

Cortland County Community  
Action Program, Inc.

CAPCO

***Making the  
Pieces Fit***



Annual Report 2010



## *Letter from the Executive Director*



*Lindy Glennon*

2010 was a year of challenges, opportunities identified and achieved. Given the challenges facing our community, state and in the bigger picture, our world it would be very easy to become overwhelmed by the needs while dwelling on the limited resources. Or, as we chose to do, you can focus on people, identify your strengths, take inventory of your resources and determine how to make the most of them. That is what CAPCO chose to do in 2010.

Poverty in Cortland County is 15.3% This means that 7743 of the 47,996 people in the County live below the poverty line. (National level is 13.2%, NYS is 13.8%) In Cortland County, 19% of children (birth-17 yo) live in poverty, 15.7% of individuals are uninsured, 8% of seniors (65+) in poverty and more than 14% of Cortland County residents receive Food Stamps. This represents a 53% increase between 2007-2010. Our challenges are many and the number of people seeking support continues to grow.

In 2010, CAPCO provided child development, food, nutrition resources and education, weatherization, personal care assistance, emergency resources, support for child care, transportation, parent support and education to more than 4500 individuals from more than 1900 families. People in Cortland County were able to find quality child care for their children, access opportunities for education and job training, apply for food stamps and other benefits in their own communities. People were able to get licenses, credentials and certifications that allowed them to find employment. Families are living in safer, warmer, more energy efficient housing. More than seventy five people found new employment with CAPCO. We continue to address the challenges of poverty by providing direct services, educating our community about poverty, collaborating with others in the community to identify resources and responses to poverty. In 2010, CAPCO had 103 full-time and 82 part-time employees. More than 350 individuals volunteered more than 6500 hours through CAPCO programs and activities.

The war on poverty that officially began in 1964 with the Economic Opportunity Act as declared by President Lyndon B. Johnson continues. There have been many battles, some won others lost. The challenges are many, but the directive for CAPCO is clear...***to provide and advocate for community-wide actions and programs that increase individuals' dignity and self-reliance and improve community conditions, engaging all sectors of the community in Cortland County's fight against poverty.***

# ***Making the Pieces Fit as an Agency***

## ***About CAPCO***

Cortland County Community Action Program, Inc, (CAPCO) is a community based, not-for-profit 501(c)3 corporation located in Cortland, NY. As one of the largest human service providers in the County, CAPCO has worked extensively with low income people across a broad range of programs and resources, and provides assistance to over 4500 participants annually. CAPCO was founded in 1974 and designated as a Community Action Agency under the provisions of the Economic Opportunity Act of 1964 signed by President Lyndon Johnson in his declaration of the “War on Poverty”. For the past 36 years CAPCO has been dedicated to helping people and changing lives in our community.

## ***Mission***

***CAPCO is dedicated to providing and advocating for community-wide actions and programs that increase individuals’ dignity and self-reliance and improve community conditions, engaging all sectors of the community in Cortland County’s fight against poverty.***

## ***CAPCO values***

- The voices and experiences of the people we serve, and their full participation in our community.
- Respect for ourselves and all those we come in contact with in our work.
- Accountability for our resources and results to our participants and our community.
- Cooperation and partnership within CAPCO and with the individuals and organizations that support our mission, and
- A commitment to understanding our own and others’ strengths, and using these strengths to support our programmatic, management and governance activities.

## ***Board of Directors***

CAPCO is governed by a 15 member tripartite board. The tripartite board structure is required by federal law for all Community Services Block Grant (CSBG) designated Agencies to insure maximum feasible participation and to assure that Community Action Agencies continue to assess and respond to the causes and conditions of poverty in their community, achieve anticipated family and community outcomes, and remain administratively and fiscally sound. As a tripartite Board, one third of the members are elected public officials or their designated representatives, minimally one third of the members are representatives of the low-income community with the remainder of the seats being representatives from the private sector to be chosen from “business, industry, labor, religious, law enforcement, education or other major groups and interest in the community served.”

