



# the Shining Star



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Important Dates

Keisha Dotson's journey started in Head Start when she enrolled her youngest daughter, Kenzie, in the Universal Pre-K program in 2019. Kenzie attended Logan Elementary, where Becky Nagy and Kim Jenkins were her teachers. Keisha and Tommy choose to enroll her because she needed the socialization that the program offered more than anything. This was a new experience for them because their oldest Addie didn't attend Head start or Pre-k.

Keisha's experience at Logan Elementary was a positive one and she expresses genuine love for Kenzie's teachers and the journey they experienced that year. Initially, Kenzie cried every day at school. This lasted until Kenzie returned from Christmas Break. The time frame stuck with Keisha because she remembers her Family Advocate, Bridgette Leshner, conducting a home visit around Christmas time, and Keisha setting a school readiness goal that Kenzie would be able to go to school without crying. After Christmas break ended, there was a significant change that occurred almost suddenly. The tears stopped.

Kenzie started going to school tear-free daily and became one of the best classroom helpers. Mrs. Nagy even mentioned to Keisha that she had no doubt Kenzie could run the class if she needed her to.



In addition to the school readiness goal that Kenzie achieved, Keisha established a family goal during that December home visit with Bridgette. Keisha's family goal was two-fold- one part was to complete her degree and the other to become employed. When a teaching position became available at PRIDE, Keisha's relationship with her Family Advocate made a genuine difference. Bridgette contacted Keisha about an opening for the position and encouraged Keisha to apply. Keisha did, and on August 5, 2019, she became employed as a Lead Teacher at PRIDE Community Services, Inc. Head Start. With approximately 1 ½- 2 years of school left until completion of her BA degree in Education K-6, Keisha had completed one part of her family goal and she continued to work toward the second part of that family goal, even after Kenzie exited the program.

When asked about the impact the program made on Keisha as a parent, she talked about the variety of services that PRIDE Community Services, Inc. offers that she was completely unaware of until Bridgette encouraged her to go to PRIDE'S website and apply for the vacant teaching position. As an employee, Keisha mentioned she has been pushed out of her comfort zone to do things she wouldn't normally do, and that has caused tremendous professional growth. As a staff member, Keisha served as a coaching recipient and has openly spoke about how beneficial coaching was to her growth in her classroom. *(continued pg. 5)*

# Human Resources



As the fourth quarter of 2022 came to a close, and we said goodbye to 2022, we can look back and say it was a great year. During the fourth quarter, our PRIDE staff enjoyed a day of fun, relaxation, and team building exercises at our Annual Winter Conference that was held at the Chief Logan Conference Center on Friday, December 2<sup>nd</sup>. We were treated to a delicious lunch and snacks prepared by the Conference Center staff. Numerous staff won nice prizes, and all staff were presented with Walmart gift cards and a PRIDE jacket. People's Bank staff were guest speakers and told our PRIDE staff about incentives they offer to their customers. We stepped outside the box a little and had a great time dancing to music presented by DJ Chuck Schultz. We will look back on 2022 with fond memories with our work family, and we look forward to 2023 and what it has to offer our agency and staff.

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## Child and Adult Care Food Program

### FLAKY BAKED CHICKEN STRIPS

#### Ingredients

Chicken breast, boneless, skinless  
Cornflake cereal  
Whole wheat flour  
Salt & Pepper  
Egg(s)  
Nonfat milk



#### Directions

1. Preheat oven to 375°F.
2. Trim any excess fat from chicken breasts and cut into 2.05 oz strips.
3. In a medium bowl, crush cornflakes.
4. In a second medium bowl, mix flour, salt, and pepper.
5. In a third medium bowl, add eggs, and milk. Beat with a fork until combined.
6. Dip each chicken strip into flour, then in the egg mixture, then in the cornflakes. Each piece should be fully coated with flakes.
7. Coat baking sheet with cooking spray. Place chicken strips on baking sheet, evenly spaced. Spray pieces lightly with cooking spray.
8. Bake until internal temperature reaches 165°F, about 20-25 minutes.

Find more CACFP creditable recipes at [cacfp.org](http://cacfp.org).

