

HINDS COUNTY HUMAN RESOURCE AGENCY



2024 ANNUAL REPORT



*Helping Families,
Strengthening Communities*

**258 Maddox Road
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info@hchra.org**

Helping Families, Strengthening Communities



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THE PROMISE OF COMMUNITY ACTION

Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes American a better place to live. We care about the entire community, and we are dedicated to helping people help themselves and each other.

**MESSAGE FROM
THE PRESIDENT & CEO**



As I present our 2024 Annual Report, I feel a mixture of pride and bittersweet reflection. After 40 years with the Agency (2 as Director of Planning and Evaluation, 6 as Deputy Executive Director, and 32 as President & CEO), this will be my final report before retiring on July 31, 2025. Serving this incredible community has been one of the most rewarding parts of my life. Together, we have faced challenges, celebrated successes, and fostered meaningful change that has transformed lives.

For nearly half a century, the Hinds County Human Resource Agency (HCHRA) has been a leading community action agency that drives positive change, and I have been part of much of that. During my time with HCHRA, I have been continually impressed by our community's resilience. It has been a privilege to lead such a dedicated team committed to serving and uplifting those in need. Each interaction, program launch, and partnership we formed has deepened my belief in the power of compassion and collaboration.

As I prepare to step into the next chapter of my life, I will carry the memories of the countless individuals and families we have touched through our efforts. While I may be leaving my leadership role, I am optimistic that HCHRA will continue to thrive and adapt, just as it has for nearly 50 years. I am confident that the extraordinary team remaining will uphold our legacy and further drive social change, leaving a lasting impact on Hinds County.

I am grateful for the opportunity to serve in this role. I look forward to witnessing how HCHRA evolves in the future, and I will always cherish the time I spent with all of you. Let us continue to work together to inspire change for a brighter tomorrow.

Please review the 2024 Annual Report of HCHRA, which delineates key achievements from the previous year while articulating a vision for the future. This report reflects the agency's unwavering commitment to social responsibility and analyzes its operations and impact. HCHRA is dedicated to empowering individuals and families within Hinds County to address and overcome various challenges through diverse and innovative programs, ensuring that essential resources and opportunities are readily accessible to all members of the community.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kenn Cockrell'.

Kenn Cockrell
President and Chief Executive Officer

**MESSAGE FROM THE
CHAIRMAN OF THE BOARD**



I am proud to present the 2024 Annual Report as Chairman of the Hinds County Human Resource Agency (HCHRA) Board of Directors. This document encapsulates our significant accomplishments over the past year and our vision for the future. It serves as a transparent reflection of our ongoing commitment to improving the lives of residents in Hinds County, a commitment that is greatly enhanced by the leadership and dedication of our Board of Directors.

Our board members share a passion for our mission and work tirelessly to create opportunities that help individuals and families achieve self-sufficiency and independence. We believe that lasting change occurs when we equip people with the resources and skills necessary to thrive independently. With targeted programs focused on education, job training, and financial literacy, we are dedicated to fostering an environment where families can break free from cycles of dependence.

The challenges we are currently experiencing in our dynamic economic and social landscape present valuable opportunities for growth and innovation. Amid evolving challenges, the dedicated staff at HCHRA consistently shows remarkable resilience and unwavering commitment. Their professionalism and genuine compassion enhance every interaction, creating a supportive and uplifting environment. This reflects our strong dedication to providing meaningful assistance and nurturing care, empowering us to navigate even the most challenging times together.

Our programs are designed to empower families, instill resilience, and inspire meaningful, long-lasting change. We are focused not just on immediate assistance but on building a foundation for future generations, ensuring that everyone in our community has the opportunity to succeed and achieve their dreams.

Through our collective efforts, we aim to cultivate a community where self-reliance is not just a goal but a reality for all individuals and families. Together, we can significantly impact our community and pave the way for a brighter future, reinforcing the importance of community involvement and support.

Dr. Andrea Montgomery

Dr. Andrea Montgomery
Hinds County Human Resource Agency
Board of Directors Chairman

2024 BOARD OF DIRECTORS



Andrea Montgomery, Ph.D.
Chairman
Poor Sector
District III



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Vice Chairman
Private Sector



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Assistant Secretary
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Mr. Jeffrey C. Lyons
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Policy Liaison
Private Sector



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Public Sector
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Poor Sector
District V



Joann White, Ed.D.
Private Sector



Mr. Glenn Wilkerson, Jr.
Poor Sector
District IV



Ms. Rosalind Neal-Yarber
Public Sector
District II

2024 Policy Council Officers

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Vice Chairman - Stephanie Jackson
Secretary- Emerald Bullock
Assistant Secretary - Rachael Duffin

Kenn Cockrell
President & CEO

Roger Lutrell
*Executive Vice President &
Chief Operating Officer*

Kathleen Williams-McGriggs
*Senior Vice President
Administrative & Board Services*

Melverta Bender
Vice President, Planning & Development

Tarsha Henderson
Chief Financial Officer

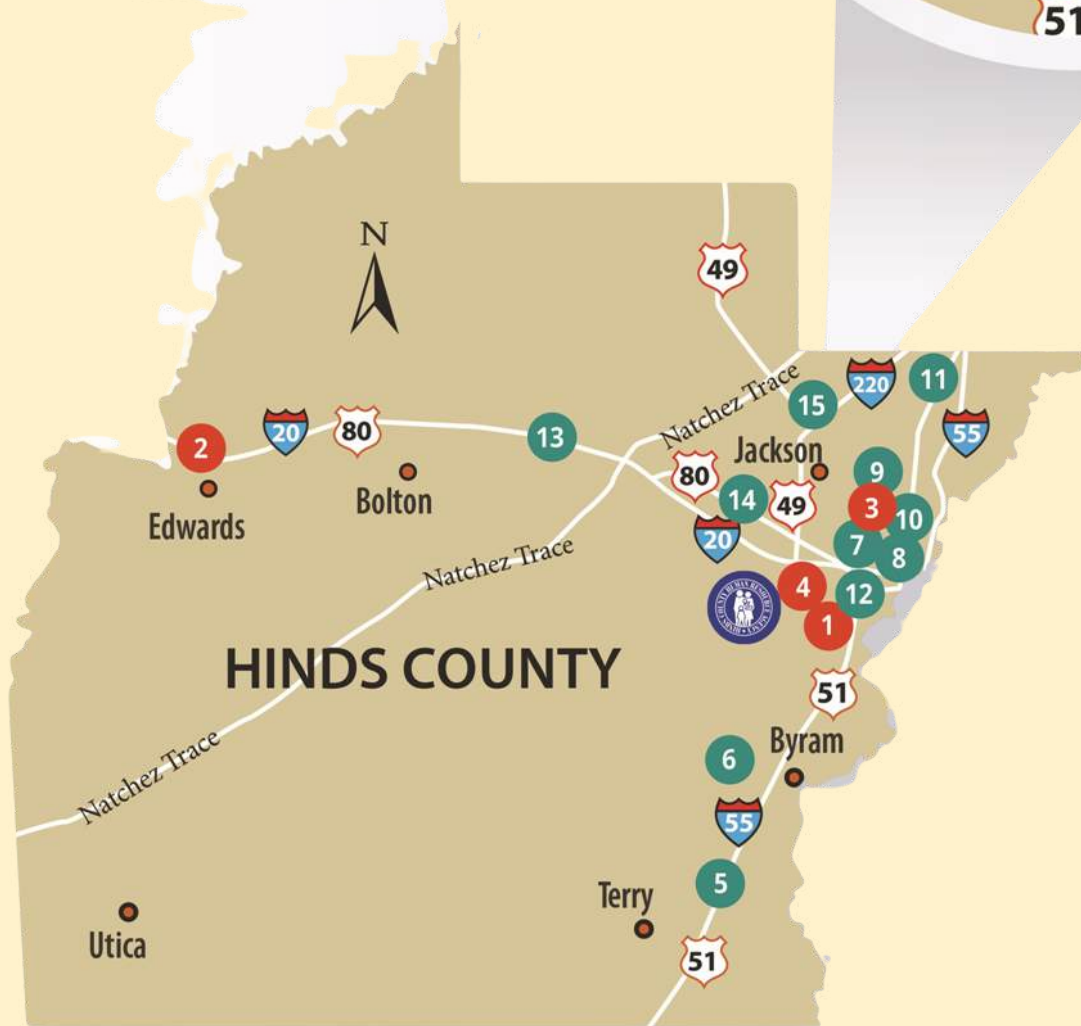
Chelsea Luster
*Vice President, Head Start &
Early Childhood Programs*



Hinds County Human Resource Agency Facilities

OUR SERVICE AREA

Bolton, Byram, Clinton, Edwards, Jackson, Learned, Raymond, Terry, and Utica



EARLY HEAD START CENTERS

- 1 Della J. Caugills
3383 Terry Road | Jackson, MS
- 2 Edwards
105 Williamson Avenue | Edwards, MS
- 3 Holy Ghost
1145 Cloister Street | Jackson, MS
- 4 Oak Forest
3023 Ridgeland Drive | Jackson, MS