In 2010, CAPCO was governed by these dedicated members of our community:

- ***Public Elected Officials Representatives***
  - Mayor Susan Feiszli, represented by Paula Currie
  - Hon. William Ames, represented by Cheryl Michales
  - Kim Reakes
  - Danny Ross
  - Karen Snyder
  
- ***Low-income Community Representatives***
  - Kathy Gibbs
  - Rev. Janet Hansen
  - Rama Haidara
  - Carrie Hall-Walker
  - Joan Stivers
  
- ***Private Sector Representatives***
  - Carole Ann Davies
  - Paul Mazzone
  - Andrea Rankin
  - Cindy Stockholm
  - Frank Williams

## ***Making the Pieces Fit Through the American Recovery and Reinvestment Act (ARRA)***

On February 13, 2009, Congress passed the American Recovery and Reinvestment Act of 2009 (ARRA) at the urging of President Obama, who signed it into law four days later. By committing \$787 billion, the Recovery Act has three immediate goals in direct response to the economic crisis:

- Create new jobs and save existing ones
- Spur economic activity and invest in long-term growth
- Foster unprecedented levels of accountability and transparency in government spending.

Three programs that CAPCO offers to the community were to be direct recipients of these ARRA resources: Community Services Block Grant (CSBG), Head Start and Energy Services. ARRA also made competitive funding available to expand Early Head Start Services. CAPCO wrote a successful proposal and received funding to start an Early Head Start program in Cortland County. Across the country, these programs have been very successful in meeting the goals set by ARRA. CSBG and Weatherization Assistance Programs (Energy Services) were eighth and ninth respectively nationally for creating new jobs. Once ARRA resources are expended at the end of 2011, CAPCO will have received more than \$4.5 million for Cortland County.

In June, 2010, Congressman Michael Arcuri joined CAPCO to celebrate the numerous resources made available to our community through ARRA. To date these include:

- Assistance with utilities – 20 families
- Rent and security deposits – 16 families
- Transportation assistance for securing or maintaining employment including car repairs, insurance, gas, bus passes, license renewals and DMV fees – 53 families
- Transportation for appointments, medical needs, grocery shopping, access to other services – 125 individuals
- Emergency food assistance through local food pantries – 2350 individuals
- Employment supports including clothing, supplies, physicals, fingerprinting – 19 families
- Educational opportunities for employment including training, licensing and application fees (CDA, LPN, CAN, OSHA, etc.) – 74 families
- Youth hired for summer employment that also provided fiscal literacy training, nutrition education and employment training – 5 youth

- Children participating in the Snackpack program to ensure healthy foods for the weekends – 60 children
- Thirty seven (37) FTE (full-time employee equivalent) hired. These employees were in Early Head Start, Family Development and Energy Services.
- Developed and opened the Marathon Family Resource Center
- Developed and implemented the Early Head Start program to provide educational, social and health supports to 72 infants, toddlers and pregnant women.
- Early Head Start classrooms - 5
- Six Head Start staff benefited from Masters and Bachelor level courses and CDA training
- New “green” playground for Head Start at the YMCA – this playground was green, made predominately from recycled materials – including 28,500 milk jugs, and 2500 recycled tires.
- New state of the art kitchen at the YMCA for Head Start classrooms – including new floors, cabinets and commercial fixtures.
- 199 homes weatherized.



## *Making the Pieces Fit through the Consumer Directed Personal Assistance Program (CDPAP)*

In 1973, a group of individuals with severe disabilities, joined together to find a solution to the way they were receiving care. At that time, these individuals had no suitable alternatives available other than the traditional approaches of institutionalization, such as a nursing home or hospital. Others could go home with no support, with the help of a family member willing to care for them. From this group of disabled individuals a model for what is now referred to as the Consumer Directed Personnel Assistance Program (CDPAP) was developed. It would be the cornerstone of a program that recognizes that disabled individuals have the ability to choose their own caregivers and to direct their own home care services. The personal care aides hired by participants provide support including health and daily care and a wide range of services that can include basic housekeeping, personal care or high level nursing services.