For information about the CACFP, contact Brandi Browning at 304-752-6868.

# Weatherization

Ms. Frye contacted our weatherization program in hopes of making her home more energy efficient and to lower the burden of her high utility bill. Once the correct documents were submitted, her home was scheduled for an inspection. During the energy audit, the auditor noticed sections of the underbelly was missing, which could cause air leakage. Additionally, water lines were exposed and in need of wrapping and the vapor barrier was needed. Part of the in-home inspection included hooking up the home WATTS UP? Meter to see if the refrigerator was energy efficient, as appliances play a big role in utility efficiency. The auditor also spoke with the client about energy education and gave tips on ways to make the home more energy efficient.



The weatherization team headed out to complete the work order and make Ms. Frye's home more energy efficient, comfortable, and safe. Before the belly was repaired, the guys sprayed two-part foam to seal any potential areas that air may leak. A diagnostic tool, the blower door, was ran to detect what areas needed to be sprayed and sealed. All exposed water lines were wrapped and vapor barrier was laid. The water heater was



wrapped with an insulation blanket, to keep the tank from kicking on and off as much, ultimately using less energy. The dryer was not vented to the outside properly, so a dryer vent kit was installed and vented to the outside.

Ms. Frye was filled with joy to see all the work performed on her home and she could start to feel an immediate difference.



After the weatherization work was completed, we completed our final inspection. All the hard work the weatherization crew had done looked phenomenal and the homeowner just kept bragging on what a good group of workers we have. Ms. Frye was beyond grateful and pleased with the overall outcome, as she shared those thoughts when completing our customer satisfaction survey.

# Senior Services

PRIDE Community Services Senior program provides meals to seniors 60 years and older through congregate and home delivered meals. The purpose of the nutrition services is to reduce hunger and food insecurity, to promote socialization of older individuals, and to promote the health and well-being of older individuals. A home-delivered meal is one that is provided to individuals in his/her place of residence that meets all the requirements. Eligibility Requirements: (1) Age 60+, AND (2a) is homebound – The person has difficulty leaving his/her house under normal circumstances and is unable to participate in the congregate meal program due to illness, including a terminal illness, incapacitating disability, isolation, lack of transportation, etc. this includes individuals at nutritional risk who have physical, emotional, or behavioral conditions that would make their service at a congregate nutrition site difficult and/or intolerable for them; and persons at nutritional risk who are socially or otherwise isolated and unable to attend a congregate nutrition site OR (2b) lives alone – and is physically or mentally unable to obtain food and prepare meals, and there is no one else available, willing, or able to obtain food and prepare meals.

Other individuals eligible to receive home-delivered meals include: The spouse of a homebound eligible individual, regardless of age, if the provision of the meal supports maintaining the person at home. Individuals with disabilities, regardless of age, who reside at home with eligible individuals and are dependent on them for care.

Congregate meals must be served in a congregate site which is defined as a serving site where socialization is provided in a group setting. Eligibility Requirements: Age 60+, spouses of service recipients regardless of age, individuals that are disabled who are under the age of sixty but reside in a housing facility primarily occupied by the elderly at which a congregate nutrition program is offered, individuals with a disability under the age of sixty but who reside at the home of an eligible service recipient.

In December we celebrated Christmas with Christmas activities throughout the month. The Earl Jarvis Center got a surprised visit from Santa and the Grinch. Later that month we enjoyed a Christmas party along with Christmas dinner, games, gifts, and Christmas in the Park to see the beautiful lights that are put on every year at the Chef Logan State Park.



## Head Start cont.

Keisha graduated with her degree in August of 2021 and finally finished the family goal she set in November 2018. Keisha taught a class at the Logan Center for two years and then was transferred to Omar Elementary for two years. Keisha's love for teaching and her students were evident during those four years. She loved seeing the difference she was making in these students lives.

Keisha received coaching twice during those years and says coaching is very important, especially for a new teacher but also for any teacher who wants to continue growing in their classroom. Coaching provides positive constructive feedback that will give a teacher the extra insight on how to improve.

Everyone joked that she always chose to be coached but she always put her classroom first and knew she could always grow and improve for her students.

