



**1 - strong leadership**

**6 - dedicated staff**

**6 - involved parents**

**9 - amazing kids**

**10 - supportive partners**

**10 - invested funders**

*It Takes a Village ...*

**2021-22**



**annual report**



## From Our Executive Director: Rico Alexander

Our world has become increasingly complex, and parents face more challenges than ever before. No matter how committed and involved a parent may be, there isn't a parent anywhere who doesn't need help sometimes. That is why, more than ever, it takes a village to raise a child. At PICA, we strive to be part of that village for parents and families, and we call upon not only parents themselves, but also other partners in our "village" to help us raise competent, confident children who are prepared to succeed in school and in life—cognitively, physically, socially, and emotionally.

This report not only describes PICA's programs and comprehensive services, but also celebrates all the parts of our collaborative village:

- Strong leadership
- Dedicated staff
- Involved parents
- Amazing kids
- Supportive community partners
- Invested funders

Together, this powerful village helps our Head Start children learn, grow, and reach their full potential.



While adhering to federal Head Start Program Performance Standards, PICA's leadership has developed innovative programming and services that meet the needs of our community and set PICA apart from other childcare providers. Our comprehensive approach to service delivery empowers the over 2,500 children and families we serve to achieve their goals and become self-sufficient, contributing members of their community.

## Comprehensive Services

**Early Childhood Education** – PICA provides early childhood education services and individualized instruction that promote school readiness and help each child prepare for success in kindergarten and beyond.

**Health Services** – To ensure children are healthy and ready to learn, PICA provides on-site medical, dental, and mental wellness services for all enrolled children. Medical services include on-site screenings, referral of children for needed treatment, and assistance to families in enrolling in health insurance coverage and finding a "medical home." Preventive dental care and basic restorative treatment for children are provided at PICA's six on-site dental clinics, and we also offer periodic dental clinics for pregnant women to promote good oral health during pregnancy. PICA also provides on-site mental wellness services and partners with The Family Partnership to provide group play therapy in a classroom setting. PICA's licensed mental health therapist provides individual services to children and one-on-one counseling for families and pregnant women.



Parents In Community Action, Inc. (PICA) was founded in 1969 by a group of concerned parents who competed to become the federal Head Start grantee for Hennepin County, Minnesota. Since that time, PICA's exceptional leadership has supported our mission, grown the agency, developed new programs in response to community needs, and guided PICA through the most challenging of times, including the recent COVID-19 pandemic.

## Health & Dental Care

- **2,101** children—**94%** of all enrolled children—were up-to-date on a schedule of preventive and primary health care in program year 2021-22.
- **1,999** children—or **96%** of those who were developmentally ready—had continuous, accessible dental care in program year 2021-22, including preventive care and dental treatment.

**Nutrition** – PICA participates in the federal Child and Adult Care Food Program (CACFP) and provides enrolled children with up to two-thirds of their daily nutritional needs, including a healthy breakfast, lunch, and snack.

**Transportation** – Door-to-door transportation is provided for all enrolled children to ensure child safety and promote good attendance.

**Services to Children With Disabilities** – At least 10% of PICA’s enrollment slots are reserved for children with diagnosed disabilities, who receive the full array of comprehensive Head Start or Early Head Start services in the least restrictive environment possible.

**Early Childhood Special Education** – All local school districts in PICA’s service area partner with PICA to provide Early Childhood Special Education (ECSE) services to eligible Head Start and Early Head Start children and coordinate with PICA teachers and children’s parents to develop Individual Education Plans (IEPs) and Individual Family Service Plans (IFSPs) for eligible children.

**Social Services and Family Support** – Our Advocates work with families to help them set and achieve goals, connect them to needed services and resources, and provide them with support and encouragement every step of the way. We also encourage their participation in our parent support groups, which provide a forum for airing questions and concerns, sharing challenges and successes, and networking with other parents.

**Workforce Development Programs for Parents** – PICA provides many opportunities for parents to acquire marketable skills and work experience that will help them meet their personal employment goals and work toward economic self-sufficiency.