HEAD START CENTERS

- 1 Della J. Caugills 3383
Terry Road | Jackson, MS
- 2 Edwards
105 Williamson Avenue | Edwards, MS
- 5 Eulander P. Kendrick 642 Morgan
Drive | Terry, MS
- 6 Gertrude Ellis
7293 Gary Road | Byram, MS
- 3 Holy Ghost Early Head Start Center
1145 Colister St. | Jackson, MS
- 7 Isable Elementary School (Satellite
Head Start Classroom)
1716 Isable Street | Jackson, MS
- 8 Martin
555 S. Roach Street | Jackson, MS
- 9 Mary C. Jones
2050 Martin Luther King Drive
Jackson, MS
- 10 Midtown
134 E. Fortification Street | Jackson, MS
- 4 Oak Forest
3023 Ridgeland Drive | Jackson, MS
- 11 Richard Brandon
5920 N. State Street | Jackson, MS
- 12 South Jackson
3020 Grey Boulevard | Jackson, MS
- 13 St. Thomas
3850 S. Norrell Road | Bolton, MS
- 14 Westside
1450 Wiggins Road | Jackson, MS
- 15 Willowood Developmental Center
(Satellite Head Start Classrooms)
1635 Boling Street | Jackson, MS

HCHRA CONGREGATE MEAL SITES

- 2 Edwards Neighborhood Service Center
105 Williamson Avenue | Edwards, MS
- 6 Fannie Jackson
Neighborhood Service Center
642 Morgan Drive | Terry, MS

CENTRAL OFFICE

 258 Maddox Road | Jackson, Mississippi
601-923-3930 | www.hchra.org

Mailing address
for HCHRA facilities:
P.O. Box 22657, Jackson,
MS 39225-2657

COMMUNITY ACTION:

MAXIMUM FEASIBLE PARTICIPATION

The active involvement of individuals and communities experiencing poverty in developing and evaluating programs that address their needs is essential for effective community action and development. Maximum Feasible Participation (MFP) is an approach that emphasizes the engagement of community members in planning and implementing initiatives that impact their lives. It is founded on the principle that those directly affected by specific issues are best equipped to identify their needs, devise solutions, and drive change.

A key aspect of this empowerment is self-reliance, which refers to individuals and communities' ability to manage their affairs and make informed decisions independently. Community-driven initiatives, such as job training programs, financial literacy workshops, and mentorship opportunities, help individuals gain the skills, confidence, and resources needed to thrive autonomously. By promoting self-reliance, these initiatives reduce dependence on external assistance and empower individuals to take control of their futures.

Community action agencies, like HCHRA, play a crucial role in this framework by offering essential services and support to low-income individuals and families. They facilitate access to job training, educational programs, health services, and financial assistance. For instance, these agencies may provide GED classes, connect individuals with affordable healthcare options, or offer emergency rental assistance, all of which help enhance individuals' circumstances. By incorporating MFP, community action agencies empower community members to actively participate in crafting solutions that foster greater self-reliance.

HCHRA exemplifies the principles of the community action movement by prioritizing Maximum Feasible Participation. This approach encourages community members to actively identify their needs and develop solutions, ensuring that the voices of those most affected by poverty are heard and respected.

HCHRA plays a crucial role in facilitating this participation by providing tools, resources, and training to empower individuals and families. Through workshops, community meetings, and outreach programs, the agency fosters an environment where residents can express their opinions, share their experiences, and collaborate on initiatives that promote self-sufficiency.

As the only community action agency serving Hinds County, HCHRA has been a trusted staple for nearly 50 years. We understand the complex nature of poverty and its significant impact on individuals, families, and communities. Our commitment is unwavering, and we strive to promote

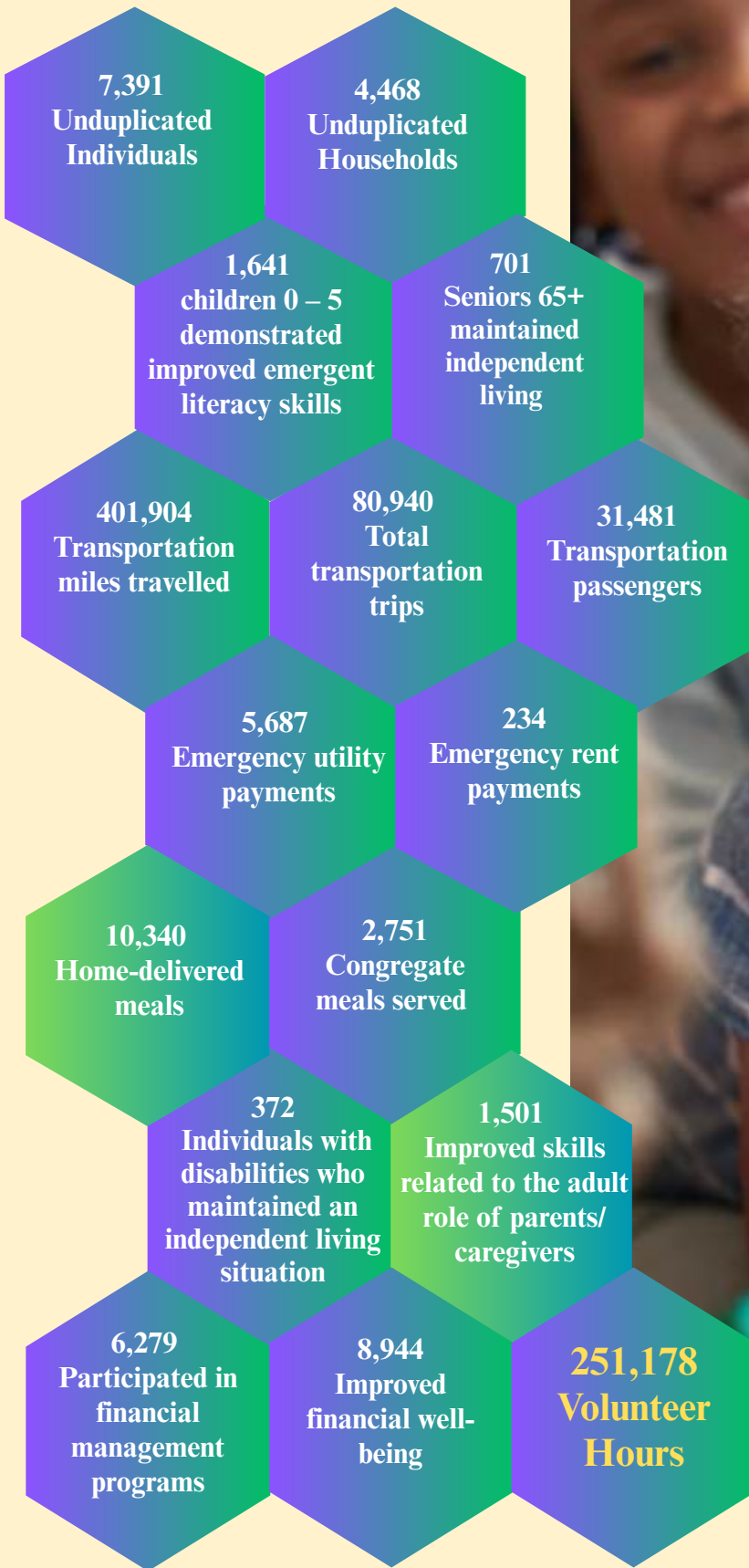
maximum feasible participation by involving community residents in decision-making. This approach ensures that those most affected by poverty have a meaningful voice in shaping the initiatives and programs that influence their lives.

By honoring the principles of community action and maximizing feasible participation, HCHRA enhances its impact through collaboration and innovation by addressing the ever-evolving challenges faced by low-income individuals and families. Our efforts contribute to a more significant movement to inspire and uplift marginalized populations in Hinds County.

HCHRA's ultimate goal is to help build a stronger, more resilient community where every individual is empowered to thrive and succeed, thereby contributing to the collective effort to dismantle the barriers associated with poverty.

Community action agencies empower families to actively participate in creating solutions that promote greater self-reliance and stability by incorporating maximum feasible participation.





2024 PROGRAM ACHIEVEMENTS



SUPPORTIVE SERVICES AND PROGRAMS

Congregate nutrition programs effectively reach their intended audience, positively impacting the lives of many seniors in the community. (2023 National Survey of Older Americans Act)

CONGREGATE MEALS - HCHRA's Congregate Meal Sites Program serves as a vital lifeline for seniors in Hinds County, dedicated to enhancing their quality of life in meaningful ways. This invaluable program offers warm, nutritious sit-down meals at diverse gathering locations throughout the county, effectively addressing the urgent challenges of hunger and food insecurity faced by older adults.

Beyond simply meeting their dietary needs, the program fosters a spirit of community and social engagement, which is crucial in delaying the onset of various isolation-related health issues. It creates a safe and welcoming environment for seniors to connect with community members, share stories, and enjoy each other's company while meeting their nutritional needs.

