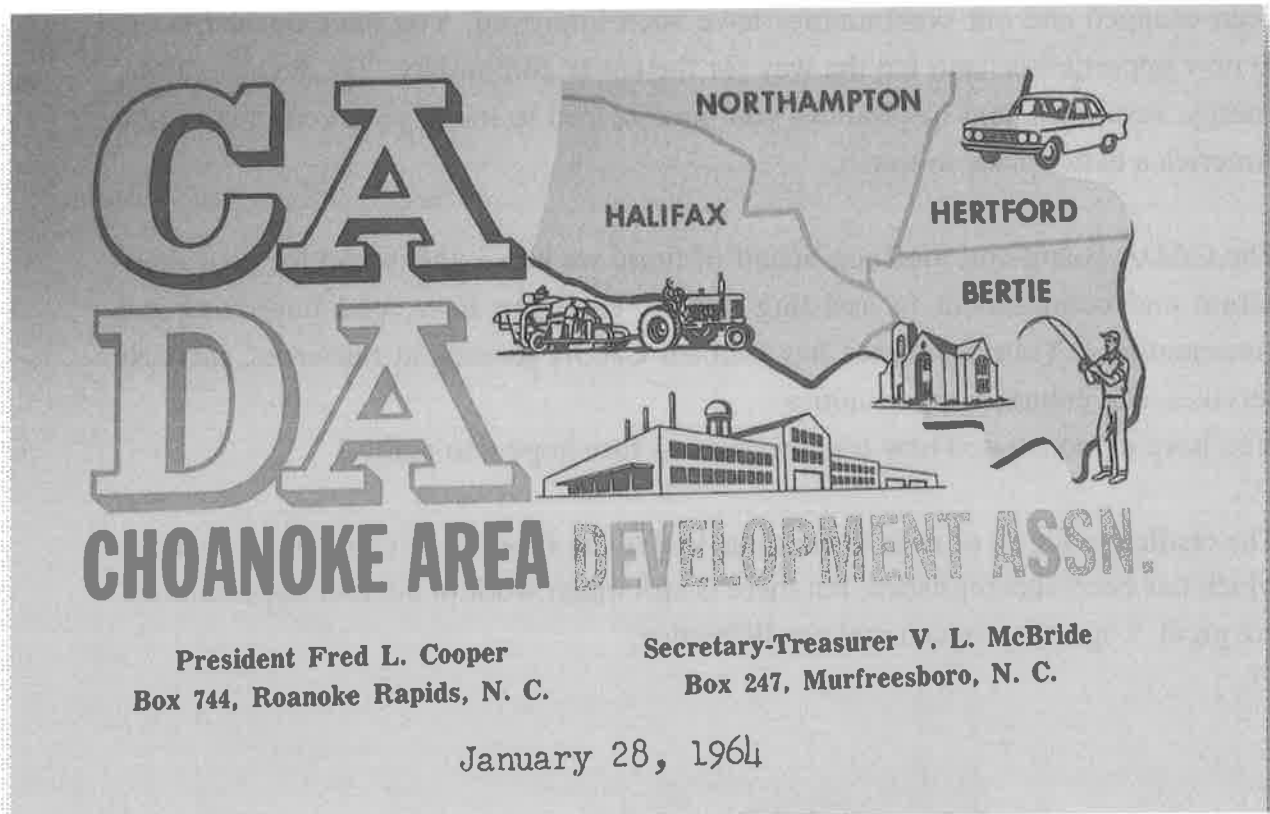


Celebrating 53 Years of Service

Helping People - Changing Lives



Choanoke Area Development Association of North Carolina Incorporated
120 Sessoms Drive * Rich Square North Carolina 27869
www.nc-cada.org



April 30, 2015

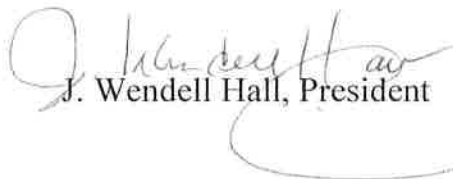
To Our Partners and Volunteers:

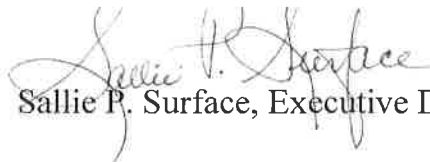
Together we have been living the Promise of Community Action. People have been assisted to help themselves and in turn have helped each other. Lives have been changed and our communities have been improved. You have opened doors to new opportunities and led the way for the entire community. By devoting time, energy, resources, and inspiration, you have helped to make your community and America a better place to live.

The CADA Board and Staff, on behalf of those we serve, thank you for your dedication and commitment to assisting people, changing lives, and improving our communities. Your assistance has enabled CADA to expand resources, increase services, and enhance opportunities.

You have demonstrated how together we can turn hope into reality!

The challenge for all of us is to continue to live the Promise of Community Action. Much has been accomplished, but there is still much work to do. Our opportunities are great. Together, we can make a difference.


J. Wendell Hall, President


Sallie P. Surface, Executive Director

Working Together For A Better Community

1962-2015

In 1961, at separate times and occasions, citizen groups in Bertie, Halifax, Hertford and Northampton Counties met to elect directors and committee chairmen for what was then termed the newly organized area development association. Economic development was on the minds of these directors and committee chairmen. They ended the year with a meeting in the Northampton County town of Woodland on December 13. Representatives of all four counties were present and together bylaws were written, officers and directors were selected and the name Choanoke Area Development Association of NC, Inc. (CADA) was approved.

The group agreed to meet on January 24, 1962 for what was essentially the public christening of the organization. More than 200 people attended the "Charter Night" held at the Rebel Restaurant in Roanoke Rapids. Each county was represented by about 50 people. Dr. Bruce Whitaker, then president, of Chowan College in Murfreesboro was unanimously elected to head the organization. The purpose of the new organization was: ***"To promote, through regional cooperation, the industrial, agricultural, recreational, educational, general economic well-being, and health and welfare of the citizens of Bertie, Halifax, Hertford, and Northampton Counties."***



While the initial thrust of CADA was economic development for the four county areas, it soon evolved into an organization dedicated to human development. This evolution was not inappropriate, according to Dr. Bruce Whitaker, who said, "Human development and economic development go hand in hand, each suffers without the other."

The founders of CADA sought to combine both human and financial resources of the four county areas. The name of the organization is a combination of natural and human resources of the area as well. Choanoke is derived from the name of the Indian tribe in the area and it also combines the names of the Roanoke and Chowan Rivers, both of which flow through most of the four counties of which CADA serves.

CADA is a private non-profit organization; within a few years of its formation it added the mission of alleviating the area of poverty. In 1991, CADA operated with a budget of more than \$2 million. In its early days the budgets were much smaller, but the organization's goals and dedication were very large.

A budget of \$1,000 was approved for the years 1962 and 1963, with most of it coming from private donations. A description of the 1962 budget indicated \$750 for prizes in the community development competition, \$100 for administrative affairs and postage and \$100 for promotion of the annual meeting.

In late 1963, Fred Cooper of Roanoke Rapids, then president of the Board of Directors, led efforts for CADA's application to the North Carolina Fund.

The **North Carolina Fund** was a non-government corporation, of which Governor Terry Sanford was a founder. Three private contributors, **The Ford Foundation**, **Z. Smith Reynolds Foundation**, and **Mary Reynolds Babcock Foundation**, supported the **North Carolina Fund**. In late 1963, an announcement was made that ten North Carolina communities had been awarded grants from the funds. CADA was not among them.

Cooper and the other members of the Board of Directors did not accept this rejection with silence. Cooper recalls hearing that CADA's proposal was rejected because, "this four county area was too difficult."



Upon hearing this, Cooper called Governor Sanford and met with him at the Governor's mansion on New Year's Eve. A week later, according to Cooper, an eleventh community was funded – those areas represented by CADA.

The first grant from the **North Carolina Fund** was used for administrative purposes. By December 1, 1964, a full-time coordinator, later named first executive director, Roger Jackson was employed, as was a full-time secretary, Pat Gravelly. The organization by that time had also secured office space on Main St. in Murfreesboro, where CADA's headquarters remained until 1982 when the headquarters was moved to Rich Square.

Cooper maintain it was the **North Carolina Fund** that got CADA started, “without the money we would have existed, maybe, but with no progress,” he said. CADA received funds from the **North Carolina Fund** until it was phased out in 1968.

