

Policy Council Meeting Agenda | February 5, 2025

1. **Call to Order | Mayor Sam Gibson**
2. **Roll Call | Sherry Thurman**
3. **Approval of Minutes | Mayor Sam Gibson**
 - a. August 7, 2024
4. **CSBG | LaNelle Godsey, Deputy Director/Community Services Director**
 - a. CSBG Dashboards
 - b. Satisfaction Surveys
5. **Roundtable | Mark Farley, Executive Director**
 - a. State of the Child Report
6. **Old/New Business | Mayor Sam Gibson**
7. **Public Comments | Mayor Sam Gibson**
8. **Adjourn | Mayor Sam Gibson**

Upper Cumberland Human Resource Agency
Policy Council Meeting

DRAFT MINUTES	AUGUST 7, 2024	10:30 A.M.	COOKEVILLE, TN
MEETING CALLED BY	City Mayor Sam Gibson called the meeting to order.		
TYPE OF MEETING	UCHRA Policy Council		
FACILITATOR	City Mayor Sam Gibson		
NOTETAKER	Sherry Thurman		
MEMBERS PRESENT	Sam Gibson, Marvin Lusk, Keisha Richards, Kristi Paling, Marie Ferran, Anne Stamps, Misty Phy, Barbara Wheeler, Bob DePriest, Linda Pastrick, Marilyn Davis, Patti Ognibene		
MEMBERS ABSENT	Randy Heady, Charlene Whitaker, Cindy Putman, Zack Gilpin, Terri Dunn, Bill Gibson, Michael Burton		
	CALL TO ORDER	CHAIRMAN RANDY HEADY	
CALL TO ORDER	City Mayor Sam Gibson called the meeting to order and extended a warm welcome to everyone present. He specifically welcomed Mr. Lusk, who had been absent due to illness. Chairman Randy Heady was not in attendance due to his own illness. Executive Director Mark Farley opened the meeting with a prayer request, asking for the well-being of those members dealing with sickness.		
	ROLL CALL		
ROLL CALL	Sherry Thurman called the roll and the attendance is recorded above. There was a quorum of the committee members present.		
	APPROVAL OF MINUTES	CHAIRMAN RANDY HEADY	
DISCUSSION	City Mayor Sam Gibson asked for a motion to approve the minutes of the June 5, 2024 Policy Council meeting.		
	A motion was made to approve the minutes.		
ACTION	<p><u>Motion to Approve</u> Motion made by: Marie Ferran Motion seconded by: Linda Pastrick</p> <p>City Mayor Sam Gibson asked for discussion on the motion. Motion carried unanimously.</p>		
	UCHRA PROGRAM UPDATE	MARK FARLEY, EXECUTIVE DIRECTOR	
DISCUSSION	Executive Director Mark Farley provided an update on the Empower Upper Cumberland program. Two years ago, UCHRA was awarded a TANF Opportunity Act grant totaling \$25 million for a three-year period. Now, one year into the program, momentum is beginning to build.		

DISCUSSION

Megan Spurgeon, Director of Empower Upper Cumberland, reported that as of August 7th, the initiative has worked with 708 families. Of these participants, 67 percent were employed when they joined the program, with an average wage of \$14.00 per hour. One of the program's primary goals is to help families increase their wages to closer to \$18.00 or \$19.00 per hour. Among the families served, 28 percent are two-parent households. Upper Cumberland is one of seven pilot projects in the state, with three located in Middle Tennessee. Upper Cumberland has the highest number of individuals who have savings of \$500.00 or more upon entering the program.

The program provides targeted assistance to families, including milestone payments for achievements that improve their lives and their families' well-being. Forty-nine percent of the funds distributed to participants are earned through these milestones. Over the past two years, Upper Cumberland has allocated \$19,000 toward childcare, and 19 percent of the financial assistance provided has been directed toward housing needs.