In October 2022, an opportunity arose. The Coaching position at PRIDE became vacant; and Keisha had a tough decision to make. She always knew she would love to have the coaching job and that it was such an important role. This position was near and dear to her heart because she had been coached and knew the impact it leaves on a teacher and a classroom. Keisha was also sad because she had to choose to step away from her class mid-year. Thanks to her family and some friends for pushing her out of her comfort zone once again; she applied for the job and landed it. Her self-doubt took over though when she questioned if she was enough for this position and the thought that she was leaving a class full of students that needed her. A friend reminded her that "yes she was stepping away from 16 students whose lives she was touching but if she became the coach that she would touch many teachers lives who would then in turn touch all of their students' lives too". Keisha has been in the coaching role for three months and is slowing growing in confidence. She has started coaching and mentoring teachers and loves being able to help so many teachers and students.

When asked what she would tell families who are apprehensive about enrolling their three or four-year-old in Head start, Keisha clearly communicated that she is a strong advocate for the Head Start program. That everyone should consider Head Start because it is so valuable. Keisha said, "I know they are young and it's hard to send them when they are so little. But when I think about how much it helped prepare Kenzie for kindergarten, I know I made the right decision." She also stated that people should step out of their comfort zone and apply for those jobs that scare them. Those jobs always push you and you can experience so much growth.

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### 2023-2024 PRE-K REGISTRATION

Friday, February 24, 2023

9:00 AM—3:00 PM

Questions—Contact Tara Rogers

304-752-6868



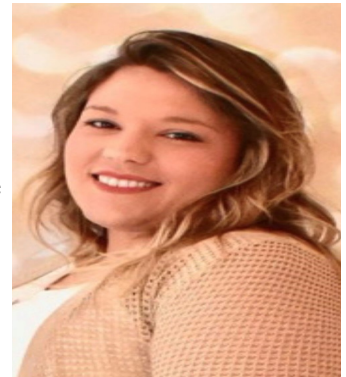
# In-Home Services

PRIDE's In-Home Services Program welcomed two new staff members at the end of 2022.

**Carla Lukacs** is the new RN Supervisor. Carla completed the PN program in 1994 and began working at a Skilled Nursing Facility. During that time, Carla continued her education at the University of Charleston and became an RN in 2000. In addition to work at the skilled nursing facility, Carla also worked as a Home Health Nurse, CNA clinical instructor and RN Supervisor for IDD waiver programs and for the past 5 years as a Case Manager working with the Personal Care Program, ADW Program and Lighthouse Programs. Carla, who resides in Man, is married, with two children and two grandchildren.



**Shelbi Conley** is the new Case Manager. Shelbi graduated from Southern WV Community and Technical College in 2016 with an associate degree in Nursing. She has spent the last 6 years working in the Emergency Department at Logan Regional Medical Center and Boone Memorial Health Systems. Shelbi says she loved her time as a bedside nurse; complete with daily challenges and teaching her many valuable lessons. Shelbi is married to her husband Thomas, and they have two girls, Makenzie and Everleigh.



## In-Home Services Available

<u>Program</u>	<u>Eligibility</u>	<u>Services Provided</u>
Lighthouse	<ul style="list-style-type: none"> <li>• Must be 60+ years of age;</li> <li>• Meet medical eligibility based on an evaluation completed by the agency RN;</li> <li>• Financially eligible, determined by a sliding fee schedule</li> </ul>	Provides support in four areas, including: personal care, mobility, nutrition, and environment
FAIR & IIIIE	<ul style="list-style-type: none"> <li>• The person receiving care must have a diagnosis;</li> <li>• Must have an unpaid caregiver</li> </ul>	Provide care & activities for individuals with Alzheimer's disease or a related dementia; and give family caregivers a break
Medicaid Personal Care	<ul style="list-style-type: none"> <li>• Must have three deficits in areas of daily living;</li> <li>• Must have Medicaid card</li> </ul>	Perform activities of daily living and instrumental activities of daily living.
Aged & Disabled Waiver Program	<ul style="list-style-type: none"> <li>• Must first meet the criteria for both financial and medical eligibility;</li> <li>• Must have needs in at least five deficits in areas of activities of daily living</li> </ul>	Case Management; Personal Attendant; Skilled Nursing; and Non-Medical Transportation; Personal Emergency Response System provided
VA Program	<ul style="list-style-type: none"> <li>• Must go through VA Program and be referred to PRIDE</li> </ul>	Personal care services & help with activities of daily living.