In 2010, CAPCO **CDPAP** made it possible for over 50 participants to stay in their homes free of the constraints imposed by traditional home care and institutional settings. Without the support of CDPAP, many of these individuals would most likely remain in a nursing home situation. Thirteen families received support and care for their disabled family members through CDPAP, allowing them to continue to be employed. Over 100 individuals obtained employment and received the necessary skills and training to increase their employability in the home care industry.

### *CDPAP making the pieces fit...*

CDPAP has been providing services to a young child who is afflicted with a very rare syndrome in which she is unable to make enough cholesterol to support normal growth and development. With this affliction, little B, at the age of 3, was unable to hold her own head up, crawl, or speak. Her mother had been providing all of her care which involved hourly tube feedings throughout the day into the late evening in order to maintain her weight. Her mother also had two other young children with whom she had to provide care for as well. CDPAP services were put into place for management of her many therapy needs to improve her physical strength and allow for some respite time for her mother.

A recent annual visit was made to reassess how well the CDPAP services were working for little B who was celebrating her 5<sup>th</sup> birthday. It was amazing to see that little B was thriving. Although she is still unable to walk, she gets around very well, can say a few words and was happy and interacting with her guests. Her mother is relieved to have the help and amazed with her progress.

## ***Making the Pieces Fit through Energy Services***

CAPCO Energy Services programs and services ensure homes are more energy efficient, help reduce energy costs and make the home a healthy and safe place to live. This includes using energy saving measures that include insulation, heating systems, hot water tank systems, air sealing, inspecting combustion appliances, testing efficiency of refrigerators, installing CO detectors and smoke detectors, and a health and safety check of the home.

Currently, Energy Services has eighteen (18) staff. As part of expanding the department a proportionate amount of hardware was acquired. CAPCO Energy Services has 5 cargo vans, an 18 ft. box van and a compact car. As part of the ARRA funds, CAPCO will add another cargo van. Resources were available and used to equip the field staff with two new infrared cameras, hand tools and power tools. Energy Services has grown considerably over the past year.

Colleen Butcher, Region I Department of Energy Project Manager did a site visit with CAPCO Energy Services. She spent the day visiting five CAPCO project sites. Congressman Michael Arcuri spent time with the Department during the CAPCO Open House listening to explanations of the affects of ARRA on the Weatherization Assistance Program and the process with which weatherization work is successful.

ARRA funding allowed CAPCO Energy Services to send staff to additional trainings. Two attended the three day auditor class. Two attended the manufactured housing NYS codes training making CAPCO compliant with the current law. One staff is a BPI certified Heating Technician. Eight field staff became EPA/HUD Remodeler Renovator certified which is the new EPA standard for lead safe work practices. More training will follow for interested staff members as they are made available.

### **Accomplishments for 2010 included:**

#### **Weatherization Assistance Program (WAP)**

- 2009-2010 Eighty (80) homes weatherized with \$475,000
- 2010-2011 \$375,000 contract to weatherize 53 homes. Eighteen (18) units completed by 12/31/10.
- ARRA \$2,308,739 -192 units completed through 12/31/10, 13 employees hired.

#### **RESTORE**

- 2009-2010 Contract for \$65,000 completed. Thirty-six (36) senior households received emergency construction, remodeling work.

## Empower NY

The focus of **EmPower New York<sup>SM</sup>** is on cost-effective electric reduction measures, particularly lighting and refrigerator replacements, as well as other cost-effective home performance strategies such as insulation, and health and safety measures. On-site energy use education provides customers with additional strategies for managing their energy costs. CAPCO performs this work as clients are referred to us.

- 2010 – Nineteen (19) clients served with \$13,216. Funds for this program were limited in 2010. For 2011 the program has received additional funds from NYSERDA. CAPCO expects considerably more work in this area in the coming year.

### *Energy Services making the pieces fit...*

One of the biggest successes in Energy Services over the past year was the work provided to an extended family living in Cortland. The family was referred to CAPCO by the HEAP office, Area Agency on Aging and the patriarch's physical therapist. What was determined during the initial inspection was a building in an advanced state of deterioration. The heating plant and the distribution system were beyond repair. The infiltration of cold air was rampant with extensive wall/ceiling damage and the windows and doors were in poor condition. There was no insulation in the walls and attic. The client was asked to clear away some clutter to allow us to access the entire house. They went about it quickly and were helpful whenever we asked for something to be done.

