniform Guidance. Accordingly, this report is not suitable for any other purpose.

Report on the Schedule of Expenditures of Federal Awards Required by the Uniform Guidance

We have audited the consolidated financial statements of Thames Valley Council for Community Action, Inc. and Subsidiary, as of and for the year ended March 31, 2020, and have issued our report thereon dated October 2, 2020, which contained an unmodified opinion on those consolidated financial statements. Our audit was conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The accompanying schedule of expenditures of federal awards is presented for purposes of additional analysis as required by the Uniform Guidance and is not a required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The information has been subjected to the auditing procedures applied in the audit of the consolidated financial statements and certain additional

procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the schedule of expenditures of federal awards is fairly stated in all material respects in relation to the consolidated financial statements as a whole.



Hartford, Connecticut
October 2, 2020

Thames Valley Council for Community Action, Inc. and Subsidiary

Schedule of Expenditures of Federal Awards Year Ended March 31, 2020

Federal Grantor/Program or Cluster Title	Direct/Pass-through Grantor	Federal CFDA Number	Pass-through Entity Identifying Number	Passed through to Subrecipients	Total Federal Expenditures
U.S. Department of Health and Human Services: Head Start	Direct	93.600	01CH010876-01-00	\$ -	\$ 3,986,523
Aging Cluster: Special Programs for the Aging, TITLE III, Part C Nutrition Services Special Programs for the Aging, TITLE III, Part C Nutrition Services Nutrition Services Incentive Program - Elderly Nutrition Nutrition Services Incentive Program - Elderly Nutrition	Senior Resources Agency on Aging Senior Resources Agency on Aging Senior Resources Agency on Aging Senior Resources Agency on Aging	93.045 93.045 93.053 93.053	N-19-1/4/5-ED/C/CO/H-W/SE/NE N-20-1/4/5-ED/C/CO/H-W/SE/NE N-19-1/4/5-ED/C/CO/H-W/SE/NE N-20-1/4/5-ED/C/CO/H-W/SE/NE	- - - -	504,768 622,304 92,489 44,394
Total Aging Cluster				-	1,263,955
Low-Income Home Energy Assistance Low-Income Home Energy Assistance Low-Income Home Energy Assistance - New Haven Administration Low-Income Home Energy Assistance - New Haven Administration	State of Connecticut Department of Social Services State of Connecticut Department of Social Services State of Connecticut Department of Social Services State of Connecticut Department of Social Services	93.568 93.568 93.568 93.568	16DSS5001ZK 19DSS5001ZK 16DSS5001ZK 19DSS5001ZK	- - - -	1,038,456 5,302,475 58,949 1,896,381
Total Low-Income Home Energy Assistance				-	8,296,261
477 Cluster: Community Services Block Grant Community Services Block Grant	State of Connecticut Department of Social Services State of Connecticut Department of Social Services	93.569 93.569	16DSS1501ZK 19DSS1501ZK	- -	230,958 165,695
Total 477 Cluster				-	396,653
Social Services Block Grant Social Services Block Grant Social Services Block Grant - Elderly Nutrition Social Services Block Grant - Connecticut Rapid Re-Housing Program Social Services Block Grant - Case Management Program	State of Connecticut Department of Social Services State of Connecticut Department of Social Services Senior Resources Agency on Aging State of Connecticut Department of Housing Connecticut Association for Community Action	93.667 93.667 93.667 93.667 93.667	16DSS5001ZK 19DSS5001ZK N/A 15DOH0401CX 18DSS5001FB	- - - - -	59,575 37,111 59,194 13,324 144,653
Total Social Services Block Grant				-	313,857
Health Profession Opportunity Grants Health Profession Opportunity Grants	Eastern Connecticut Workforce Investment Board, Inc. Eastern Connecticut Workforce Investment Board, Inc.	93.093 93.093	18-19-100 18-19-100	- -	32,313 29,622
Total Health Profession Opportunity Grants				-	61,935
Total U.S. Department of Health and Human Services				-	14,299,184
U.S. Department of Housing and Urban Development Supportive Housing Program - Homeless Collaborative Network Supportive Housing Program - Homeless Collaborative Network	Direct Direct	14.235 14.235	CT0094L1E051811 CT0094L1E951912	- -	582,211 122,247
Total Supportive Housing Program				-	704,458
Emergency Solutions Grant Program	State of Connecticut Department of Housing	14.231	15DOH0401CX -A3	-	76,387
Community Development Block Grants/Entitlement Grants Entitlement Grants - Homeless Prevention Services Entitlement Grants - The Retired Senior Volunteer Programs (RSVP) Entitlement Grants - The Retired Senior Volunteer Programs (RSVP)	City of Norwich City of New London City of New London	14.218 14.218 14.218	221.6511-465.33-19 221.6511-465.33-20	- - -	18,118 4,830 15,406
Total Community Development Block Grants/Entitlement Grants				-	38,354
Congregate Housing Services Program Congregate Housing Services Program	Senior Resources Agency on Aging Senior Resources Agency on Aging	14.170 14.170	N/A N/A	- -	12,013 12,440
Total Congregate Housing Services Program				-	24,453
Total U.S. Department of Housing and Urban Development				-	843,652