For more information, please contact Carla Lukacs or Kathy Stidham 304-752-6868.

# Weatherization



Ms. Adkins contacted our weatherization program in hopes of lowering her power bill, as well as getting heating and cooling to come through the vents in her home. After submitting the correct documents and being approved, an energy audit was performed.

The home was built prior to 1979, so a lead test was required before weatherization services could proceed. Safety is main priority, so we must insure that not only our employees are safe, but the client is protected as well. No lead was present, and no extra safety measures were necessary.

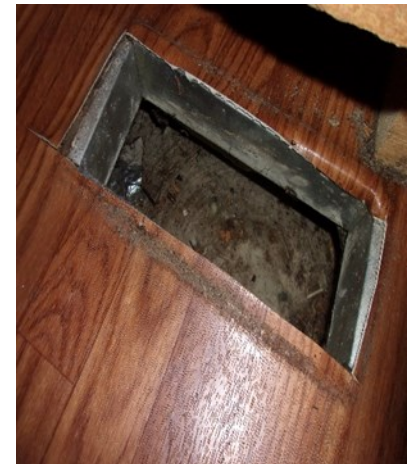
Moving forward with the audit, the major problem was no insulation underneath the home and the vents were in horrible shape. This was a concern and a major reason for her high energy bill. Once all the data was collected, an audit was completed with the weatherization assistant program. This program shows us what measures are recommended to make the home more energy efficient. She was very thankful and overcome with joy, to know that weatherization could be completed and will help her to be more safe and comfortable in her home.



The weatherization crew set out to complete all recommended measures. The floor vents needed repair, as she was losing a lot of the heating and cooling making her unit run almost constantly. The crew taped and sealed all vents with mastic. This will allow all air flow from the unit to be inside the home. Next, the crew needed to repair the belly and batt wings underneath the home. The team air sealed all penetration points and blew insulation to a R-38 value. This will make the home more airtight. Some water lines were also exposed underneath the home, so they were wrapped to prevent any pipes bursting during cold

conditions. Vapor barrier was also installed to help protect the home from ground moisture. Inside the home the crew used clear silicone and spray foam to seal any leaky areas. Additional energy efficient measures completed were - wrapping the hot water tank, installing new light bulbs, and replacing the refrigerator based on the WATTS UP? Meter reading.

Health and safety play a major role in the weatherization process. The crew installed a new dryer vent kit and made sure it was vented to the outside. (continued pg. 8)



## Weatherization cont.



Ms. Adkins had smoke alarms in each bedroom, but was in need of CO detectors. Two CO detectors were installed at each end of the home. While discussing the energy education form, Ms. Adkins was informed of things she could do daily to make her home for energy efficient and safe. Ms. Adkins was beyond pleased with the total outcome.

During our follow up with Ms. Adkins, she informed us that her power bill had lowered and her home was much more comfortable. She said, “I will definitely spread the word and let other people know how good this program is and how excellent the workers are.” It's a wonderful feeling to help in our community, and it's great to see the WX crew taking PRIDE in all their hard work and dedication

## Supportive Services for Veteran Families

Mr. Charles met with SSVF Coordinator, Eddie Thompson, about mid July 2022. A previous SSVF client had referred him to the program. Mr. Charles had been incarcerated for several years and had recently been released. He was in need of assistance—adapting back into society, as well as getting permanent housing.

Once the intake was completed, Eddie found that Mr. Charles was eligible for SSVF services under Rapid Rehousing. Eddie was also able to find Mr. Charles a place to rent, which the landlord happened to be a person that knew Mr. Charles from high school. Mr. Charles was very thankful.

