

NEK-CAP, Inc

Annual Report

Early Head Start
Head Start
2024-2025



www.nekcap.org

Our Mission

We provide comprehensive education and social services to low-income community members through collaborative partnerships focused on promoting the development of individuals and families, empowerment, and economic security.



Our Vision

One by one all individuals, families, and communities become self-reliant.

Introduction

It is with great pleasure and enthusiasm that we present to you the annual report on Early Head Start and Head Start programs and services for the 2024-2025 year. Within these pages, you will find a comprehensive overview of our endeavors, achievements, and the impact we've had on the lives of young children and their families over the past year.

In this report, we delve into the heart of our mission: to provide comprehensive education and social services to low-income community members through collaborative partnerships focused on promoting the development of individuals and families, empowerment, and economic security. Through our programs, resources, and partnerships, the program strives to create a nurturing space that supports not only the intellectual development but also the emotional, social, and physical growth of each child and family.

As you read through the report, you will discover:

1. **Milestones and Achievements:** Staff celebrating the milestones achieved by the young learners, showcasing their progress in various developmental domains, as well as staff achievements and highlights of staff.
2. **Community Engagement:** Learn about the collaborative efforts with parents, caregivers, educators, and community stakeholders to create a supportive network for children and families.
3. **Impact Stories:** Hear firsthand accounts from families whose lives have been positively impacted by our programs and services.
4. **Financial Overview:** Gain insights into the allocation of resources and the financial stewardship that underpins our operations.
5. **Future Outlook:** Discover our strategic vision and goals for the upcoming year as we continue to evolve and adapt to the changing needs of our community and staff.

This report is not just a reflection of our achievements; it is a testament to the unwavering commitment and dedication of the entire team, volunteers, and supporters who tirelessly work towards our shared vision of a brighter future for every child.

The program extends our heartfelt gratitude to you for your continued support and partnership in this journey. Together, we are making a profound difference in the lives of our youngest citizens, laying the foundation for a society built on compassion, curiosity, and boundless potential.

Thank you,
Kimberly Lackey
EHS/HS Director

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Program Goals

Goal #1

NEK-CAP, Inc. will create an environment that empowers quality staff to develop and be confident in their role.

Goal #2

The program will increase and maintain opportunities for family engagement at all levels, to include all agency staff and program participants.

Goal #3

The program will create opportunities to increase, maintain, and promote advocacy through community partnerships.

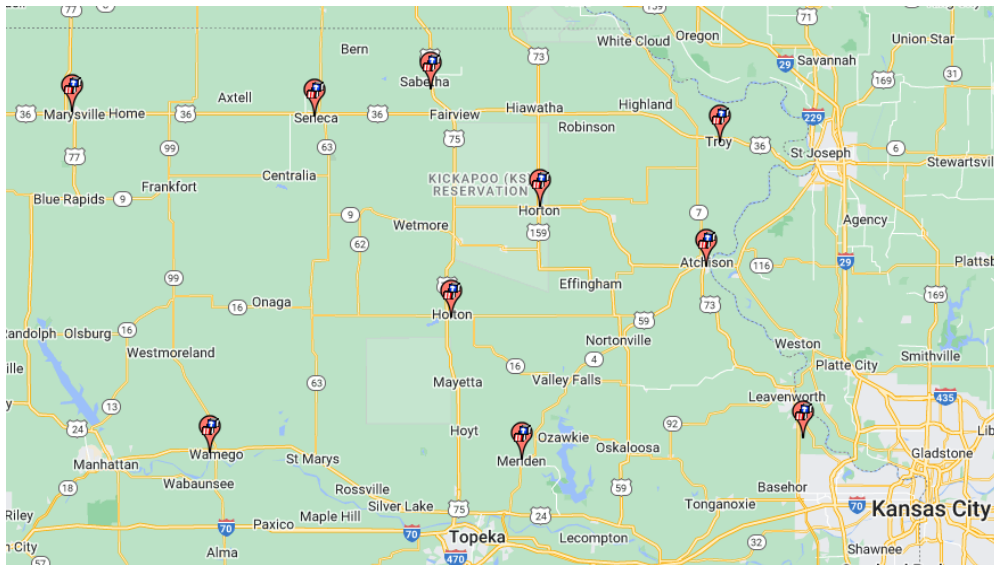


Goal # 1. NEK-CAP, Inc. will create an environment that empowers quality staff to develop and be confident in their role.	
Action/Strategy	2024-2025 Progress
A1. Define what is needed for new hire orientation.	This process has been updated and is currently running smoothly. Management will continue to update, as needed.
A2. Create and implement the onboarding plans and provide ongoing monitoring for efficiency.	This process has been updated and is currently running smoothly. Management continues to update as needed and individualize plans based on position.
A4. Improve weekly intentional, informal discussion and meetings with staff members and executive leadership.	The management team has become more intentional with meeting agendas and continuing progress with informal discussions.
B1. Create a functional system for documentation and follow-up as it pertains to all areas of Professional Development.	The system was created to document professional development with new staff orientation and intensive coaching. The team will continue to work on improving documentation in all areas- both informal and formal contacts. The team also has clear guidance regarding disciplinary actions.
B2. Create and implement a coaching plan, as needed, for both Education and Advocate Staff to provide intentional support to increase job performance as it relates to position specific duties.	The Education Coach has a set structure and is doing well with this process. The program currently has 12 education staff in intensive coaching. The MH/Disabilities Manager and the Education Coach have started working more closely together regarding classroom management. The Advocates receive coaching support through PIR meetings, socializations, and as needed for difficult situations. Also working with T/TA on coaching goals.
B3. Create engaging surveys for staff who are staying with the agency.	Management and HR have discussed stay surveys. This will continue to be an area for progress. Sent out a staff wellness check in survey
B5. Provide leadership training and support for middle management staff.	Ongoing. This process has started with training for all supervisors/in-direct supervisors. 5 Managers participated in leadership training at KLC. A management level “book club” focused on transparency and having difficult conversations. Education Coach participated in MAP courses through KHSa. Provide Area

	Managers with leadership training at our bi-monthly meetings.
B.6 Implement the new software system with intentional and informative training.	Sept. 24- The new software implementation is complete. Staff find it very user-friendly. Training continues to happen and provides opportunities for new software training.
B8. Provide training opportunities for line staff as it relates to their position/job responsibilities.	Management have really focused on this to begin this program year. There have been intentionally planned In-Service days and meetings focused on specific positions. The program will continue to work on this step.
C.4 Provide continuous training and ongoing monitoring on agency software data system(s).	Sept. 24- Ongoing. COPA Admin staff are working with the implementation team and establishing additional training for staff.
Goal # 2. The program will increase and maintain opportunities for family engagement at all levels, to include all agency staff and program participants.	
Action/Strategy	2024-2025 Progress
A1. Create and implement the plan for family engagement training that staff receive during the onboarding process.	Sept. 24- Ongoing. The onboarding training plans were written. Family engagement will continue to be a focus.
B1. Increase awareness and opportunities for families to be involved.	Ongoing focus.
B2. Increase families' engagement in the program by using multiple levels of communication, i.e.- face-to-face, texting, phone calls, family meetings, etc.	Ongoing focus. The program has seen improvements in engagement throughout the program and activities.
Goal # 3. The program will create opportunities to increase, maintain, and promote advocacy through community partnerships.	
Action/Strategy	2024-2025 Progress
A1. Strengthen and utilize the agency volunteer day.	The program continues to work on this and strengthen the partnerships.
A2. Develop innovative strategies to collect In-Kind while building partnerships.	Ongoing. The program met the 24-25 federal share requirement.
A4. Collaboration with state insurance agencies (KanCare) to increase advocacy for program participants.	The Health and Safety Manager will continue to work on this. Presumptive Eligibility training took place for 23 staff.
B5. Monitor community partnerships and update MOA's as needed annually.	Ongoing Focus.

Service Area

NEK-CAP, Inc. provides Early Head Start and/or Head Start services to the nine counties listed here- Atchison, Brown, Doniphan, Jackson, Jefferson, Leavenworth, Nemaha, Marshall, and Pottawatomie.



Atchison County

Two extended day Head Start classrooms and one part day classroom and three Early Head Start Child and Family Advocates.

Brown County

Two extended day Head Start classrooms (one in Horton, KS and the other in Sabetha, KS) and two Early Head Start Child and Family Advocates.

Doniphan County

One Early Head Start Child and Family Advocate.

Jackson County

One extended day and one part day, Head Start classrooms, and one Early Head Start Child and Family Advocates. This center is in the Annie Laurie Johnson Center (the only center owned by the program) in Holton.

Jefferson County

One extended day Head Start classroom, and one Early Head Start Child and Family Advocate.

Leavenworth County

One full day Head Start classroom and one part day classroom, and two Early Head Start Child and Family Advocates.

Marshall County

One Early Head Start Child and Family Advocate.

Nemaha County

One part day Head Start classroom, and one Early Head Start Child and Family Advocate.

Pottawatomie County

Two-part day Head Start classrooms, and one Early Head Start Child and Family Advocate.

Overall Program Information

NEK-CAP, Inc. has six-part day Head Start classrooms (128 days for 3.5 hours a day) serving 90 children and seven extended day Head Start classrooms (1020 hours per program year) serving 105 children, totaling 195 Federally funded Head Start children.

NEK-CAP, Inc. employed 12 Child and Family Advocates providing home base services in 9 counties, serving 120 Federally funded Early Head Start children and prenatal women.



Annual Program Highlights

- EHS/HS Director participated as a representative for Kansas on the Region 7 workgroup
- CLASS certifications continue for 2 management members.
- 16 staff members are participating in the agency's educational assistance program to further their college education.
- NEK-CAP, Inc. Head Start won Best of Atchison for favorite non-profit
- Education Manager continues to hold certification as a CDA observer
- The program reached and maintained 97% enrollment
- 24 staff successfully completed the certification through KDHE for Presumptive Eligibility and have assisted families with immediate medical coverage.
- The program developed a partnership in Wamego with 3 Rivers to provide training to staff and support for children with disabilities.