CAPCO supplied an Energy Star refrigerator and after extensive air sealing measures, installed an oil furnace and the entire distribution system, dense packed the walls and added 14 inches of cellulose to the attic. In the end, the infiltration was cut by more the half and the energy model indicated heating load was reduced by two thirds! A 60% reduction is a rare event.

The client was very pleased with the outcome and noticed a big difference in comfort and costs.



## ***Making the Pieces Fit through Family Development***

Family Development works with people in the community to develop and provide resources and supports to encourage strong, healthy families. Family Development recognizes and builds on the skills of individuals and families. It helps people recognize their strengths, identify needed resources and the means to access them. There is an emphasis on asset development to include budgeting, fiscal literacy, nutrition, parent support and education, life skills and family meeting basic needs.

In 2010, CAPCO made a difference in our community through:

### **Family Essentials**

- 696 people received clothing, personal care and household items
- Volunteers donated 1668 hours

### **Parenting Education**- 69 people benefitted from:

- 5 Parents with Hope Groups
- 2 Fatherhood groups
- Incredible Years-7 people
- Assistance to parent referred by CCSD for assistance preparing for kindergarten

### **Nutrition**

- Toddler Tuesdays
- Crockpot classes
- Big Cook
- Individual nutrition assistance
- Head Start committee meetings
- Gardening
- Snack packs at Parker and Randall Elementary School

### **Financial Education**

- Individual Budget counseling
- Individual and group math tutoring
- Appliance Microloan Program (AMP)
- DreamSavers (Education and savings)
- Volunteer Income Tax Assistance (VITA) – taxes filed for 526 families for \$644,101 in tax returns and tax credits.





### **Community Action Angels**

- Coat drive-86 families received 236 coats
- Birthday in a Box
- Dehumidifier
- Lot Rent
- Assistance to rid beg bugs
- Assistance with infant burial
- Gas card for help getting HS child to school
- Rental assistance
- Underwear for potty training child

### **Marathon Family Resource Center**

- Girls Night out
- Babysitting Classes
- Food stamps applications
- Snack Packs
- Cooking Classes
- Heap Night
- Family Photo Night
- Back to school assistance
- Fiscal literacy
- Math tutoring
- Car seat clinic
- Bucket Gardens
- Movie Nights
- Book Club
- Computer Classes

### **McGraw Family Resource Center**

- STEP-22 families
- Play and Learn, Fun through Fitness, Wii Kids, Bring Your Sneakers
- Strengthening Families
- Koffee Korner
- Gold Club-Breastfeeding and Parenting support
- Bike Rodeo
- Family Photo Night
- Food Assistance
- HEAP night
- Cooking Classes
- Babysitters Training
- Back to school assistance
- Christmas assistance
- Fiscal Literacy
- Food Stamp applications
- Community garden

*Family Development making the pieces fit...*

We began working with Jane (not her real name) several years ago when she and her fiancé attended parenting classes. She had lost custody of three children – one living out of state. She has received an array of services from CAPCO including parenting classes, math tutoring, financial education, home nutrition visits, WIC services, clothing and household goods from Family Essentials and help with looking for a job and appropriate attire for work. She has regained custody of one child. She talks about how much she uses the lessons from her parenting, nutrition, and budget classes. Her daughter who had fallen behind a year (while living away) is now at grade level in school and has perfect attendance this school year. Jane is using a budget book and keeping detailed records of her spending, estimating her expenses and beginning to pay down her debt. Her detailed record-keeping has contributed to the court’s favorable impressions. She has a court date in February and anticipates regaining custody of her second child at that time – and expects to gain full custody of third child in the summer.

Jane says “We were like people who were in deep water, trying to get up on a log. CAPCO helped us get paddles and now we are up on the log. Some day the log will be a boat and we will be able to set inside and row.”