Authorized under Title III-C of the Older Americans Act (OAA), these essential nutrition services are designed to improve seniors' overall health and well-being. The program's primary goals include reducing hunger, alleviating food insecurity, and combating malnutrition while encouraging vibrant social interactions among participants. By providing access to wholesome meals and a variety of health promotion and disease prevention resources, the program aims to enrich the lives of older adults and help stave off the health problems related to poor nutrition and a sedentary lifestyle.

Funding Source: MDHS, Division of Aging and Adult Services through the Central Mississippi Area Agency on Aging; CSBG

HOME DELIVERED MEALS - The Home Delivered Meals program is a vital initiative providing healthy, balanced meals to senior citizens and individuals with disabilities in Hinds County. It addresses the challenges these individuals face in accessing meals due to health or mobility issues. Beyond nourishment, it offers emotional support to combat isolation.



Inspired by the Older Americans Act of 1965, this program is focused on the unique nutritional and social needs of seniors in Hinds County. We collaborate with local health organizations and community groups to ensure our meals meet dietary guidelines while promoting overall well-being.

Committed to improvement, we adapt to the community's evolving needs, offering personalized meal options to empower older adults to maintain their health and independence in the comfort of their homes.

Funding Source: MDHS, Division of Aging and Adult Services through the Central Mississippi Area Agency on Aging

TITLE XX TRANSPORTATION - The Transportation Program, established in the 1970s as part of the Older Americans Act, aims to enhance mobility for older adults by providing funding to improve transportation options. This program addresses barriers seniors face in accessing vital services, mitigating social exclusion and poverty in this demographic.

Transportation is critical in rural communities, significantly impacting health, economic development, and overall quality of life. Access to reliable transportation is essential for reaching healthcare services, educational institutions, employment opportunities, and grocery stores.

HCHRA offers cost-effective transit services, primarily employing demand response and flex routes to accommodate the lower-density population of Hinds County. The scarcity of job opportunities and inadequate infrastructure contribute significantly to the perpetuation of poverty in these regions. The recent rise in ridership for HCHRA highlights the growing demand for reliable transportation solutions that facilitate access to employment, education, and healthcare. Enhancing access to such essential services through dependable transportation is imperative for addressing poverty in underserved communities.

Funding Source: Federal Transit Administration through the Mississippi Department of Transportation

RURAL PUBLIC TRANSPORTATION - The Rural Public Transportation Program has its roots in the broader movement to improve accessibility and mobility for marginalized communities, especially in rural areas. Historically, many senior citizens and individuals with disabilities have faced significant barriers to transportation, which often results in social isolation and limited access to essential services such as healthcare, education, and employment.

In the late 20th century, the United States experienced a growing emphasis on improving public transportation, particularly for individuals with disabilities, following the passage of the Americans with Disabilities Act (ADA) in 1990. Programs like the HCHRA's Rural Public Transportation Program, supported by federal and state funding, aimed to enhance community mobility.

In partnership with the Mississippi Department of Transportation, this initiative aims to provide flexible transportation solutions, including demand-response services and fixed routes, for medical appointments and community activities.



*Funding Source: Federal Transit Administration through
the Mississippi Department of Transportation*

HOUSING STABILIZATION AND EMERGENCY ASSISTANCE

COMMUNITY SERVICES BLOCK GRANT (CSBG) - The Community Services Block Grant (CSBG) is an essential resource for HCHRA, empowering us to combat poverty and enhance housing stability in our community. This vital funding enables us to offer various services, including job assistance, educational programs, financial literacy, housing support, healthy food access, health services, safety measures, and emergency aid. With these initiatives, we're dedicated to improving living conditions and fostering self-sufficiency among individuals and families.

By utilizing Results Oriented Management and Accountability (ROMA), we set clear goals and analyze data to enhance our programs continuously. Our mission is to uplift low-income individuals, strengthen family living conditions, promote community engagement, and maximize the impact of community action agencies.

Funding Source: U.S. Department of Health and Human Services through the Mississippi Department of Human Services (MDHS), Division of Community Services



LOW-INCOME HOME ENERGY ASSISTANCE PROGRAM (LIHEAP) - Stable housing is crucial for families' well-being and the strength of our communities. However, rising energy costs can be a significant hurdle for low-income households, affecting their ability to manage rent and utility payments. This is where LIHEAP steps in! LIHEAP helps families facing financial difficulties by providing emergency funds, vital in preventing homelessness and promoting resilience.

HCHRA, a beacon of hope, supports thousands of low-income families in Hinds County each year by addressing community needs and significantly reducing poverty. LIHEAP, a vital part of this support system, helps families manage utility costs by assisting with heating and cooling expenses, ensuring safe and healthy living environments.

With the invaluable support of LIHEAP, families can breathe a sigh of relief and focus on their health and economic activities without the constant worry of energy expenses. This strengthens community bonds and creates a supportive environment for all.

In partnership with the Mississippi Department of Transportation, this initiative focuses on





CHILDREN AND FAMILIES

ENROLLMENT DATA



EARLY HEAD START

- <1 - 11 months
- 1 year olds - 34
- 2 year olds - 72
- 3 year olds - 1
- Pregnant Women - 0

118



HEAD START

- 2 year olds - 8
- 3 year olds - 341
- 4 year olds - 378

727

TOTAL ENROLLMENT

845

HEAD START AND EARLY CHILDHOOD PROGRAMS

Project Head Start, a cornerstone initiative of the Hinds County Human Resource Agency (HCHRA), has been delivering high-quality child development services to preschool children and their families in Hinds County for over four decades. The primary objective of this program is to equip each child with the essential academic and social skills necessary for successful entry and mastery of kindergarten, thereby providing children with a valuable Head Start.

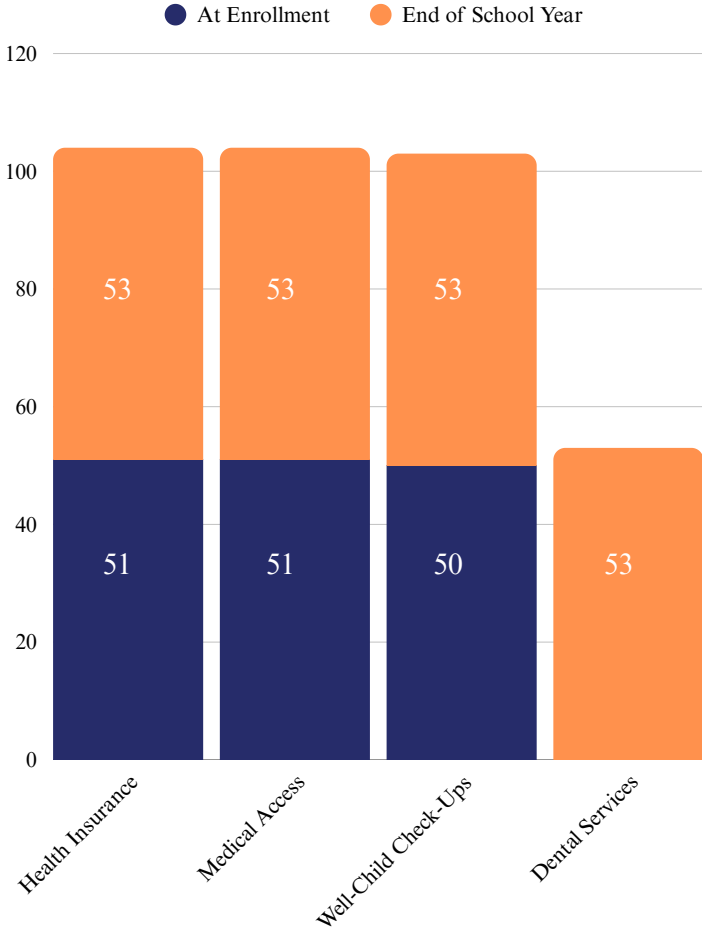
Project Head Start is a comprehensive and holistic program focused on child and family development, specifically designed for families facing economic challenges. This initiative caters to children from birth to five years of age and is dedicated to fostering all aspects of a child's growth—physical, educational, social, and emotional. Acknowledging the crucial role of parents in their child's early development, Head Start actively involves families in a collaborative process to assess and address their immediate needs as well as their long-term aspirations.

HCHRA is proud to operate six Head Start Centers, one Pre-K Collaboration, six Early Head Start programs, and one Early Head Start Satellite Classroom, all meticulously structured to provide nurturing care and education for young children.