- The program continues to have 2 members represented on the KHSB Board. This same staff member is also representing Kansas on the NHSA Board.
- The program has 1 staff member represented on the KHSB Parent Learning Community
- An AT Child and Family Advocate was selected for the Atchison community “bright light” for the work she does in the community and the services she provides.
- Management presented 1 session at the NHSA Parent Conference. 2 Policy Council members also attended this conference.
- 2 staff attended the Early Childhood Advocacy Day at the State Capitol
- 4 staff with a few enrolled families attended the Home Visiting Advocacy Day and the State Capitol
- 6 staff successfully completed the Family Development Credential (FDC)
- Management presented 2 sessions at the Region 7 Conference
- NEK-CAP, Inc. was selected for 5 KHSB Awards in 2025
- EHS Staff member also won the Staff Post Secondary Scholarship at the Region 7 Conference.
- The program successfully started a new Reflective Supervision program with the Mental Health Consultant

Reading In-Kind, as of Feb.	Positions open in Jan.	Enrollment Percentage
23-24- 3,554 hours	23-24- 15	23-24- 80.6%
24-25- 7,131 hours	24-25- 3	24-25- 98%

Early Head Start Data

In 2024-2025 the Early Head Start program served 161 children, 25 pregnant women, for a total of 186 slots served. Out of the 186 slots, there were 131 families served.

The graphs below display the Early Head Start data.

Race	
American Indian or Alaska Native	6
Asian	0
Black or African American	10
Native Hawaiian/Pacific Islander	3
White	142
Biracial/Multiracial	28

	<i># of families</i>
Total number of families	131
The number of two-parent families	58
The number of single-parent families	73
Families by Education level of Parents/Guardians	
An advanced degree or baccalaureate degree	8
An associate degree, vocational school, or some college	20
A high school graduate or GED	84
Less than high school graduate	19
Employment Status of Parents/Guardians at enrollment	
At least one parent/guardian is employed	71
The number in which one or more parent/guardian is in job training	57
The number in which one or more parent/guardian is in school	1
Neither/No parent/guardian is employed, in job training, or in school	0

Federal Assistance Programs	Number of Families at enrollment	Number of Families at End of Year Enrollment
Total number of families receiving any cash benefits or other services under the Federal Temporary Assistance for Needy Families (TANF) program	0	0
Total number of families receiving Supplemental Security Income (SSI)	2	3
Total number of families receiving services under the Special Supplemental Nutrition Program for Women, Infants and Children (WIC)	99	102
Total number of families receiving services under the Supplemental Nutrition Assistance Program (SNAP)	50	68

Head Start Data

In 2024-2025 the Head Start program served 216 children, with a total of 197 families.

The graphs below display the Head Start data.

Race	
American Indian or Alaska Native	12
Asian	0
Black or African American	15
Native Hawaiian/Pacific Islander	1
White	156
Biracial/Multiracial	32

	<i># of families</i>
Total number of families	197
The number of two-parent families	76
The number of single-parent families	121
Families by Education level of Parents/Guardians	
An advanced degree or baccalaureate degree	10
An associate degree, vocational school, or some college	57
A high school graduate or GED	109
Less than high school graduate	21
Employment Status of Parents/Guardians at enrollment	
At least one parent/guardian is employed	142
The number in which one or more parent/guardian is in job training	0
The number in which one or more parent/guardian is in school	0
Neither/No parent/guardian is employed, in job training, or in school	55

Federal Assistance Programs	Number of Families at enrollment	Number of Families at End of Year Enrollment
Total number of families receiving any cash benefits or other services under the Federal Temporary Assistance for Needy Families (TANF) program	0	1
Total number of families receiving Supplemental Security Income (SSI)	2	2
Total number of families receiving services under the Special Supplemental Nutrition Program for Women, Infants and Children (WIC)	77	80
Total number of families receiving services under the Supplemental Nutrition Assistance Program (SNAP)	69	81

Family Engagement

For the 2024-25 program year, NEK-CAP, Inc. continues to engage parents through family engagement activities (4 a program year), parent committees (4 a program year), Policy Council (7 a year), observation of their child, socializations (2 a month), home visits, learning genie – the list goes on.

As part of NEK-CAP, Inc.'s ongoing efforts to strengthen family engagement and the program's effectiveness, the Self Sufficiency Matrix was modified to help identify the needs and strengths of the families and areas for improvement. The new format allows Family Service Workers to take a more focused and intentional approach in their conversations with families, helping guide goal setting and advocacy with greater clarity. It also continues to serve as a program-wide tool for evaluating the impact of our PFCE efforts, ensuring continuous improvement and alignment with Head Start Program Performance Standards. This year approximately 117 EHS and 148 HS parents duplicated completed the Self Sufficiency Matrix. 453 duplicated parents attended the family engagement activities held in our 8-county area. Spring 2025, 7 of the Head Starts included a Fatherhood event, 96 parents unduplicated participated. 235 EHS parents (duplicated) attended approximately 176 socializations held in the 9-county area.

A total of 27 parents representing 8 counties actively participated in the NEK-CAP, Inc. EHS/HS Policy Council throughout the year. Quorum was achieved at each of the 7 hybrid meetings, ensuring effective governance and decision-making. In addition to regular meetings, Policy Council members engaged in broader advocacy and professional development efforts. They attended key events including the Kansas Head Start Association (KHSA) State Meeting, the National Parent and Family Engagement Conference in San Diego, and Early Learning Advocacy Day at the Kansas Capitol, alongside program staff. These opportunities enhanced their understanding of early childhood issues and strengthened their roles as parent leaders.

FSWs remained active in their communities by attending 64 community meetings in the 9-county area. NEK-CAP, Inc. Early Head Start/Head Start staff shared their expertise on the strength-based perspective through presentations at both the Region 7 Head Start Conference and the National Parent and Family Engagement Conference in San Diego. This level of engagement highlights the program's commitment to leadership and family-centered practices. The impact of this work was reflected in statewide and regional recognition for both staff and families. NEK-CAP, Inc. celebrated five Kansas Head Start Association (KHSA) award recipients: Tarynne Poe, FSW received the Head Start Staff Higher Education Scholarship; Zoe Bone was awarded the Head Start Parent Secondary Education Scholarship; Tyler Poston was named Head Start Family Leader of the Year; Renee Hall, FSW was recognized as Head Start Family Advocate of the Year; and Kelsey Burget received the Head Start Teacher of the Year award. Additionally, Tarynne Poe, FSW was honored at the regional level with the Region 7 Head Start Staff Higher Education Scholarship. These achievements demonstrate the strength of the program's family engagement efforts and the dedication of its staff and families.

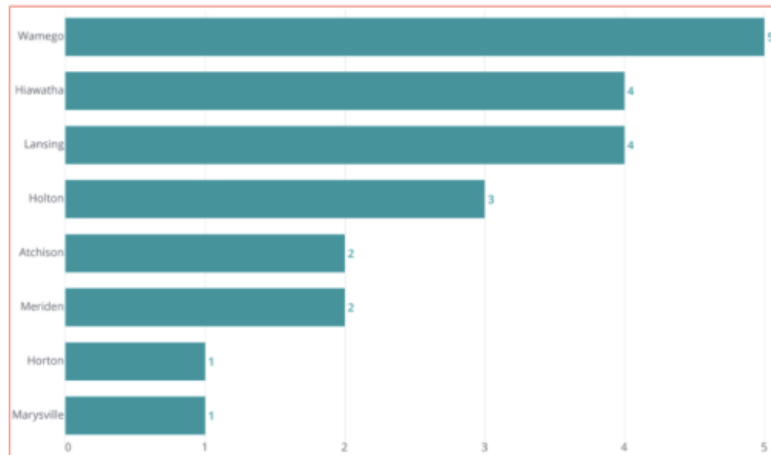
Human Resources

NEK-CAP, Inc. Early Head Start/Head Start employed approximately 94 staff members, including 17 who are current or former EHS/HS parents. Significant progress was made in staff retention and recruitment efforts, reflecting the impact of recent program improvements. This data highlights the success of intentional changes aimed at strengthening and stabilizing the workforce.

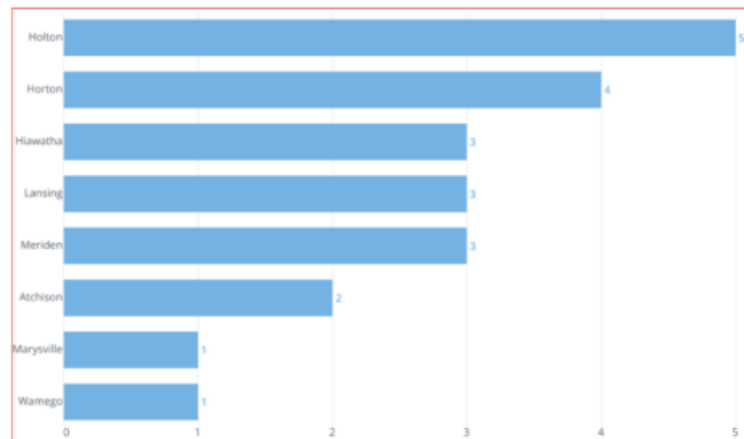
The graphs below use HR data with the following timeframe- 7/1/24-6/30/25:



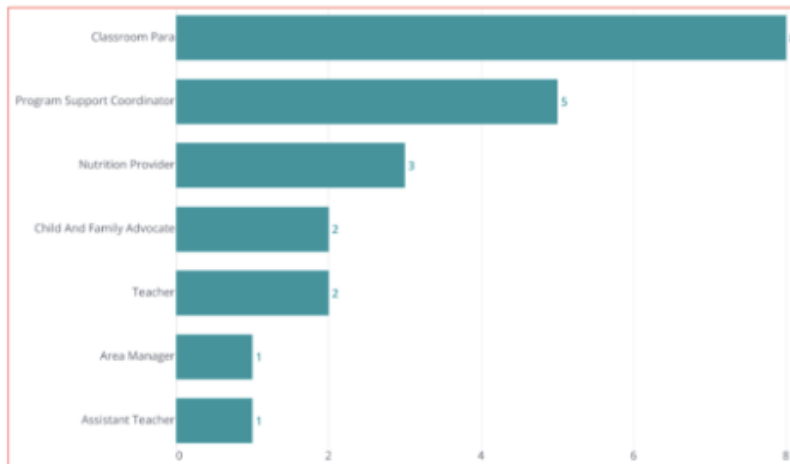
EHS/HS Employee Starts by Location
As of 7/1/24-6/30/25
Total Count: 22



EHS/HS Employee Exit by Location
As of 7/1/24-6/30/25
Total Count: 22



EHS/HS Employee Starts by Title
As of 7/1/24-6/30/25
Total Count: 22



The Human Resources department has continued to evolve and make meaningful progress. Throughout this program year, Executive Leadership and EHS/HS Management prioritized staff wellness and overall retention efforts. Addressing retention requires innovative strategies and ongoing communication with staff, board members, and program leadership. This area will remain a key focus in the upcoming program year.