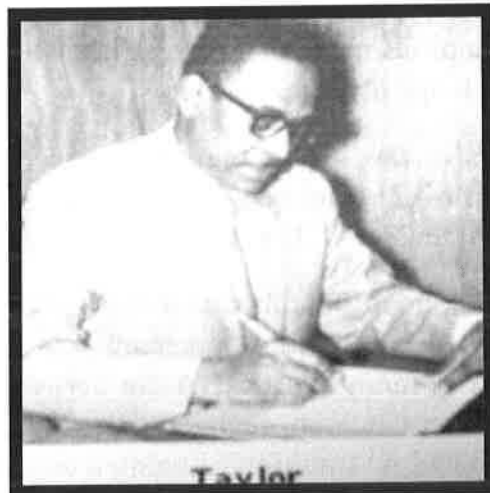
A pivotal year for CADA and anti-poverty groups in general was 1964. President Lyndon Johnson, in August, chose Rocky Mount, North Carolina as the place to announce his **War on Poverty**. It would, however, be a few years before CADA would reap the benefits of that war.

In March 1966, the county governments of the four counties that CADA now serves designated Choanoke Area Development Association of NC as the **Community Action Agency** for Bertie, Halifax, Hertford, and Northampton Counties. This designation enabled CADA to receive funds from the federal **Office of Economic Opportunity**, in the amount of \$72,262. This grant and a second grant of \$89,070 from the **Department of Labor** received a few months later, not only allowed CADA to become fully staffed but to fully develop programs. These funds gave CADA the opportunity to fight local battles in the **War on Poverty**.

The first grant was used to establish multi-service centers in each of the four counties that allowed CADA to implement its programs among the people the directors wanted to serve. Who was CADA serving and how? The first directors and founders of CADA were aware that poverty existed in the four county area, but the census data from the early 1960 confirmed it. Nearly 57 percent of all families lived in poverty, with 23 percent of them living on average annual incomes of \$764. The numbers reflected a raw reality and presented an enormous challenge.

Among the first major programs funded by the federal government was the **Neighborhood Youth Corps**. The Corps provided part-time jobs for high school youth who remained in school. During its first year, 200 students gained work experience. By mid-1967, the number of students involved in the **Neighborhood Youth Corps** increased to 500.

According to John Taylor, CADA’s third Executive Director, a major focus of CADA was to help those who had been living in poverty become self-sufficient. A creative and innovative project to help families reach that goal was begun in 1968. The project called the **CADA-RCA Family Project** was funded by an \$840,216 grant from the **Office of Economic Opportunity**. The **Radio Corporation of America** provided equipment and services.



Migrant families and seasonal workers were brought to a site on U.S. 258 near Rich Square, where they lived, worked and learned. The male head of household was trained in a variety of vocational areas, and the females were taught homemaking and household skills. The children attended public schools, but were provided tutorial services on the site of the project. A placement service was provided and once the men had completed their training they were moved to a place of employment.



A point in its favor according to Taylor was the residential aspect. In 1972 a successor, **Migrant and Seasonal Farm Workers Association**, was authorized to administer the program and continued to do so for several years.

The foundation upon which the CADA organization was built is still in place. Composition of the boards in each of the counties is one-third low-income representatives, one-third public officials and one-third from the community at large. At its inception, it was unusual to allow those who needed help to be part of the process and solution.

In addition, low-income people who had previously been underserved and ignored also became members of the many community organizations that were initiated by CADA. These organizations met as often as once a week, many times with a representative from CADA present as a resource person. Community organization members put many proposals into action including better water and sewer systems for their communities, starting sewing classes, and building community centers.

Before this, "low-income people had no say," said Cooper. He added that the low-income residents were always told what they needed. Now, it was what "we need." Today, representatives from low-income communities meet on a regular basis to discuss causes of poverty and to recommend programs to help solve the problems.

During CADA's formative years of the 1960s, there were many places in the nation experiencing sometimes violent turmoil over racial issues. While riots were not part of the experience in the four-county area, racial tension did exist.

Doris Cochran, a long time CADA board member said that CADA helped improve racial relations in the area. Before CADA, there was no opportunity for blacks, whites or Native Americans to get together. It is her opinion that CADA cut across all barriers including color. Active in the civil rights movement, Cochran realized that "black people had systematically been left out of planning ... and had no tradition of being a cog in the wheels of community service. CADA was an opportunity for blacks to find out how an organization could work in and for a community," she said.

As CADA has moved forward, it has sought to develop and manage programs -- not own them. According to Dr. Whitaker, "I was pleased that as time went on, it [CADA] lent its influence to other organizations and groups rather than encompass everything under its own aegis."



Among those organizations spawned by CADA was the **Choanoke Public Transportation Authority (CPTA)**. To James Barnett, a member of CADA's original Board of Directors and later its executive director, self-sufficiency meant mobility. Barnett was the prime mover in CADA's successful attempt to implement a public transportation system.



Starting out with one leased station wagon in 1966, the Transportation Authority was formed on November 7, 1977. The authority authorized CADA to provide transportation services to low-income, elderly and handicapped people. In 1983, **CPTA** assumed the operation of the transit system and became completely independent of CADA. In 2002, **CPTA** had a fleet of 24 vans and buses and a staff of 33. As Barnett stated, "The design of the public transit authority was to go on its own."

Helping low-income individuals and families get to the services they needed was important, but improving the environment in which they lived was also a focus of CADA. Early on CADA was involved in assisting people in housing repair and to obtain low cost housing, an involvement that continues today. A housing director was hired by the organization in 1968.

During the early 1970s, the **Roanoke-Chowan Regional Housing Authority** was established as an independent agency to serve Halifax, Hertford, and Northampton Counties, through the efforts of CADA. In addition, Ahoskie, and Roanoke Rapids established their own authorities. Other programs begun by CADA include garden projects, summer feeding and recreation programs for youth, job training, adult basic education, later transferred to the area's community colleges, and health services including home visiting nurses, now part of the county health department.

1992-2002

During these years, CADA focused on the development of family and community assets. To achieve this goal, CADA designed self-sufficiency, family development and housing programs and sought new resources to implement these strategies. The result was partnerships that have increased resources and improved the lives of many in the area.

Housing activities created new opportunities for affordable homeownership and increased the number of standard housing units, and lowered utility/energy consumption. CADA continued to operate the **Weatherization Assistance Program** that was expanded by new technologies such as the blower door and the **HARRP Program** (heating appliance repair and replacement program). Funding from the **North Carolina Housing Finance Agency** (NCHFA) for the **Urgent Repair Program** and the **Single Family Rehab Program** enabled CADA to repair and modify many homes. In 1996, CADA received an award from the NCHFA for the Single Family Rehab Program. Partnering with **USDA Rural Development** also provided additional resources for rehabilitation of homes and for homeownership.

CADA established a homeownership curriculum to educate prospective homeowners and sought resources to provide affordable homeownership opportunities through the provision of down payment and closing assistance and the construction of new houses. These classes are on-going and enable many families to correct credit problems so they may become homeowners. **Southern Bank** assisted with the classes.



CADA developed an additional phase of the **Southgate Subdivision** in Roanoke Rapids with the assistance of **Branch Bank and Trust Company**, the **North Carolina Housing Finance Agency**, and the **City of Roanoke Rapids**. Ten new affordable homes were constructed.

Under the **Hope III Program** CADA purchased existing properties that were rehabbed and sold to families at prices they could qualify to purchase. **First Citizens Bank** donated some of these properties. The village mill houses in the historic district of Roanoke Rapids were part of this project. These houses and the concept of rehabilitation and affordable homeownership became a model for the national award winning housing revitalization strategies of the City of Roanoke Rapids.

With assistance from the **Town of Rich Square**, the **Division of Community Assistance**, the **NCHFA**, **Centura Bank**, and **USDA Rural Development**, CADA developed **Choanoke Meadows** a subdivision in Rich Square. Thirteen affordable homes have been completed and occupied during the first phase. Additional homes are being built now.



In 1998, the conversion of historic **Woodland-Olney School** into thirty senior apartments was completed. CADA was the non-profit developer. This was CADA's first tax credit project. Partners in this project included the **Town of Woodland, The Friends of Woodland-Olney, Community Affordable Housing Equity Corporation (CAHEC), Centura Bank, the NCHFA, Federal Home Loan Bank of Atlanta, Consultants Scott Reddinger and William Farris, Moore and Burton Architects, and Weaver-Cooke Construction Company.** Weatherization and Rebuild America resources were also used. This complex has received several awards for senior services and for historic preservation and was a second place national winner for Rebuild America. CAHEC has continued to be an active partner at the complex providing supportive services such as exercise equipment and equipment for a computer/internet resource room.



In 1995, CADA became the grantee for the **Head Start Program** in the four counties. In the beginning, 523 children and their families were served each year by this program. During these ten years, there were eleven centers. Partnerships with **Smart Start, Chowan College, Roanoke-Chowan Community College, Halifax Community College,** and local school systems expanded services to more pre-school children through programs such as the **More at Four** program and blended classrooms. The self-sufficiency of the family unit was also a focus of the Head Start Program and activities were planned to meet the needs of the entire family. A fatherhood initiative was also a focus of this program. CADA is very proud of the fact that since CADA became the grantee, this program has had excellent peer reviews. Challenges for this program were and continue to be geographically locating space for centers that meet daycare requirements and providing transportation for children and parents.