Megan Spurgeon also shared that out of the 708 families served, fifteen have successfully reached the goal of achieving 225 percent of the federal poverty level. Currently, the program is actively working with 520 participants from the initial 708 enrolled families. Additional statistics reveal that, at the time of enrollment, 280 families had been unable to pay rent in the previous 12 months, 304 struggled to afford food, and 43 had faced eviction or were forced to move.

Executive Director Mark Farley expressed his hope that the agency can cultivate a culture that enables the region's citizens to more easily access resources and climb the economic ladder. He also emphasized the importance of creating an environment and resources that will endure beyond the lifespan of the Empower Program.

<p>CSBG • CSBG Dashboards • Community Action Plan/ Community Needs Update</p>	<p>LANELLE GODSEY, DEPUTY DIRECTOR/COMMUNITY SERVICES DIRECTOR</p>
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DISCUSSION

LaNelle Godsey introduced Patti Ognibene as the newest member of the Policy Council. Patti briefly shared some information about herself.

LaNelle reported that services have slowed down across all UCHRA offices in the Upper Cumberland. Services are expected to increase starting October 1st, marking the beginning of the new program year for LIHEAP. Currently, a significant amount of time is being dedicated to internal staff training.

LaNelle also provided an update on the Community Action Plan and the Community Needs Assessment. The agency is now in the second year of its program. Last year, a three-year plan was discussed, and a needs assessment was conducted, which identified the top five needs in the Upper Cumberland based on over 900 completed surveys. These needs are: higher-paying and better-

<p>DISCUSSION</p>	<p>quality jobs; access to affordable housing; resources for individuals experiencing homelessness; access to mental health services; and accessible, affordable childcare. Other programs are available through Workforce and other monetary sources to address some of these needs, UCHRA is not intended to duplicate existing services.</p> <p>The agency is concentrating on both internal and external training for the three-year plan. Internally, this includes training on customer goal-setting, effective supervision, the history of community action, and externally, exploring how to provide poverty training across all fourteen counties in the Upper Cumberland. UCHRA typically serves 65-69 percent of the same individuals each year. The goal is to assist younger families in advancing up the economic ladder so they don't need to return for services. Emphasis is being placed on providing holistic information and referrals. In the next two years, the focus will be on staff development and expanding poverty simulation training.</p> <p>LaNelle announced that UCHRA has exhausted its rental funds and the ERA program has concluded. Additionally, the LIWAP program is not ongoing. Across the fourteen counties, UCHRA serves over 5,500 individual households annually with commodities. To support the purchase of a lift gate for the commodities truck and to fund its repainting, UCHRA will host a community-wide yard sale in September. Those interested in donating items for the sale should contact LaNelle.</p>
<p align="center">UCHRA ROUNDTABLE MARK FARLEY, EXECUTIVE DIRECTOR • Poverty Training for the Upper Cumberland</p>	
<p>DISCUSSION</p>	<p>Executive Director Mark Farley introduced Jackie Reynolds, who provided an overview of the Bridges of Poverty training and its operation.</p> <p>Mark Farley expressed the agency's desire to bring this training to the entire region and encouraged Policy Council members to connect with individuals in their communities to help find a locate for the training and to ensure the right people are involved. He advised them to reach out to LaNelle if their communities are interested in the training.</p>
<p align="center">OLD/NEW BUSINESS CHAIRMAN RANDY HEADY</p>	
<p>DISCUSSION</p>	<p>No old/new business was presented for discussion.</p>
<p align="center">PUBLIC COMMENTS CHAIRMAN RANDY HEADY</p>	
<p>DISCUSSION</p>	<p>Marilyn Davis announced that a yard sale will be held at the Gathering Place in McMinnville on Sunday, and invited anyone interested to attend.</p> <p>Megan Spurgeon shared that Circle groups are currently active in six counties. She encouraged anyone interested in participating to contact her for more information.</p> <p>Kristy Paling announced that the Tennessee Commission on Children and Youth has released its annual County Profiles based on Kids Count data. The 2024</p>