Fiscal Information

Audit Report April 1, 2024 – March 31, 2025

Please visit the **Administrative Department & Reports** page under “About Us” of the NEK-CAP, Inc. website at www.nekcap.org for the full audit.

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Harold K. Mayes, CPA
Lucille L. Hinderliter, CPA

INDEPENDENT AUDITOR'S REPORT

Board of Directors
Northeast Kansas Community Action Program Inc.
Hiawatha, Ks.

Opinion

We have audited the accompanying financial statements of Northeast Kansas Community Action Program Inc. (a nonprofit organization) which comprise the statements of financial position as of March 31, 2025, and the related statements of activities, functional expenses and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Northeast Kansas Community Action Program Inc. as of March 31, 2025, and the changes in its net assets and cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

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. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Northeast Kansas Community Action Program Inc. and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Northeast Kansas Community Action Program Inc.'s ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit 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 Northeast Kansas Community Action Program Inc.'s internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about northeast Kansas Community Action Program Inc.'s ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Report on Supplementary Information

Our audit was conducted for forming an opinion on the financial statements as a whole. The accompanying additional information pages 24 to 74 are presented for additional analysis and are not a required part of the basic financial statements. The accompanying schedule of expenditures of federal awards, as required by Title 2 *U.S. Code of Federal Regulations* (CFR) Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*, is also presented for purposes of additional analysis and is not a required part of the 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 financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the 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 financial statements taken as a whole.

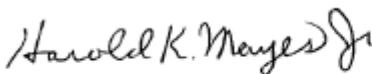
Report on Summarized Comparative Information

In our opinion, the summarized comparative information presented herein as of and for the year ended March 31, 2025 is consistent, in all material respects, with the audited financial statements from which it has been derived.

Other reporting required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated September 8, 2025 on our consideration of Northeast Kansas Community Action Program Inc.'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 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 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 Northeast Kansas Community Action Program Inc.'s internal control over financial reporting and compliance.



Harold K. Mayes Jr. CPA
Agler & Gaeddert, Chartered
Ottawa, Kansas
September 8, 2025

Northeast Kansas Community Action Program, Inc.
STATEMENT OF FINANCIAL POSITION
March 31, 2025
(with summarized financial information at March 31, 2024)

ASSETS	2025	2024
Current assets		
Cash	\$ 3,128,265	\$ 323,911
Investments	107,635	104,424
Grant Funds Receivable	267,041	387,232
Accounts receivable	916	987
Prepaid Expenses	140,992	64,048
<i>Total current assets</i>	<u>3,644,849</u>	<u>880,602</u>
Fixed Assets		
Property and Equipment	3,347,179	3,073,676
Less accumulated depreciation	<u>(2,471,053)</u>	<u>(2,263,501)</u>
<i>Total property and equipment</i>	<u>876,126</u>	<u>810,175</u>
Right of Use Assets - net	<u>242,211</u>	<u>0</u>
Other assets		
Restricted cash - FSS Participants	47,124	26,282
<i>Total assets</i>	<u>\$ 4,810,310</u>	<u>\$ 1,717,059</u>
LIABILITIES AND NET ASSETS		
Current liabilities		
Accounts Payable	\$ 172,169	\$ 219,611
Accrued Payroll and Related Expenses	177,882	123,801
Accrued Compensated Absences	180,170	129,553
Deferred Revenue	2,756,295	61,327
Right of Use Liability - Current	66,676	0
Reserve Accounts	8,378	4,357
<i>Total current liabilities</i>	<u>3,361,570</u>	<u>538,649</u>
Non-Current Liabilities		
FSS Escrow	44,174	24,525
Right of Use Liability - Long term	<u>175,535</u>	<u>0</u>
Total Liabilities	<u>3,581,279</u>	<u>563,174</u>
Net assets		
Without donor restriction		
Undesignated	1,052,865	968,845
Board-designated	<u>142,218</u>	<u>149,262</u>
Total Net Assets Without Donor Restrictions	1,195,083	1,118,107
With donor restriction	<u>33,948</u>	<u>35,778</u>
<i>Total net assets</i>	<u>1,229,031</u>	<u>1,153,885</u>
<i>Total liabilities and net assets</i>	<u>\$ 4,810,310</u>	<u>\$ 1,717,059</u>

The accompanying notes are an integral part of these financial statements.

Northeast Kansas Community Action Program, Inc.
STATEMENT OF ACTIVITIES
Year ended March 31, 2025
(with summarized financial information as of March 31, 2024)

	Without Donor Restriction	With Donor Restriction	2025 Total	2024 Total
Revenues				
Federal Grants	\$ 9,228,529	\$ 8,921	\$ 9,237,450	\$ 8,369,393
Donations	81,545	25,029	106,574	47,505
Other	22,364	0	22,364	64,701
In-kind contributions	522,022	0	522,022	515,960
Total Revenue	9,854,460	33,950	9,888,410	8,997,559
Net assets release from restriction	35,778	(35,778)	0	0
Total Revenue	9,890,238	(1,828)	9,888,410	8,997,559
Expenses				
Child Care	6,671,609	0	6,671,609	5,972,799
Weatherization	437,711	0	437,711	96,389
Community Services	789,221	0	789,221	759,334
Housing	923,788	0	923,788	1,228,845
Other Services	3,613	0	3,613	41,276
Total Program Services	8,825,941	0	8,825,941	8,098,643
Management and General	772,704	0	772,704	949,876
Fixed Assets	213,343	0	213,343	112,515
Total Support Expenses	986,047	0	986,047	1,062,391
Total expenses	9,811,988	0	9,811,988	9,161,035
Other Revenue (Expense)				
Unrealized Gain/(Loss) on Invest.	(2,142)	0	(2,142)	13,882
Gain/(Loss) on Disposal of Assets	864	0	864	0
Total Other Revenue/(Expense)	(1,278)	0	(1,278)	13,882
Change in net assets	76,972	(1,828)	75,144	(149,594)
Net Assets				
Beginning of the year	1,118,109	35,778	1,153,887	1,303,479
End of the year	\$ 1,195,081	\$ 33,950	\$ 1,229,031	\$ 1,153,885

The accompanying notes are an integral part of these financial statements.

Northeast Kansas Community Action Program, Inc.
STATEMENT OF FUNCTIONAL EXPENSES

Year ended March 31, 2025

(with summarized financial information as of March 31, 2024)

	Child Care	Weatherization	Community Services	Housing
Expenditures				
Personnel	\$ 3,393,737	\$ 260,927	\$ 292,027	\$ 125,567
Fringe Benefits	990,596	61,855	90,820	38,211
Equipment	217,266	0	66,049	0
Computer	180,002	3,680	1,984	6,150
Supplies	478,320	22,456	10,970	1,470
Rent/Utilities	195,010	2,698	17,026	2,574
Facility Repair/Maintenance	196,872	5,295	7,797	4,893
Professional Fees	4,284	0	199	31
Communications	94,614	6,040	11,042	4,808
Vehicle	116,400	12,009	10,138	962
Insurance	92,213	3,310	4,463	1,490
Travel	76,439	21,660	8,641	1,988
Registration	73,570	34,771	3,183	1,342
Tuition and Books	18,252	0	0	0
Depreciation	4,021	0	0	0
Interest	0	0	0	0
Other Operating Expenses	17,623	3,010	6,563	422
Direct Customer Services	5,799	0	252,888	733,880
In-Kind Contributions	516,591	0	5,431	0
Total Expenses	\$ 6,671,609	\$ 437,711	\$ 789,221	\$ 923,788
Indirect Expenses	877,819	64,713	90,867	18,577
Total Expenditures	\$ 7,549,428	\$ 502,424	\$ 880,088	\$ 942,365

The accompanying notes are an integral part of these financial statements.

Other Services	Total Programs	Management and General	Fixed Assets	Total	2024 Total
\$ 0	\$ 4,072,258	\$ 659,266	\$ 0	\$ 4,731,524	\$ 4,029,803
0	1,181,482	163,116	0	1,344,598	1,140,479
0	283,315	(283,315)	0	0	0
0	191,816	76,356	0	268,171	120,986
2,214	515,430	24,954	0	540,384	695,958
0	217,308	14,661	0	231,969	237,786
0	214,857	17,269	0	232,126	380,531
0	4,514	47,839	0	52,353	85,125
0	116,504	15,066	0	131,570	159,851
0	139,509	6,982	0	146,491	160,407
0	101,476	5,908	0	107,384	67,556
0	108,728	8,031	0	116,759	99,663
70	112,936	6,068	0	119,004	114,338
0	18,252	0	0	18,252	6,759
0	4,021	0	213,343	217,364	199,218
0	0	0	0	0	2,843
1,133	28,751	10,503	0	39,255	87,705
196	992,763	0	0	992,763	1,056,067
0	522,022	0	0	522,022	515,960
<u>\$ 3,613</u>	<u>\$ 8,825,943</u>	<u>\$ 772,704</u>	<u>\$ 213,343</u>	<u>\$ 9,811,990</u>	<u>\$ 9,161,035</u>
<u>0</u>	<u>1,051,976</u>	<u>(1,051,976)</u>	<u>0</u>	<u>0</u>	<u>0</u>
<u>\$ 3,613</u>	<u>\$ 9,877,919</u>	<u>\$ (279,271)</u>	<u>\$ 213,343</u>	<u>\$ 9,811,990</u>	<u>\$ 9,161,035</u>

The accompanying notes are an integral part of these financial statements.

Northeast Kansas Community Action Program, Inc.

STATEMENT OF CASH FLOWS

Year ended March 31, 2025

(with summarized financial information as of March 31, 2024)

	<u>2025</u>	<u>2024</u>
CASH FLOWS PROVIDED BY (USED IN)		
OPERATING ACTIVITIES		
Cash received from grants	\$ 12,052,682	\$ 8,676,334
Cash received from other	22,364	42,496
Cash received from donations	106,574	47,505
Cash paid to program employees and providers	(9,096,314)	(8,636,534)
Interest expense	<u>0</u>	<u>(2,843)</u>
<i>Net cash provided by (used in) operating activities</i>	<u>3,085,306</u>	<u>126,958</u>
CASH FLOWS PROVIDED BY (USED IN)		
INVESTING ACTIVITIES		
(Increase) Decrease in Investments	(3,211)	20,562
Increase (Decrease) in Reserve Account	(20,842)	(15,990)
Gain/(Loss) on Disposal of Assets	864	(22,205)
Unrealized (Gain)/Loss on Investments	(2,142)	13,882
Acquisition of Property and Equipment	<u>(234,779)</u>	<u>(42,450)</u>
<i>Net cash provided by (used in) investing activities</i>	<u>(260,110)</u>	<u>(46,201)</u>
CASH FLOWS PROVIDED BY (USED IN)		
FINANCING ACTIVITIES		
Payments of Long-Term Debt	<u>0</u>	<u>(86,703)</u>
<i>Net cash provided by (used in) financing activities</i>	<u>0</u>	<u>(86,703)</u>
Net increase (decrease) in cash and cash equivalents	2,825,196	(5,946)
Beginning cash and cash equivalents	<u>350,193</u>	<u>356,139</u>
Ending cash and cash equivalents	<u>\$ 3,175,389</u>	<u>\$ 350,193</u>
Cash	\$ 3,128,265	\$ 323,911
Restricted cash	<u>47,124</u>	<u>26,282</u>
	<u>\$ 3,175,389</u>	<u>\$ 350,193</u>

The accompanying notes are an integral part of these financial statements.