Thames Valley Council for Community Action, Inc. and Subsidiary

Schedule of Expenditures of Federal Awards Year Ended March 31, 2020

Federal Grantor/Program or Cluster Title	Direct/Pass-through Grantor	Federal CFDA Number	Pass-through Entity Identifying Number	Passed through to Subrecipients	Total Federal Expenditures
U.S. Department of Education:					
Passed through towns of Griswold and Groton:					
Preschool Development Grants	Town of Groton	84.419	12060-22705-2018-83004-170003	-	33,827
Preschool Development Grants	Town of Griswold	84.419	12060-22705-2018-83004-170003	-	31,728
Total Preschool Development Grants				-	65,555
U.S. Department of Agriculture:					
WIC Special Supplemental Nutrition Program for Women, Infants, and Children	Connecticut State Department of Public Health	10.557	2017-0054-3	-	392,908
Program for Women, Infants, and Children	Connecticut State Department of Public Health	10.557	2017-0054-3	-	365,444
Program for Women, Infants, and Children	Connecticut State Department of Public Health	10.557	2017-0054-3	-	2,506,062
Total WIC Special Supplemental Nutrition Program for Women, Infants, and Children				-	3,254,412
WIC Grants to States (WGS)	Connecticut State Department of Public Health	10.578	N/A	-	1,538
Child and Adult Care Food Program (CACFP)	Connecticut State Department of Education	10.558	12060-20518-82079-170006	-	179,650
Child and Adult Care Food Program (CACFP)	Connecticut State Department of Education	10.558	12060-20518-82079-170006	-	136,271
Child and Adult Care Food Program (CACFP) - Cash in Lieu	Connecticut State Department of Education	10.558	12060-20544-82079-170006	-	14,367
Total Child and Adult Care Food Program				-	330,288
State Administrative Matching Grants for the Supplemental Nutrition Assistance Program - Total SNAP Cluster	Connecticut Association for Community Action	10.561	19DSS4701FB/083-1FB-FSP-02	-	14,746
Total U.S. Department of Agriculture				-	3,600,984
U.S. Department of Labor:					
Employment Service/Wagner-Peyser Funded Activities	Eastern Connecticut Regional Education Services Center	17.207	18-19-100	-	18,668
Disability Employment Initiative (DEI)	Eastern Connecticut Regional Education Services Center	17.207	19-20-100	-	48,184
Disability Employment Initiative (DEI)				-	
Total Employment Service/Wagner-Peyser Funded Activities				-	66,852
Disability Employment Initiative (DEI)				-	
WIOA Cluster					
WIA/WIOA Adult Program	Eastern Connecticut Regional Education Services Center	17.258	18-19-106	-	137,685
WIA/WIOA Adult Program	Eastern Connecticut Regional Education Services Center	17.258	19-20-106	-	235,268
WIA/WIOA Youth Activities - Out of School Youth	Eastern Connecticut Regional Education Services Center	17.259	18-19-106	-	20,709
WIA/WIOA Youth Activities - Out of School Youth	Eastern Connecticut Regional Education Services Center	17.259	19-20-106	-	33,571
Total WIOA Cluster				-	427,233
Total U.S. Department of Labor				-	494,085
Corporation for National and Community Service					
Retired Senior Volunteer Program	Direct	94.002	18SRAC7003	-	20,462
Retired Senior Volunteer Program	Direct	94.002	19SRAC7002	-	159,505
Total Retired Senior Volunteer Program				-	179,967
U.S. Department of Homeland Security					
Emergency Food and Shelter National Board Program	United Way of Southeastern Connecticut	97.024	N/A	-	4,940
Total Expenditures of Federal Awards				\$ -	\$ 19,488,367

See Notes to Schedule of Expenditures of Federal Awards.