Smart Start also provided funding for the **Parents as First Teachers Program.** Parents are provided age-appropriate developmental strategies to use with their children. A mobile classroom was developed and was used to take services into the communities. A goal of this program is to identify and address developmental problems before children enter school. Trained parent educators make home visits and provide instructional materials for the parents.

CADA conducted a community needs assessment and determined that the Garysburg area of Northampton had specific needs and was underserved. An application was submitted and funding was received to establish a **Family Resource Center** in Garysburg. This center provided many opportunities for children and their families. The **Support Our Students Program** (SOS) worked in conjunction with the Center, Garysburg Elementary School and Rich-Square-Creecy School. The **Governor's One-on One Program** also provided services through the Center.

An assessment of the continuum of services also indicated the need for intensive family services. CADA with other members of a local consortium developed and received funding for an **Intensive Family Preservation Program** that includes **Reunification and Respite Services**. The goal of this program was to provide services for families with at-risk children so the children can remain in the home.

CADA has remained committed to locating resources that promote self-sufficiency. **Welfare to Work** programs have been crafted by the agency to assist those most in need. Strategies have included paid work experience and unsubsidized job placement. CADA partnered with other organizations in Bertie County to develop a one-stop **JobLink Center** for which CADA has been the lead agency. **Region L** and **Region Q Workforce Development Boards** have funded these programs and the **WIA Year Round Youth Program**.



Community Services Block Grant Funding has been used by the agency to provide comprehensive self-sufficiency strategies. A family's needs are assessed, and the family develops a plan of action based on the needs assessment. Employment, education, training, housing, and barriers to success are addressed. The goal is to assist families to increase their disposable income.

A tool for promoting self-sufficiency is the **Individual Development Account Program (IDA)**. This program provides a match of \$2 for every \$1 saved up to \$1,000. The savings can be used to buy a home, to start a business or for education. The **North Carolina Department of Labor** and the **North Carolina Housing Finance Agency** provided funding. This program is part of the **Assets for Family Independence Act**. Economic Literacy classes are a requirement and are provided by local **Cooperative Extension Services** staff. The **Small Business Centers** at the local community colleges assist with business plans and classes for those who want to start a business. CADA had funding to assist 105 families. The **Roanoke Chowan Partners for Progress** awarded CADA a GALA award for this program.

In September 1999, a natural disaster named Floyd hit the CADA service area and CADA's resources were applied to meet the immediate emergency and housing needs of the storm victims. CADA served as a **Housing Disaster Recovery Center** to assist storm victims complete applications and secure assistance. Housing counselors assisted with applications to the **Federal Emergency Management Agency (FEMA)**, the **Small Business Administration (SBA)** and with the state's grants to SBA-approved applicants. CADA staff also assisted storm victims to secure the use of temporary FEMA units until their housing needs were resolved. CADA assisted the local counties to apply to the **Redevelopment Centers for Crisis Housing Assistance Funding for the Repair and Replacement Program**. CADA repaired/replaced 205 homes under this program. Those who did not qualify for this program were referred to other resources. CADA also provided rental assistance to storm victims who were displaced due to the storm in a program funded by the **NCHFA**.



One of CADA's most critical needs was met in August 2000, when CADA moved into a new Administrative Office Building in Rich Square. The administrative offices had been housed in several mobile units that had originally been used in the RCA Migrant and Seasonal Farm Workers Project in the late 1960s and early 1970s.

There was not space for everyone to be located in Rich Square and due to the old wiring connectivity to new technologies was not possible. CADA was technology disadvantaged. Today CADA's new office complex has over 11,000 square feet and has web-based connectivity. Funding for this facility was provided by **USDA Rural Development** for a **RBEG Grant** and a community facilities loan and by **Roanoke Electric Membership Cooperative** for a **REDLG** loan. **Rebuild America** and the **Department of Energy** assisted with the geothermal system for the building. Construction and bridge financing was provided by **First Citizens Bank**.

CADA planned two new initiatives. One was an expansion of the **Section 8 Program** to provide homeownership opportunities for Section 8 participants. Those who qualify have the opportunity to have their rental subsidy applied to a home mortgage payment each month. This program began in July 2002. The other was the establishment of a **Consumer Credit Counseling Service** within the four county service area. Previously, residents had to travel out of the area for this service. This need was identified through the homeownership counseling program.



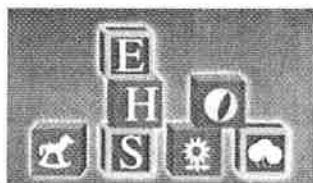
CADA partnered with the **City of Roanoke Rapids** and other service providers in the city to create a **Neighborhood Resource Center** within the area targeted for revitalization. CADA's Community Service Center for Roanoke Rapids is located in this facility along with the **Girls and Boys Club**, the **WIC Program**, community meeting space and a community policing substation.

During this ten years period, this agency's commitment to the Promise of Community Action continued through collaboration and networking with community partners such as the **Roanoke-Chowan Partners for Progress** to identify needs and seek resources that can make a difference.

From 1992-2002, CADA also provided weatherization, emergency food and shelter and rental subsidies.

2003-2007

During the next five years, CADA continued to seek resources and to facilitate programs that assisted families and communities to become self-sufficient. Technologies and programs changed and CADA staff actively sought certifications and degrees that expanded and enhanced the knowledge-based skills the agency needed to provide current program options.



New programs during this period included **Early Head Start** that provides child development services for pregnant women and children from birth to three years of age. CADA applied for this program through a national competition and received funding to assist sixty children. Some children participated in a home-based program. The majority of the children participated in a center-based option at Woodland, Scotland Neck, or Windsor. This program is very staff intensive -- there is a teacher for every four infants/toddlers. In January 2006, this program was monitored by a national team and received a certificate of compliance.

Another new program was the **Parent to Parent Program** in Northampton County, which was modeled on the **Parents As First Teachers Program** in Hertford County. This program provided parenting and child development activities for families that reside in public housing. The **Northampton County Partnership for Children** provided the funding,

During this time, CADA began the process for the conversion of the historic **Ahoskie High School** into forty-one (41) senior apartments. This historic and low- income tax credit development opened in October 2007. Partners in this development included **Community Affordable Housing Equity Corporation (CAHEC)**, **North Carolina Housing Finance Agency (NCHFA)**, **RBC Centura**, the **Ahoskie High School Restoration Committee**, and the **Town of Ahoskie**. **Tise-Kiseter** was the architect and **Weaver-Cooke** was the builder. **Scott Redinger** and **William Farris** were the consultants. Thirty-one of the units have Section 8 Project Based Assistance and five units are eligible for the Key Program. **Excel Property Management** and the **Ahoskie Housing Authority** provide property management services for the development.



CADA worked with the **Wellons Foundation** to develop a **HUD 502** project for senior citizens in **Roanoke Rapids**. This development is adjacent to **Southgate**, a single-family development that CADA also helped to develop. These fifty-two senior apartments are subsidized.

CADA is also working with the **City of Roanoke Rapids** to build new energy efficient, affordable homes on Spring Street. The **New Homes Program** developed by **NCHFA** is being utilized for this development. The houses are built to **Advanced Energy's System Vision** design.



CADA joined a network coordinated by the **NCHFA** to offer a pilot program to prevent foreclosure for homeowners who were dislocated workers. This program is the **Home Protection Loan Program** that has been expanded.

Continuing the tradition of community economic development, CADA served as the fiduciary agent to secure initial funding for the **Roanoke-Chowan Farm and Garden Market**. Several grants were received including funding from the **North Carolina Farm Bureau**. The purpose of the Market is to encourage local farmers to produce alternative crops and create a revenue stream that will enable our farm families to be self-sufficient.



CADA received a grant from the **Rural Center** for an economic development project designed to create jobs --**Twice Used Wood**. This project recycled the wood from donated buildings (tobacco barns, etc) that were demolished. The first project built with the recycled wood was the facility for the **Farm and Garden Market**. Some of the wood has been used for a rehab project in downtown Raleigh.



In October 2006, CADA was notified that the agency was the only one in North Carolina to receive a **Responsible Fatherhood Grant** from the **U.S. Department of Health and Human Services**. This grant was for five years and targeted one hundred (100) young fathers. It was a voluntary program and provided a parenting curriculum designed to help build healthy families. CADA named this program the **Fathers In Focus Network** since there are many partners working together to build the support system fathers and their children need to be successful. Many aspects of this program are now incorporated into a male involvement initiative within the CADA Head Start Early Head Start Program.