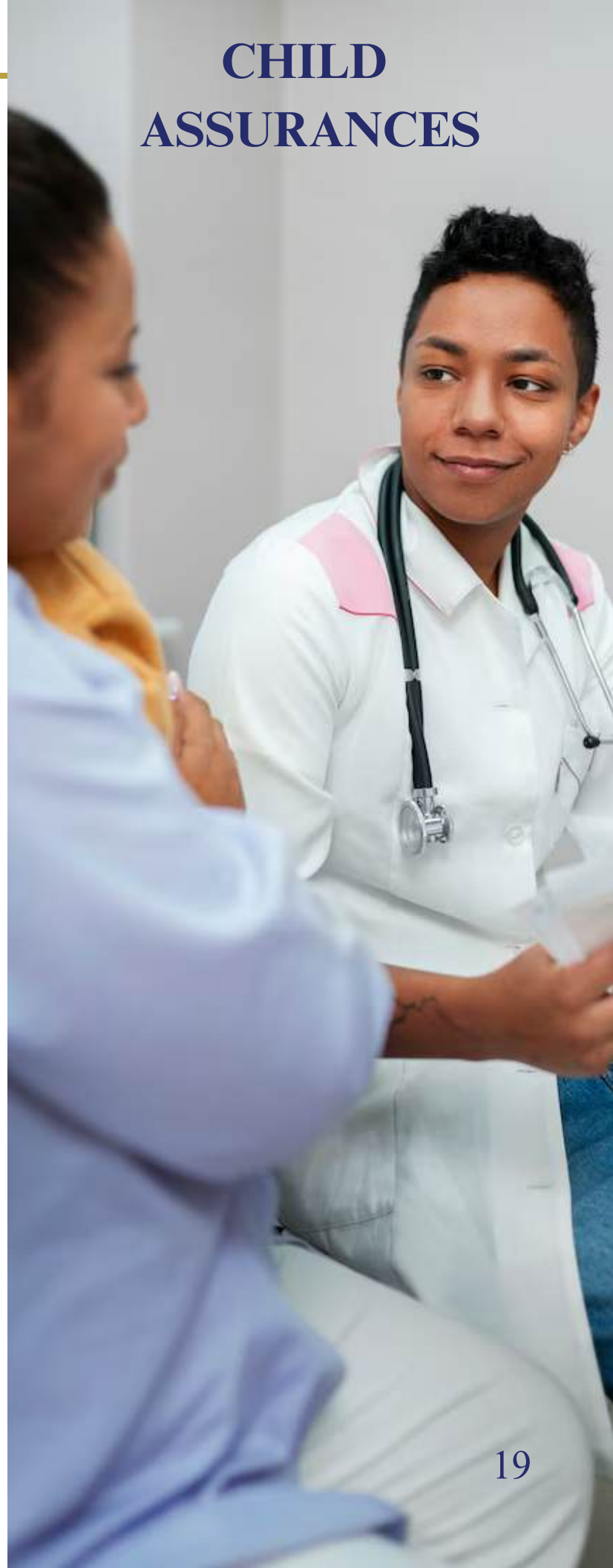
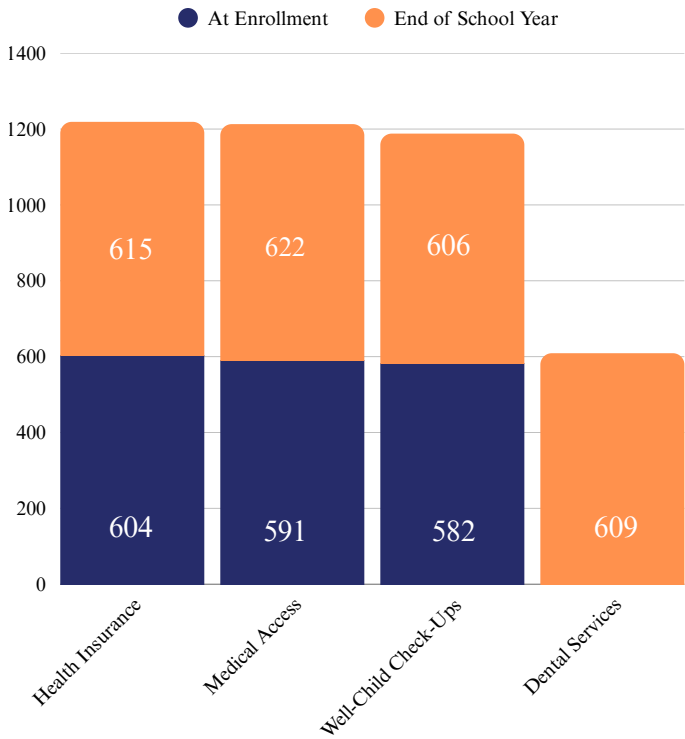
The Head Start Centers are fully equipped facilities that accommodate larger groups of children, creating a dynamic and engaging environment conducive to learning and development.

CHILD ASSURANCES

EARLY HEAD START

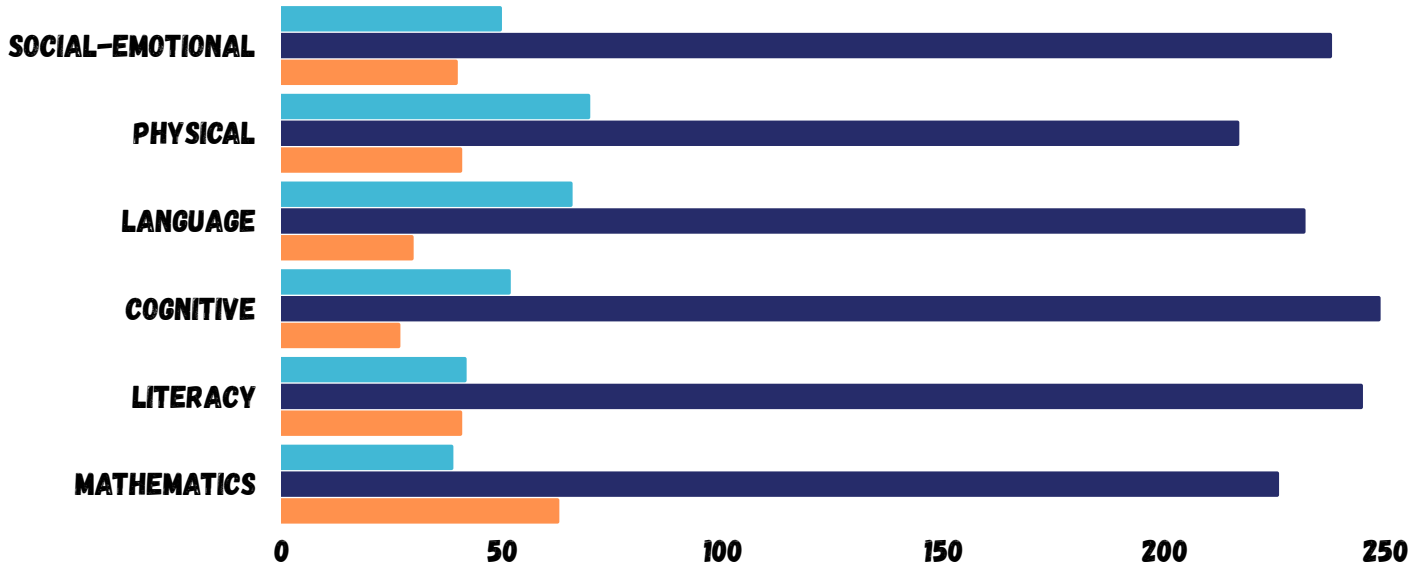


HEAD START



CHILD OUTCOMES

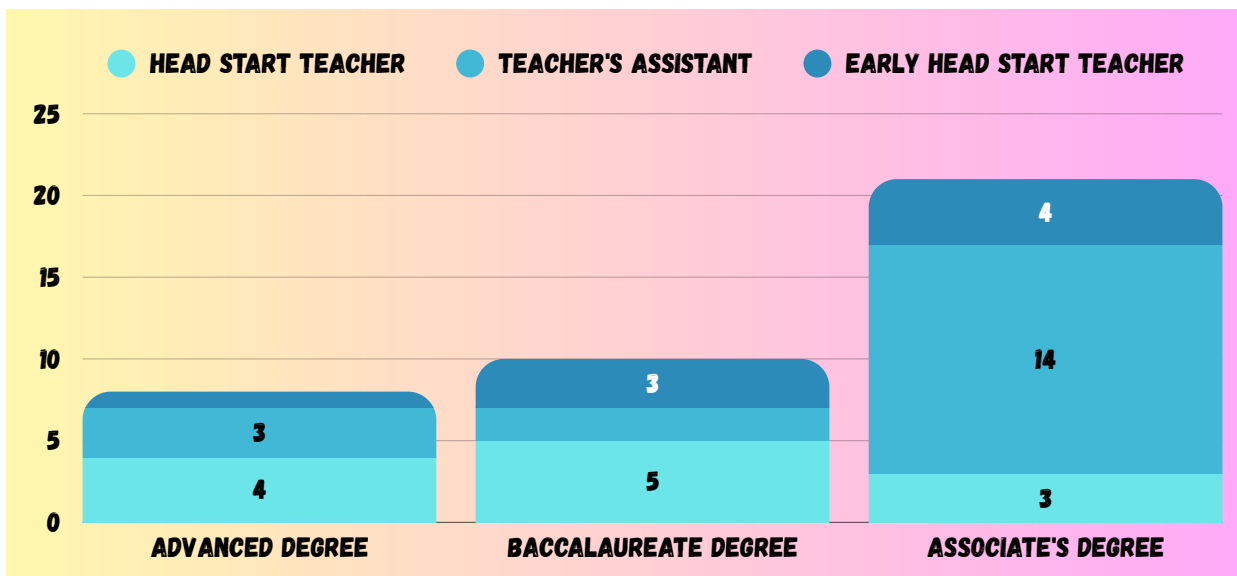
Through collaboration with the Jackson, Hinds County, and Clinton Public School Districts to effectively prepare young children for kindergarten, ensuring they acquire the foundational skills necessary for academic success. Four-year-olds are assessed twice a year, with a focus on essential skills such as letter and number recognition, shape and color identification, name recognition, and early writing development. Additionally, the Teaching Strategies GOLD assessment is administered three times a year to track each child's developmental progress. This comprehensive approach enables us to create individualized learning plans tailored to each child's unique needs, promoting consistent growth and academic success.