DISCUSSION	County Profiles in Child Well-Being are available on the TCCY website at TN.gov/TCCY. Kristy distributed the overall rankings for Upper Cumberland counties, along with details on each domain—economic well-being, education, health, and family & community—showing how the counties compare in the rankings.
ADJOURN	ADJOURN CHAIRMAN RANDY HEADY City Mayor Sam Gibson advised that he would accept a motion to adjourn.
ACTION	<u>Motion to Adjourn:</u> Motion made by: Keisha Richards Motion seconded by: Barbara Wheeler The Policy Council members voted unanimously to adjourn the August 7, 2024 meeting.
CONCLUSION 11:20 a.m.	

Sam Gibson, Secretary

July 2024 UCHRA Services Dashboard												
Total Households Served Duplicated	Cases of Ensure Sold	Regular LIHEAP Households Served	Regular LIHEAP Funds Utilized	Crisis LIHEAP Households Served	CRISIS LIHEAP Funds Utilized	THDA ERA-EPP Households Served	THDA ERA-EPP Funds Utilized	LIHWAP Households served	LIHWAP Funds Utilized	WP Applications	Commodities	Information and Referrals
TIER 1 Counties												
Cumberland	17	5	\$ 3,533.00	0	\$ -	0	\$ -	0	\$ -	2	249	411
Putnam	44	7	\$ 4,529.36	0	\$ -	0	\$ -	0	\$ -	3		28
Warren	16	6	\$ 4,000.00	0	\$ -	0	\$ -	0	\$ -	1		205
TIER 2 COUNTIES												
DeKalb	12	1	\$ 600.00	1	\$ 600.00	0	\$ -	0	\$ -	1		57
Fentress	5	5	\$ 3,800.00	0	\$ -	0	\$ -	0	\$ -	0		158
Macon	4	3	\$ 2,400.00	0	\$ -	0	\$ -	0	\$ -	0	115	197
Overton	24	0	\$ -	5	\$ 3,600.00	2	\$ 4,875.00	0	\$ -	0		20
Smith	4	1	\$ 800.00	2	\$ 1,400.00	2	\$ 1,824.00	0	\$ -	0	119	39
White	12	3	\$ 2,000.00	4	\$ 3,200.00	0	\$ -	0	\$ -	0	286	60
TIER 3 Counties												
Cannon	4	0	\$ -	1	\$ 800.00	0	\$ -	0	\$ -	0		29
Clay	11	2	\$ 1,600.00	5	\$ 4,000.00	1	\$ 691.00	0	\$ -	1	210	11
Jackson	13	1	\$ 800.00	1	\$ 315.91	0	\$ -	0	\$ -	0	174	2
Pickett	16	1	\$ 600.00	1	\$ 800.00	0	\$ -	0	\$ -	0	162	13
Van Buren	0	0	\$ -	3	\$ 2,200.00	0	\$ -	0	\$ -	0	183	22
Total:	182	35	\$24,662.36	23	\$16,915.91	5	\$7,390.00	0	\$0.00	8	1,498	1,252