Thames Valley Council for Community Action, Inc. and Subsidiary

**Notes to Schedule of Expenditures of Federal Awards
March 31, 2020**

Note 1 - Basis of presentation

The accompanying schedule of expenditures of federal awards (the "Schedule") includes the federal award activity of Thames Valley Council for Community Action, Inc., (the "Council") under programs of the federal government for the year ended March 31, 2020. The information in this Schedule is presented in accordance with the requirements of Title 2 U.S. *Code of Federal Regulations* Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards* ("Uniform Guidance"). Because the Schedule presents only a selected portion of the operations of the Council, it is not intended to and does not present the financial position, changes in net assets, or cash flows of the Council

Note 2 - Summary of significant accounting policies

Expenditures reported on the Schedule are reported on the accrual basis of accounting. Such expenditures are recognized following the cost principles contained in the Uniform Guidance wherein certain types of expenditures are not allowable or are limited as to reimbursement. Pass-through identifying numbers are presented when available.

Note 3 - Indirect cost rate

The Council has not elected to use the 10 percent de minimis indirect cost rate as allowed under the Uniform Guidance.

Note 4 - Other federal assistance

In connection with the Women, Infants and Children program, TVCCA determines program eligibility and issues vouchers for food benefits to eligible participants. The vouchers are redeemed by the participants at certain vendors approved by the State of Connecticut. TVCCA does not make payments to the participants or the vendors redeeming the vouchers. Although the value of the vouchers is considered federal assistance and is included in the accompanying schedule of expenditures of federal awards under CFDA number 10.557, no revenue or expense has been recognized in TVCCA's consolidated financial statements for the year ended March 31, 2020. The total value of vouchers redeemed as reported by the State of Connecticut totaled \$2,506,062 for the year ended March 31, 2020.

Thames Valley Council for Community Action, Inc. and Subsidiary

Schedule of Findings and Questioned Costs
March 31, 2020

I. Summary of Auditor's Results

Financial Statements

Type of auditor's report issued:

Unmodified

Internal control over financial reporting:

Material weakness(es) identified?

yes ☒ no

Significant deficiencies(ies) identified?

yes ☒ none reported

Noncompliance material to financial statements noted?

yes ☒ no

Federal Awards:

Internal control over major programs:

Material weakness(es) identified?

yes ☒ no

Significant deficiency(ies) identified?

yes ☒ none reported

Type of auditor's report issued on compliance for major programs:

Unmodified

Any audit findings disclosed that are required to be reported in accordance 2 CFR section 200.516(a)?

yes ☒ no

Major programs:

CFDA Number	Name of Federal Program or Cluster
10.557	Special Supplemental Nutrition Program for Women, Infants, and Children (WIC)
93.045/93.053	Aging Cluster
93.600	Head Start

Dollar threshold used to distinguish between Type A and Type B programs: \$750,000

Auditee qualified as low-risk auditee?

yes ☒ no

II. Financial Statement Findings

None

III. Federal Awards Findings and Questioned Costs

None

Independent Auditor's Report on Compliance for Each Major State Program;
Report on Internal Control over Compliance; and Report on the Schedule of
Expenditures of State Financial Assistance Required by the State Single Audit Act

To the Board of Trustees
Thames Valley Council for Community Action, Inc.

Report on Compliance for Each Major State Program

We have audited Thames Valley Council for Community Action, Inc. and Subsidiary's compliance with the types of compliance requirements described in the Office of Policy and Management's *Compliance Supplement* that could have a direct and material effect on each of Thames Valley Council for Community Action, Inc. and Subsidiary's major state programs for the year ended March 31, 2020. Thames Valley Council for Community Action, Inc. and Subsidiary's major state programs are identified in the summary of auditor's results section of the accompanying schedule of findings and questioned costs.

Management's Responsibility

Management is responsible for compliance with the requirements of laws, regulations, contracts, and grants applicable to its state programs.

Auditor's Responsibility

Our responsibility is to express an opinion on compliance for each of Thames Valley Council for Community Action, Inc. and Subsidiary's major state programs based on our audit of the types of compliance requirements referred to above. We conducted our audit of compliance in accordance with auditing standards generally accepted in the United States of America; the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; and the State Single Audit Act (C.G.S. Sections 4-230 to 4-236). Those standards and the State Single Audit Act require that we plan and perform the audit to obtain reasonable assurance about whether noncompliance with the types of compliance requirements referred to above that could have a direct and material effect on a major state program occurred. An audit includes examining, on a test basis, evidence about Thames Valley Council for Community Action, Inc. and Subsidiary's compliance with those requirements and performing such other procedures as we considered necessary in the circumstances.