Northeast Kansas Community Action Program, Inc.
STATEMENT OF CASH FLOWS

Reconciliation of change in net assets to net cash provided by operating activities

Year ended March 31, 2025

(with summarized financial information as of March 31, 2024)

	<u>2025</u>	<u>2024</u>
CASH FLOWS PROVIDED IN (USED IN)		
OPERATING ACTIVITIES		
Increase (decrease) in net assets	\$ 75,144	\$ (149,593)
Adjustments to reconcile change in net assets to net cash provided by operating activities		
Depreciation expense	213,343	199,218
Unrealized (Gain)/Loss on Invest.	2,142	(13,882)
Gain/(loss) on Disposal of Assets	(864)	(22,205)
Changes in assets and liabilities		
(Increase) Decrease in Grants Receivable	120,191	245,843
(Increase) Decrease in Accounts Receivable	71	(230)
(Increase) Decrease in Prepaid Expenses	(76,944)	51,466
Increase (Decrease) in Accounts Payable	(47,442)	(267,338)
Increase (Decrease) in Accrued Payroll	54,081	7,394
Increase (Decrease) in Accrued Compensated Absences	50,617	14,958
Increase (Decrease) in Deferred Revenue	2,694,968	61,327
Total adjustments	<u>3,010,163</u>	<u>276,551</u>
NET CASH PROVIDED BY (USED IN)		
OPERATING ACTIVITIES	\$ <u>3,085,307</u>	\$ <u>126,958</u>

The accompanying notes are an integral part of these financial statements.

NORTHEAST KANSAS COMMUNITY ACTION PROGRAM, INC.

SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS

Year ended March 31, 2025

CFDA Federal Number		Identifying Number	Federal Grants	Federal Expenditures
	U.S. DEPARTMENT OF AGRICULTURE			
	Passed through Kansas Department of Education:			
10.558	Child and Adult Care Food Program*	P0006-CTR-2023/2024	\$ 56,555	\$ 56,555
	Child and Adult Care Food Program*	P0006-CTR-2024/2025	82,318	82,318
	Total U.S. Department of Agriculture		<u>138,873</u>	<u>138,873</u>
	U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT			
	Passed through Kansas Housing Resources Corporation:			
14.231	Emergency Shelter Grant Program - Homeless Prevention	E23-NEKCAP	8,112	8,112
	Emergency Shelter Grant Program - Rapid Rehousing	E23-NEKCAP	20	20
	Emergency Shelter Grant Program - Admin	E24-NEKCAP	768	768
	Emergency Shelter Grant Program - Homeless Prevention	E24-NEKCAP	10,611	10,611
	Emergency Shelter Grant Program - Rapid Rehousing	E24-NEKCAP	10,136	10,136
	Total		<u>29,647</u>	<u>29,647</u>
	Passed through Kansas Housing Resources Corporation:			
14.239	Home Investment Partnership Program - Tenant Based Rental Assist	M-23-SG-20-0200	60,168	67,123
	Total		<u>60,168</u>	<u>67,123</u>
	Direct Program:			
14.267	Continuum of Care Program	KS0057L7P072213	66,865	66,865
	Continuum of Care Program	KS0057L7P072314	142,453	142,453
	Total		<u>209,318</u>	<u>209,318</u>
14.871	Section 8 - Housing Choice Vouchers (Housing Voucher Cluster)	KS168	803,570	803,570
14.896	Family Self-Sufficiency Program	FSS23KS4985-01-00	16,029	16,029
	Family Self-Sufficiency Program	FSS23KS4985-01-01	55,373	55,373
	Total		<u>71,402</u>	<u>71,402</u>
	Total U.S. Department of Housing and Urban Development		<u>1,174,105</u>	<u>1,181,060</u>

The accompanying notes are an integral part of this statement.

NORTHEAST KANSAS COMMUNITY ACTION PROGRAM, INC.

**SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS
FOR THE YEAR ENDED MARCH 31, 2025**

CFDA Federal Number		Identifying Number	Federal Grants	Federal Expenditures
	U.S. DEPARTMENT OF ENERGY			
	Passed through Kansas Housing Resources Corporation:			
81.042	Weatherization Assistance for Low-Income Persons	IIJA-DOE-04	\$ 501,372	\$ 501,372
	Total U.S. Department of the Treasury	Total	501,372	501,372
	Passed through Kansas Housing Resources Corporation:			
93.569	Community Services Block Grant	24 CSBG 05	530,413	530,413
		23 CSBG Disc 05B	0	931
	Total		530,413	531,344
	Direct Program:			
93.600	Head Start	07CH011099/05	\$ 1,198,690	\$ 1,198,690
	Early Head Start	07CH011099/05	661,587	661,587
	Head Start Training	07CH011099/05	8,646	8,646
	Early Head Start Training	07CH011099/05	6,167	6,167
	Head Start	07CH012706/01	3,897,622	3,897,622
	Early Head Start	07CH012706/01	1,065,442	1,065,442
	Head Start Training	07CH012706/01	32,283	32,283
	Early Head Start Training	07CH012706/01	22,251	22,251
	Total		6,892,688	6,892,688
	Total U.S. Department of Health and Human Services		7,423,101	7,424,032
	Total Expenditures of Federal Awards		\$ 9,237,451	\$ 9,245,337

* Note: CACFP grant is a reimbursement program and revenue over expenses are carried forward to the next program year and can be expensed in that program year.

The accompanying notes are an integral part of this statement.

Northeast Kansas Community Action Program, Inc.

NOTES TO SCHEDULE OF EXPENDITURES OF FEDERAL AWARDS

For the year ended March 31, 2025

NOTE A. BASIS OF PRESENTATION

The accompanying schedule of expenditures of federal awards (the schedule) includes the federal grant activity of Northeast Kansas Community Action Program, Inc. under programs of the federal government for the year ended March 31, 2025. 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 select portion of the operations of Northeast Kansas Community Action Program, Inc., it is not intended to and does not present the financial position, changes in net assets or cash flows of Northeast Kansas Community Action Program, Inc.

NOTE B. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Expenditures are reported on the accrual basis of accounting. Such expenditures are recognized following the cost principles contained in Title 2 U.S. Code of Federal Regulations Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (Uniform Guidance), wherein certain types of expenditures are not allowed or are limited as to reimbursement. The Organization has a federally negotiated indirect cost rate through the U.S. Department of Health and Human Services.

NOTE C. NON-CASH ASSISTANCE, INSURANCE AND LOANS

Northeast Kansas Community Action Program, Inc. did not receive or expend any Federal awards in the form of noncash assistance, insurance, loans or loan guarantees for the year ended March 31, 2025.

NOTE D. INDIRECT COST RATES

The Organization has a federally negotiated indirect cost rate through the U.S. Department of Health and Human Services.

NOTE E. SUB-GRANTEES

There were no federal funds passed through to sub-recipients during the fiscal year.

SPECIAL REPORTS

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Harold K. Mayes, CPA
Lucille L. Hinderliter, CPA

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

Board of Directors
Northeast Kansas Community Action Program Inc.
Hiawatha, Ks.

We have audited, 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, the financial statements of Northeast Kansas Community Action Program Inc. as of and for the year ended March 31, 2025, and the related notes to the financial statements, which comprise the Northeast Kansas Community Action Program Inc.'s financial statements, and have issued our report thereon dated September 8, 2025.

Report Internal Control over Financial Reporting

In planning and performing our audit of the financial statement, we considered the Northeast Kansas Community Action Program Inc.'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 opinions on the financial statement, but not for the purpose of expressing an opinion on the effectiveness of the Northeast Kansas Community Action Program Inc.'s internal control. Accordingly, we do not express an opinion on the effectiveness of the Northeast Kansas Community Action Program Inc.'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 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 the internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in the 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, as defined above. However, material weaknesses may exist that have not been identified.

Report Compliance and Other Matters

As part of obtaining reasonable assurance about whether the Northeast Kansas Community Action Program Inc.'s financial statements are free of 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 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.

Harold K. Mayes Jr

Harold K. Mayes Jr CPA
Agler & Gaeddert, Chartered
Ottawa, Kansas
September 8, 2025

INDEPENDENT AUDITOR'S REPORT ON COMPLIANCE FOR EACH MAJOR PROGRAM AND ON INTERNAL CONTROL OVER COMPLIANCE REQUIRED BY THE UNIFORM GUIDANCE

Board of Directors
Northeast Kansas Community Action Program Inc.
Hiawatha, Ks.

Report on Compliance for Each Major Federal Program

Opinion on Each Major Federal Program

We have audited Northeast Kansas Community Action Program Inc.'s compliance with the types of compliance requirements identified as subject to audit in the OMB *Compliance Supplement* that could have a direct and material effect on each of Northeast Kansas Community Action Program Inc.'s major federal programs for the year ended March 31, 2025. Northeast Kansas Community Action Program Inc.'s major federal programs are identified in the summary of auditor's results section of the accompanying schedule of findings and questioned costs.

In our opinion, Northeast Kansas Community Action Program Inc. 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, 2025.

Basis for Opinion on Each Major Federal Program

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). Our responsibilities under those standards and the Uniform Guidance are further described in the Auditor's Responsibilities for the Audit of Compliance section of our report.

We are required to be independent of Northeast Kansas Community Action Program Inc. and to meet our other ethical responsibilities, in accordance with relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion on compliance for each major federal program. Our audit does not provide a legal determination of Northeast Kansas Community Action Program Inc.'s compliance with the compliance requirements referred to above.

Responsibilities of Management for Compliance

Management is responsible for compliance with the requirements referred to above and for the design, implementation, and maintenance of effective internal control over compliance with the requirements of laws, statutes, regulations, rules, and provisions of contracts or grant agreements applicable to Northeast Kansas Community Action Program Inc.'s federal programs.