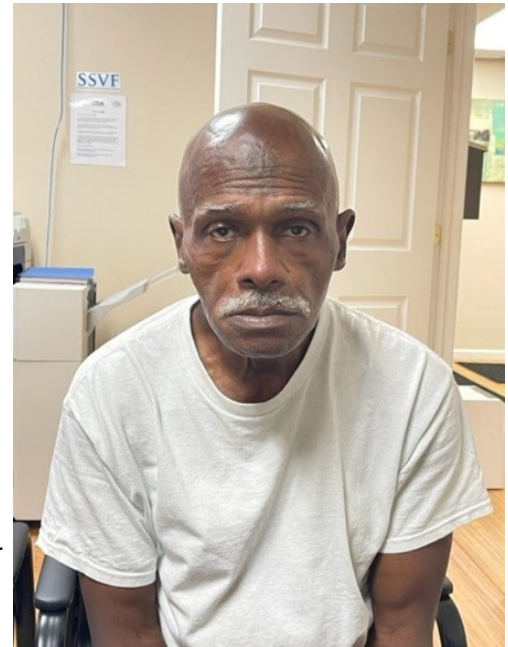
Eddie also worked with a representative from the VA that manages the HUDVASH program (HUD that is Veteran specific) and was able to get Mr. Charles an application filled out. At the time of this story, Mr. Charles' HUDVASH assistance is still being processed, but once completed—will be permanent.

We're happy for Mr. Charles' second chance and wish him the very best going forward.

**ARE YOU A LOW INCOME VETERAN FACING HOMELESSNESS?**

**Contact Eddie Thompson**

**304-752-6868**

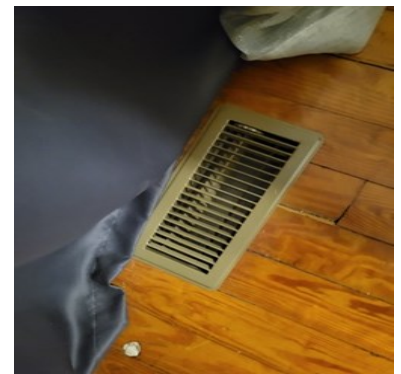
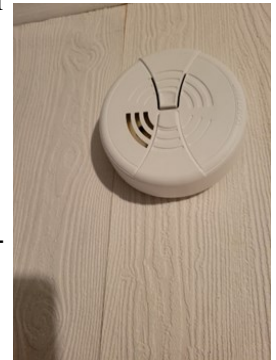




# ERRP

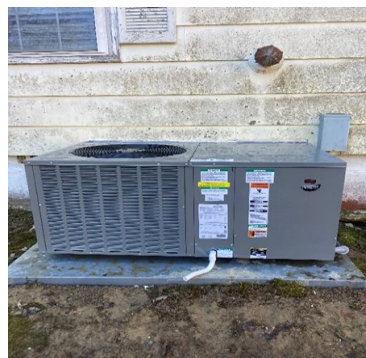
On Oct 26, 2022, ERRP crews from PRIDE Community Services Inc. began the installation of Jessica Goins new heating and cooling system. This job was a system change out with minimal duct repair. During the installation, the ERRP crew set up a brand-new 3-ton packaged heat pump that included a new thermostat, vent registers and smoke alarms. The team also sealed the vent boots, installed a new return and supply duct, and heat pump pad.

Jessica stated that the crew from PRIDE performed well and noted that Christopher Bryant and Jerry Whitman “didn’t stop all day and were very professional”. Before departing the site, the team gave Ms. Goins an energy education briefing and taught her how to properly use her new thermostat.



On January 17, 2023, Trumpet Heating & Cooling Inc. crews began the installation of Mrs. Conley’s new heating and cooling system. This job was a complete replacement of an old system that no longer worked. During the install, the Trumpet crew removed and upgraded the duct system that was in place, installed a new package heating and cooling system and replaced the thermostat. The crew also replaced all necessary floor registers and boots to ensure proper air flow through the home. Mrs. Conley stated the crews worked efficiently and professionally to restore the heat to her home.

Many hours went into this installation, but the contractors remained motivated to finish the task and excelled in providing heat to another client. As we continue to perform HVAC installations in our designated counties, we will continue to use PPE to protect our clients and ourselves.