## Strategic Planning

PICA’s leadership team also conducts strategic planning based on our agency goals and objectives and on the results of our community needs assessment process, our child outcomes data, and our staff’s training and development needs. This strategic planning process allows us to help children and families meet their individualized short-term goals while also looking ahead to the future of our agency and our community. PICA’s strategic plan provides a roadmap that allows us to make steady progress toward meeting PICA’s long-term goals for agency growth, facility expansion, staff development, and succession planning, while also addressing changing community needs and new challenges.

## Programs and Services

Under the guidance of our leadership team, PICA provides a number of specialized programs and services to meet the needs of low-income children and families in Hennepin County, Minnesota, including:

**Head Start** – PICA’s Head Start program promotes school readiness and provides children three to five years of age with comprehensive services to promote their cognitive, physical, and social-emotional growth and development. Our locally-designed approach to service delivery provides an array of program options to meet families’ unique and changing needs.

**Early Head Start** – PICA’s Early Head Start (EHS) program provides children six weeks to two years of age with the same comprehensive services as those provided in Head Start and offers a locally-designed array of EHS program options to meet families’ needs. Our EHS program also offers individualized services and support to pregnant women and their partners to promote healthy pregnancy, birth, and post-partum outcomes.

### PICA Executive Leadership Team

**Rico Alexander**, Executive Director

**Candee Melin**, Deputy Director

**Monshari Chandler**, Head Start/  
Early Head Start Director

**Alyce M. Dillon**, Director of Strategic Management  
and Policy

**Judith Baker**, Director of Diversity

**Su Melton**, Director of Finance

**Gretchen Hengemuhle**, Director of Licensing  
and Credentials

**Brody Burton**, Director of Facilities

**Project Secure** – Project Secure provides comprehensive Head Start and Early Head Start services to homeless children 6 weeks to five years of age residing in local shelters and assists their families in working toward economic self-sufficiency.

**New Lease on Life** – This program complements Project Secure by helping homeless families with young children to find safe, affordable housing while their children attend Project Secure.

**High Five** – This developmental kindergarten program serves children who turn five after the September 1 age cutoff for public school kindergarten entry. Children enrolled in High Five participate in targeted school readiness activities to prepare them for success in kindergarten.

**Collaboration Classrooms** – PICA offers special education services in collaboration with Minneapolis Public Schools Early Childhood Special Education (ECSE). Classrooms are staffed jointly by MPS ECSE teachers and PICA's Education staff.

**Early Head Start – Child Care Partnership Program** – PICA's Early Head Start – Child Care Partnership program with La Crèche Early Childhood Centers, Inc. was established to strengthen collaborative ties between EHS and childcare and to increase the overall quality of childcare services provided. Enrolled children six weeks to two years of age receive comprehensive EHS services on site at La Crèche, and partner staff members receive ongoing training, mentoring, and support from PICA.

**Head Start and EHS Lab School Classrooms** – PICA's Lab School, housed in our Early Childhood Family Development Workforce Training Center, serves as an innovative hands-on training ground for new PICA teachers as well as our EHS – Child Care Partnership teachers. New teachers learn from highly experienced teachers and benefit from an environment that maximizes opportunities for teacher-child interaction and bonding.

**Dual Language Classrooms** – PICA's dual language classrooms are available to families to honor and preserve children's home language and culture in the classroom environment. PICA offers dual language learning opportunities in English/Spanish, English/Somali, and Hmong enrichment.

## Board of Directors

PICA's Board of Directors supports our leadership team and practices shared governance with our parent Policy Council. Together, these bodies provide valuable input and oversight to the agency while sharing important decision-making responsibility in the areas of finance, funding, and employment.

Twenty-nine percent of PICA's board members are former Head Start parents or grandparents who have witnessed first-hand the tremendous difference Head Start makes in families' lives.