Auditor's Responsibilities for the Audit of Compliance

Our objectives are to obtain reasonable assurance about whether material noncompliance with the compliance requirements referred to above occurred, whether due to fraud or error, and express an opinion on Northeast Kansas Community Action Program Inc.'s compliance based on our audit. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards, *Government Auditing Standards*, and the Uniform Guidance will always detect material noncompliance when it exists. The risk of not detecting material noncompliance resulting from fraud is higher than for that resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Noncompliance with the compliance requirements referred to above is considered material if there is a substantial likelihood that, individually or in the aggregate, it would influence the judgment made by a reasonable user of the report on compliance about Northeast Kansas Community Action Program Inc.'s compliance with the requirements of each major federal program as a whole.

In performing an audit in accordance with generally accepted auditing standards, *Government Auditing Standards*, and the Uniform Guidance, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material noncompliance, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding Northeast Kansas Community Action Program Inc.'s compliance with the compliance requirements referred to above and performing such other procedures as we considered necessary in the circumstances.
- Obtain an understanding of Northeast Kansas Community Action Program Inc.'s internal control over compliance relevant to the audit in order to design audit procedures that are appropriate in the circumstances 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 Northeast Kansas Community Action Program Inc.'s internal control over compliance. Accordingly, no such opinion is expressed.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and any significant deficiencies and material weaknesses in internal control over compliance that we identified during the audit.

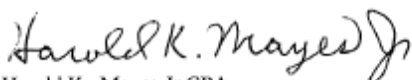
Report on Internal Control over Compliance

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 Auditor's Responsibilities for the Audit of Compliance section above and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies in internal control over compliance. Given these limitations, during our audit we did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses, as defined above. However, material weaknesses or significant deficiencies in internal control over compliance may exist that were not identified.

Our audit was not designed for the purpose of expressing an opinion on the effectiveness of internal control over compliance. Accordingly, no such opinion is expressed.

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.



Harold K. Mayes Jr CPA
Agler & Gaeddert, Chartered
Ottawa, Kansas
September 8, 2025

Northeast Kansas Community Action Program, Inc.

SCHEDULE OF FINDINGS AND QUESTIONED COSTS
For the Year Ended March 31, 2025

SUMMARY OF AUDITOR'S RESULTS

Financial Statements

Type of report the auditor issued on whether the financial statement audited was prepared in accordance with GAAP

Unmodified

Internal control over financial reporting:

Material weakness(es) identified?

No

Significant deficiencies identified not considered to be material weaknesses:

None reported

Noncompliance material to financial statements noted?

No

Federal Awards

Internal control over major programs:

Material weakness(es) identified?

No

Significant deficiencies identified not considered to be material weaknesses:

None noted

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

Unmodified

Any audit findings disclosed that are required to be reported in accordance with Title 2 U.S. Code of Federal Regulations Part 200, Uniform Administrative Requirements, Cost principles, and Audit Requirements for Federal awards

No

Identification of major programs:

<u>CFDA Number's</u>	<u>Name of Federal Program or Cluster</u>	<u>Amount</u>
93.600	Head Start	\$ 6,892,688
81.042	Weatherization Assistance for Low-Income Persons	<u>501,372</u>
	Total	<u>7,394,060</u>
	Dollar threshold used to distinguish between Type A and Type B programs	<u>\$ 750,000</u>
	Auditee qualified as a low-risk auditee?	Yes

Northeast Kansas Community Action Program, Inc.

STATUS OF PRIOR YEAR FINDINGS AND QUESTIONED COSTS
For the Year Ended March 31, 2024

Section II - Financial Statement Findings:

No matters reported

Section III - Federal Award Findings and Questioned costs

No matters reported

Fiscal Information for NEK-CAP, Inc. Early Head Start and Head Start Program

Northeast Kansas Community Action Program, Inc.

Schedule 5

FEDERAL HEAD START/EARLY HEAD START GRANT 07CH011099/05 SCHEDULE OF REVENUES AND EXPENSES COMPARED TO BUDGET FIFTEEN MONTHS OF FIFTEEN MONTH GRANT ENDED JUNE 30, 2024

	Previous 12- month period 4/1/2023- 3/31/2024	Federal Head Start Pre School 4/1/2024- 6/30/2024	Federal Early Head Start 4/1/2024- 6/30/2024	Federal Head Start Training 4/1/2024- 6/30/2024
REVENUE				
Federal Revenue	\$ 6,108,475	\$ 1,198,690	\$ 661,587	\$ 8,646
Gain/Loss on Equipment Disposal	16,456	864	0	0
In-Kind Contributions	1,432,783	324,789	115,081	0
TOTAL REVENUE	\$ 7,557,714	\$ 1,524,343	\$ 776,668	\$ 8,646
EXPENSES				
Personnel	\$ 2,839,361	\$ 493,057	\$ 190,066	\$ 0
Fringe Benefits	809,622	168,167	53,792	0
Travel	57,550	12,727	6,891	5,252
Equipment	0	0	217,266	0
Supplies	469,437	228,706	85,529	0
Other	1,145,355	164,549	59,304	3,394
Indirect Costs	803,606	132,348	48,739	0
In-Kind Expenses*	1,432,783	324,789	115,081	0
TOTAL EXPENSES	\$ 7,557,714	\$ 1,524,343	\$ 776,668	\$ 8,646

Detail of Expenditures by CAN Number:

CAN NO.

3-G074120

4-G074120

3-G074121

4-G074121

1-G074122

2-G074122

3-G074122

4-G074122

Gain on disposal of equipment applied and reducing federal funds needed

In-Kind Expenses (Required*)

In-Kind Expenses (Excess Over Required)

TOTAL EXPENSES

*Head Start requires a 20% In-Kind match of actual federal expenses unless a waiver is approved. A waiver for In-kind was approved as well as some automatic waivers due to Covid and the affects of Covid, so the required amount was \$1,188,797.

** The grant fiscal year was extended to 6/30/2024. The period of this budget award is 4/1/2023-6/30/2024.

***Gain/Loss on Equipment Disposal is used as an offset to expenses for replacement equipment.

See Independent Auditor's Report

Federal Early Head Start 4/1/2024- 6/30/2024	Total Actual 4/1/2023- 6/30/2024	Budget	Variance (Over)/Under
\$ 6,167	\$ 7,983,565	\$ 8,405,899	\$ 422,334
0	17,320	0	(17,320)
0	1,872,653	1,188,797	(683,856)
<u>\$ 6,167</u>	<u>\$ 9,873,538</u>	<u>\$ 9,594,696</u>	<u>\$ (278,842)</u>
\$ 0	\$ 3,522,484	\$ 3,925,565	\$ 403,081
0	1,031,581	1,114,598	83,017
3,531	85,951	103,388	17,437
0	217,266	217,266	0
0	783,672	692,015	(91,657)
2,636	1,375,238	1,345,034	(30,204)
0	984,693	1,008,033	23,340
0	1,872,653	1,188,797	(683,856)
<u>\$ 6,167</u>	<u>\$ 9,873,538</u>	<u>\$ 9,594,696</u>	<u>\$ (278,842)</u>
\$ 43,044	\$ 43,044	\$ 0	0
10,761	10,761	0	0
29,667	29,667	0	0
7,416	7,416	0	0
217,266	258,544	41,278	0
249,112	249,112	0	0
6,396,188	6,396,188	0	0
1,030,111	1,411,167	381,056	0
17,320	0	(17,320)	0
1,188,797	1,188,797	0	0
683,856	0	(683,856)	0
<u>\$ 9,873,538</u>	<u>\$ 9,594,696</u>	<u>\$ (278,842)</u>	

See Independent Auditor's Report

Northeast Kansas Community Action Program, Inc.

Schedule 6

**FEDERAL HEAD START/EARLY HEAD START GRANT 07CH012706/01
SCHEDULE OF REVENUES AND EXPENSES COMPARED TO BUDGET
NINE MONTHS ENDED MARCH 31, 2025**

	Fund 3200 Federal Head Start Pre School	Fund 3201 Federal Early Head Start	Fund 3205 Federal Head Start Training	Fund 3206 Federal Early Head Start Training
REVENUE				
Federal Revenue	\$ 3,897,622	\$ 1,065,442	\$ 32,283	\$ 22,251
Gain/Loss on Equipment Disposal	0	0	0	0
In-Kind Contributions	1,227,385	511,963	0	0
TOTAL REVENUE	\$ 5,125,007	\$ 1,577,405	\$ 32,283	\$ 22,251
EXPENSES				
Personnel	\$ 2,127,927	\$ 582,687	\$ 0	\$ 0
Fringe Benefits	621,038	147,599	0	0
Travel	15,145	8,683	14,653	9,556
Equipment	0	0	0	0
Supplies	162,113	41,921	181	111
Other	420,969	138,250	17,449	12,584
Indirect Costs	550,430	146,302	0	0
In-Kind Expenses*	1,227,385	511,963	0	0
TOTAL EXPENSES	\$ 5,125,007	\$ 1,577,405	\$ 32,283	\$ 22,251

Detail of Expenditures by CAN Number:

CAN NO.

4-G074120

4-G074121

4-G074122

In-Kind Expenses (Required*)

In-Kind Expenses (Excess Over Required)

TOTAL EXPENSES

*Head Start requires a 20% In-Kind match of actual federal expenses unless a waiver is approved.

** The period of this budget award is 7/1/2024-3/31/2025.

***Program Income increases the program budget and is used to pay expenses prior to federal dollars being used.

See Independent Auditor's Report

	Total Actual 4/1/2023- 6/30/2024	Budget	Variance (Over)/Under
\$	5,017,598	\$ 5,189,865	\$ 172,267
	0	0	0
	<u>1,739,348</u>	<u>1,297,466</u>	<u>(441,882)</u>
\$	<u><u>6,756,946</u></u>	<u><u>6,487,331</u></u>	<u><u>(269,615)</u></u>
\$	2,710,614	\$ 2,848,578	\$ 137,964
	768,637	706,417	(62,220)
	48,037	37,683	(10,354)
	0	0	0
	204,326	208,400	4,074
	589,252	677,788	88,536
	696,732	710,999	14,267
	<u>1,739,348</u>	<u>1,297,466</u>	<u>(441,882)</u>
\$	<u><u>6,756,946</u></u>	<u><u>6,487,331</u></u>	<u><u>(269,615)</u></u>
\$	32,283	\$ 32,283	\$ 0
	22,251	22,251	0
	4,963,064	5,135,331	172,267
	1,297,466	1,297,466	0
	<u>441,882</u>	<u>0</u>	<u>(441,882)</u>
\$	<u><u>6,756,946</u></u>	<u><u>6,487,331</u></u>	<u><u>(269,615)</u></u>

See Independent Auditor's Report

Northeast Kansas Community Action Program, Inc.