August 2024 UCHRA Services Dashboard												
Total Households Served Duplicated	Cases of Ensure Soid	Regular LIHEAP Households Served	Regular LIHEAP Funds Utilized	Crisis LIHEAP Households Served	CRISIS LIHEAP Funds Utilized	THDA ERA-EPP Households Served	THDA ERA-EPP Funds Utilized	LIHWAP Households served	LIHWAP Funds Utilized	WP Applications	Commodities	Information and Referrals
TIER 1 Counties												
Cumberland	9	0	\$ -	0	\$ -	0	\$ -	0	\$ -	3		301
Putnam	27	1	\$ 800.00	3	\$ 2,400.00	0	\$ -	0	\$ -	3	413	32
Warren	8	0	\$ -	0	\$ -	0	\$ -	0	\$ -	2	327	264
TIER 2 COUNTIES												
DeKalb	8	0	\$ -	2	\$ 1,400.00	0	\$ -	0	\$ -	1	181	62
Fentress	4	0	\$ -	0	\$ -	0	\$ -	0	\$ -	0	298	142
Macon	9	0	\$ -	2	\$ 1,600.00	1	\$ 6,000.00	0	\$ -	1		292
Overton	17	0	\$ -	2	\$ 1,600.00	1	\$ 3,071.00	0	\$ -	1	331	19
Smith	0	0	\$ -	0	\$ -	0	\$ -	0	\$ -	0		60
White	20	0	\$ -	1	\$ 600.00	0	\$ -	0	\$ -	4		88
TIER 3 Counties												
Cannon	0	1	\$ 474.09	0	\$ -	0	\$ -	0	\$ -	1	126	38
Clay	17	0	\$ -	1	\$ 1,000.00	1	\$ 694.00	0	\$ -	1		8
Jackson	17	0	\$ -	0	\$ -	0	\$ -	0	\$ -	3		6
Pickett	14	0	\$ -	1	\$ 800.00	0	\$ -	0	\$ -	1		5
Van Buren	0	0	\$ -	3	\$ 2,000.00	0	\$ -	0	\$ -	2		24
Total:	150	2	\$1,274.09	15	\$11,400.00	3	\$9,765.00	0	\$0.00	23	1,676	1,341

September 2024 UCHRA Services Dashboard												
Total Households Served Duplicated	Cases of Ensure Solid	Regular LIHEAP Households Served	Regular LIHEAP Funds Utilized	Crisis LIHEAP Households Served	CRISIS LIHEAP Funds Utilized	THDA ERA-EPP Households Served	THDA ERA-EPP Funds Utilized	LIHWAP Households served	LIHWAP Funds Utilized	WP Applications	Commodities	Information and Referrals
TIER 1 Counties												
Cumberland	5	90	\$ 66,200.00	0	\$ -	0	\$ -	0	\$ -	2	306	293
Putnam	47	100	\$ 72,000.00	1	\$ 800.00	0	\$ -	0	\$ -	1		22
Warren	9	114	\$ 83,800.00	2	\$ 1,400.00	0	\$ -	0	\$ -	1		357
TIER 2 COUNTIES												
DeKalb	8	20	\$ 18,400.00	1	\$ 600.00	0	\$ -	0	\$ -	1		36
Fentress	10	44	\$ 30,800.00	3	\$ 1,768.16	0	\$ -	0	\$ -	0		17
Macon	5	22	\$ 16,200.00	2	\$ 1,800.00	0	\$ -	0	\$ -	1	98	217
Overton	23	21	\$ 15,600.00	2	\$ 1,067.61	0	\$ -	0	\$ -	0		20
Smith	0	38	\$ 27,000.00	0	\$ -	0	\$ -	0	\$ -	0	120	13
White	25	36	\$ 26,600.00	1	\$ 800.00	0	\$ -	0	\$ -	1	294	73
TIER 3 Counties												
Cannon	2	24	\$ 17,000.00	1	\$ 800.00	0	\$ -	0	\$ -	1		33
Clay	15	22	\$ 15,600.00	4	\$ 3,200.00	0	\$ -	0	\$ -	0	173	3
Jackson	13	28	\$ 21,400.00	1	\$ 800.00	2	\$ 1,953.00	0	\$ -	0		46
Pickett	11	21	\$ 15,000.00	0	\$ -	0	\$ -	0	\$ -	0	182	7
Van Buren	0	15	\$ 11,000.00	2	\$ 1,600.00	0	\$ -	0	\$ -	0	156	2
Total:	173	595	\$436,600.00	20	\$14,635.77	2	\$1,953.00	0	\$0.00	8	1,329	1,139