Teacher Data and Qualifications

Among the 41 dedicated educators within the HCHRA Head Start and Early Head Start programs, an impressive 36 individuals, representing 87% of the staff, possess an associate degree or a higher level of education. This statistic illustrates a strong commitment to professional development and underscores the emphasis on delivering high-quality early childhood education.

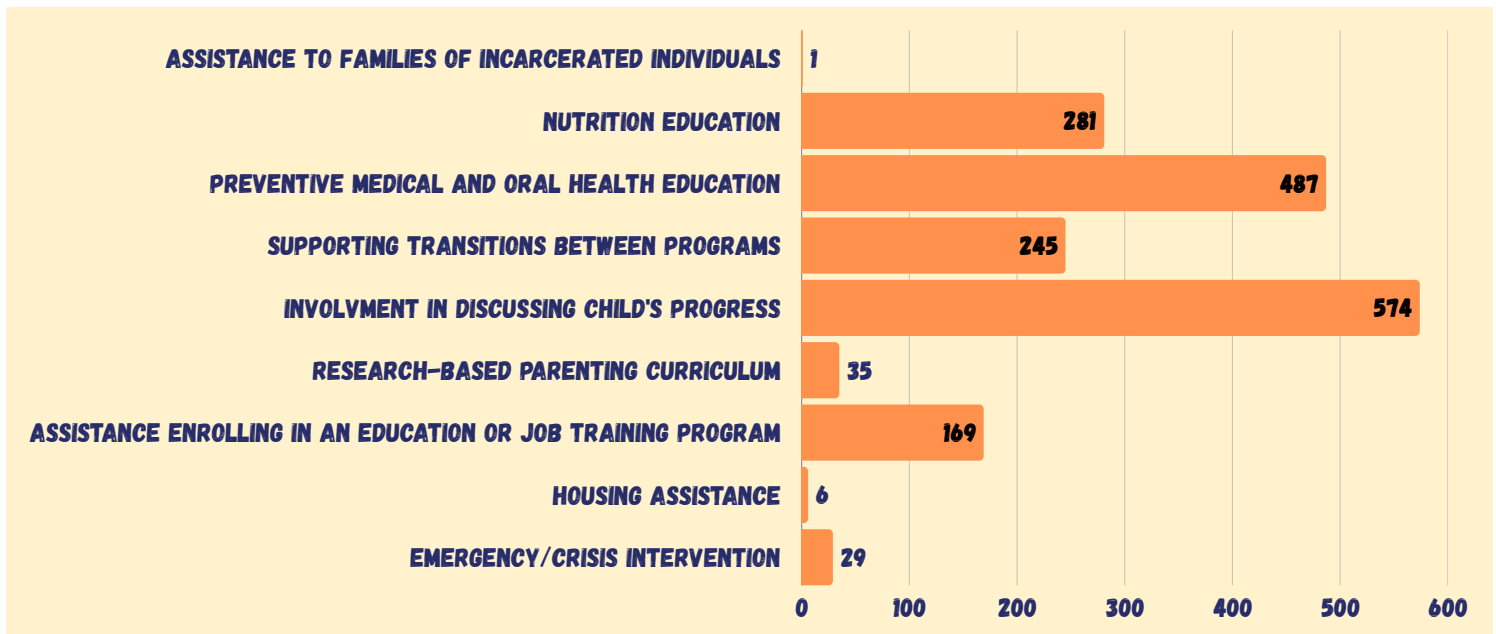


Funding Source: U.S. Department of Health and Human Services, Administration for Children and Families. The Mississippi State Department of Education, Child and Adult Care Food Program also provides reimbursement for the operation of child nutrition services.

FAMILY OUTCOMES



HCHRA prioritizes childcare and offers a variety of resources aimed at promoting stable family relationships, enhancing the physical and emotional well-being of children, and creating an environment that fosters strong cognitive skills. We invest in programs that drive positive change and support a wide range of initiatives to address the needs of disadvantaged communities. Our organization provides parents and families with the support they need to achieve their goals, including securing stable housing, pursuing further education, and achieving financial security. With our assistance, parents can work with confidence, knowing that their children are in good hands.