We believe that our audit provides a reasonable basis for our opinion on compliance for each major state program. However, our audit does not provide a legal determination of Thames Valley Council for Community Action, Inc. and Subsidiary's compliance.

Opinion on Each Major State Program

In our opinion, Thames Valley Council for Community Action, Inc. and Subsidiary complied, in all material respects, with the types of compliance requirements referred to above that could have a direct and material effect on each of its major state programs for the year ended March 31, 2020.

Report on Internal Control over Compliance

Management of Thames Valley Council for Community Action, Inc. and Subsidiary is responsible for establishing and maintaining effective internal control over compliance with the types of compliance requirements referred to above. In planning and performing our audit of compliance, we considered Thames Valley Council for Community Action, Inc. and Subsidiary's internal control over compliance with the types of requirements that could have a direct and material effect on each major state program to determine the auditing procedures that are appropriate in the circumstances for the purpose of expressing our opinion on compliance for each major state program and to test and report on internal control over compliance in accordance with the State Single Audit Act, but not for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, we do not express an opinion on the effectiveness of Thames Valley Council for Community Action, Inc. and Subsidiary's internal control over compliance.

A deficiency in internal control over compliance exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with a type of compliance requirement of a state program on a timely basis. A *material weakness in internal control over compliance* is a deficiency, or combination of deficiencies, in internal control over compliance such that there is a reasonable possibility that material noncompliance with a type of compliance requirement of a state program will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency in internal control over compliance* is a deficiency, or combination of deficiencies, in internal control over compliance with a type of compliance requirement of a state program that is less severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies. We did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the State Single Audit Act. Accordingly, this report is not suitable for any other purpose.

Report on the Schedule of Expenditures of State Financial Assistance Required by the State Single Audit Act

We have audited the consolidated financial statements of Thames Valley Council for Community Action, Inc. and Subsidiary, as of and for the year ended March 31, 2020, and have issued our report thereon dated October 2, 2020, which contained an unmodified opinion on those consolidated financial statements. Our audit was conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The accompanying schedule of expenditures of state financial assistance is presented for purposes of additional analysis as required by the State Single Audit Act and is not a required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The information has been subjected to the auditing procedures applied in the audit of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying

accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the schedule of expenditures of state financial assistance is fairly stated in all material respects in relation to the consolidated financial statements as a whole.

CohnReznick LLP

Hartford, Connecticut
October 2, 2020

Thames Valley Council for Community Action, Inc. and Subsidiary

**Schedule of Expenditures of State Financial Assistance
Year Ended March 31, 2020**

State Grantor/Pass-Through Grantor/Program Title	State Grant Program CORE-CT Number	Expenditures Passed Through to Subrecipients	Expenditures
Office of Early Childhood:			
Head Start Services Grant Program and Head Start Innovative Enhancement	11000-OEC64840-16101	\$ -	\$ 73,861
Head Start Services Grant Program and Head Start Innovative Enhancement	11000-OEC64840-16101	-	193,815
Head Start Services Grant Program and Head Start Innovative Enhancement	11000-OEC64840-16101	-	16,821
Head Start Services Grant Program and Head Start Innovative Enhancement	11000-OEC64840-16101	-	79,066
Head Start Services Grant Program and Head Start Innovative Enhancement	11000-OEC64840-16101	-	13,101
Total Head Start Services Grant Program and Head Start Innovative Enhancement		-	376,664
Child Daycare (CDC)	11000-OEC64840-16274-83012		867,834
Child Daycare (CDC)	11000-OEC64840-16274-83012	879,362	2,277,482
Child Daycare - Intercept	11000-OEC64840-16274-83012	-	78,324
Total Child Daycare (CDC)		879,362	3,223,640
Passed through Norwich Public Schools:			
School Readiness in Priority School Districts	11000-OEC64840-16274-83014	-	122,536
School Readiness in Priority School Districts	11000-OEC64840-16274-83014	-	336,154
Passed through LEARN Regional Education Services			
School Readiness in Priority School Districts	11000-OEC64840-16274-83014	-	86,265
School Readiness in Priority School Districts	11000-OEC64840-16274-83014	-	356,528
Total School Readiness in Priority School Districts		-	901,483
Passed through Griswold Public Schools			
School Readiness in Competitive Grant Municipalities	11000-OEC64840-16274-83013		33,465
School Readiness in Competitive Grant Municipalities	11000-OEC64840-16274-83013	-	68,339
Total School Readiness in Competitive Grant Municipalities		-	101,804
Passed through Norwich Public Schools			
School Readiness Quality Enhancement	11000-OEC64845-16158	-	6,564
Passed through LEARN Regional Education Services			
School Readiness Quality Enhancement	11000-OEC64845-16158	-	3,249
Passed through Griswold Public Schools			
School Readiness Quality Enhancement	11000-OEC64845-16158	-	3,249
Total School Readiness Quality Enhancement		-	13,062