## ***Making the Pieces Fit through Head Start/Early Head Start***

**Head Start** is a comprehensive program designed to foster the healthy development of preschool-aged children (3-5 years old) from low-income families. Head Start provides children with daily nutritious meals and many opportunities for social, emotional, and intellectual growth which can prepare them for success in school and life. The program also connects children to a health care source and provides vital support services to their families. The cornerstone of the program is parent and community involvement which has made it a very successful preschool program. Classrooms are located in the City of Cortland as well as the rural parts of the County in order to reach those families who find it difficult to access services due to the rural nature of the County. CAPCO is fortunate to have strong collaborations with many of the local school districts with several of our Head Start classrooms within the schools. These collaborations help foster the children's transition into kindergarten.

### **General Program Overview**

The CAPCO Head Start Program is funded to serve 200 children. In 2010, CAPCO had 10 Head Start classrooms located at nine (9) different sites. They included:

In collaboration with the Cortland City School District Universal Pre-Kindergarten (UPK) program, there were 3 classrooms in Elementary schools serving children 6 ½ hours per day – 3 hours UPK, 3 ½ hours Head Start:

**Parker Center** - 17 children – Parker Elementary School

**Randall Center** – 18 children - Randall Elementary School

**Smith Center** – 17 children - Smith Elementary School

**YMCA Center(s)** - The YMCA houses three (3) classrooms - one regular Head Start classroom serving 19 children, one collaborative classroom with the Cortland City School District serving 18 children, and one collaborative classroom with the YMCA/UPK program serving 18 children.

**Marathon Center-** Marathon Elementary School has one classroom serving 16 children.

**McGraw Center-** McGraw Elementary School has one classroom serving 17 children.

**Sports Complex Center** - J.M. McDonald Sports Complex, one classroom serving 18 children.

**Cortlandville PM Center-** Located at the First United Methodist Church. Head Start has one collaborative classroom with the Family Enrichment Network (FEN) of Binghamton. This classroom serves 10 Head Start children and 6 FEN students.

**Homer Socialization-** The Center for Arts of Homer, Inc. has the socialization classroom which serves 33 children every other week.

### **Funding and Budget**

- **Public and Private Funds-** In program year 2009-2010, the CAPCO Head Start Program received a federal grant of \$1,630,251. A second federal grant for \$18,504 was received for Training and Technical Assistance. A matching non-federal share of \$407,563.00, in cash and in-kind donations was also generated for a grand total of \$2,056,318.00 in program resources.
- **State Funding-** In program year 2009-2010, the CAPCO Head Start Program received UPK monies from the Cortland City School District in the amount of \$204,000. This money was awarded to serve 68 children in four different classrooms.

### **Number of Children and Families Served**

In 2010, CAPCO Head Start served 231 children.

### **Outcomes:**

#### **Medical and Dental Care:**

The Head Start Program provided all enrolled children with screenings including vision, hearing, height and weight.

All children enrolled in Head Start in 2009-10 (231) completed a professional dental exam. Of the 50 diagnosed as needing follow up treatment, 47 received treatment. Overall, 100% of the children enrolled in the program throughout the year received medical exams and had a primary care physician established. All of the participating children had up-to-date immunizations.

#### **Mental Health and Disability Services:**

CAPCO is proud to be able to offer the children and their families access to a Mental Health professional. This full time staff person provides on-site support and services. Of the 200 children participating in Head Start in 2010, 61 were determined to be eligible for and received special education and related services.

#### **Education Outcomes:**

The Education Outcome Report is based on the use of the High/Scope Curriculum observation and assessment strategies for all the classrooms. Teachers observe and document children's daily activities. They complete the Child Observation Record three times per year. The baseline is completed within two weeks of the beginning of the program year. Round two is completed by the end of January and round three is completed by the first week in June.

To ensure curriculum planning provides for children's development across all areas, a variety of tools are used to monitor, measure, and track progress. These tools include:

- Brigance Screening – Screens for appropriate development progress
- Ages and Stages Questionnaire-Social Emotional
- Parent Assessment of child's strengths and weaknesses: Recruitment notes, Comprehensive Parent/Teacher Conference Forms, Informal Interviews, and Parent Observations
- Formal Observations using approved format
- Informal observation-recorded daily lesson plans and Individualized Planning Forms

CAPCO Head Start showed satisfactory growth in all areas throughout the program year. The greatest area of growth was reported in the Math and Science areas.