October 2024 UCHRA Services Dashboard

	Total Served Duplicated	Cases of Ensure Sold	Regular LIHEAP Households Served	Regular LIHEAP Funds Utilized	Crisis LIHEAP Households Served	CRISIS LIHEAP Funds Utilized	Outreach events- number of attendees	WP Applications	Commodities Households served	Information and Referrals
TIER 1 Counties										
Cumberland	207	14	7	\$ 5,600.00	0	\$ -	0	0		186
Putnam	568	44	29	\$ 22,200.00	0	\$ -	0	4	425	37
Warren	1264	17	33	\$ 26,000.00	0	\$ -	448	4	362	400
TIER 2 COUNTIES										
DeKalb	314	14	34	\$ 25,000.00	1	\$ 600.00	0	0	220	45
Fentress	1472	1	7	\$ 5,600.00	2	\$ 1,400.00	423	0	317	722
Macon	607	5	16	\$ 12,400.00	0	\$ -	0	0		586
Overton	799	21	10	\$ 7,800.00	0	\$ -	399	0	348	21
Smith	57	2	27	\$ 20,200.00	2	\$ 1,400.00	6	1		19
White	147	22	49	\$ 37,600.00	0	\$ -	0	0		76
TIER 3 Counties										
Cannon	296	3	14	\$ 11,000.00	2	\$ 1,600.00	104	4	137	32
Clay	30	15	9	\$ 7,200.00	1	\$ 800.00	1	0		4
Jackson	61	9	34	\$ 25,400.00	0	\$ -	0	1		17
Pickett	518	5	7	\$ 5,600.00	0	\$ -	500	0		6
Van Buren	14	0	12	\$ 9,600.00	0	\$ -	0	0		2
Total:	6354	172	288	\$221,200.00	8	\$5,800.00	1881	14	1,809	2,153

1708 on waiting list

Waiting for contract

from state- applications for LIHEAP have been completed

November 2024 UCHRA Services Dashboard

	Total Households Served Duplicated	Cases of Ensure Sold	Regular LIHEAP Households Served	Regular LIHEAP Funds Utilized	Crisis LIHEAP Households Served	CRISIS LIHEAP Funds Utilized	Outreach events- number of attendees	WP Applications	Commodities Distributed to HH	Information and Referrals
TIER 1 Counties										
Cumberland	738	11	98	\$ -	0	\$ -	166	3	352	108
Putnam	327	29	256	\$ -	0	\$ -	0	5		37
Warren	375	10	96	\$ -	0	\$ -	0	8		261
TIER 2 COUNTIES										
DeKalb	108	10	54	\$ -	0	\$ -	0			44
Fentress	1002	6	170	\$ -	0	\$ -	446			380
Macon	406	1	55	\$ -	0	\$ -	0	2	131	217
Overton	125	24	95	\$ -	0	\$ -	0	2		4
Smith	195	2	59	\$ -	0	\$ -	0		129	5
White	407	12	34	\$ -	0	\$ -	0		310	51
TIER 3 Counties										
Cannon	121	1	36	\$ -	0	\$ -	74	5		5
Clay	522	10	96	\$ -	0	\$ -	206		208	2
Jackson	284	16	79	\$ -	0	\$ -	0	1	178	10
Pickett	244	10	58	\$ -	0	\$ -	0	1	168	7
Van Buren	247	0	44	\$ -	0	\$ -	0		182	21
Total:	5101	142	1230	\$0.00	0	\$0.00	892	27	1,658	1,152