Thames Valley Council for Community Action, Inc. and Subsidiary

**Schedule of Expenditures of State Financial Assistance
Year Ended March 31, 2020**

State Grantor/Pass-Through Grantor/Program Title	State Grant Program CORE-CT Number	Expenditures Passed Through to Subrecipients	Expenditures
Department of Social Services:			
Hispanic Programs (HHD)	11000-DSS60000-16118	-	39,532
Human Services Infrastructure (HSI)	11000-DSS60000-16174	-	222,630
Human Services Infrastructure (HSI)	11000-DSS60000-16174	-	215,127
Total Human Services Infrastructure (HSI)		-	437,757
Medicaid	11000-DSS60000-16020	-	28,282
Department of Labor:			
Passed through Eastern Connecticut Workforce Investment Board, Inc.		-	-
Manufacturing Pipeline Initiative - Electric Boat	11000-DOL-40000-12597	-	4,098
Manufacturing Pipeline Initiative - Electric Boat	11000-DOL-40000-12597	-	4,966
Manufacturing Pipeline Initiative	11000-DOL-40000-12597	-	19,105
Manufacturing Pipeline Initiative	11000-DOL-40000-12597	-	51,529
Total Manufacturing Pipeline Initiative		-	79,698
Jobs First Employment Services	11000-DOL40000-12212	-	302,555
Jobs First Employment Services	11000-DOL40000-12212	175,345	439,066
Total Jobs First Employment Services		175,345	741,621
Department of Mental Health and Addiction Services:			
Housing Supports and Services	11000-MHA53000-12035	-	31,244
Housing Supports and Services	11000-MHA53000-12035	-	106,677
Total Housing Supports and Services		-	137,921
Department of Housing:			
Shelter Diversion/Rapid Rehousing	11000-DOH46920-16149-1200904	-	41,160
Shelter Diversion/Rapid Rehousing	11000-DOH46920-16149-1200904	-	148,156
Shelter Diversion/Rapid Rehousing	11000-DOH46920-16149-1200904	-	89,842
Shelter Diversion/Rapid Rehousing	11000-DOH46920-16149-1200904	-	156,986
Total Shelter Diversion/Rapid Rehousing		-	436,144
Coordinated Access	11000-DOH46920-16149-1200906	-	10,045
Department of Rehabilitation Services:			
Passed through Senior Resources Agency on Aging			
Areas Agencies on Aging - Elderly Nutrition & Discretionary	11000-SDR63901-16278-10105	-	84,083
Areas Agencies on Aging - Elderly Nutrition & Discretionary	11000-SDR63901-16278-10105	-	123,555
Areas Agencies on Aging - Federal Title III Match	11000-SDR63901-16278-10604	-	27,257
Areas Agencies on Aging - Federal Title III Match	11000-SDR63901-16278-10604	-	19,373
Total Area Agencies on Aging		-	254,268
Total Schedule of State Awards		\$ 1,054,707	\$ 6,781,921

See Note to Schedule of Expenditures of State Financial Assistance.

Thames Valley Council for Community Action, Inc. and Subsidiary

**Note to Schedule of Expenditures of State Financial Assistance
March 31, 2020**

The accompanying schedule of expenditures of state financial assistance includes state grant activity of Thames Valley Council for Community Action, Inc. under programs of the State of Connecticut for the fiscal year ended March 31, 2020. Various departments and agencies of the State of Connecticut have provided financial assistance through grants and other authorizations in accordance with the General Statutes of the State of Connecticut. These financial assistance programs fund several programs including education, elderly, energy, employment training, housing and shelter, and other services.

Note 1 - Summary of significant accounting policies

The accounting policies of Thames Valley Council for Community Action, Inc. (the "Council") conform to accounting principles generally accepted in the United States of America as applicable to not-for-profit organizations.

The information in the schedule of expenditures of state financial assistance is presented based upon regulations established by the State of Connecticut, Office of Policy and Management.