During the 2006 fiscal year, CADA leveraged over seventeen million (\$17,000,000) dollars for the four county service area. CADA used small public grants to leverage private funds for the area.

CADA continues to offer successful programs that have been a part of this agency for many years including **Head Start** and **Early Head Start**, **Weatherization Program**, **CSBG Self-Sufficiency**, **Section 8 and Housing Choice Voucher Program**. The **Individual Development Account Program (IDA)** provided by CADA has one of the highest records of completions in the state. CADA continues to provide housing repair programs funded by **NCHFA** such as the **Urgent Repair Program** and the **Single Family Rehab Program** and to provide housing counseling as a **HUD Counseling Agency**.

During this period:

- **Early Head Start** has expanded to serve more children. CADA applied for and received **ARRA Early Head Start Expansion** funds to provide services for thirty (30) additional children increasing the number of Early Head Start children to eighty-six (86).
- A new **Child Development Center** was built in **Hertford County** for **Head Start and Early Head Start** Children. The Center opened in January 2010. This center uses a geothermal system for heating and cooling and solar panels for hot water. The Center was financed by a grant from the **Administration for Children and Families** and a **Southern Bank** Loan guaranteed by **USDA Rural Development**.
- CADA was recognized in 2011 by the **North Carolina Housing Finance Agency (NCHFA)** with a **Housing North Carolina Award for Rural Homeownerships**. The award noted that in seven (7) years CADA had assisted ninety (90) low-and moderate-income homebuyers in rural markets to become homeowners by linking them to local builders and resources throughout the four counties. CADA acknowledged the following partners at the awards ceremony: **NCHFA, USDA Rural Development, HUD, NC Department of Labor, NC Department of Commerce and the Division of Community Assistance, NC Cooperative Extension Service, the Counties of Bertie, Halifax, Hertford, and Northampton, local lenders BB&T, First Citizens Bank, RBC, and Southern Bank and Trust Company, the City of Roanoke Rapids and The Town of Rich Square, and local builders who made a commitment to provide an affordable housing product that was both energy efficient and affordable to maintain.**
- The homeownership efforts by CADA's staff during the seven years produced the following economic impacts: average sales price of \$114,205; local business income \$1,901,632; local wages and salaries \$8,597,838; local jobs in construction 233; total taxes and revenue to local government annually \$577,972; and total additional income to local government, employees and businesses over 10.5 years \$8,102,910.
- CADA as the non-profit developer and with the assistance of many partners developed the historic **Enfield School** into 36 senior apartments. This adaptive re-use facility opened in the fall of 2011. The partners for **Enfield School Apartments** included **Halifax County Schools, Halifax County Government, The Town of Enfield, Roanoke-Chowan Redevelopment and Housing Authority, North Carolina Housing Finance Agency (NCHFA), Community Affordable Housing Equity Corporation (CAHEC), Community Investment Corporation of the Carolinas (CICCAR), NC Department of Commerce- Division of Community Assistance, NC Department of Commerce-Weatherization Assistance Program, and CADA.** The development team included consultants **Scott Redinger and Bill Farris, architect Tise-Keister, builder Weaver-Cooke, and Excel Property Management.** **RBC Bank** provided the construction financing. **Holland Consulting** assisted the **Town of Enfield** during the development phase.

Upon the occasion of the **Enfield School Apartment** dedication, Board President **Tyrone Williams** said "E pluribus unum (Out of many, one). Is a fitting phrase for this occasion, as "many" worked together in the true spirit of partnership towards "one" common goal, the goal of that turned this no longer needed school facility into another purpose for this community. This is a prime example of adaptive re-use of school buildings that continues to bring life and promise to a community."

- In 2012 **CAHEC** recognized the **Enfield School Apartments** as the Senior Property of the Year. Award winners were chosen from eleven Southeastern and Mid-Atlantic States and the District of Columbia for their outstanding contributions to affordable rental housing and community revitalization. Sallie Surface, CADA Executive Director, accepted the award on behalf of the CADA Board and Staff and the many partners that shared a vision and made the **Enfield School Apartments** a reality. She emphasized that one of the first things that she had learned from working with CAHEC on the **Woodland-Olney School** adaptive re-use was that developments such as **Enfield** are a reality because of the commitment of partners who share a vision and work together through all phases of the development and continue that commitment after the development is occupied. She stated that this was the third adaptive re-use that CADA has developed with **CAHEC** as the equity partner and that CADA appreciated the continuing support of **CAHEC**.
- Under **ARRA** (American Recovery and Reinvestment Act) CADA weatherized 595 homes from 2010-2013. This program leveraged investment of \$4,982,427 for the area.
- In 2009, under **ARRA**, CADA received a **CSBG** grant to implement the **Success Program-Services Uniting** CADA and the community for *Economic Sustainability and Success*. The goal of the program was to assist individuals to become employed, increase family income and achieve self-sufficiency and stability. The focus was on those impacted by the economic downturn. This program was highlighted in the annual publication of the **National Association of State Community Service Programs Community Action Foundation**.
- In 2009 under **ARRA**, CADA received a grant of \$1,000,000 for **Homeless Prevention and Rapid Re-Housing**. The focus of this program was also to assist those impacted by the economic downturn and to prevent homelessness by assisting families that were in danger of losing their rental housing so they could continue to be housed and to assist those who were homeless to become re-housed.
- Housing Counseling continues to be a priority for this agency. Since January 2012, CADA has accessed \$1,839,272 to assist 135 homeowners to prevent foreclosure. This program is another example of the partnership with the **NCHFA** and the **NC Banking Commission**.
- CADA has continued to support the activities of the **Hertford-Northampton Farmer's Market** and to encourage new markets/products for local farmers. Currently, CADA is the fiduciary agent for a \$79,711 USDA 2014 **Farmer's Market Promotion Program** grant to the Market. The goals of this program are to expand producer to consumer opportunities, improve , improve visibility of the market, increase consumption of local and regional produce, and assist farmers and vendors to access new markets.
- CADA provides staffing and coordinates volunteers for a **Mobile Food Pantry** that is coordinated by the **Albemarle Food Bank**. This mobile serves an average of 120 Northampton County senior families each month.
- CADA has provided information to the community on how to access services through the **Affordable Health Care Act** and has scheduled opportunities for local residents to enroll through a **Health Aviators Program**.
- In 2013 the **CADA Head Start Program** was awarded a **Race to the Top HUB** grant to provide training and technical assistance to licensed child care providers in Bertie, Edgecombe, Halifax, Hertford, and Northampton Counties on how to effectively engage families. The grant is part of the **North Carolina TQRIS** (Tiered Quality Rating Improvement System) Family Engagement Standards Project. This funding opportunity is made possible through the **Race to the Top-Early Learning Challenge** Grant administered through the North Carolina **Head Start State Collaboration Office**.

Over its fifty-three years CADA has focused on using small grants to leverage additional resources to facilitate community economic development and family asset building. Sallie Surface, Executive Director since 1990, credits this achievement and the long-term accountability of the agency to the vision and commitment of the volunteer Board. According to Surface, "CADA and the community have benefited from this diverse leadership that has leveraged resources and developed partnerships. Our community and local, state, and national partners are important to the success of this agency. CADA must also be accountable to the community, our partners and funding sources."

As CADA now celebrates its fifty-third (53) anniversary, those who have been a part of it, can look back with pride. To those who are part of CADA's present and future, they may also take a proud perspective of the organization. Since the "Charter Night," the organization has grown larger and broader in scope, but some things don't change. It is still an organization dedicated to every aspect of human and community economic development and there is still much work to be completed.

Sallie Surface reflects, "It's been an opportunity to make a difference in peoples' lives, an opportunity to help them help themselves." The late Fred Cooper, an early CADA Board member and Executive Director noted about the organization that was born in the turbulent 1960s, "I just wanted people to be treated equally and fair."

A want shared by the staff and directors of CADA today who embrace the motto, "Together we can make a difference."

Contributors:

Ginny Orvedahl Director - Halifax County Library
Former CADA Board Member

Sallie Surface Executive Director

CADA's Mission:

**"To assist low income citizens achieve
self-sufficiency and a better quality of life"**

"I promise." When you hear those words, you're never sure of the sincerity. But when Community Action Agency's (CAA) professionals say, "I promise," we mean it. That is because we live a promise every day - the Promise of Community Action.

Forget the trivial promises you made as a kid - "I promise to be your best friend;" "I promise to pay you back; and so forth. The Promise of Community Action is deeper. It's a promise that we want to keep because it involves helping 10 million people change their lives each year:

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

This promise resonates with us because we are passionate about helping people succeed. Simply throwing rules, regulations, and guidelines at people in need does nothing to embody the spirit of hope necessary to keep them motivated. We get to know our program participants and treat them with respect. With a caring and compassionate advocate on their side, people are destined to overcome obstacles.