PARENTING EDUCATION WORKSHOP

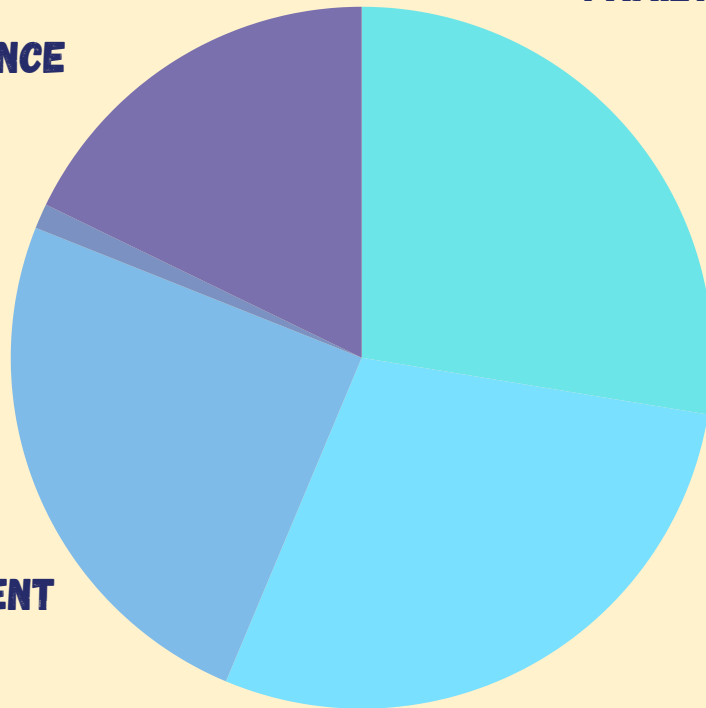
17.8%

FAMILY ASSESSMENT

27.6%

HEAD START PROGRAM GOVERNANCE

1.1%



CHILD DEVELOPMENT INVOLVEMENT

24.7%

FAMILY GOAL SETTING

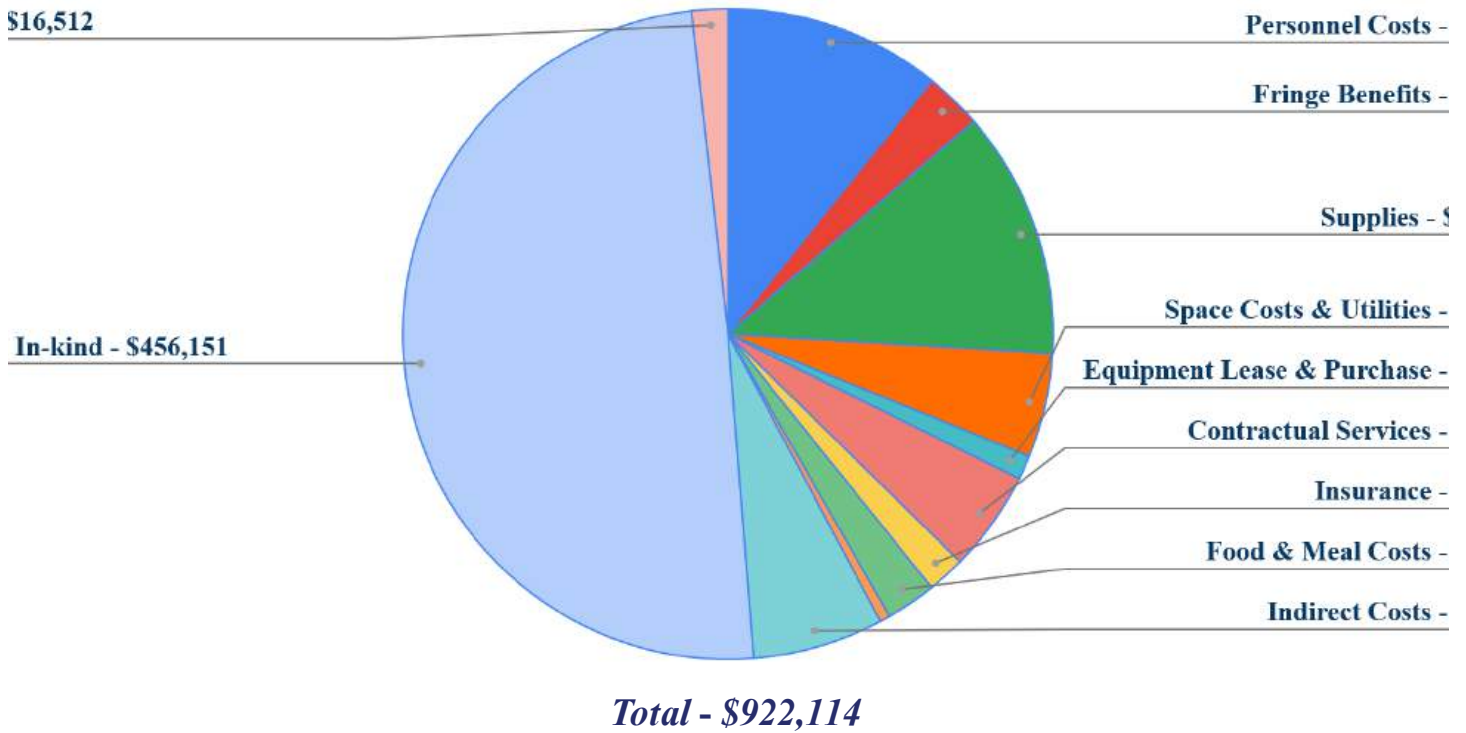
28.7%



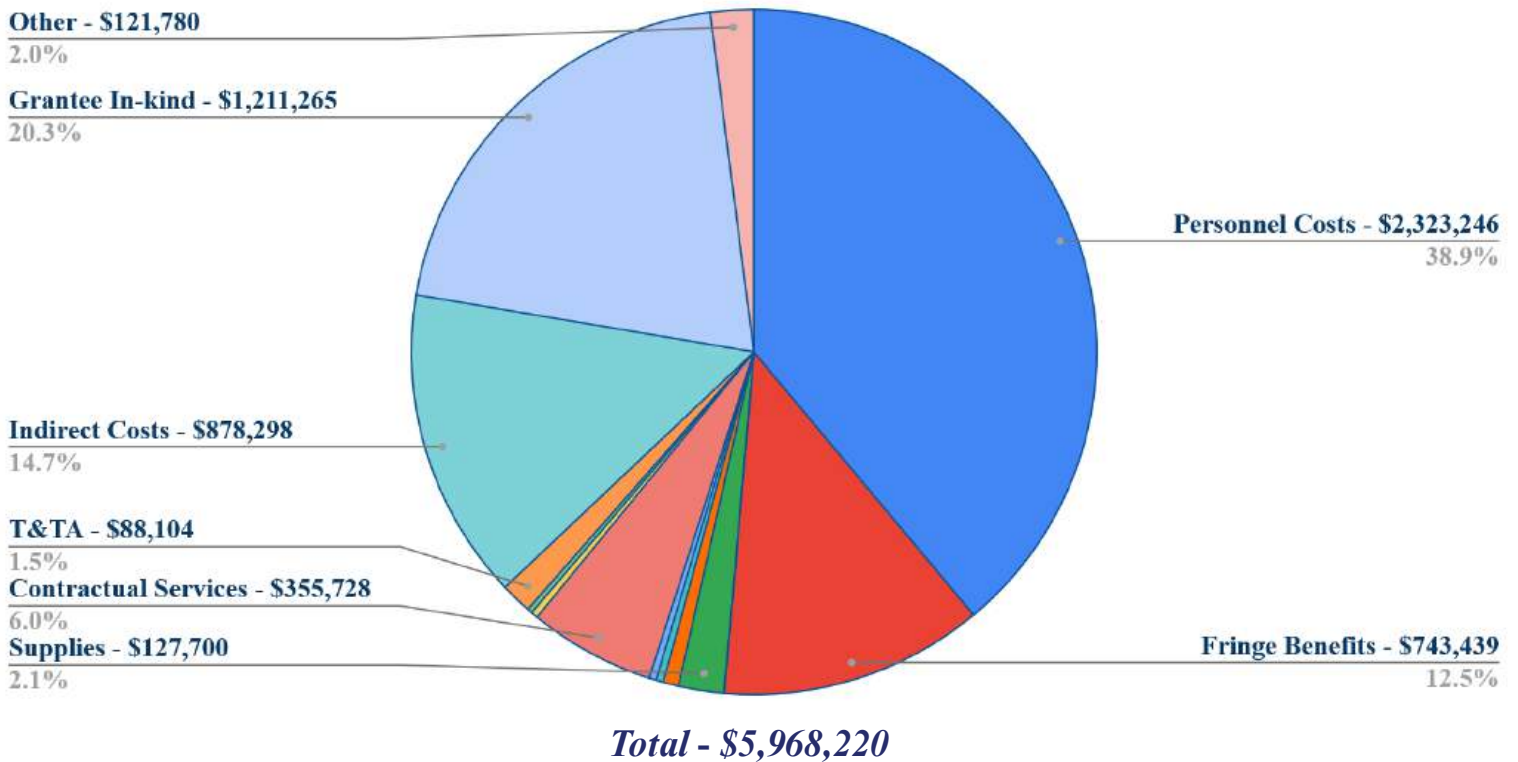
Father engagement in Head Start programs is crucial, as it has a positive impact on a child's development, well-being, and academic success.