Basis of accounting

The expenditures reported on the schedule of expenditures of state financial assistance are reported on the accrual basis of accounting. In accordance with Section 4-236-22 of the Regulations to the State Single Audit Act, certain grants are not dependent on expenditure activity and, accordingly, are considered to be expended in the fiscal year of receipt. These grant program receipts are reflected in the expenditures column of the schedule of expenditures of state financial assistance.

Thames Valley Council for Community Action, Inc. and Subsidiary

**Schedule of Findings and Questioned Costs
March 31, 2020**

I. Summary of Auditor's Results

Financial Statements:

Type of auditor's opinion issued:	<u>Unmodified</u>
Internal control over financial reporting:	
Material weakness(es) identified?	<u> </u> yes <u> X </u> no
Significant deficiency(ies) identified?	<u> </u> yes <u> X </u> none reported
Noncompliance material to financial statements noted?	<u> </u> yes <u> X </u> no

State Financial Assistance:

Internal control over major programs:	
Material weakness(es) identified?	<u> </u> yes <u> X </u> no
Significant deficiency(ies) identified?	<u> </u> yes <u> X </u> none reported

Type of auditor's opinion issued on compliance for major programs:	<u>Unmodified</u>
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Any audit findings disclosed that are required to be reported in accordance with Section 4-236-24 of the Regulations to the State Single Audit Act?	<u> </u> yes <u> X </u> no
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The following schedule reflects the major programs included in the audit:

<u>State Grant or Program</u>	<u>State CORE - CT Number</u>	<u>Expenditures</u>
Department of Labor		
Jobs First Employment Services	11000-DOL-40000-12212	\$ 741,621
Department of Rehabilitation Services		
Area Agencies on Aging	11000-SDR636901-10604/ 11000-SDR63901-10105	254,268
Department of Social Services		
Human Services Infrastructure (HSI)	11000-DSS60000-16174	437,757
Office of Early Childhood		
Child Day Care	11000-OEC64840-83012	3,223,640
Department of Housing		
Shelter Diversion/Rapid Rehousing	11000-DOH46920-16149-1200904	436,144
Dollar threshold used to distinguish between type A and type B programs		<u>\$ 200,000</u>

Thames Valley Council for Community Action, Inc. and Subsidiary

**Schedule of Findings and Questioned Costs
March 31, 2020**

II. Financial Statement Findings

None

III. State Financial Assistance Findings and Questioned Costs

None



Independent Member of Nexia International

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We dedicate this report to the memory of our friend and colleague of 32 years, Christopher Sardo, who passed away in July 2019.

PROGRAMS & SERVICES

TVCCA provides services and partners with other organizations to address the social determinants of health — housing, food security, employment needs, education, and basic needs — of low-income and vulnerable households in Eastern Connecticut, with a focus on building the community's self-sufficiency and resiliency.

Case Management

Child Development Programs: Head Start, Early Head Start, & Little Learners

Employment & Training

Energy Assistance

Homelessness Prevention and Diversion

Section 8 Rental Assistance

Senior Nutrition & Meals on Wheels

Senior Volunteer Services

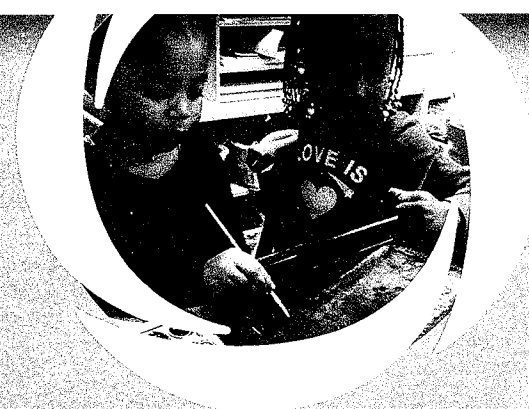
Supportive Housing

Volunteer Income Tax Assistance & Financial Education

Women, Infants & Children (WIC) Supplemental Nutrition Program



Visit **TVCCA.ORG** or call **860.889.1365**
for more information about our services



Nimble *and* Resilient

2020
ANNUAL
REPORT



**Thames Valley
Council for
Community
Action, Inc.**





As TVCCA completes 55 years of service to the community, we recognize the hard work and dedication of the entire TVCCA staff and Board.

We know that many in our community struggle with the social determinants of health – housing, food, utility and heating costs, employment, transportation, adequate child care – and focusing on these factors is critical for overall

health and well-being. TVCCA has established partnerships with local health care systems and federally qualified health centers to give our staff, many of whom are now certified community health workers, the tools to positively impact the lives of so many who come to our agency.