completed applications
no funds at this time

No funds

December 2024 UCHRA Services Dashboard

	Total Households Served Duplicated	Cases of Ensure Sold	Regular LIHEAP Households Served	Regular LIHEAP Funds Utilized	Crisis LIHEAP Households Served	CRISIS LIHEAP Funds Utilized	Outreach events- number of attendees	WP Applications	Commodities	Information and Referrals
TIER 1 Counties										
Cumberland	405	3	49	\$ 39,200.00	20	\$ 14,600.00	173	3		157
Putnam	668	47	56	\$ 44,800.00	20	\$ 15,200.00	1	4	437	103
Warren	868	10	73	\$ 59,400.00	4	\$ 2,600.00	0	2	354	425
TIER 2 COUNTIES										
DeKalb	371	6	79	\$ 63,200.00	14	\$ 10,800.00	0	1	220	51
Fentress	406	6	51	\$ 41,600.00	19	\$ 14,000.00	0	0	322	8
Macon	337	0	55	\$ 44,000.00	18	\$ 13,400.00	0	1		263
Overton	454	12	60	\$ 48,000.00	11	\$ 7,200.00	0	0	369	2
Smith	74	3	48	\$ 38,600.00	13	\$ 9,600.00	4	0		6
White	512	18	46	\$ 37,200.00	15	\$ 11,000.00	358	0		75
TIER 3 Counties										
Cannon	481	7	74	\$ 54,600.00	10	\$ 7,600.00	240	0	131	19
Clay	118	14	68	\$ 53,000.00	31	\$ 23,000.00	0	0		5
Jackson	83	9	51	\$ 40,400.00	18	\$ 13,400.00	0	0		5
Pickett	31	2	24	\$ 19,400.00	1	\$ 600.00	0	0		4
Van Buren	120	0	63	\$ 50,400.00	11	\$ 8,200.00	45	0		1
Total:	4928	137	797	\$633,800.00	205	\$151,200.00	821	11	1,833	1,124

October 2023 - September 2024 UCHRA Services Dashboard

	Total Households Served Duplicated	Cases of Ensure Sold	Regular LIHEAP Households Served	Regular LIHEAP Funds Utilized	Crisis LIHEAP Households Served	Crisis LIHEAP Funds Utilized	THDA ERA-EPP Households Served	THDA ERA-EPP Funds Utilized	LIHWAP Households served	LIHWAP Funds Utilized	WP Applications	Commodities	Information and Referrals
TIER 1 Counties													
Cumberland	7882	111	699	\$403,533.00	398	\$288,633.77	42	\$80,318.22	56	\$14,000.00	49	1828	4699
Putnam	5271	311	1048	\$575,129.36	576	\$423,552.69	116	\$203,034.87	80	\$20,057.23	16	2516	608
Warren	7343	156	749	\$437,200.00	253	\$186,600.00	63	\$169,463.78	121	\$21,860.79	17	2204	3780
TIER 2 COUNTIES													
DeKalb	2792	119	409	\$230,600.00	100	\$75,278.19	8	\$27,897.50	0	\$0.00	8	1425	723
Fentress	7516	117	707	\$388,000.00	360	\$261,976.26	9	\$30,097.44	40	\$10,618.16	2	2028	4253
Macon	6397	65	330	\$195,000.00	133	\$98,600.00	20	\$47,233.00	11	\$3,049.04	6	742	5090
Overtown	3040	182	447	\$264,800.00	203	\$149,699.11	7	\$23,466.00	25	\$7,394.80	1	2075	100
Smith	2061	23	254	\$154,600.00	192	\$139,800.00	19	\$19,107.00	5	\$1,250.00	0	860	708
White	3843	181	437	\$273,400.00	212	\$156,600.00	47	\$80,043.00	93	\$23,000.00	5	1802	1066
TIER 3 Counties													
Cannon	1687	25	195	\$108,474.09	106	\$80,400.00	8	\$20,895.50	52	\$14,546.93	5	869	427
Clay	2150	151	338	\$186,000.00	237	\$170,800.00	19	\$22,986.00	60	\$15,473.53	9	1227	109
Jackson	1903	111	401	\$217,600.00	250	\$186,042.70	33	\$76,646.73	60	\$17,629.99	17	842	189
Pickett	1777	165	276	\$163,600.00	42	\$31,200.00	0	\$0.00	36	\$11,974.64	2	1104	152
Van Buren	2091	0	271	\$149,227.53	121	\$90,600.00	6	\$7,798.42	23	\$9,648.39	4	1082	584
Total:	55753	1717	6561	\$3,747,163.98	3,183	\$2,339,782.72	397	\$808,987.46	662	\$170,503.50	141	20,604	22,488