### PICA 2021-2022 Board of Directors

**Fran Stark, Chair**, *University of Minnesota – TRIO Program*

**Guy Bowling, Vice Chair**, *Goodwill-Easter Seals FATHER Project*

**Vernon Wetternach, Secretary**, *Minneapolis Housing Authority (retired)*

**Anise Mazone, Treasurer**, *University of Minnesota –  
Office of Student Affairs*

**Sharon Sayles Belton**, *Thomson Reuters  
Former Mayor of Minneapolis*

**Kassius Benson, P.A.**, *Kassius Benson Law Office*

**Tyanna Bryant**, *Policy Council Chair*

**Dan Cain**, *Former Executive Director, RS Eden (retired)*

**Dr. Wallace Franklin**, *Minneapolis Public Schools (retired)*

**Mary Merrill**, *Superintendent of Parks Emeritus*

**Bryan Nelson**, *MenTeach*

**Shawnee Twiet**, *Past Policy Council Chair*

**Anissa Watkins**, *Minnesota Department of Human Services*

**Makeda Zulu**, *University of Minnesota – UROC*

## Community Needs Assessment

PICA’s annual community needs assessment process allows us to examine community demographics, identify the strengths and needs of community residents, and determine how to best meet those needs. A brief summary of PICA’s most recent community needs assessment is provided below:

**Children Served** – Although the number of young children in Hennepin County receiving MFIP/DWP benefits decreased slightly this past year, the number of children eligible for Head Start and Early Head Start increased due to the fact that Supplemental Nutrition Assistance Program (SNAP) recipients are now categorically eligible for services. As shown in the table below, a significant number of young children remain unserved due to capacity constraints. Although PICA serves approximately 65% of the Head Start-eligible child population, we serve just 13% of EHS-eligible children and less than 1% of EHS-eligible pregnant women.

**Percentage of Eligible Children Served**

	Age 0-2 (EHS)	Age 3-4 (HS)	Pregnant Women
<b>Estimated Eligible</b>	3,716	3,172	4,973
<b>Funded Enrollment</b>	496	2,053	48
<b>% Served</b>	13%	65%	<1%

**Impact of COVID-19** – Over the past two and a half years, the COVID-19 pandemic has intensified already-challenging conditions for low-income families and communities of color, and the impact of COVID-19 can still be felt in our community. Childcare continues to be impacted by COVID, too, as children, staff, and family members contract new variants of the virus and additional safety protocols remain in place to prevent the spread of infection.

**Job Vacancy Rate and Labor Shortages** – Large numbers of people were forced out of their jobs or left voluntarily during the pandemic, and many have decided not to return to the workforce. As a result, the job vacancy rate in the Twin Cities metro area—including Hennepin County—has increased to an all-time high, and PICA’s service area is experiencing severe labor shortages in many sectors that show few signs of abating.

**Violence and Social Unrest** – In the nearly three years since the murder of George Floyd, the city of Minneapolis and surrounding communities continue to struggle with social unrest and violence as well as the loss or closure of many local businesses.

**Homelessness** – Homelessness increased significantly as a result of the pandemic and remains a pervasive problem in our community, especially among families with children. Young children continue to comprise approximately one-third of the homeless population in Hennepin County, with 43% of homeless children being age 5 or younger.

**Childcare** – While there are several options for childcare and early childhood education in Hennepin County—including childcare centers, family childcare homes, and voluntary pre-kindergarten (VPK) programs offered by local school districts, the comprehensive services offered by PICA—including parent training and workforce development programs—are often the best fit for meeting the unique needs of low-income children and families.

**Other Issues** – Additional issues affecting Hennepin County residents, including the low-income children and families served by PICA, include **food insecurity**, which doubled during the pandemic and tripled in households with children; **addiction issues**, which are affecting local families in record numbers and creating a need for intervention services to combat their debilitating effects; and ongoing **health and education disparities** which continue to negatively impact BIPOC populations.