The agency, led by the Board of Trustees, has just completed a Community Needs Assessment and three-year Strategic Plan. Recognizing the challenges we face in our diverse community, the plan has been designed to create a more resilient organization that can weather the disruptive changes in our work and nimbly respond to the changing needs in the community.

Our first challenge emerged as the Strategic Plan was being finalized – the COVID-19 pandemic. Our service model changed overnight! Staff converted to telephonically and electronically reaching out to our clients and providing case management and critical services in a very uncertain and scary time. They became a lifeline and source of connection for isolated seniors, struggling families, and quarantined individuals.

Our Senior Nutrition Program became the primary food source for seniors who were sheltering at home and could not go out to shop for food. Our case load increased over 60% in a matter of days. The staff stepped up and prepared thousands of emergency meals in addition to the 1,000 daily meals served. Municipal partners and volunteers rallied around us and helped us deliver them.

Our Little Learners Early Education Program quickly reopened to provide emergency childcare to front line health care staff at the two hospitals in our region.

As we finished our Strategic Planning process, we validated that our organization is resilient, nimble, and ready to serve those in need in our community under extraordinary circumstances and times. We are ready for the future and the new challenges and opportunities it holds.

A special **THANK YOU** to all the staff and the Board for dedication, commitment, innovation and determination in your work, each and every day.

Deborah Monahan — Executive Director

Tammie Hullivan — Chairman

CONNECTING WITH OUR COMMUNITIES



EMPLOYMENT: 95% of unemployed adults who obtained employment remained employment for at least 180 days.



EDUCATION: 89% of children (0 to 5) demonstrated the necessary skills for school readiness.



ASSET BUILDING: 8 OUT OF 10 individuals participating in TVCCA's Individual Development Account program increased their savings.

4 individuals were able to use their savings to purchase a home.



HOUSING: 13 households experiencing homelessness were assisted in obtaining safe, temporary shelter.

7,113 households received Energy Assistance to warm their homes in the winter.



HEALTH: 3,436 seniors (65+) received assistance to maintain an independent living situation.

3,150 individuals participating in TVCCA's WIC program increased their nutrition skills, like cooking, shopping, and growing food.



VOLUNTEER HOURS: 34,264



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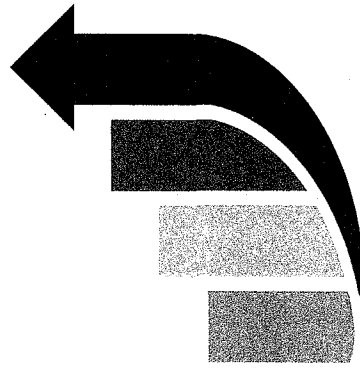
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FINANCIALS

Expenses

Children	\$11,049,726
Energy	\$7,687,564
Elderly	\$2,708,723
Employment	\$1,441,838
Housing	\$1,828,311
Management	\$1,314,408
Other	\$556,059

TOTAL \$26,586,629



Support & Revenue

Federal and State Grants	\$23,466,463
Local, Other Grants and Contributions	\$765,867
Programs and Other Income	\$1,733,651
Non-cash Contributions	\$207,909
Debt Service Paid on Behalf of TVCCA by Connecticut	\$370,998
TOTAL	\$26,544,888

HEAD START & EARLY HEAD START OUTCOMES

Head Start promotes school readiness of children under five from low-income families through education, health, social and other services. Through our program:

455 — Total number of children served

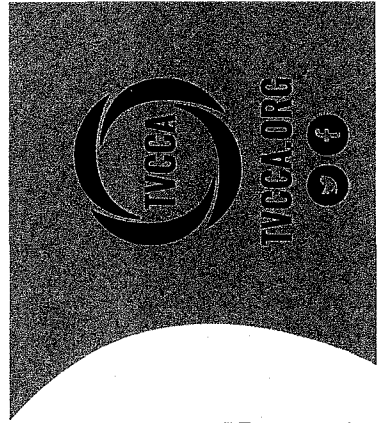
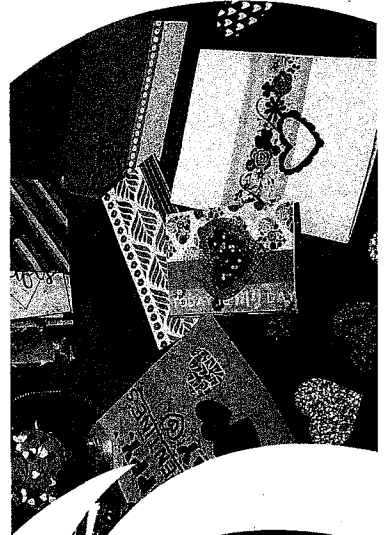
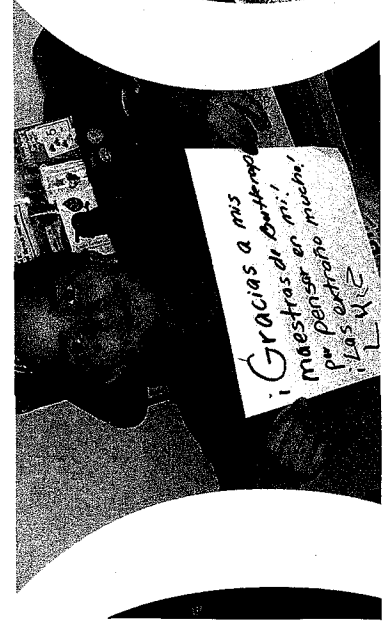
80% — Percentage of enrolled children who received medical exams