Schedule 7

CHILD AND ADULT CARE FOOD PROGRAM (CACFP) - P0006-CTR-2023/2024

SCHEDULE OF REVENUES AND EXPENSES COMPARED TO BUDGET

TWELVE MONTHS ENDED SEPTEMBER 30, 2024

	Fund 3220 Previous Six Month Period 10/1/2023- 3/31/2024	Fund 3220 Current Six Month Period 4/1/2024- 9/30/2024	Fund 3220 Total Twelve Month Period 10/1/2023- 9/30/2024	Budget	Variance (Over)/Under
REVENUE					
Federal Revenue	\$ 80,858	\$ 56,555	\$ 137,413	\$ 334,342	\$ 196,929
Unearned Fed Rev.	0	0	0	0	0
TOTAL REVENUE	\$ 80,858	\$ 56,555	\$ 137,413	\$ 334,342	\$ 196,929
EXPENSES					
Supplies/Food Service or Equipment Repair	\$ 81,986	\$ 56,555	\$ 138,541	\$ 334,342	\$ 195,801
TOTAL EXPENSES	\$ 81,986	\$ 56,555	\$ 138,541	\$ 334,342	\$ 195,801

NOTES:

Grant period runs from October 1, 2023 to September 30, 2024.

In-Kind revenue and expenses are not included in this schedule as it is not required as part of the grant.

See Independent Auditor's Report

Northeast Kansas Community Action Program, Inc.

Schedule 8

CHILD AND ADULT CARE FOOD PROGRAM (CACFP) - P0006-CTR-2024/2025

SCHEDULE OF REVENUES AND EXPENSES COMPARED TO BUDGET

SIX MONTHS ENDED MARCH 31, 2025

	Fund 3220 Current Six Month Period 10/1/2024- 3/31/2025	Budget	Variance (Over)/Under
REVENUE			
Federal Revenue	\$ 82,318	\$ 312,415	\$ 230,097
Unearned Federal Revenue	<u>0</u>	<u>0</u>	<u>0</u>
TOTAL REVENUE	\$ <u>82,318</u>	\$ <u>312,415</u>	\$ <u>230,097</u>
EXPENSES			
Supplies/Food Service Equipment			
Equipment Repair or Additions	\$ <u>82,318</u>	\$ <u>312,415</u>	\$ <u>230,097</u>
TOTAL EXPENSES	\$ <u>82,318</u>	\$ <u>312,415</u>	\$ <u>230,097</u>

NOTES:

Grant period runs from October 1, 2024 to September 30, 2025.

In-Kind revenue and expenses are not included in this schedule as it is not required as part of this grant.

Volunteers

Volunteers play a vital role in the success of our Early Head Start and Head Start programs. There are many meaningful ways to get involved—whether it's assisting in the classroom, chaperoning field trips, helping children with homework, or participating in Parent Committees and the Policy Council.

In the 2024–2025 program year, 718 individuals volunteered their time, including 464 who were current or former EHS/HS parents. Their dedication makes a lasting impact on our children, families, and communities.

NEK-CAP, Inc. deeply values our volunteers and the essential non-federal share (in-kind support) they contribute—through their time, talents, and generous resources. Your commitment helps us grow stronger together.

The total amount collected for the 2024-2025 Fiscal year (April 2024-March 2025) was:

\$508,274.54 EHS

\$1,214,472.73 HS

For the final total of \$1,722,747.27

This is an area where the program has made significant and successful improvements. Management staff have participated in professional development focused on in-kind and non-federal share requirements. As a result, the program has updated internal in-kind forms to better support both staff and parents in tracking and contributing their time and resources.

Thank you! We couldn't achieve this without the ongoing dedication of our families and staff. Your commitment ensures we meet the in-kind requirements essential to maintaining our grant funding.

We're excited for the upcoming year and confident that—together—we will continue to meet our match!

Nutrition

NEK-CAP, Inc. Head Start participates in the federally funded CACFP (Child and Adult Care Food Program). The CACFP Program Year is October 1 through September 30.

CACFP provides nutritious meals for children and helps them to develop good eating habits which they will retain in later years.

During the program year 2024-2025, NEK-CAP, Inc. served:

Month	Breakfast Served	Lunch Served	Snack Served	Children with Meal Modifications
August	1377	1447	974	18
September	2369	2499	1715	23
October	2621	2793	1814	22
November	1665	1790	1176	22
December	1842	1974	1261	23
January	1695	1911	1113	23
February	1574	1710	1119	23
March	2039	2233	1473	24
April	2839	3060	1975	24
May	1254	1328	995	24
Totals:	19,275	20,745	13,615	

That is a total of 53,635 breakfast, lunch, and snacks served to Head Start Children.

Education

Home visitors and Education staff monitor child development through the use of our curriculum, developmental ASQ and ASQ-SE screening, and the Learning Genie (DRDP) online assessment tool. Using the assessment tools and discussing development with the parents/caregivers, the program was able to determine growth, developmental needs, activities to boost development, etc. During the 2023-2024 program year, staff completed 3 checkpoints periods- Fall, Winter and Spring. Below are the graphs to show the growth in each age group in connection to the agency School Readiness Goals.

Approaches Towards Learning:

1. Children and Families will demonstrate an eagerness to learn through engagement and persistence.

Associated Objectives	Data Collection	Fall	Winter	Spring
Establishes and sustains healthy interactions with adults and peers	EHS- SED 1	0-8m:63.6% 9-18m:100% 19-36m:100%	0-8m: 44.4% 9-18m:96.2% 19-36m:100%	0-8m:88.5% 9-18m:75% 19-36m:100%
	HS- SED 3	PS3: 90.7% PS4: 93.7%	PS3: 98.3% PS4: 96.4%	PS3: 91.3% PS4: 100%
Demonstrates positive approaches to learning	EHS- ATL-REG 4	0-8m:63.6% 9-18m:100% 19-36m:100%	0-8m:60% 9-18m:100% 19-36m:100%	0-8m:87.5% 9-18m:100% 19-36m:100%
	HS- ATL-REG 4	PS3: 83.3% PS4: 87.1%	PS3: 95.1% PS4: 100%	PS3: 95.6% PS4: 99.3%
Participates in social activities through actions and language	EHS- LLD 4	0-8m:63.6% 9-18m:100% 19-36m:100%	0-8m:54.5% 9-18m:100% 19-36m:100%	0-8m:87.5% 9-18m:100% 19-36m:100%
	HS- LLD 4	PS3: 64.5% PS4: 71.3%	PS3: 75% PS4: 91.2%	PS3: 70.5% PS4: 97.8%
Families are lifelong advocates and learners	Socialization Attendance	EHS: Parents – 90 (duplicated)	EHS: 82 Parents (duplicated)	EHS: 63 Parents (duplicated)
	FEA Attendance	HS: 159 duplicated	HS: 99 parents (duplicated)	HS: 195 parents (duplicated)

2. Children will demonstrate independent exploration through age-appropriate activities and routines.

Associated Objectives	Data Collection	Fall	Winter	Spring
Regulates own emotions and behaviors	EHS- ATL-REG 5	0-8m:54.5% 9-18m:100% 19-36m:100%	0-8m:44.4% 9-18m:100% 19-36m:100%	0-8m:75% 9-18m:92.3% 19-36m:100%
	HS- ATL-REG 5	PS3: 77.6% PS4: 83.9%	PS3: 81.7% PS4: 96.4%	PS3: 91.5% PS4: 98.5%
Explores the visual arts, movement, and musical concepts	EHS- PD-HLTH 1	0-8m:41.7% 9-18m:100% 19-36m:100%	0-8m:60% 9-18m:100% 19-36m:100%	0-8m:87.5% 9-18m:100% 19-36m:100%
	HS- PD-HLTH 1	PS3: 90.8% PS4: 98.8%	PS3: 95% PS4: 100%	PS3:95.6% PS4:100%
Explores the environment and participates in age-appropriate activities	EHS- ATL-REG 4	0-8m:63.6% 9-18m:100% 19-36m:100%	0-8m:60% 9-18m:100% 19-36m:100%	0-8m:87.5% 9-18m:100% 19-36m:100%
	HS- ATL-REG 6	PS3: 92% PS4: 89.4%	PS3: 98.3% PS4: 99.1%	PS3:100% PS4:100%

Social and Emotional Development:

1. **Children will develop and engage in positive relationships. Families will access needed support and services.**

Associated Objectives	Data Collection	Fall	Winter	Spring
Establishes and sustains positive relationships	EHS- SED 3, 4	0-8m:47.75% 9-18m:100% 19-36m:100%	0-8m:50% 9-18m:96.2% 19-36m:100%	0-8m:81.25% 9-18m:98.1% 19-36m:100%
	HS- SED 3, 4	PS3: 86.25 % PS4: 90.7%	PS3: 94.15% PS4: 95.5%	PS3: 90.2% PS4:98.5%
Participates cooperatively and constructively in group situations	EHS- SED 1	0-8m:63.6% 9-18m:100% 19-36m:100%	0-8m:55.6% 9-18m:96.2% 19-36m:100%	0-8m:87.5% 9-18m:100% 19-36m:100%
	HS- ATL-REG 7	PS3: 93.4% PS4: 95.4%	PS3: 98.3% PS4: 98.2%	PS3:100% PS4:100%
Families are receiving needed mental health information, support, and services	PIR C 44(d)	EHS: 8 HS: 28	EHS: 10 HS: 32	EHS: 10 HS: 34

2. **Children will be able to identify personal characteristics, preferences, thoughts, and feelings.**

Associated Objectives	Data Collection	Fall	Winter	Spring
Demonstrates knowledge about self	EHS- SED 2	0-8m: 54.5% 9-18m:100% 19-36m:100%	0-8m:55.6% 9-18m:96.2% 19-36m:100%	0-8m:87.5% 9-18m:100% 19-36m:100%
	HS- SED 1	PS3: 73% PS4: 82.6%	PS3: 85% PS4: 97.3%	PS3:85.1% PS4:100%
Regulates own emotions and behaviors.	EHS- ATL-REG 2	0-8m:63.6% 9-18m:100% 19-36m:100%	0-8m:55.6% 9-18m:100% 19-36m:100%	0-8m:75% 9-18m:100% 19-36m:100%
	HS- SED 2	PS3: 77.3% PS4: 81.2%	PS3: 88.3% PS4: 94.6%	PS3:88.9% PS4:100%

Perceptual, Motor and Physical Development:

1. **Children will demonstrate control of small muscles, for such purposes as using utensils, self-care, building, writing, and manipulation.**

Associated Objectives	Data Collection	Fall	Winter	Spring
Demonstrates fine-motor strength and coordination	EHS- PD-HLTH 4	0-8m:36.4% 9-18m:100% 19-36m:100%	0-8m:50% 9-18m:96.3% 19-36m: 100%	0-8m:87.5% 9-18m:100% 19-36m:100%
	HS- PD-HLTH 4	PS3: 82.7%	PS3: 93.3%	PS3:93.2%

		PS4: 91.4%	PS4: 100%	PS4:100%
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2. Children will develop control of large muscles for movement, navigation, and balance.