## dedicated staff

PICA is a microcosm of what diversity should be. Our dedicated and diverse staff is racially, ethnically, culturally, and linguistically reflective of the children and families we serve and also understands first-hand the challenges that our families face as 52 percent of our staff consists of current or former Head Start or EHS parents. The majority of our families speak English, Spanish, Somali, Hmong, Oromo, Laotian, or Vietnamese, and we have staff members who speak each of these languages and others, including American Sign Language, facilitating effective communication with our families.

It is well established that children respond positively to teachers and role models who reflect their own racial, ethnic, and/or cultural identity. Unfortunately, there is a shortage of early childhood teachers in Minnesota, especially teachers of color. As mentioned previously, just 5% of all teachers in Minnesota, and even fewer early childhood teachers, are persons of color. PICA, however, is a significant contributor to the existing pool of highly qualified, credentialed teachers of color in the early childhood field. In fact, PICA is the number one trainer of teachers of color in the state of Minnesota.

PICA's teachers, 67% of whom are people of color, and 56% of whom are bilingual or multilingual, are well qualified to teach the diverse population of children we serve and to communicate effectively with their families. Similarly, our children and families feel comfortable interacting with our staff, whose diversity closely reflects the demographic makeup of the population we serve.

Finally, our staff members receive special training and access to resources that help them address the unique issues and challenges our families face, including homelessness, unemployment, food insecurity, medically fragile children, children with chronic health conditions, mental health concerns, and others. Our highly trained, dedicated staff is prepared to give their all and to do whatever it takes to meet families' needs and help them reach their full potential.

## PICA's Staff

- **67%** of PICA's child development staff members are people of color, and **21%** are of Hispanic origin.
- **56%** of PICA's child development staff members are bilingual or multilingual.
- **52%** of PICA's staff members are current or former Head Start parents or grandparents.
- **27%** have been with PICA for 20 years or longer.
- **100%** are vaccinated and boosted against COVID-19.

## involved parents



Parents are key to PICA's mission and to the successful operation of our agency. We believe parents are their child's first and most important teacher and value their input into all aspects of our programming. PICA partners with parents to help define the programs and services that are most needed by our families and our community and to ensure that we are meeting our families' needs and addressing the most critical challenges they face.

PICA also provides parents with opportunities to develop leadership skills, assume leadership roles in the agency, and represent PICA and Head Start at the local, state, and national levels. Like every Head Start program in the nation, PICA is mandated by law to have a parent Policy Council, whose membership is comprised of at least 51 percent parents and guardians of currently enrolled children. PICA's Policy Council—whose membership is over 95% parents and guardians of currently enrolled children—meets monthly and includes parents representing all PICA sites, plus community members who are concerned about the well-being of young children.

## PICA 2021-2022 Policy Council Members

**Tyanna Bryant, Chair**  
*Fraser Center*

**Falilatou Tagba Iniwe, Vice Chair**  
*McKnight Center*

**Eric Totten, Secretary; SPA Representative**  
*Aubrey Della Center*

**Khou Xiong, Treasurer**  
*Park Place Center*

**Isabel Alason-Gochez, McKnight Center**

**Guillermina Gama-Nunez, Portland Village Center**

**Hangisoa Gratia, McKnight Center**

**Madeline Hodapp, La Crèche Early Childhood Centers, Inc.**

**Safia Malow, McKnight Center**

**Samsam Mohamed, Glendale Center**

**Adriana Mozo, McKnight Center**

**Victoria Nagbe, Town Hall Center**

**Sukurat Oparemi, Town Hall Center**

**Feliciano Quizhpi-Granda, McKnight Center**

**Vanessa Ruiz-Cardova, South Branch Center**

**Silvia Sacta, Northeast Center**

**Sonia Parra Silvia, McKnight Center**

**Mashanta Whitley, Fraser Center**

**Kendra Watkins Williams, Pond Center**

We also encourage our Head Start and Early Head Start parents to participate in agency events and activities designed to help them acquire knowledge, learn new skills, connect with other parents, become involved in their community, and—most importantly—become a committed partner in their children’s education. Some of the parent involvement opportunities we offer include:

- Men Are Important male involvement program
- Valuing the Involvement of Parents (VIP) Committee to help parents learn about representative government
- Parent and Child (PAC) Time meetings to encourage parents and children to spend quality learning time together
- Parent Support Groups (pregnancy, grandparents, special needs, and “Talk About It Thursday” parent discussion group)
- Legal expungement workshops
- Kindergarten information fairs
- Classroom and agency volunteer opportunities
- Family and community events
- Workforce development programs

We encourage parents to become involved and to develop leadership skills that will empower them to advocate for their children, for themselves, and for Head Start. Parents can gain leadership experience by:

- Attending Center Committee meetings to plan activities at each PICA center and elect Policy Council representatives from their center
- Representing their center on PICA’s parent Policy Council
- Participating on an Agency Advisory Committee to provide input into the areas of Health, Social Services, and Education & Disabilities
- Representing PICA at Minnesota Head Start Association State Parent Affiliate (SPA) gatherings
- Representing PICA at state, regional, and/or national Head Start conferences, training sessions, and other events







As indicated by our name—*Parents In Community Action*—parents are at the very heart of our agency and are a vital part of our PICA “village.” Parents are involved in all aspects of our operations, from simply volunteering in their child’s classroom a few days a week to participating in agency governance and making important decisions about our agency’s programming, finances, funding, and employment. We are extremely proud of our parents, their accomplishments, and the critical role they play in their children’s education. Below you’ll meet one of our involved parents who has made great strides in her personal growth and contributed to PICA’s success.

## Parent Spotlight: Tyanna Bryant

Tyanna Bryant was born and raised in North and South Minneapolis, where she participated in Head Start as a preschooler. Although Tyanna faced many challenges in her life, including the death of her 14-year-old brother when she was in high school, she persevered, earning her GED in 2005, while also completing the career training program at Twin Cities RISE, working at Wells Fargo Bank for seven years, and attending Summit Academy where she completed an internship as a Health Advocate.

Now the proud mother of six sons, Tyanna began her Head Start journey in 2017 as a Head Start parent at PICA’s Fraser Center, where she participated in Center Committee activities and served on PICA’s parent Policy Council for five years, even while pregnant with her twins! During her last two years on the Policy Council, Tyanna was elected Chair by her peers and also served as the parent representative on PICA’s Board of Directors. She has also represented PICA on the State Parent Affiliate (SPA) of Minnesota Head Start Association and testified at the State of Minnesota Legislature about her Head start journey and her experiences as a Head Start parent.

Tyanna clearly cares about and supports her community. In addition to serving PICA and Head Start at the local, state, and regional levels, she is also involved in several community efforts to improve life for all community residents and to support other parents in strengthening the family. She has served as the Board Secretary of Community Action Partnership of Hennepin County for three years and is a part of the NorthPoint Health and Wellness Center Karibu support group and the African American Women’s Support Group. Tyanna is also involved in the “Rusty and the Crew” Recycling Education Program, which assists families in their efforts to recycle.



*Tyanna Bryant,  
PICA Parent and  
2021-22 Policy Council Chair*

Tyanna also takes advantage of any program that can help her improve life for herself and her children. She has attended programs at Build Wealth Minnesota, whose mission is to “strengthen underserved communities by empowering families to build sustainable social and economic wealth,” and also participated in the Trauma Healing Group at Zion Baptist Church, through which she achieved her certificate in trauma and healing.

Honored recently as a Head Start Hero by the Minnesota Head Start Association for her leadership and advocacy efforts, Tyanna is always eager to help Head Start in any capacity she can and to advocate for Head Start and for her community wherever and whenever she is called upon to do so!

In addition, PICA provides many opportunities for parents to acquire skills and experience that will help them meet their personal goals and achieve economic self-sufficiency for their families. One of the most unique opportunities PICA offers is its array of in-house Parent Training Projects, available in the areas of Infant/Toddler Child Development, Preschool Child Development, Transportation, Nutrition, and Clerical Skills. All parent trainees participate in 96 hours of hands-on training under the guidance of experienced PICA professionals to gain the knowledge, skills, and work experience needed to obtain living wage employment in the local community and/or enhance their parenting and family management skills. Transportation Training Program participants also prepare to take the road test to obtain a Commercial Driver's License (CDL), required to transport Head Start children.