Promising to help people change their lives means we customize our Community Action Agency programs to meet local community needs. Offering services community members actually need, rather than what we think they need, helps to assure that we'll find solutions to problems. And if we don't offer a particular service, we always refer program participants to an organization that does.

But community needs may change over time and new concerns may develop. We are willing and able to respond to these changes. We're always learning how to become better leaders, mobilize community change, design affordable housing programs, increase our resources, and plan strategically so that programs consistently shift from hope to reality.

We know we've kept the Promise of Community Action when we celebrate the personal achievements of the people we serve. During the month of May, many Community Action Agencies honor program participants who have changed their lives. We also honor success stories with the national Sargent Shriver Achievement Award. And we host community forums like the Dialogue on Poverty to ensure that we're able to open doors and lead the way for 10 million more people.

You'll never hear about us breaking the Promise of Community Action, because we know that when you're trying to make America a better place to live, a promise should not be taken lightly.

Our Profile

Declaring an "unconditional war on poverty," President Lyndon B. Johnson signed the Economic Opportunity Act of 1964, which established CAAs. Since then, we've been working diligently to improve our local communities.

Our national network, consisting of nearly 1,000 agencies, offers a comprehensive array of services to 10 million Americans each year. From housing services and childcare to computer training and asset building, we do it all. Our dedicated staff members and volunteers are key to the delivery of these services. And our uniquely structured boards of directors, which include low-income individuals, ensure that programs always reflect community needs.

Although no two CAA's are exactly alike, we have one common goal—to help people change their lives and to do whatever we can to make that happen.

Giving a Voice to the Poor

Anyone can talk about low-income people, but few actually listen to them. Community Action does. Our boards of directors include low-income people who work alongside public officials and business leaders. They provide valuable input because they know firsthand what it's like to be poor.

During our community forums, people from all walks of life discuss solutions they feel will make America a better place to live. Our annual Policy Forum brings together Community Action leaders and Washington, DC policy experts to ensure that local and state concerns are heard at the national level. From town hall meetings in neighborhood churches, to rallying on the steps of Capitol Hill, we've amassed a broad section of advocacy programs. It's the best way to help.

Improving Communities

Ties to our communities run deep. It's where we work, live, and raise our families. So we're always working to open doors and lead the way for our neighbors - helping them with everything from building assets to starting their own businesses. We can do this because we identify community needs and subsequently offer a broad range of services designed to meet those specific needs. As needs change, we adjust our programs accordingly. Flexibility means our residents will always have opportunities to help themselves and each other.

Partnerships are an integral part of our efforts. We collaborate with other local organizations to ensure that the needs of the entire community are met. We can consistently say "yes" because if we don't offer a particular service, we can refer people to a group that does.

Helping People

Augmenting our services is the undivided attention we give our program participants. We treat them with respect and encourage their input and we're sympathetic. Many of our employees are former program participants, so they know how it feels to be sitting on the other side of the desk. When you've walked more than a mile in their shoes, you feel compelled to help others turn hope to reality. These very same program participants may one day provide similar guidance. When you help people change their lives, you're also empowering them to help others.

Once program participants achieve self-sufficiency, we are there to celebrate with them, and maybe even give out an award. We shine the spotlight on their accomplishments during Community Action Month in May. Although we take enormous pride in these achievements, they never surprise us. After all, when helping people change their lives is the cornerstone of your Promise, you expect success.

Changing Lives

Career, family, and personal obligations compete for our volunteers' attention, yet, they still devote significant amounts of time helping people in need. Although our volunteers are of different ages, ethnicities, and backgrounds, they share one thing in common - a passion for helping people change their lives.

Community Action ranks high as a volunteer opportunity because people are helping their very own neighbors. And it's hands on - so much more gratifying than just simply writing a check. We mobilize 27 million volunteer hours a year.

When volunteers see program participants heading off to college, tackling a new job, or buying their first home, they know they played a vital role. Our volunteers are the engines that drive Community Action and we honor their invaluable contributions annually. Though they don't volunteer for the honors, they feel good knowing they've had a positive impact on someone's life.

Community Action Services

Because each Community Action Agency is governed locally, each provides a different mix of programs and services. The following represents the percentages of Community Action Agencies that deliver these services:

Community Coordination

Citizen participation, neighborhood and community organization, information, and referrals 94%

Emergency Services

Food pantries, energy assistance, homeless shelters, domestic violence 91%

Education

Head Start, youth mentoring, literacy, Adult Basic Education 89%

Food and Nutrition

Meals on Wheels, congregate feeding, food banks

Family Development

Daycare, case management, counseling, support 68%

Employment Training/Employment

Job readiness, job training, and job creation 63%

Income Management

Budget counseling 53%

Transportation

Rural Transportation systems, on-demand transportation 49%

Housing

Self-help housing, homeownership, rental assistance, weatherization 39%

Economic Development

Business planning and loans, water and sewer 39%

Health Care

Health clinics, WIC, prescription assistance 29%

Community Action has a positive effect on the entire community. As we help more people reach self-sufficiency, they fuel the economy. A robust economy is a catalyst for improved communities. Stronger communities make America a better place to live. Very few people are unaffected by Community Action. We give a voice to the poor, improve communities, help people, and change lives. Everyone reaps the benefits from those efforts.



CADA Head Start / Early Head Start



Choanoke Area Development Association, Inc.
2013-2014 Fiscal Year Budget

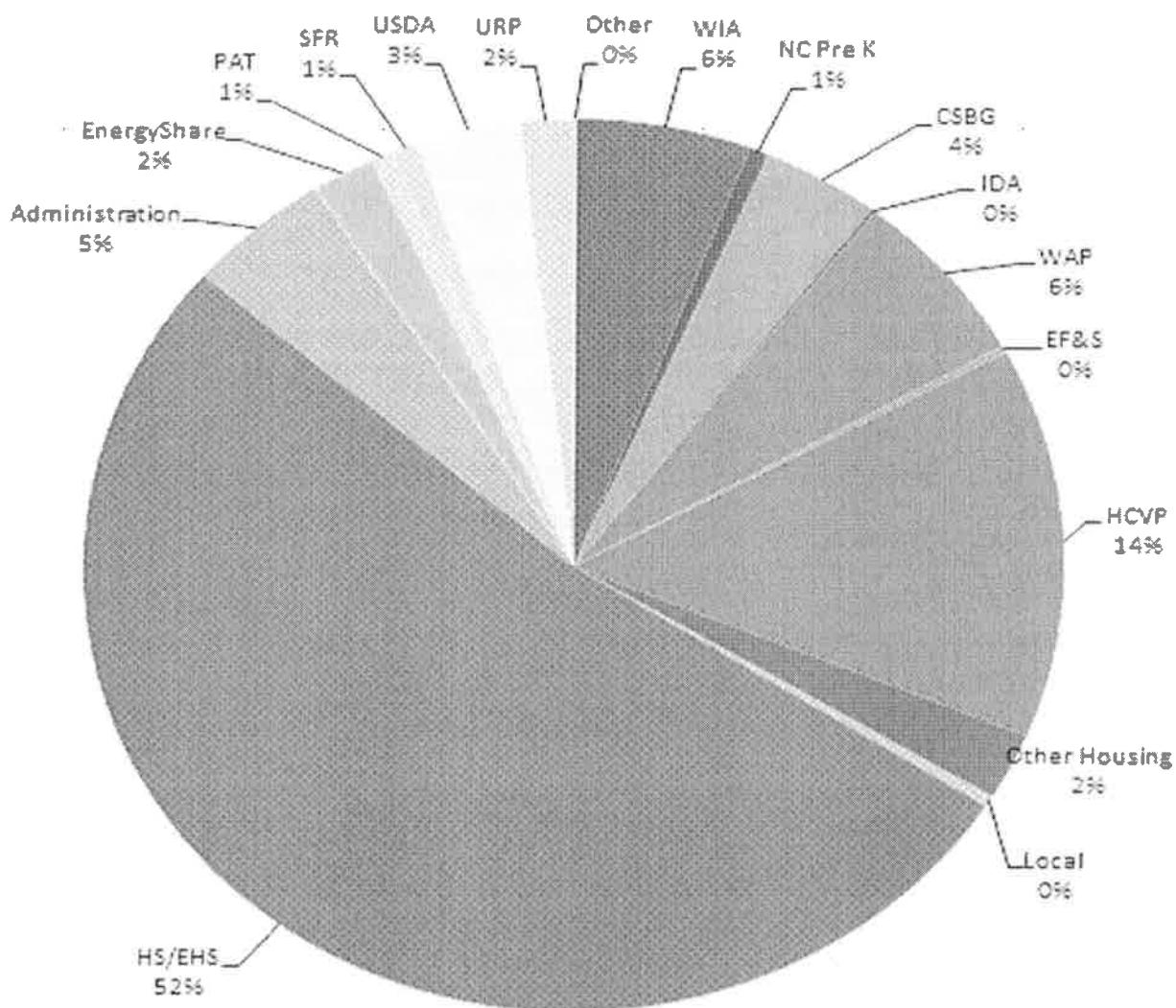
Workforce Investment Act (WIA)	\$ 631,155.00
NC Pre K	\$ 72,579.00
Community Services Block Grant (CSBG)	\$ 424,687.00
Individual Deposit Account (IDA)	\$ 16,371.00
Weatherization (WAP)	\$ 697,395.00
Emergency Food & Shelter (EF&S)	\$ 27,589.00
Housing Choice Voucher Program (HCVP)	\$ 1,549,754.00
Other Housing Programs	\$ 269,557.00
Local	\$ 41,708.00
Head Start/Early Head Start (HS/EHS) (1)	\$ 5,719,847.00
Administration	\$ 518,202.00
EnergyShare	\$ 231,455.00
Single Family Rehab (SFR)	\$ 101,739.00
USDA	\$ 371,956.00
Urgent Repair (URP)	\$ 194,844.00
Parents as Teachers (PAT)	\$ 72,000.00
Other	<u>\$ 10,471.00</u>
Total	\$ 10,951,309.00