## Important Dates to Remember

February 20	PRIDE Closed—President's Day Holiday
February 24	Universal Pre-K Enrollment
February 28	Board of Director's Meeting—Noon
March 17	St. Patrick's Day
March 20	First Day of Spring
March 28	Board of Director's Meeting—Noon
April 7	Good Friday
April 9	Easter
April 25	Board of Director's Meeting—Noon
May 29	PRIDE Closed—Memorial Day Holiday
May 30	Board of Director's Meeting—Noon

A VERY SPECIAL  
“THANK YOU”  
TO OUR  
DEDICATED  
EMPLOYEES!



Did you know...

**Amazon** donates to PRIDE Community Services Inc. when you shop @AmazonSmile.  
<http://smile.amazon.com/>  
#YouShopAmazonGives

Choose PRIDE Community Services (#NY927) for your  
**Kroger Community Rewards**

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### Lisa Sigmon

Low-Income Sector Representative

### Donna Williams

Low-Income Sector Representative

### Douglas Bratcher

Private Sector Representative

### Dr. Michael Johnson

Private Sector Representative

### Tonya Williamson

Woodforest Bank

## Funding Sources

- Administration for Children & Families (ACF), Dept. of Health & Human Services (DHHS)
- Appalachian Regional Commission
- Dept. of Energy (DOE)
- Dept. Of Health and Human Resources (DHHR)
- UniCare
- United States Dept. of Agriculture (USDA)
- United States Dept. of Veteran Affairs (VA)
- WV Bureau of Medical Services
- WV Bureau of Senior Services (BOSS)
- WV Community Action Partnership
- WV Department of Education
- WV Dept. of Health & Human Resources (WVDHHR)
- WV Development Office—Community Advancement & Development (WVCAD)
- WV Housing Development Fund
- West Virginia Metro Area Agency on Aging (Metro AAA)

# Services Offered:

**Case Management:** The goal of this program is to assist the aged and disabled 18 years and up through the process of application for the Title XIX Waiver program.

- Shelbi Conley / Case Manager

**Child & Adult Food Care Program (CACFP):** Offers food reimbursement and training to in-home family daycare providers.

- Brandi Browning / Director

**CSBG (Community Service Block Grant):** To stimulate a better focusing of all available local, state, private and federal resources upon the goal of enabling low-income families and low-income individuals of all ages, in rural and urban areas, to attain the skills, knowledge and motivations and secure the opportunities needed for them to become self-sufficient.

- Brandi Browning / Director

**Family Stabilization Program:** Assists individuals and families who are experiencing crisis situations that inhibit their ability to be successful or work toward success in their personal lives.

- Brandi Browning / Director

**Head Start:** Provides comprehensive and quality services to all Head Start children and families in order to facilitate their development to the fullest potential.

- Chanda Elkins / Director

**Housing Program:** Offers a continuum of programs that provide affordable, decent, safe, energy efficient and innovative housing for low-moderate income people and to improve the conditions of communities we serve. This program includes: Emergency Repair and Replacement Program (ERRP) and Weatherization Program.

- Stephen Gilman / Director

**In-Home Services Program:** In-home care services are available by certified homemakers and certified nursing assistants.

- Kathy Stidham / Director

**Senior Services:** Offers services to persons with disabilities and the aging population of Logan County.

- Kathy Stidham / Director

**Supportive Services for Veteran Families:** Focuses on securing and maintaining housing for Veterans who are currently homeless, assists in obtaining VA and other public benefits.

- Eddie Thompson / Coordinator

## Vision Statement

PRIDE Community Services will serve as a driving force in creating a community where people are empowered with resources and opportunities to reach their greatest potential.

## Mission Statement

PRIDE Community Services makes a positive impact on the lives of those in need by bringing together educational, financial and human resources that support self-sufficiency.



**Empowering Lives. Strengthening Communities.**

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### *How Can I Help?*

PRIDE is focused on bettering our community. We can only meet our goals with the assistance of community members like you. We hope that you will support our mission and help us continue to implement our programs and initiatives. If you would like to send a donation, please do so by mail to the address listed or via our website.

You are also welcome to volunteer your time to see our programs up close and personal. Contact the Human Resources Dept. for volunteer opportunities.