PICA also offers additional workforce development opportunities for parents, including our Parent Professional Development Internship Program, on-site training for parents seeking to earn their Child Development Associate (CDA) credential, ESL classes for parents who want to improve their English skills, GED preparation classes for parents planning to take their General Educational Development (GED) test, and citizenship classes for those parents planning to become U.S. citizens.

Involved parents are one of the best indicators of children's success in school; at PICA, we encourage each parent to become involved to the greatest extent possible to both support their children's education and to develop their own skills, abilities, and leadership qualities.



Although we say it takes a village to raise a child, children themselves are an important part of the "village" in which we all live, work, and strive to be our best. Our Head Start and Early Head Start children are enthusiastic, curious, and motivated to learn!

The ultimate goal of PICA's Head Start program is to prepare children for success in school and to reach their full potential. Toward this goal, PICA provides young children with individualized learning experiences that promote the acquisition of cognitive, physical, and social-emotional skills.

In addition, we help them develop language and literacy skills in English as well as in their home language. Our curriculum incorporates best practices from the research-based *Creative Curriculum*® and the research-based *High/Scope Curriculum* and is designed to help children acquire the specific knowledge and skills they will need to succeed in kindergarten.

Our outcomes-based assessment process makes use of best practices from the nationally recognized, research-based Teaching Strategies Gold assessment tool. We assess children's progress three times per program year—fall, winter, and spring—to gauge progress toward established kindergarten readiness benchmarks, including indicators of physical, cognitive, and social-emotional growth.

We also provide on-site support services such as Early Childhood Special Education, play therapy, speech therapy, physical therapy, and occupational therapy to ensure that each child has the best possible opportunity to learn and to be successful when they graduate from Head Start and enter kindergarten.

## PICA's Children

- In 2021-22, PICA was funded to serve **2,549** children and their families—**496** infants and toddlers and **2,053** preschoolers
- **55%** of our children are from families that speak a primary language other than English in their homes
- **26%** of our children are learning another language in addition to English
- **10%** of the children we serve have an Individualized Education Program (IEP) and are eligible for special education and related services under the Individuals with Disabilities Education Act (IDEA).
- **652** proud Head Start graduates headed to kindergarten in 2022.



## invested funders



PICA receives funding from a variety of sources—federal, state, county, foundations, and others—including individual donors who have chosen to invest in the future of our Head Start children and our community.

Thank you to all of you who have supported PICA with your time, talents, financial gifts, and/or in-kind donations. Every day, your contributions help us to achieve our mission of empowering low-income children and families to reach their full potential. Your generous support is especially valuable to us as we face new and ongoing challenges and develop innovative ways to address the needs of those we serve.

### Projected Budget

PICA's projected budget for fiscal year 2021-22 is presented below:

Salaries	\$18,956,475
Payroll Taxes and Fringe Benefits	9,427,361
Travel	35,682
Supplies	1,566,809
Contractual	935,494
Insurance	354,089
Vehicle Gas, Oil & Maintenance	409,072
Maintenance/Equipment	721,195
Local Travel	30,250
Communications	618,424
Child Care	22,508
Parent Activities & Child Field Trips	15,711
Fees, Subscriptions & Advertising	181,955
Rent & Utilities	898,811
Miscellaneous	11,406
Food Cost	1,432,206
Staff and Parent Training	513,356
<b>Total</b>	<b>\$36,130,804</b>

## supportive partners



Although PICA provides comprehensive services to children and families through its Head Start and Early Head Start programs, we can't do it alone. We rely on our over 100 collaborative partnerships in the areas of child and parent education; health and nutrition; dental health; mental wellness; the arts; STEM activities; physical movement; community involvement; and others to help us provide these services and to enhance our programming. Together, we are able to better meet the needs of children and families in our community and contribute to their well-being.