NOTE: Administration = 4.7% of total budget

(1) Includes both federal and non-federal share.

*Does not include budgets such as Ahoskie School Apartments, Enfield School Apartments, Woodland-Olney School Apartments and leveraged housing loans or IDA match funds.

CADA 2013 - 2014 Fiscal Year Budget



*Does not include budgets such as Ahoskie School Apartments, Enfield School Apartments, Woodland-Olney School Apartments and leveraged housing loans or IDA match funds.

2015 CADA Programs

Ahoskie High School Apartments
Bertie County NC Works Career Center
Choanoke Meadows Subdivisions
CSBG Family Self-Sufficiency
EITC Assistance
Enfield School Apartments
Emergency Assistance
Energy Share
Family Literacy
HARRP (Heating Appliance Repair and Replacement Program)
Head Start / Early Head Start
Homeownership Counseling
Home Protection Loan Program
Individual Development Account (IDA)
Mobile Food Bank
NCHFA Single Family Rehabilitation Program
NCHFA Urgent Repair Program
Northampton County Food Pantry
Old Towne Village Senior Housing
Parents As First Teachers
Race To The Top Hub
Reverse Mortgage Counseling
Section 8 Housing Choice Voucher Program
Spring Street Housing
Weatherization
WIA Year Round Youth Programs
Woodland – Olney Senior Apartment

2015 CADA Programs

Bertie Co. CADA NC Works Career Ctr.	Andre Rowe, Center Manager	252.794.5616
CADA Executive Director	Sallie P. Surface, Executive Director	252.539-4155
CADA Head Start	Dianne Bynum, Head Start Director	252.539.4155
CADA Housing Choice Voucher Prog.	Wendy Futrell, Program Manager	252.539.4155
Community Services Block Grant	Christopher Moody, Program Manager	252.539.4155
Director of Agency Development	Melvin Powers	252.539.4155
Halifax Co. Community Service Center	Gail Walker, Center Manager	252.537.1111
Hertford Co. Community Service Center	Jacqueline Melton, Center Manager	252.332.2692
Housing Production Programs	Brenda Greene, Program Manager	252.539.4155
Northampton Co. Community Service Ctr.	Christopher Moody, Program Manager	252.539.4155
Parents as First Teachers	Pamela Taylor, Manager	252.209.8569
URP & SFR Housing Services	Jacqueline Melton, Program Manager	252.332.2692
Weatherization Prog.	Roy Worrells, Program Manager	252.539.4155
WIA Workforce Development Prog.	Olivia Taylor, WIA Coordinator	252.539.4155

Choanoke Area Development Association

Founding Board Members

Bertie County

L.L. Craig
Audrey Harrell
J.J. Harrington
W.R. Lawrence
Lebon Morris
Mrs. H.O. White

Hertford County

R.W. Baker, Jr.
Billy Hill
Fred Jones
W.T. Modlin
Harold Moore
James H. Wallace
Dr. Bruce E. Whitaker
R.J. Whitley

Halifax County

James T. Barnett
Harry Branch
Mrs. George Harrison
T.W. Myrick
Clyde Peedin
Eric Rodgers
Thomas B. Slade, III

Northampton County

P.A. Bullock
R.A. Chappell
Billy Fisher
T.G. Joyner
Angus McKellar
Mrs. Julian Porter

Officers

Dr. Bruce	Whitaker	President
J.J. Harrington	First	Vice President
Harry Branch	Second	Vice President
James H. Wallace	Secretary &	Treasurer

**Choanoke Area Development Association
Board Presidents 1962-2015**

1962	Dr. Bruce E. Whitaker	Hertford
1963	Mr. James. H. Wallace	Hertford
1964-1965	Mr. Fred Cooper	Halifax
1966-1967	Mr. Virgil McBride	Hertford
1968-1969	Mr. Perry Martin	Northampton
1970-1971	Mr. Thurman Askew	Halifax
1972	Dr. J. H. Stanley	Northampton
1973-1974	Ms. Doris Cochran	Halifax
1975-1976	Mr. J. W. Faison	Northampton
1977	Mr. James T. Ellen	Halifax
1978-1980	Mr. Nathan Copeland III.	Bertie
1981	Mr. Norman N. Parker	Halifax
1982-1984	Mr. Robert Sessoms	Hertford
1984-1987	Mr. John Henry Liverman Jr.	Northampton
1988-1989	Mr. Frank Stephenson Jr.	Hertford
1990-2007	Mr. Cleveland Blount Jr.	Hertford
2008-2013	Mr. Tyrone T. Williams	Halifax
2014-2015	Mr. J. Wendell Hall	Hertford

**Choanoke Area Development Association
Bertie County Former Board Members**

Adamson, Thelma
Alexander, Joseph
Ambrose, Mary
Anthony, Edward
Barfield, Virginia
Barnhill, Thelma
Baxter, Hollie
Bazemore, Timothy
Bell, James
Berry, William
Biggs, Melvina
Blankenship, J.W.
Bond, John
Bowen, Dannie Ray
Bradsher, Dr. Arthur
Brandt, Sharlene
Brinkley, Susan
Brown, Tildon E.
Brown, Wesley
Cherry, Joe
Cherry Jr., Norman M.
Coleman, M.W.
Cooper, Hoyt
Cooper, Collins
Copeland, III, Nathan
Cordon, Rev. Gary L.
Cordon, Dr. Chris B.
Craig, L.L.
Davis, Mary
Davis, Sharon
Drake, Lucille
Drake, Mary
Edwards, Charles
Kedley, Curt

Ferguson, Patricia D.
Freeman, Clifton
Freeman, Clinton
Freeman, David
Gilliam, James L.
Gilliam, Marilyn
Griffin, Charles B. David
Harden, Cynthia
Hardy, Ernest
Harrell, Aubrey
Harrell, James
Harrington, J.J.
Harris, Frank
Heath, Joseph
Heckstall, James
Highsmith, Don
Hurdle, Carrol
Jenkins, John
Johnson, F.R.
Kearney, James C.
Lawrence, Clarence
Lawrence, W.R.
Lee, Candy
Lee, Carl
Lee, Rev. Thomas
Low, Jonathan
McGlohon, Josephine
McGlone, Barry
McGregor, Rob
McPherson, George
Mitchell, Bessie
Morris, Lebon
Newkirk, William

Perry, Wallace
Pittman, Bertha
Powell, Agnes
Pugh, James S.
Rascoe, Morris L.
Raynor, Bertha
Rose, William
Ruffin, Audrey
Ruffin, Catherine
Russell, Francis
Saunders, Vivian
Savage, Bryant
Sessoms, Brodie
Sessoms, Winston
Shambley, Willie
Smith, Danyell
Speight, Thomas
Spivey, Robert
Spruill, Charles E.
Tayloe, Hazel
Thomas, Edward
Thompson, Dora
Thompson, Dorothy
Thompson, Otis
Watford, A.J.
Watford, Bruce M.
Watson, Eugene
Whitaker, Percell
White, Thadd
White, Mrs. H. O.
Williams, Anicia
Williams, Sarah
Williams, Rose