**FATHER
ENGAGEMENT**

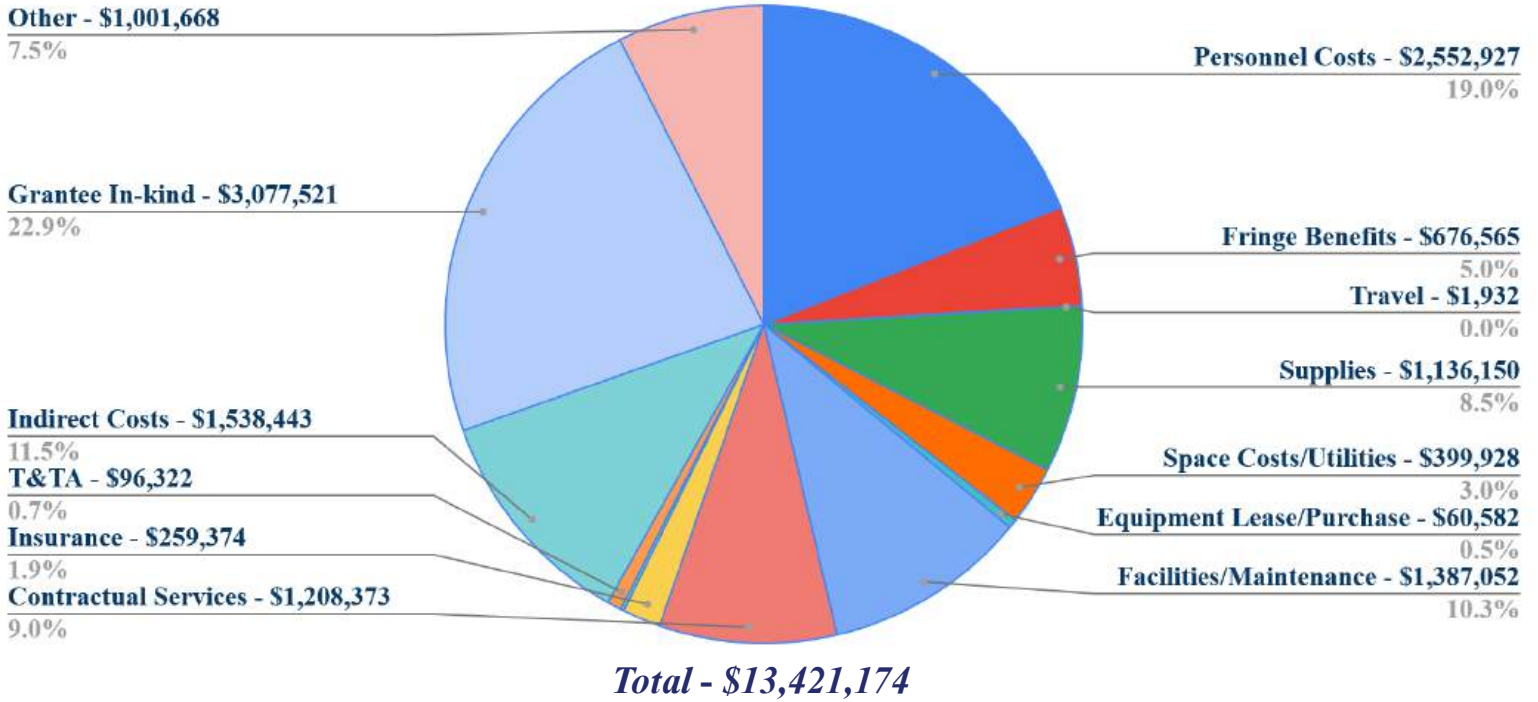
EARLY HEAD START 2024 EXPENDITURES



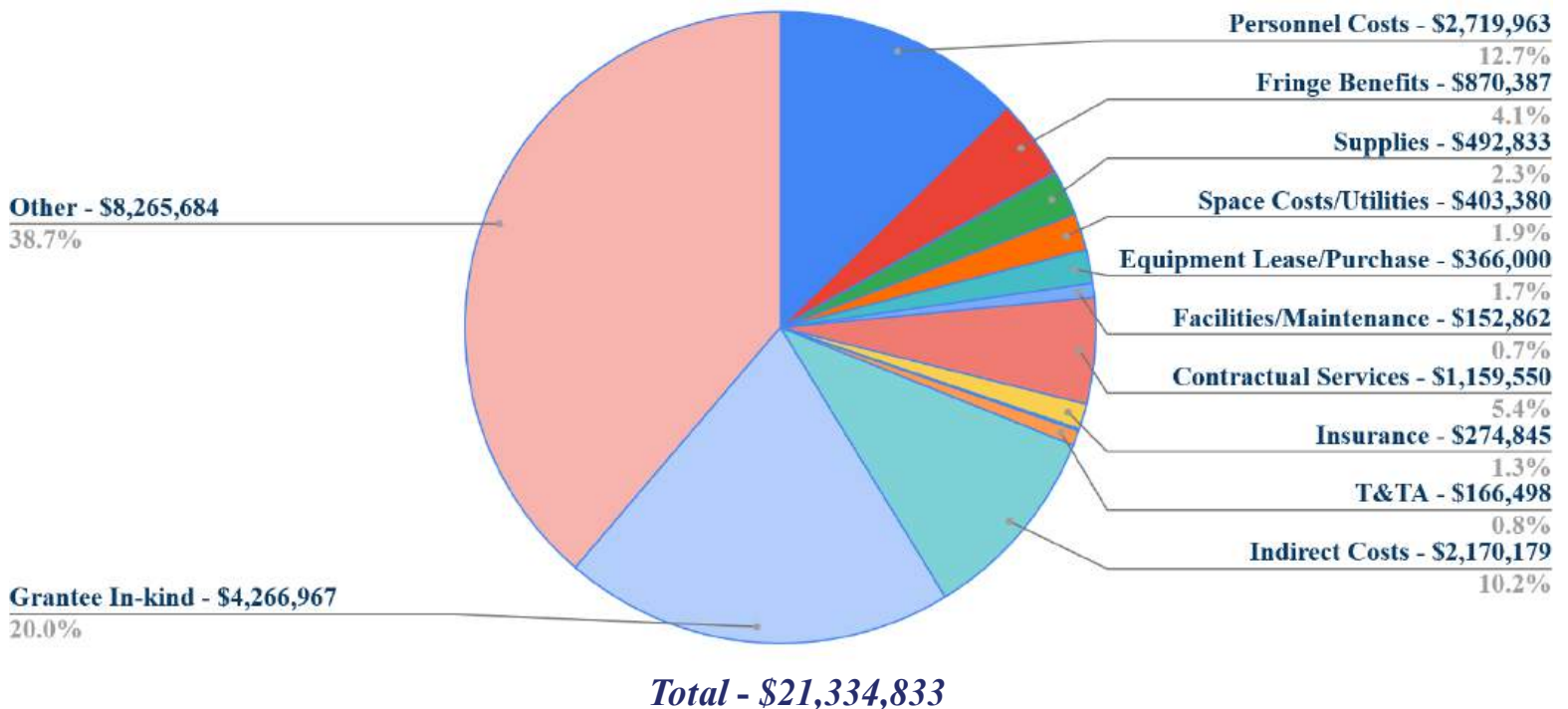
EARLY HEAD START 2025 BUDGET



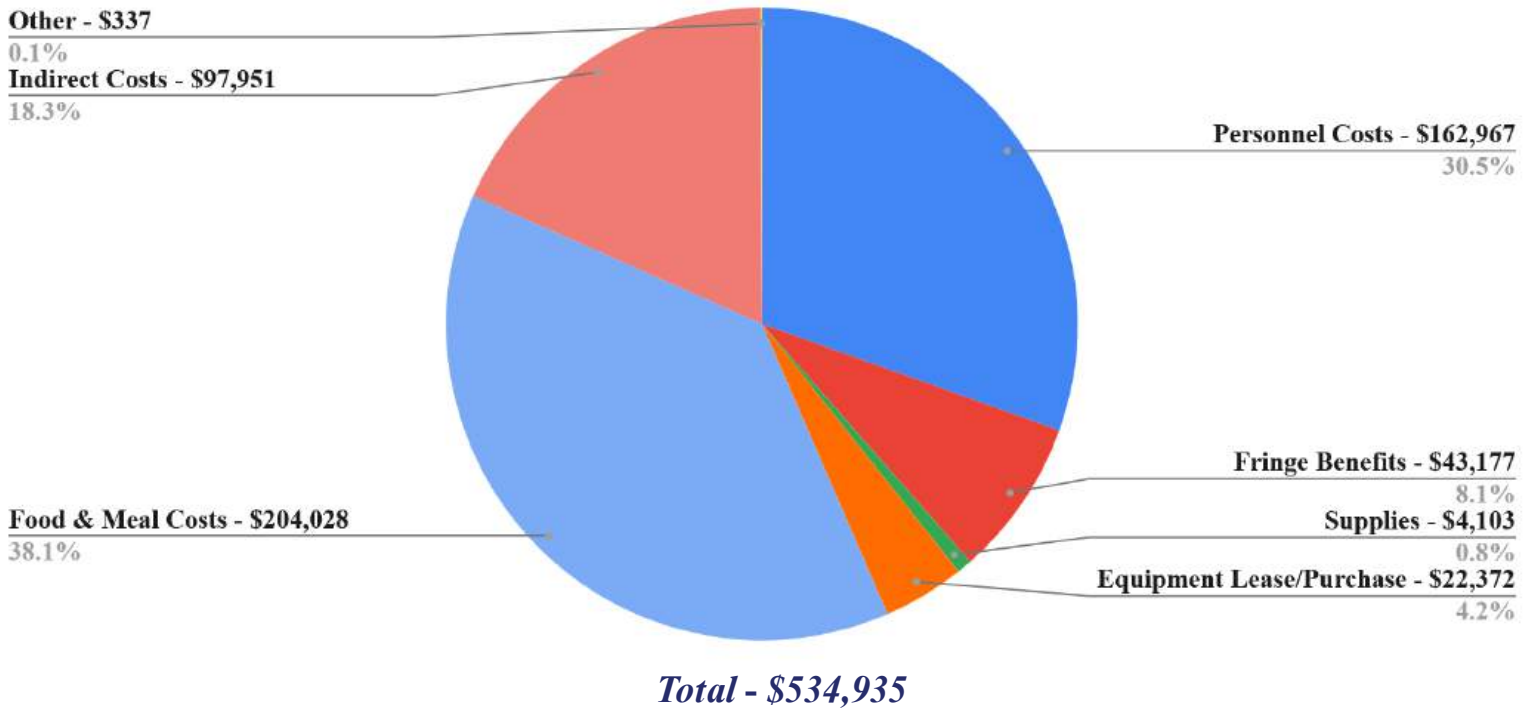
HEAD START 2024 EXPENDITURES



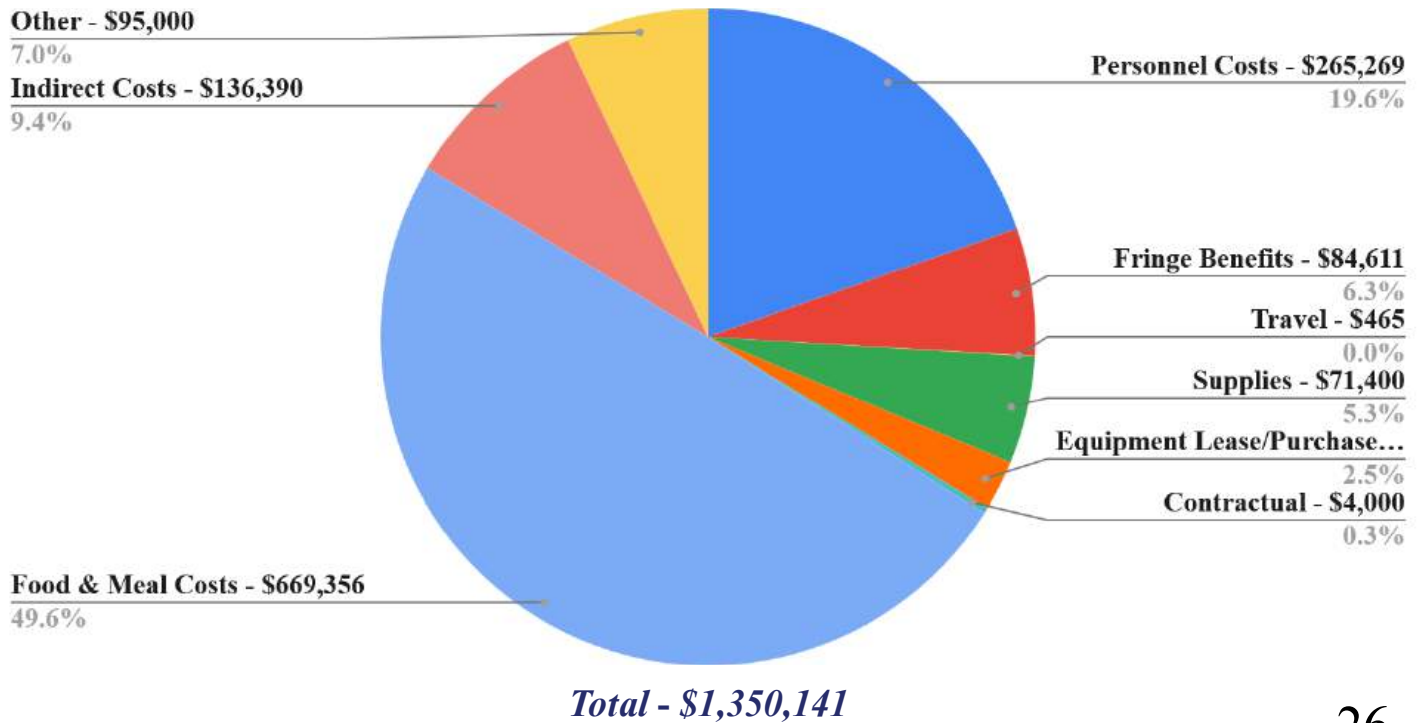
HEAD START 2025 BUDGET



CHILD & ADULT CARE FOOD PROGRAM 2024 EXPENDITURES

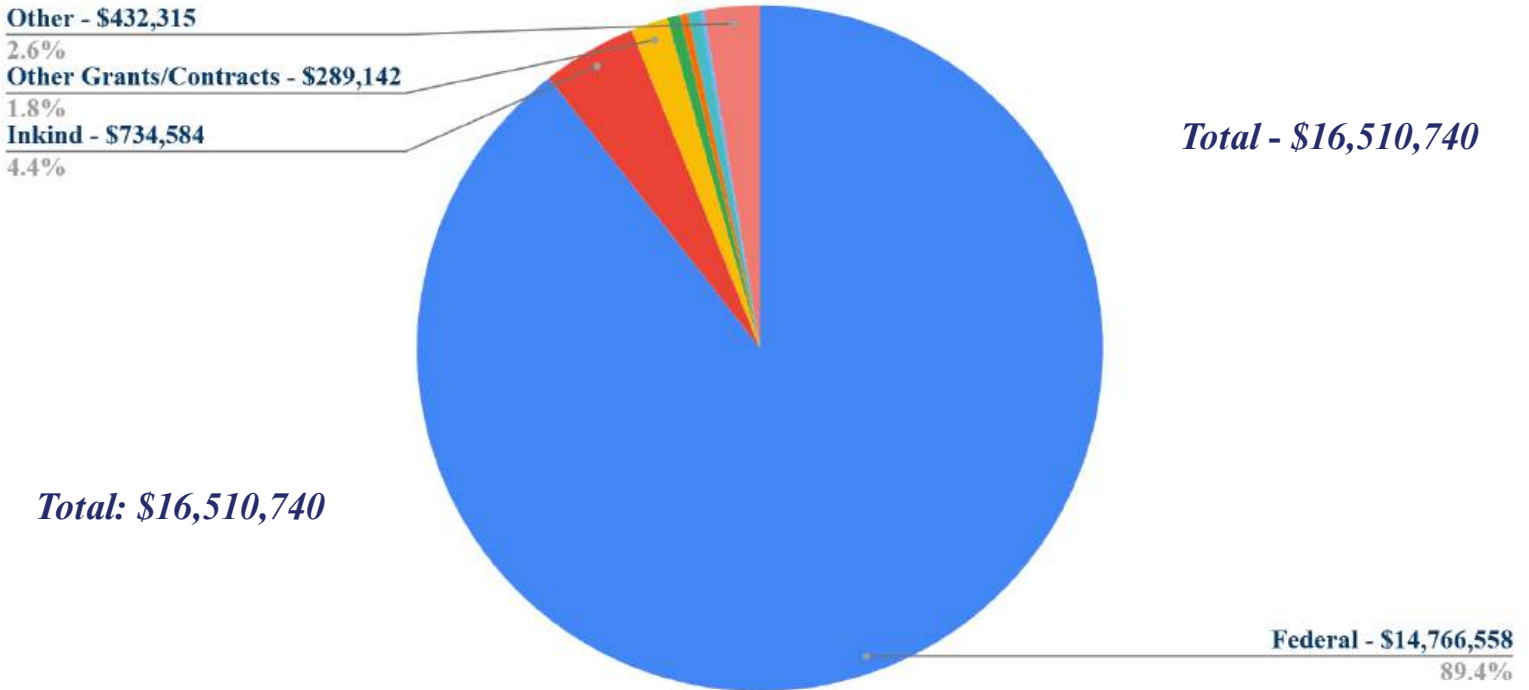


CHILD & ADULT CARE FOOD PROGRAM 2025 BUDGET

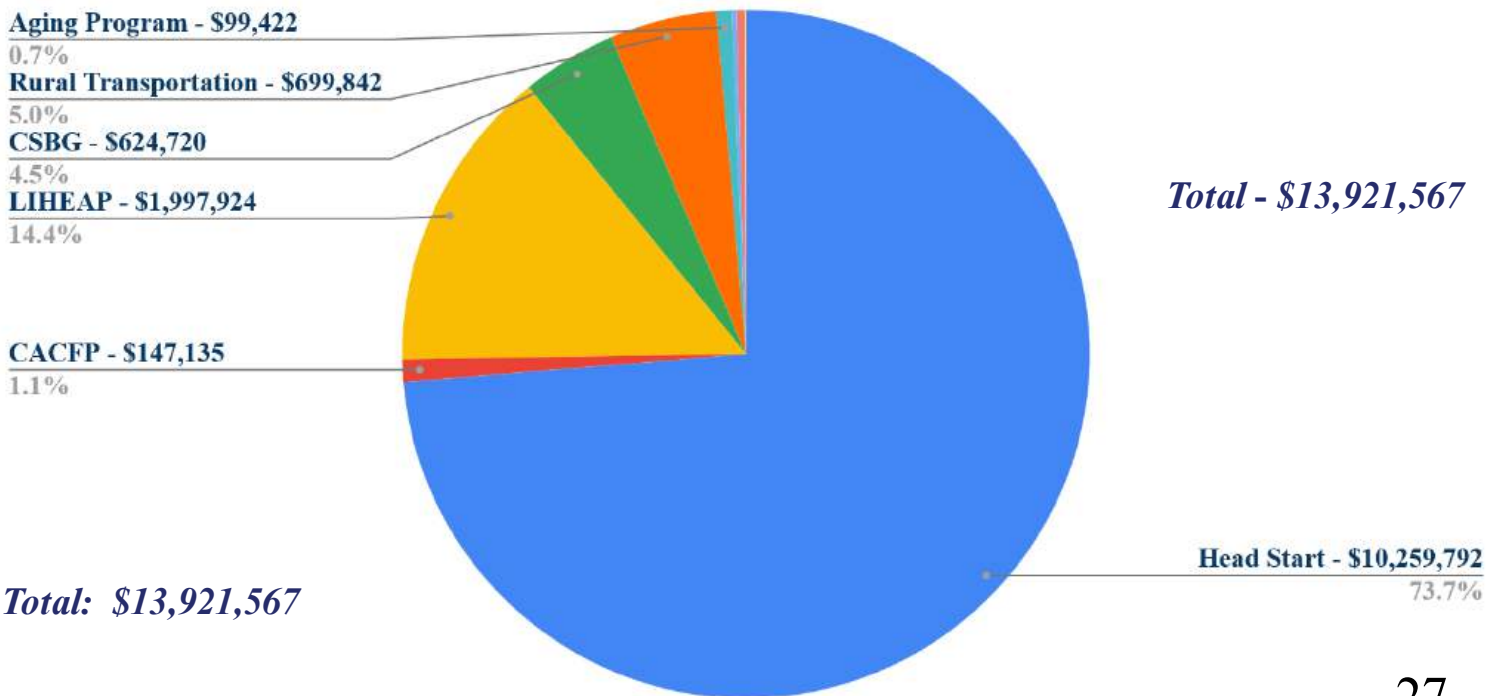


Hinds County Human Resource Agency strives to ensure that its operations are carried out in a highly ethical, transparent, and trustworthy manner. For 24 consecutive years, auditors have reviewed our financial statements and found our records accurate, complete, and in accordance with Generally Accepted Accounting Principles.

REVENUE



EXPENDITURES





*Helping Families,
Strengthening Communities*

HINDS COUNTY HUMAN RESOURCE AGENCY

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