The relationships we have developed with our community partners allow us to provide many more services on site than we could typically provide on our own and allow our children and families to access these services in a comfortable, familiar environment. With the help of our partners, we are also able to provide a number of curriculum enhancements in our classrooms to enrich children's educational experiences, including math and science, art, music, dance, drama, yoga, gardening, and more.

## Revenue

PICA's revenue sources for fiscal year 2021-22 are shown below:

U.S. Dept. of Health and Human Services	\$26,788,387
State of Minnesota	7,575,960
Hennepin County	1,521,227
U.S. Department of Agriculture	1,194,824
Think Small	707,947
Minnesota Dept. of Education Scholarships	829,365
City of Minneapolis	297,042
Screening Revenue	83,939
Other Contributions	498,177
<u>Miscellaneous Revenue</u>	<u>29,414</u>
<b>Total Revenue</b>	<b>\$39,526,282</b>

## Actual Expenses

PICA's actual expenses for fiscal year 2021-22 are shown below:

Salaries	\$18,650,818
Payroll Taxes and Fringe Benefits	9,106,258
Travel	29,477
Supplies	1,525,965
Contractual	924,637
Insurance	321,183
Vehicle Gas, Oil & Maintenance	378,489
Maintenance/Equipment	700,990
Local Travel	23,065
Communications	594,513
Child Care	14,025
Parent Activities & Child Field Trips	10,733
Fees, Subscriptions & Advertising	175,280
Rent & Utilities	888,788
Miscellaneous	8,869
Food Cost	1,429,712
<u>Staff and Parent Training</u>	<u>498,193</u>
Total Expenses Before Depreciation	35,280,995
Depreciation	776,046
Total Expenses	36,057,041
<u>Change in Net Assets from Operations</u>	<u>3,469,241</u>
<b>Total</b>	<b>\$39,526,282</b>

## Financial Standing and Compliance Review Results

PICA is committed to compliance with federal Head Start Program Performance Standards and stringent financial management principles. The most recent **federal monitoring review** of our Head Start and Early Head Start programs was a virtual Focus Area 2 (FA2) review conducted by the Administration for Children and Families on April 19-23, 2021, covering the following areas: Program Management and Quality Improvement; Monitoring and Implementing Quality Education and Child Development Services; Monitoring and Implementing Quality Health Services; Monitoring and Implementing Quality Family and Community Engagement Services; Monitoring and Implementing Fiscal Infrastructure; and Monitoring Eligibility, Recruitment, Selection, Enrollment, and Attendance (ERSEA). We are pleased to report that PICA was found to be monitoring and implementing each of these areas successfully and in full compliance with all applicable Head Start Program Performance Standards.

PICA's **financial audit** for fiscal year 2021-22 was conducted by the independent CPA firm, Mayer Hoffman McCann P.C. The Independent Auditors' Report indicates that: "...the financial statements [of PICA] present fairly, in all material respects, the financial position of Parents In Community Action, Inc., as of June 30, 2022, and the changes in its net assets and its cash flows for the year then ended, in conformity with accounting principles generally accepted in the United States of America." PICA's full audit report for the fiscal year ending June 30, 2022, is available for review upon request.



## **PICA Centers**

PICA serves children and families at 13 early childhood development centers located throughout Hennepin County. In addition, our Early Head Start – Childcare Partnership site, La Crèche Early Childhood Centers, Inc., serves Early Head Start children in North Minneapolis. PICA's locations include:

### **McKnight Early Childhood Family Development Center**

4225 Third Avenue South  
Minneapolis, MN 55409  
612-825-7422  
Center Director: MaryAnnette Quinnell

### **Donald M. Fraser Early Childhood Family Development Center**

700 Humboldt Avenue North  
Minneapolis, MN 55411  
612-377-7422  
Center Director: Felicia Frelix

### **Park Place Early Childhood Family Development Center**

2745 Park Avenue South  
Minneapolis, MN 55407  
612-870-7422  
Center Director: Marguerite Anderson

### **Town Hall Early Childhood Family Development Center**

8500 Zane Avenue North  
Brooklyn Park, MN 55443  
763-425-7422  
Center Director: Diane Hughes

### **South Branch**

7145 Harriet Avenue South  
Minneapolis, MN 55423  
612-861-7422  
Center Director: Marguerite Anderson

### **Glendale Early Childhood Family Development Center**

96 Saint Mary's Avenue Southeast  
Minneapolis, MN 55414  
612-874-7422  
Center Director: Tonya Mayes

### **Northeast Neighborhood Early Learning Center**

342 Thirteenth Avenue Northeast  
Minneapolis, MN 55413  
612-379-7422  
Center Director: Tonya Mayes

### **Helen H. Taylor Early Childhood Family Development Center**

4901 Olson Memorial Highway  
Golden Valley, MN 55422  
763-541-7422  
Center Director: Antyette Walker

### **Portland Village**

1829 Portland Avenue South  
Minneapolis, MN 55404  
612-871-7422  
Center Director: Marguerite Anderson

### **PICA Early Childhood Family Development Workforce Training Center**

4225 Third Avenue South  
Minneapolis, MN 55409  
612-821-2201  
Center Director: Candee Melin

### **Pond Family Center**

9600 Third Avenue South  
Bloomington, MN 55420  
952-884-7422  
Center Director: Marguerite Anderson

### **Aubrey Della Early Childhood Family Development Center**

6415 Brooklyn Boulevard  
763-535-7422  
Center Director: Antyette Walker

### **Southwood Early Learning Center**

4901 West 112<sup>th</sup> Street  
Bloomington, MN 55437  
612-871-7422  
Center Director: Marguerite Anderson

### **EHS-Childcare Partnership Location:**

La Crèche Early Childhood Centers, Inc.  
1120 Oliver Avenue North  
Minneapolis, MN 55411  
Executive Director: Phyllis Sloan

## History of Excellence

PICA is proud of its long history of excellence in delivering high quality services to children and families. We strive for excellence because that is what our children and families deserve as they, too, strive for excellence in their journey to reach their full potential.

### Awards & Recognition

- Honored since 1999 as a National Head Start Association Program of Excellence
- Named as a “Top 150” Workplace multiple times in the Minneapolis *Star Tribune’s* annual survey of local employers
- Top rating (4 stars) in Minnesota’s childcare quality rating system, *Parent Aware*
- Nationally recognized in-house Parent Training Programs
- Nationally recognized *Men Are Important* male involvement program



## Contact PICA

For more information about PICA, contact us in writing or by telephone at:

**Parents In Community Action, Inc.**  
**700 Humboldt Avenue North**  
**Minneapolis, MN 55411**  
**612-377-7422**

### Apply for Head Start or Early Head Start

To enroll your child in Head Start or Early Head Start at PICA, visit our website at [www.picaheadstart.org](http://www.picaheadstart.org) to apply online; or print an application and other necessary forms, complete the application forms, and bring them to one of our centers during regular business hours.

### Visit Us on Facebook, Twitter, Instagram or LinkedIn

Visit PICA on the web at [www.picaheadstart.org](http://www.picaheadstart.org) to learn more about our programs, services, and community activities. Like us on **Facebook** and follow us on **Twitter** and **LinkedIn** to receive updates about PICA.



### Call Our Hotline

To hear up-to-date information about upcoming events and activities at PICA, call our **Information Hotline**, with information available in five languages:

<b>General #</b>	<b>612-377-4444</b>
<b>English</b>	<b>612-374-0701</b>
<b>Hmong</b>	<b>612-374-0709</b>
<b>Oromo</b>	<b>612-374-0703</b>
<b>Somali</b>	<b>612-374-0707</b>
<b>Spanish</b>	<b>612-374-0705</b>

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Minneapolis, MN 55411



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