Choanoke Area Development Association Halifax County Former Board Members

Adams, K.F.	Faucette, Robert B.	Phillips, Neil
Arrington, Anne	Fleming, Robert	Pierce, William
Askew, John W.	Garner, Johnnie P.	Pittman, Calvin
Askew, Thurman E.	Garrison, Edward	Pittman, Frank
Baker, Jay	Gerald, Ruby J.	Pontius, Ellen
Baker, Jon	Griffin, Dr. Ervin V.	Powell, Beadie
Ballard, Clifton	Hall, John	Purnell, J.H.
Barnett, James T.	Harris, Glenda	Qualls, Quinton Q.
Barnhill, Undine	Harris, Kenneth	Reber, John
Beeks, Norman	Harrison, Mrs. George	Richardson, W.R.
Bias, John	Harvey, Esau	Riddick, Alfred
Blanton, Ramona	Harvey, David H.	Riley, Barbara
Bohannon, Joyce	Hawfield, B. Mason	Roberts, Luster
Boone, Richard	Hedgepeth, John D.	Robinson, Trimaine
Branch, Harry	Hedgepeth, Leon	Rodgers, Eric
Brantley, Dorcas N.	Heritage, William	Royster, Ollie
Brooks, John C.	Hesco, Calvin	Rutherford, Carlton
Bush, Joyce	Hoag, Dr. Leslie	Scardino, Peter
Campbell, George	Holliday, Jr., Dennis H.	Scott, Margaret
Caudle III, W. Robert	Hux, R. Hillard	Shearin, Teresa
Clark, Lillian	Hux, W.B.	Shell, Graham
Clarke, Norman M.	Jenkins, Dr. Offa Lou	Silver, Johnny B.
Clemonts, James	Johnson, Horace	Simmons, Jeremiah
Cochran, Doris	Johnson, William H.	Slade, III, Thomas
Cofield, Bettie	Jones, Arthur	Smith, James M.
Cook, Virgil	Jones, Edward	Smith, John
Cooper, Jr., Claude	Keeter, Mary	Smith, Marcelle O.
Cooper, Fred L.	Knight, James	Taylor, Richard M.
Currin, Ben	Knight, J. J.	Thomas, Charles
Davis, Archie	Lancaster, Ben	Uzzell, Travis
Day, Joseph	Lee, Nicole	Viverette, Johnny H.
Debnam, Clara D.	Lloyd, Shameka L.	Ward, Lenne`
Delancy, Sarah	Lynch, Charles R.	Warren, Frank
Deloatch, C.M.	Lynch, Theartis	Webb, Fred
Dixon, Janet	Madison, Stephen	Webb, Rev. Jeremiah
Dixon, John A.	Manley, Earlie	Whitaker, James D.
Dixon, John W.	Moose, Robert L.	Williams, Tyrone T.
Edwards, Emily	Myrick, T.W.	Williamson, Clemon
Edwards, Roger	Oakley, Sam	Willis, Charlie
Ellen, James T.	Overdahl, Ginny	Wilson, Claude
Exum, Joe	Parker, Norman N.	Wood, Herman
Faison, III, John R.C	Pearson, Walter	Young, Cornelius
Flanary, Dannie	Peedin, Clyde D.	Young, William
	Perkins, Mrs. Jerline B.	

Choanoke Area Development Association Hertford County Former Board Members

Baker, Jr., Richard W
Barham, Mrs. Leslie
Barnes, John W.
Blackburn, Linda
Blount, Jr., Cleveland A.
Boone, James P.
Brinkley, Robert E.
Brinkley, Susan
Brown, Brewster
Brown, Dorothy
Burlison, Frank
Campbell, Danny
Chestnutt, Joleatha
Cofield, Helen
Combo, Jessie
Cooper, Carolyn
Deal, Wayne
Dixon, Stanley
Douglas, Leroy
Eley, Odell
Faircloth, Dr. Anne
Fitzwater, Earl
Flood, Marian
Flood, Dr. Roy
Forbes, Caleb
Futrell, John
Gadsden, Richard
Gatling, Ranita
Gatling, Mrs. Goldie
Gibb, George
Gilliam, Lou Ann
Gougis, Dr. Reginald
Grant, Raymond
Hall, Calvin
Hall, Thelma
Hall, J., Wendell

Hall, William
Hendricks, Ella
Hill, Billy
Hill, Bob
Holley, George
Holloman, Robert
Howard, Ernest
Hunter, Andrew
Hunter, Jr., Howard
Hunter, Sr., Howard
Hutcherson, James
Jefferies, William M.
Jenkins, Larry
Jernigan, S.W.
Johnson, Mrs. Anna
Johnson, Lynn W.
Jones, Fred
Lassiter, David
Lassiter, Fletcher
Lawrence, Gladys Reid
Lewis, Ralph
Maloney, Rev., Francis
Martin, Russell
McBride, Virgil
McCoy, Harold
McKemy, Ph.D., Mary
Modlin, W.T..
Moore, Harold
Moore, Jessie Rae
Odom, Claude
Parker, Carl
Paul, Charles
Pierce, Sr., Charles I.
Porter, Henry
Porter, Mrs. Eutha

Privott, Hazel
Reid, Johnnie
Scott, Rev., John
Sessoms, Robert
Sharp, Annie
Sharpe, Norman
Simons, Mrs. Gloria
Smith, Jr., Louis M.
Speller, Mar
Staten, Malachi
Stephens, William
Stephenson, Dennis
Stephenson, Ernestine
Stephenson, Frank
Stephenson, Sandra V.
Tayloe, Jr., Sid
Taylor, Jr., John
Vann, Richard
Vaughan, Leon
Vaughan, Merle C.
Vaughan, Robert
Wallace, James H.
Watford, Willie M.
Weaver, Janice
Wentz, Rev., Allen W.
Whitaker, Dr. Bruce E
Whitaker, Julia
White, Gloria J.
White, Mrs. Thad
Whitley, R.J.
Wiggins, Veronica
Williams, Ray
Winstead, Glen
Worsley, Rev., Steve
Wright, James E.
Wyatt, Bert L.

Choanoke Area Development Association Northampton County Former Board Members

Ahearn, John
Alston, James R.
Arrington, Paula
Barnes, Laquita
Boone, James C.
Boone, James M.
Boone, John M.
Boone, Mora
Bowers, Scott.
Branch, Jethro
Brown, Jr., Eugene W.
Brown, Jr., Jackson F.
Buffaloe, Constance
Buffaloe, Eddie
Buffaloe, N.B.
Bullock, P.A.
Burgwyn, Molly
Carter, Robert
Casterlow, Jessie
Chappell, R.A.
Clark, Anthony
Clark, James
Cobb, Dr., Suzanne C.
Coleman, Marvin
Cumbo, Wilma
Deloatch Sr., Chester J.
Deloatch, Gloria
Deloatch, John W.
Dickens, Robert
Dickerson, Katherine
Douglas, Leroy
Edwards, Lucy
Edwards, Mrs. Grover
Ervin, Howard
Evans, Shelia M.

Faison, J.W.
Fisher, Billy
Fisher, G.E.
Forrest, John
Freeman, Stephen
Garner, Arnetha
Gay, Sue
Grant, Wallace
Guthrie, Horace
Harrell, Loretta
Herbert, Rev. W.E
Jackson, Gregory N.
Jackson, Ronald
Johnson, Isadora
Johnson, Joseph L.
Johnson, Vonnice
Jones, James H.
Joyner, T.G.
Kwasikpui, Alfred W.
Lassiter, Lloyd
Lee, Mrs. Gussie
Little, Mary
Liverman, Jr., J.H.
Lucas Scott
Majett, Joseph
Manley, Clifton
Manley, John
Mann, Ben I.
Martin, Grady L.
Martin, Perry
Massey, Rose
McKellar, Angus
McLean, Rev. Joe
Moody, Catherine B.
Moody, Ponce
Mora, Boone

Moseley, L.H.
Motzno, Joseph
Myers, Charles
Newsome, Senthia
Norton, Christine B.
O'Phelia, Helen L.
Outland, Jr., Dr. R.B.
Pope, L.E.
Porter, Mrs. Julian W.
Price, Floyd
Rachmat, Ms. Pat
Ransom, Jr., Joseph
Revelle, Sr., Guy
Sexton, Jr., Robert E.
Slaughter, Viola
Small, Ester
Spruill, Venus M.
Stancell, Horace
Stanley, Dr. J.H.
Stephenson, Clifford
Stephenson, T.C.
Taylor, Brenda
Taylor, Mrs. Thelma
Taylor, V.E.
Troutman, Jim
Tyler, Jr., Titus
Vann, Betty
Ward, Ruby V.
Warren, Christine
Warrick, Sharon
Wesley, James
Williams, Robin
Wilson, Clara
Wilson, Mrs. Wilbert