### **Family & Community Outcomes:**

In 2010, 231 families received support and services through the Family Services component. Those services included:

- Emergency services including food, clothing and shelter – 16 families
- Housing including
- Mental Health Services – 18 families
- Job Training – 10 families
- Parenting education – 158 families

For a complete 2010 Annual Report of the CAPCO Head Start Program, please visit [www.capco.org](http://www.capco.org).



*Head Start making the pieces fit...*

One young mother and her 3 year old daughter started out the school year having just moved in with her parents. The young mother was coming out of an abusive relationship with the father of her daughter. After years of enduring emotional and physical abuse and alienation from her family and friends, the woman did not have much hope for her future.

With much uncertainty, she allowed her Head Start Family Advocate to come out to her home for a home visit. She was pleasantly surprised by the compassion, empathy and understanding of her Family Advocate. The Family Advocate helped her reclaim her many strengths. Through the opportunities that her daughter's teachers provided for her to help out in the classroom, she found out how much she enjoyed being around children and watching them grow. With help from the Head Start staff she was able to get a job with the program as a substitute.

The young woman's enhanced self confidence has given her much hope for the future. She continues to work for Head Start and is well on her way to getting her own home.



**Early Head Start** (EHS) is a federally funded community-based program for low-income families with infants and toddlers and pregnant women. Its mission is simple:

- to promote healthy prenatal outcomes for pregnant women,
- to enhance the development of very young children, and
- to promote healthy family functioning.

CAPCO was awarded funding in the amount of \$953,143 to begin an Early Head Start program in Cortland County in December, 2009. During 2010, CAPCO developed and implemented the Early Head Start program. This included developing the program, creating job descriptions, writing policies and procedures, identifying and securing classroom space and hiring staff. Funding was also awarded for 2010-11 in the amount of \$1,000,800.

In 2010, the CAPCO Early Head Start program provided services to 72 children ages birth to 3 years old and pregnant women. These services are available through 5 classrooms, family advocates and in-home services.



***Early Head Start making the pieces fit...***

Before Early Head Start, one of the single parent mothers had a very hard time looking for a job due to needing full time child care for her 2 younger children. Since being accepted into the Early Head Start program, Mom was able to apply for jobs, attend job interviews and has a full time job which allows her to better financially support her family. Mom's job is out of town which is another challenge. Due to CAPCO's wrap-around hours, mom has the peace of mind to know that her children have a safe place to be.

## ***Making the Pieces Fit through WIC (Women, Infants & Children)***

WIC is a federally funded supplemental food and nutrition education program for women (pregnant, breastfeeding or up to 6 months postpartum), infants and children to the age of five that provides vouchers for nutritious foods, nutrition counseling, and referrals to health care. WIC provides nutrition education and peer breastfeeding counseling to eligible individuals. The nutrition counseling is now “value enhanced nutrition education” to better reflect the individual needs of each participant. Nutrition education is now participant driven.

WIC is effective in improving the health of pregnant women, new mothers, and their infants. WIC participation is also linked with longer gestation periods, higher birth weights and lower infant mortality. The WIC Program holds clinics in the rural areas of the county providing access to services to all eligible mothers and children.

In 2010, CAPCO WIC served more than 2500 women, infants and children. WIC participants received almost \$20,000 in Farmer’s Market Coupons and \$77,000 in WIC vouchers redeemed at local stores. CAPCO WIC continues to have one of the highest breastfeeding initiation rates in the State. More than 300 women were successful in breastfeeding their newborns with assistance from an Enhanced Peer Counselor. CAPCO WIC works in collaboration with the Cortland County Health Department to distribute infant carriers to strengthen the bond between parent and child. In addition to the clinic located in the city of Cortland, WIC also holds monthly clinics in Cincinnatus, DeRuyter and Marathon.