Associated Objectives	Data Collection	Fall	Winter	Spring
Demonstrates traveling and balancing skills	EHS- PD-HLTH 2	0-8m:50% 9-18m:100% 19-36m:100%	0-8m:50% 9-18m:100% 19-36m:100%	0-8m:87.5% 9-18m:100% 19-36m:100%
	HS- PD-HLTH 2	PS3: 83.1% PS4: 91.8%	PS3: 98.3% PS4: 100%	PS3:97.8% PS4:100%
Demonstrates gross-motor manipulative skills	EHS- PD-HLTH 3	0-8m:41.7% 9-18m:100% 19-36m:100%	0-8m:60% 9-18m:100% 19-36m:100%	0-8m:75% 9-18m:100% 19-36m:100%
	HS- PD-HLTH 3	PS3: 84% PS4: 87.2%	PS3: 89.8% PS4: 97.3%	PS3:95.7% PS4:98.5%

3. Children will identify and practice healthy and safe habits.

Associated Objectives	Data Collection	Fall	Winter	Spring
Children are healthy and ready to learn.	PIR C 7/COPA	EHS: 103 HS: 180	EHS: 92 HS: 189	EHS: 96 HS: 207
	PIR- C 18 Dental/COPA	EHS: 93 HS: 158	EHS: 118 HS: 207	EHS: 152 HS: 214
	COPA- Hearing/Vision (Received screen during check point)	Total Hearing: 220 Vision: 231	Total Hearing: 56 Vision: 41	Total Hearing: 37 Vision:43
	COPA-Received needed Dental follow-up	Total: 19	Total: 11	Total:17
	COPA-Received needed Vision follow-up	Total: 13	Total: 1	Total:7
	COPA-Received needed Hearing follow-up	Total: 6	Total: 1	Total:5
	COPA-Received needed Anemia follow-up	Total: 0	Total: 0	Total:0
	COPA- Received needed Lead follow-up	Total: 0	Total: 0	Total:0
Good nutrition improves children's health by helping them grow, develop, and maintain a healthy weight.	Socialization Attendance	EHS-Parents: 90 (duplicated)	EHS-Parents: 82 (duplicated)	EHS-Parents: 63 (duplicated)
	Meals & Snacks Served-	HS:17,609	HS: 14,427	HS:18,022

Language Development and Literacy:

1. Children will have the ability to comprehend and use language to express their wants and needs.

Associated Objectives	Data Collection	Fall	Winter	Spring
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Listens to and understands increasingly complex language	EHS- LLD 1	0-8m:63.6% 9-18m:100% 19-36m:100%	0-8m:54.5% 9-18m:100% 19-36m:100%	0-8m:87.5% 9-18m:92.6% 19-36m:100%
	HS- LLD 1	PS3: 79.2% PS4: 80.2%	PS3: 86.7% PS4: 98.2%	PS3:91.1% PS4:98.5%
Uses language or other appropriate forms of communication to express thoughts and needs and participates in appropriate conversation	EHS- LLD 3	0-8m:54.5% 9-18m:100% 19-36m:100%	0-8m:54.5% 9-18m:100% 19-36m:100%	0-8m:87.5% 9-18m:100% 19-36m:100%
	HS- LLD 3	PS3: 81.8% PS4: 94.3%	PS3: 88.3% PS4: 96.5%	PS3: 87.2% PS4:98.5%

2. Children and families will engage with literacy opportunities and experiences.

Associated Objectives	Data Collection	Fall	Winter	Spring
Demonstrates phonological awareness	EHS- Not included in the Essential View	NA	NA	NA
	HS- LLD 8	PS3: 92.3% PS4: 98.8%	PS3: 98.3% PS4: 100%	
Demonstrates knowledge of the alphabet	EHS- Not included in the Essential View	NA	NA	NA
	HS- LLD 9	PS3: 1.4% PS4: 8.5%	PS3: 86.2% PS4: 94.6%	
Demonstrates knowledge of print and its uses	EHS- Not included in the Essential View	NA	NA	NA
	HS- LLD 10	PS3: 94.8% PS4: 98.8%	PS3: 98.4% PS4: 100%	
Comprehends and responds to books and other texts	EHS- LLD 5	0-8m: 45.5% 9-18m:100% 19-36m:100%	0-8m: 45.5% 9-18m:92.6% 19-36m:100%	0-8m:87.5% 9-18m:96.2% 19-36m:100%
	HS- LLD 6	PS3: 84.3% PS4: 89.5%	PS3: 89.7% PS4: 95.5%	PS3:88.6% PS4:98.5%
Demonstrates emergent writing skills	EHS- PD-HLTH 4	0-8m:36.4% 9-18m:100% 19-36m:100%	0-8m:50% 9-18m:96.3% 19-36m:100%	0-8m:87.5% 9-18m:100% 19-36m:100%
	HS- LLD 10	PS3: 94.8% PS4: 98.8%	PS3: 98.4% PS4: 100%	PS3: 97.8% PS4: 100%
Families will engage with children to enhance literacy skills by increased	Socialization Attendance	EHS- Parents-90 (duplicated)	EHS- 82 Parents (duplicated)	EHS- 63 Parents (duplicated)

reading opportunities and experiences	FEA Attendance	HS – Parents 159 (duplicated)	HS – 99 Parents (duplicated)	HS– 195 Parents (duplicated)
	Reading In-Kind Hours from COPA	EHS: 305.75 HS: 986.25	EHS: 1,709.75 HS: 4,628.50	EHS: 4,296.50 HS: 8,935.00

Cognition:

1. Children will use all their senses to investigate their environment, to discover what objects and people do, how things work, and how they can make things happen.

Associated Objectives	Data Collection	Fall	Winter	Spring
Remembers and connects experiences.	EHS- COG 8	0-8m:45.5% 9-18m:100% 19-36m:100%	0-8m:44.4% 9-18m:96% 19-36m:100%	0-8m:75% 9-18m:100% 19-36m:100%
	HS- COG 2	PS3: 84.2% PS4: 87.4%	PS3: 90.2% PS4: 97.2%	PS3:93.3% PS4:100%
Uses symbols and images to represent something not present.	EHS- PD-HLTH 4	0-8m:36.4% 9-18m:100% 19-36m:100%	0-8m:50% 9-18m:96.3% 19-36m:100%	0-8m:87.5% 9-18m:100% 19-36m:100%
	HS- PD-HLTH 4	PS3: 83.1% PS4: 91.8%	PS3: 93.3% PS4: 100%	PS3: 93.2% PS4:100%
Explores and describes spatial relationships and shapes.	EHS- COG 1	0-8m:54.5% 9-18m:100% 19-36m:100%	0-8m:55.6% 9-18m:100% 19-36m:100%	0-8m:75% 9-18m:100% 19-36m:100%
	HS- COG 7	PS3: 90.7% PS4: 92.9%	PS3: % PS4: %	PS3: 95.6 % PS4: 100%
Uses scientific inquiry skills- Compares and measures	EHS- Not included in the Essential View	NA	NA	NA
	HS- COG 3,5	PS3: 79.45% PS4: 85.05%	PS3: 86.10% PS4: 99.1%	PS3: 82.6% PS4: 99.6%
Uses tools and other technology to perform tasks	EHS- PD-HLTH 4	0-8m:36.4% 9-18m:100% 19-36m:100%	0-8m:50% 9-18m:96.3% 19-36m:100%	0-8m:87.5% 9-18m:100% 19-36m:100%
	HS- PD-HLTH 4	PS3: 83.1% PS4: 91.8%	PS3: 93.3% PS4: 100%	PS3:93.2% PS4:100%

2. Children will learn and begin to use math concepts during daily routines and experiences.

Associated Objectives	Data Collection	Fall	Winter	Spring
Uses classification skills	EHS- COG 2	0-8m:45.5% 9-18m:100% 19-36m:100%	0-8m:55.6% 9-18m:96.2% 19-36m:100%	0-8m:75% 9-18m:96% 19-36m:100%

	HS- COG 2	PS3: 84.2% PS4: 87.4%	PS3: % PS4: %	PS3: 93.3% PS4:100%
Uses number concepts and operations	EHS- COG 3	0-8m:40% 9-18m:100% 19-36m:100%	0-8m:55.6% 9-18m:100% 19-36m:100%	0-8m:83.3% 9-18m:100% 19-36m:100%
	HS- COG 4	PS3: 87.7% PS4: 89.4%	PS3: 94.6% PS4: 100%	PS3: 87% PS4: 99.3%
Demonstrates knowledge of patterns	EHS- COG 2	0-8m:45.5% 9-18m:100% 19-36m:100%	0-8m:55.6% 9-18m:96.2% 19-36m:100%	0-8m:75% 9-18m:96% 19-36m:100%
	HS- COG 6	PS3: 91.7% PS4: 97.6%	PS3: 98.3% PS4: 99.1%	PS3: 95.7% PS4: 99.3%

3. Children and families will demonstrate knowledge and an understanding of self, others, their environment, and their community.

Associated Objectives	Data Collection	Fall	Winter	Spring
Demonstrates knowledge of living things, people, and how they live	EHS & HS- Not included in the Essential View	NA	NA	NA
Demonstrates knowledge of the physical properties of objects and materials	EHS- Not included in the Essential View HS- Not included in the Essential View	NA NA	NA NA	NA NA
Shows basic understanding of Earth's environment and geographic knowledge	EHS & HS - Not included in the Essential View	NA	NA	NA
Families will develop strengths-based goals and have knowledge of the services in the community	Self-Sufficiency Matrix, Family goal, Services and Resources	EHS-SSM: 92 HS-SSM: 98 EHS & HS Services: Currently individual numbers are not available due to the change in software.	EHS-SSM: 15 new HS-SSM: 47 new EHS goals: 55 HS goals: 82 EHS Services: 356 HS Services: 448	EHS-SSM: 10 new HS-SSM: 3 new EHS goals: 23 HS goals: 6 EHS Services: 591 HS Services: 705

Health Services

Enrolled children receiving Medical exams, dental exams, and mental health services
Program year- July 1, 2024 to June 30, 2025.