Staff with 15 Years or More of Service to CADA

Alethea Howard 1998 - Present	Jacqueline Melton 1999 - Present
Alice Sharp 1967 – 1999	James Clemonts 1971 – 1991 *
Angela Shaw 1996 – Present	Janice L. Williams 1998 - Present
Audrey Ruffin 1968 –1988 *	Janie Boone 1978 – Present
Barbara Boyce 1997 - Present	Joyce Garrison 1965 –1991
Barbara Vaughan 1997 - Present	Joyce Gilliam 1997 - Present
Bessie Mitchell 1969 – 2001	Lou Liverman 1971 – 2001
Brenda S. Greene 1999 – Present	Mable Jordan 1995 – Present
Caroline Spruill 1995 – Present	Marion Williams 1999 - Present
Carolyn Robinson 1995 – Present	Mary Powell 1995 – Present
Carrie Joyner 1966 - 2012	Odessa Britt 1967 -1994 *
Clara Palmer 1966 – 1994 *	Patricia Myrick 1992 - Present
Deborah Baker 1992 – Present	Paulette Lawrence 1966 - 2012
Deborah Tucker 1999 - Present	Phyllis Branch 1994 - Present
Dora Hoggard 1969 –1991 *	Regina Harrell 1995 – Present
Earlie Flythe 1995 – Present	Robert Owens 1998 - Present
Elise Gibbons 1968 – 1990 *	Ronna C. Johnson 1995 – Present
Elizabeth Walker 1989 – Present	Rosa Bond 1995 – Present
Evelyn Deloatch 1996 – Present	Ruth L. Buffaloe 1966 - 2002
Frances Herbert 1967 – 1989	Sallie P. Surface 1983-Present
Gloria F. Faison 1995 – Present	Sari Kim Parker 1998 -P resent
Helen Simmons 1975 – 1998 *	Sheri Cox 1999 – Present
J. Winston Sessoms 1966 – 1990 *	Wanda Vinson 1968 – 1989
	Wendy Gibbons-Futrell 1984 – Present

* Indicates Deceased

2014-2015

CADA Board of Directors

Bertie County

Cordon, Dr. Chris B.
Kedley, Curt-Asst Secretary Treasure
McGlone, Barry
Rascoe, Morris L.-Secretary Treasure
Watford, Bruce M.
White, Thadd

Halifax County

Caudle III., W. Robert
Flanary, Dannie
Gerald, Ruby J.
Griffin, Dr. Ervin V.
Lloyd, Shameka L.
Riddick, Alfred-2nd Vice President
Simmons, Jeremiah
Smith, James M.
Smith, Marcelle O.

Hertford County

Blackburn, Linda
Blount Jr., Cleveland A.
Gilliam, Lou Ann
Hall, J. Wendell-President
Johnson, Lynn W.
Stephenson, Sandra V.

Northampton County

Cobb, Dr., Suzanne C.
Deloatch Sr., Chester J.
Evans, Sheila Manley
Moody, Catherine B.
Spruill, Venus M.-Vice President
Williams, Robin

Officers

J. Wendell Hall	President
Spruill, Venus M.	First Vice-President
Riddick, Alfred	Second Vice-President
Rascoe, Morris L.	Secretary & Treasurer
Kedley, Curt	Assistant Secretary Treasurer

North Carolina Community Action Association

Hall of Fame Inductees

Community Champions

2005 Robert Spivey
2005 Dr. Bruce E. Whitaker*
2007 Robert L. Holloman*
2007 Howard J. Hunter Jr.*
2009 Dr. Andrew W. Doblestein
2011 Alice Eason Ballance
2011 Dock M. Brown, Sr*
2011 Dupont Lafayette Davis*
2013 Senator Edwards Jones*
2015 Norman M. Cherry, Sr.
2015 James F. Hoggard

Executive Director

2005 Sallie P. Surface
2005 James T. Barnett*
2007 Fred Cooper*
2007 John W. Taylor Sr.*
2009 James Winston Sessoms, Sr. *

Staff

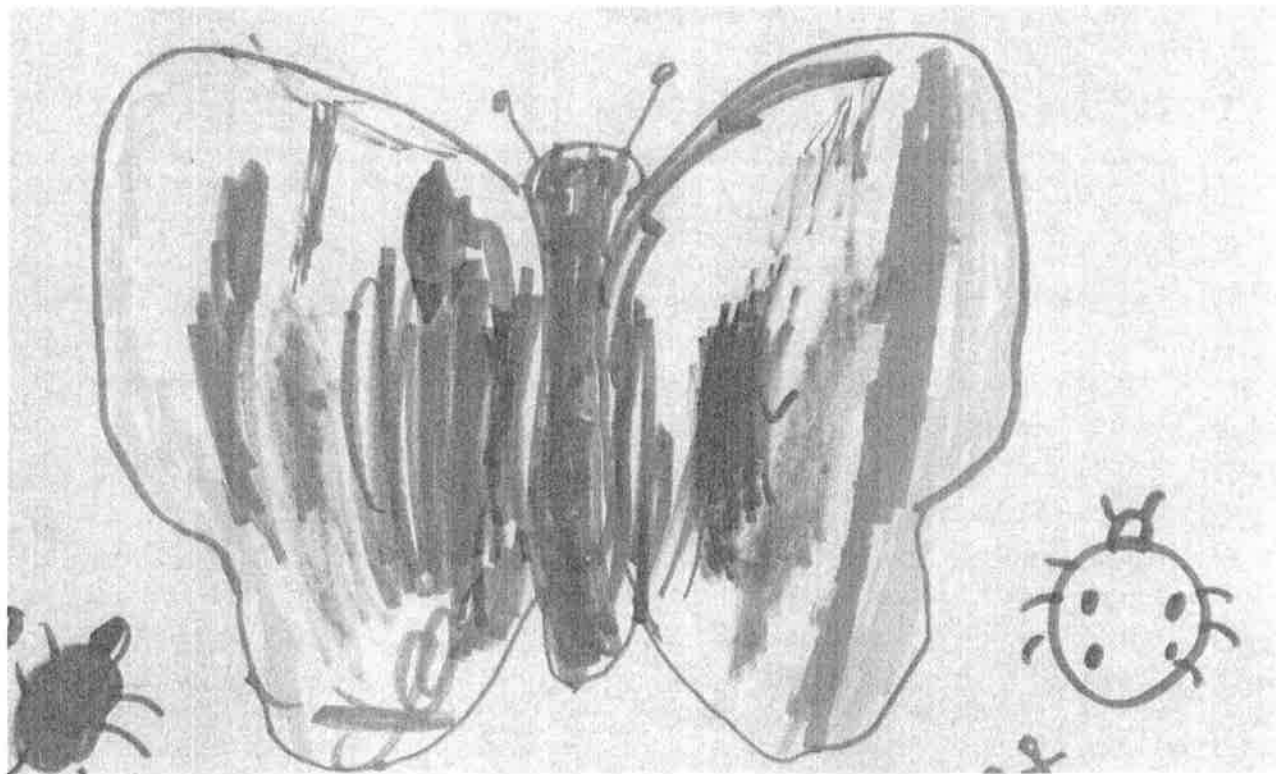
2005 Paulette Lawrence
2007 Wendell Edwards
2007 Bessie Mitchell
2007 Alice Sharpe
2009 Eugene W. Brown, Jr.
2009 Joyce Malone Garrison
2009 Carrie Joyner
2009 Lola Sykes Liverman
2009 Marilyn Mitchell Suitt
2011 Odessa Vaughan Britt*
2011 Ruth L. Buffaloe
2011 Frances (Bucky) Buck Herbert
2011 Audrey Hardy Ruffin*
2013 Kaiser Richardson*
2013 Mary Powell
2013 Elizabeth Walker
2015 Brenda S. Greene
2015 Thomas O. Hedgepeth

Board Members

2005 Doris Hill Cochran
2005 Rev. James Clemonts*
2005 Robert Earl Sessoms
2005 The Honorable John Hall*
2007 Thurman Askew*
2007 - Cleveland Blount, Jr.
2007 Joyce Bohannon*
2007 James Wright*
2009 Timothy Bazemore, Sr.
2009 Alfred W. Kwasikpui
2009 Tyrone T. Williams
2009 Clara M. Wilson
2011 Howard Bishop Ervin*
2011 Sue Gay
2011 Offa Lou Jenkins*
2011 Lynn Johnson
2011 Morris Lee Rascoe
2013 Frank Stephenson
2013 Kenneth Harris
2013 Curt Kedley
2013 John Smith
2013 Caleb J. Forbes Jr.
2013 James Doug Whitaker.
2015 George Campbell
2015 Dr. Ervin V. Griffin, Sr.
2015 James Wendell Hall
2015 Venus Michele Spruill



* Deceased



Kylie

Age 5

CADA Weldon Head Start



Head Start: Celebrating 50 Years of Opportunity

For 50 years Head Start has been the premier model for providing the whole child an opportunity for success in school and in life. Since the summer of 1965, more than 31 million children have benefitted from Head Start's comprehensive services - they have become business women and men, professors, teachers, lawyers, mayors, Members of Congress, athletes, foundation Presidents, Grammy-winning musicians, poets, and parents.

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