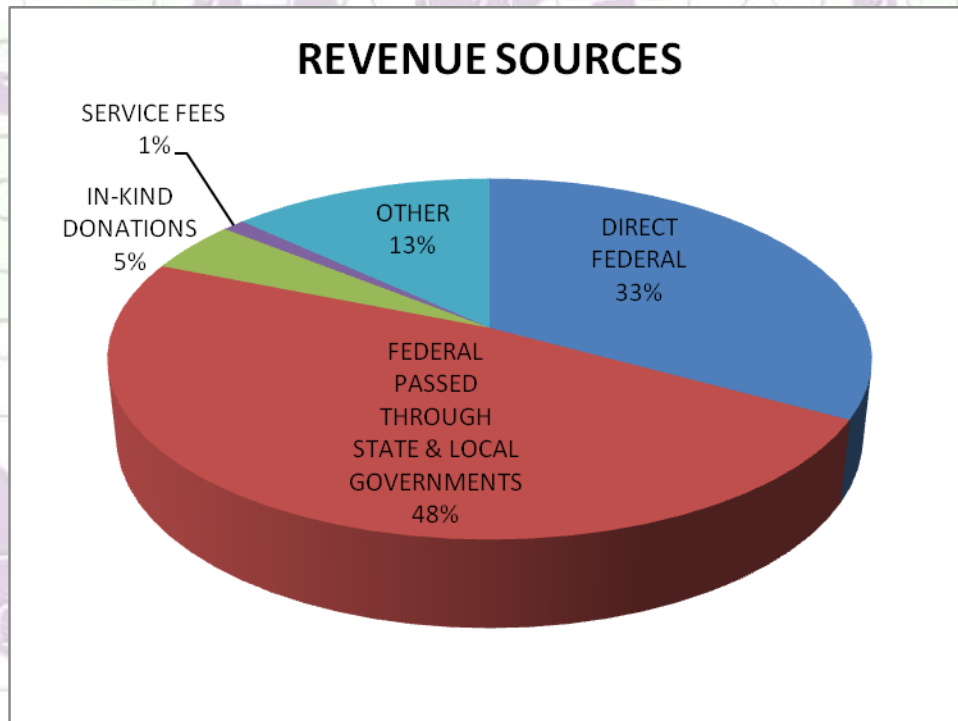
### ***WIC making the pieces fit...***

S was referred to WIC through the moms program. She attended her Infant Feeding Class while pregnant. Her baby’s weight gain was low at first and the Breastfeeding consultant and peer counselors worked with her to help her get more frequent and efficient feeds, and improve latch as she became very sore. When the baby was 4 months old, mom got a very bad eye infection and the doctor told her she could not breastfeed on medication, and the baby was refusing to take formula. WIC staff looked up information for her on the medication and found that it was safe to continue to breastfeed while taking. This information was faxed to the physician, and the the doctor allowed her to nurse again. Mom continued nursing through stressful times as she was unemployed, and her husband was working in NYC. He was traveling back and forth every few weeks to see her and the baby, until he also lost his job due to the economy. In spite of this, mom continued to nurse for over 15 months. She is very grateful for the help nursing her baby which provided the baby health benefits and helped the family budget. She may be interested in becoming a peer counselor herself in the future.

# ***Making the Pieces Fit Fiscally***

## **CAPCO SOURCES OF REVENUE**

<b>SOURCE</b>	<b>AMOUNT</b>
DIRECT FEDERAL	2,653,995.00
FEDERAL PASSED THROUGH STATE & LOCAL GOVERNMENTS	3,868,016.00
IN-KIND DONATIONS	373,177.00
SERVICE FEES	89,029.00
OTHER	1,055,973.00
<b>TOTAL</b>	<b>8,040,190.00</b>





# CAPCO 2010



**...Many Americans live on the outskirts of hope...  
Our task is to replace their despair with opportunity.”**

**Lyndon Baines Johnson, 1964**

**So long as Americans are denied the decent wages, and good benefits, and fair treatment they deserve, the dream for which so many gave so much will remain out of reach; that to live up to our founding promise of equality for all, we have to make sure that opportunity is open to all Americans.**

**Barack Obama, 99th NAACP Convention Jul 12, 2008**

**CAPCO is dedicated to providing and advocating for community-wide actions and programs that increase individuals’ dignity and self-reliance and improve community conditions, engaging all sectors of the community in Cortland County’s fight against *poverty*.**