70% — Percentage of enrolled children who received dental exams

16% — Increase in number of Preschoolers meeting School Readiness Goals

5,160 — Hours of staff training for our Head Start/Early Head Start programs

Please visit **TVCCA.ORG** for additional information about family engagement activities, the agency's efforts to prepare children for kindergarten, and a summary of our most recent community assessment.





TVCCA is a trusted partner in our community with experienced, professional leadership that utilizes limited resources to ensure a safe environment for children and nutritious foods for seniors, while providing for the well-being of its valued staff members. The resilience and adaptability of TVCCA to emerging community needs is truly impressive.

— Patrick R. McCormack, MPH
Director of Health, Uncas Health District

BOARD OF TRUSTEES

2019-2020 OFFICERS

Tammie Hullivan	Chairman
Wendy Yagarich	First Vice Chairman
Daniel Falkenstein	Second Vice Chairman
Michael Lampasona	Secretary
Bill Eyberse	Treasurer

GROUP I: PUBLIC OFFICIALS AND THEIR REPRESENTATIVES

Bill Eyberse	City of Norwich
Kathleen D. McCarty	Town of Waterford
Hugh McKenney	Town of Salem
Juliette Parker	Town of Groton
Kathleen Peck	Town of Montville
Eleanor Phillips	Town of Colchester
Thomas Sparkman	Town of Lisbon

GROUP II: REPRESENTATIVES OF THE GROUPS TO BE SERVED

Dan Falkenstein	Head Start
Tammie Hullivan	Little Learners
Debbie Kievits	United Community & Family Services
Michael Lampasona	Head Start
Tricia Volpe	Permanent Supportive Housing
Wendy Yagarich	Madonna Place
Shirley Zaccheo	Norwich Bully Busters

GROUP III: OTHER GROUPS AND INTERESTS

Joscelyn Conley	Veterans Representative
Franco Cristofaro	Eversource Energy
Aaron Daniels	Norwich NAACP
Audrey Leone	Doherty, Beals & Banks, P.C.
Anthony G. Madeira	Center for Financial Training Atlantic States
Franca Parra-Polemeni	New London NAACP
Crystal Sides	Dime Bank

OUR JOURNEY



COLLABORATION

A broad spectrum of community based collaborations

TVCCA worked with 229 different partners last year.

COMMUNITY

Promoting community awareness

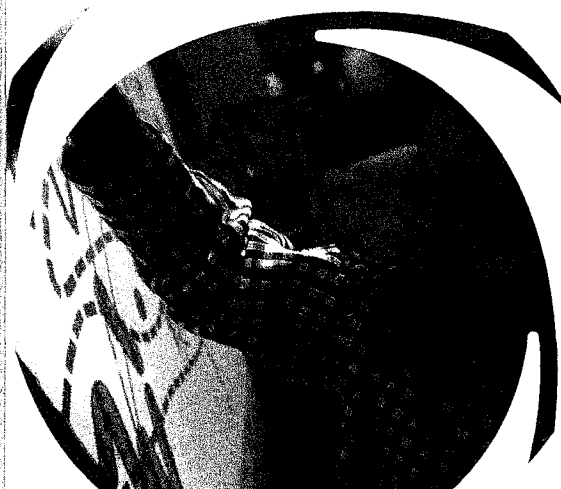
TVCCA participated in over 150 events in the community to raise awareness of our programs and the needs of our fellow community members.



QUALITY

Providing comprehensive and quality services

TVCCA's childcare centers are all NAEYC accredited; and 318 agency staff participated in 8,690 hours of training last year.



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