	Number of Head Start Children	Number of EHS Children
Health Insurance at the end of enrollment	216 (100%)	158 (99%)
Medical Home at the end of enrollment	216 (100%)	158 (99%)
Up to date on a schedule of age appropriate preventive and primary health care	205 (95%)	108 (68%)
Immunizations up to date	216 (100%)	150 (95%)
Dental home at the end of enrollment	216 (100%)	153 (97%)
Children who received preventive dental care	146 (68%)	50 (32%)
Enrolled children with an IEP or IFSP	44	25
(Newly Enrolled) Number screened for educational/ developmental /sensory / behavior concerns since the last PIR	203	131
Number identified needing follow assessment	7	5

Number of Head Start children who are in the following weight categories according to the 2000 CDC BMI-for-age growth charts.

Underweight	8
Healthy weight	132
Overweight	39
Obese	36

Prenatal Health Services

25 total pregnant women were enrolled this program year.

25 women served by the program had some type of health insurance. Of the pregnant women enrolled in the program, 25 received prenatal health care, 14 received postpartum health care, 7 received mental health interventions/follow-up, 13 received substance abuse prevention, 20 received prenatal education on fetal development and 16 received

information on the benefits of breast feeding. 11 prenatal women were identified as medically high risk by a physician or health care provider.

7 women were enrolled in the first trimester, 12 in the second trimester, and 6 in the third trimester.

Conclusion & Success Stories

Sharing success stories is an important feature of any program. Good stories show change and paint a mental picture of how this change is making a positive difference in people's lives. They provide social proof, credibility, and trust, as well as demonstrating a return on investment. Early Head Start and Head Start are valuable resources that can truly transform a child's life, a family situation, and better yet, the future of all communities. As we close this year's annual report, we reflect on the remarkable progress and enduring impact of the Early Head Start and Head Start program. Together, we've made strides in early childhood education, empowered families, and fostered a nurturing environment for children and families to thrive.

The dedication of staff, the support of the community, and the resilience of the families have been instrumental in achieving success. Looking ahead, EHS and HS are committed to building on the accomplishments, embracing new opportunities, and ensuring that every child has the foundation they need for a bright future.

Thank you for your continued support and partnership in this vital journey.

Success Story



Zola

Zola has been a Head Start kid since I found out I was pregnant with her in 2019. Being in Early Head Start was so good for me, as Zola is my first baby. I was pretty nervous about a lot of things coming. Since we were already enrolled in Early Head Start, the transition into school days was very smooth. The center staff have done wonders with my girl. She (willingly and quickly) potty trained when she started her first year. I have seen her come out of her quiet and shy little self to this hilarious and outgoing little girl. Her knowledge and vocabulary expansion show me how dedicated her teachers have been, not only to her education, but to every child in the class. Head Start has given me the knowledge and confidence in advocating not only for Zola's education, but also through all early childhood. I have served on parent committee and now I am a Kansas Head Start board member, working advocacy for all of Head Start. We have been lucky for our time in Head Start and will miss it greatly as we transition into kindergarten. Thank you, ladies. ❤️ ~ Marissa, Zola's Mother

Success Story



Pam, Child & Family Advocate, encouraged families to read to their child by having a little challenge. Ensley heard a lot of language, received interaction with her mom, and got to use her imagination during the months of October thru December 2024. Sarah and Ensley spent many hours reading and won the challenge! Ensley won a book, and an interactive block puzzle and Sarah received a devotional word find. Ensley used her puzzle and book as homework and tried out both on home visit. Another plus to this challenge was that the reading also helped our program with it's in-kind towards the program. ~ Submitted by Pam Wilburn, Child & Family Advocate, Atchison County

Success Story



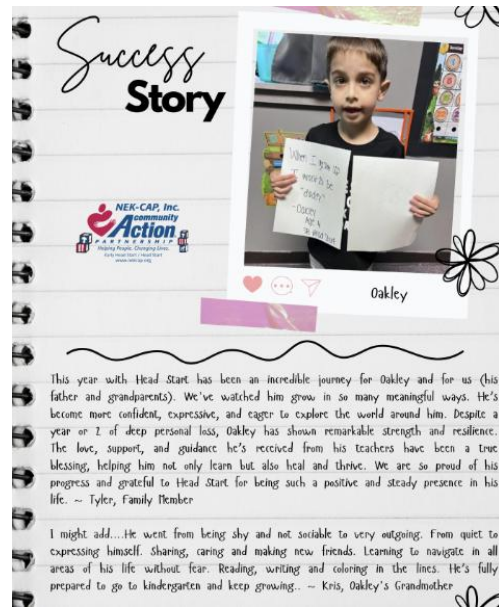
During a home visit, after talking about protective shield and building child up, to obtain trust and connections, mom pays attention to son's cues. He began to squirm lots, so mom put him down for tummy time. When he got fussy, she turned him over, talked to him, and then kissed him. He quieted down and gazed at mom. Awesome parenting. ~ Pam Wilburn, Child & Family Advocate, Atchison County

Success Story



Rowan

Head Start has been one of the best things we have welcomed into our family. The staff welcomed Rowan in with only two months remaining until school was out in 2024 and just in that short amount of time we saw huge improvements with her social skills. This school year has been her first full year with Head Start and the improvement she has made has been incredible to witness. Watching her learn to write her name, handle her emotions better and learning to communicate her needs has been incredible! They really do a great job teaching confidence, and I can see she is more confident now! The teachers do such a wonderful job at communicating with not only students but families as well so building those relationships has been really helpful to me as her mom to understand certain areas my child needs more work at home and how I can help Rowan! She's very reserved until she feels safe, and it has been amazing to see how hard teachers have worked with her on making new friends and being brave enough to use her voice!! I will advocate for Head Start forever because it has truly been the best thing for our little girl!! ~ Hollie, Rowan's Mother



From Parent to Powerhouse: One Head Start Mom's Mission to Uplift Families of Children with Autism

Submitted to the Sandbox Magazine by NEK-CAP, Inc. EHS/HS

In the close-knit community of Atchison, Kansas, a young mother's journey through the Early Head Start (EHS) and Head Start (HS) programs sparked something extraordinary. A grassroots movement focused on inclusion, empowerment, and unwavering support for families navigating autism.

When Molly Franklin enrolled her son Landon in the Early Head Start program, she was a new mom with a deep sense of love but many unanswered questions. Landon, a curious and joyful toddler, wasn't meeting key developmental milestones. Although Molly suspected something was different, she lacked the tools, resources, and connections to fully understand or support her son's needs.

That changed when EHS staff initiated a developmental screening and introduced her to tiny-k of Kansas, an early intervention service. They helped Molly navigate the system, including securing a referral to Children's Mercy Hospital for a formal evaluation. In May 2020, amidst the height of the pandemic. Landon was diagnosed with Autism over a four-hour Zoom call.

“The hospital shared it was their first time diagnosing children over a webcam,” Molly recalls. “It was an isolating experience.”

The diagnosis marked both a turning point and a challenge. “There’s a grieving process when you realize the life you imagined for your child might be different,” she says. “At the time of diagnosis, we changed our plans from Little League, to prioritizing therapies.” Molly and her family dove headfirst into a demanding new reality. Five hours of therapy a day, five days a week, with a one-hour drive each way all while raising a newborn. “I was breastfeeding in the car, changing diapers in the trunk,” she says. “Miss Pam from EHS was real support system. She always told me, ‘Set him up for the best chance for success.’”

That mantra stuck. As Landon progressed through therapy and Molly became more confident, her role transformed herself from a concerned mother to a fierce advocate. Not just for her son, but for others like him.

During a self-sufficiency planning session with Head Start, Molly shared a dream: to start a local support group for families affected by autism. Between balancing life, lack of local services and constant traveling for therapy she hit burnout. This might have delayed her plans but never extinguished them. “We shouldn’t have to move away from rural America just to get the services our kids need,” she says.

This year Molly finally got her moment. After months of determination, she secured a meeting with the CEO of The Guidance Center. He was open but cautious. “He asked me, ‘What’s holding you back?’” Molly recalls. “So, I started making calls to churches, schools, and organizations. I gathered advice and referrals to determine the unmet need.” The result? A new, vibrant support group was born. At its very first meeting, more than twenty people showed up. From caregivers, teachers, paras, and those from nearby towns. “I didn’t want to waste anyone’s valuable time,” Molly explains. “So, I came prepared, with binders full of resources, information, and a vision for what the group could be.” Miss Pam was there again, offering support just as she had from the beginning. Donating those binders and giving a presentation about NEK-CAP, Inc.’s services.

The group now meets monthly, with guest speakers lined up to share their expertise. In July, the group will welcome Amy Bodde, PhD, MPH, and research assistant professor for KU Medical Center. To give a presentation regarding the importance of mental health.

In August the group will welcome Alison Anderson, a retired police officer and current Autism Education Coordinator who has two children with autism. Molly has already connected her with Atchison and surrounding area local law enforcement agencies to provide autism training.

And the impact keeps growing. At the end of June, Molly presented her data and goals to the CEO of Amberwell Atchison’s local hospital. The conversation went so well that the

hospital will have a follow-up discussion to explore broader community involvement. Molly is also in contact with Benedictine College about supporting neurodiverse students through life skills training.

Her vision? “I want the group to be open to everyone parents, teachers, neighbors, anyone touched by autism,” she says. “At our first meeting, 45% were educators. Which surprised me and truly show how dedicated our communities are to helping.”

Molly dreams of the support group evolving into multiple specialized gatherings: new moms connecting over early challenges, seasoned mothers of autistic adults planning for the future, and even adult individuals with autism enjoying social outings like movies and pizza nights.

“I would love to see this bring real change. As our group grows, I am hoping our fellow business leaders or CEOs take notice and are called to action,” she says. “Because we’re not just families with challenges. We’re families with potential. Rural America matters and we shouldn’t have to fight this hard for the support our families need.”

Thanks to the nurturing foundation laid by EHS and HS, Molly Franklin transformed from a worried mother into a powerful voice for inclusion, hope, and systemic change. Her journey is a testament to what’s possible when parents are empowered. When dreams are supported, not just imagined.