LIFT

Community Action Agency, Inc.

Board of Directors Meeting

FEBRUARY 10, 2026 • 10:00 AM

HEAD START ADMINISTRATION OFFICE

1005 S. 5TH STREET - HUGO, OKLAHOMA

Our Mission:

To improve the lives of low-income individuals and families through service and collaboration leading to self-sufficiency.

Board of Directors and/or Executive Committee Meeting
LIFT Community Action Agency, Inc.
Tuesday, February 10, 2026 · 10:00 a.m.
Head Start Administration Office · 1005 S. 5th Street · Hugo, Oklahoma · 74743

AGENDA

A. Call to Order and Invocation

B. Opening of Board Meeting – Roll Call, Declaration of Quorum, and Introduction of Guests

C. Finance/Audit/Loan Committee Report

Consent Docket *- The following items of business indicated by brackets (D and E, F, G) may be voted upon by a single vote of the Board without discussion, unless and except for any item which any one of the Board desires to have discussion about at the meeting or withdrawn from the Consent Docket and handled individually in order immediately following the completion of the Consent Docket.*

D. Vote to Approve January 2026 Regular Meeting Minutes (*Organizational Standard 5.5*)

E. Vote to Approve December 2025 Financial Reports (Pre-Year-End Close); Distribution of January 2026 Financials for March 2026 Consideration and Vote (*OS 8.7*)

F. Vote to Approve Submission of Resolutions/Grant Applications – **$1,649,390**
1. FY 2026 Improvement Grants Application to Choctaw Nation of Oklahoma, Child Care Assistance Program
2. Spark Good Local Grant Application to Walmart (Facility 117, Broken Bow) - ***$3,500***
3. Spark Good Local Grant Application to Walmart (Facility 49, Hugo) - ***$5,000***
4. Spark Good Local Grant Application to Walmart (Facility 38, Idabel) - ***$3,500***
5. FY 2026 Community Services Block Grant Application (1st Allocation) to Oklahoma Department of Commerce/Community Development - ***$79,390***
6. FY 2026 YouthBuild Program Grant Application to U.S. Department of Labor, Employment and Training Administration - ***$1,518,000***
7. 2026 Victims of Crime Act Grant Application (Court Appointed Special Advocates) to Oklahoma District Attorneys Council - ***$15,000***
8. 2026 VOCA Grant Application (Victim Advocacy Services) to Oklahoma DAC - ***$25,000***

G. Vote to Approve Acceptance of Grants/Contracts/Awards – **$22,640**
1. FY 2026 Improvement Grant Awards from Choctaw Nation of Oklahoma, Child Care Assistance Program - ***$4,640***
2. Child Care Stabilization Grant Program Awards (Year 5/Quarter 2, Early Learning Centers) from Choctaw Nation of Oklahoma - ***$18,000***

H. Consideration and Possible Action to Approve Waiver/Exemption of Conflict of Interest for BIL25 Department of Energy (DOE) Weatherization Assistance for Betty Langley (step-grandmother-in-law to LIFT CAA employee Macy Self), that a full and proper posting of the disclosure has been made to the public, that no objections have been received from the public, a legal opinion determining there is no violation of Oklahoma or local law, any conflict or potential conflict should be waived, and the expenditure of DOE BIL25 Weatherization Assistance Program funds is fair to LIFT CAA

I. Consideration and Possible Action on Submission of LIFT CAA 403(b) Retirement Plan Form 5500 (*Plan Year 2024, Period: 8/1/2024–7/31/2025*)

J. Consideration and Possible Action to Approve FY 2026 Operating Plan and Annual Operating Budget Documents (by Lines of Business) for Submission to NeighborWorks® America

K. Consideration and Possible Action to Approve 2026-2027 Eligibility, Recruitment, Selection, Enrollment, and Attendance Integrated Services Policies and Procedures with Prioritization Schedule/Point System

L. Executive Director's Report

M. Board Training/Programmatic Report: Quarterly Housing Production (October – December 2025) as Reported to NeighborWorks® America (*OS 5.7 & 5.9*)

N. Program Spotlight: Work Ready Oklahoma – Idabel (*OS 5.9*)

O. Risk Assessment and Management Report (*OS 5.9*)

P. Policy Council Report (*OS 2.1 & 5.9*)

Q. Recognition of February 2026 Employee of the Month: Eino Lahti, Driver – Transit Program

R. Recognition of Service Awards

Five Years:

Alan Henslee, Fatherhood Coordinator/Community Education Coordinator – Healthy Start
David Jobe, Program Director – CORE Dad Pushmataha County
Kayla Lemons, Cook – Head Start Program
Angela Moore, Family Advocate – Head Start Program
Jessica Watts, Behavioral Health Case Manager – RENEW Center &
Family/Youth/Community Advocate – Better Choices : Better Futures Program

Ten Years:

Johonna House, Assistant Nutrition Specialist – Early Head Start-Child Care Program

S. Other Reports/Announcements/Correspondence: Head Start Programs Monthly Reports (Program Summary, Communication and Guidance, Enrollment/Attendance, Meals/Snack, Data Analysis); Teen Dating Violence Awareness and Prevention Month (*OS 5.9*)

T. Consideration and Possible Action on New Business (*Not known about or which could not have been reasonably foreseen prior to time of posting the Agenda, Oklahoma Statute Title 25 § 311*)

U. Vote to Adjourn

Posted: _____ *Date:* _____ *Time:* _____

LIFT COMMUNITY ACTION AGENCY, INC.
209 NORTH 4TH STREET
HUGO, OKLAHOMA 74743

MINUTES
BOARD OF DIRECTORS MEETING
January 13, 2026
Head Start Administration Office - Hugo, Oklahoma

The Board of Directors of LIFT Community Action Agency, Inc. met in a regular meeting session on Tuesday, January 13, 2026 at 10:05 a.m. The meeting was held at LIFT CAA's Head Start Administration Office, located at 1005 S. 5th Street in Hugo, Oklahoma. The notice of time, place, and an agenda for the meeting were posted 24 hours prior within prominent view at the main office (209 N. 4th St., Hugo, Oklahoma) and the meeting site (1005 S. 5th St., Hugo, Oklahoma) as well as online at https://liftca.org/board/.

The meeting was called to order by Chairman William Smith.

The Invocation was given by Board Member David Hawkins.

Roll Call was taken, and a quorum was established (17 Board Members present, 6 absent). The following Board Members were present at the meeting site: Brad Burgett, Kevin Cory, Brent Franks, Brad Gernand, Lori Greer, David Hawkins, Andrea Henkel, Jia Johnson, Sharon Johnson, Vickie Leathers, Sandra Meeks, Carolyn Pool, William Smith, Consuelo Splawn, Vicky Wade, Debra Williams, and Craig Young. The following members were absent: Tami Barnes, Colby Bryant, Kristi Graham, Jordan Hill, David Smith, and Jim Bob Sullivan. LIFT CAA employees and visitors present at the meeting site were: Kinsey Cox, Sheree Ensley, Macy Self, Rebecca Porter, Kathy James, Brandon McDaniel, Amber Garman, Brittany Bailey, Becky Powers, Joe Powers, Kenesha Coleman, Donna Hudson, Dawn McKee, James Caldwell, Terry Wren, Johnny Driggers, Tonya Chandler, Owyne Gardner, Bryce Nash, Amanda Perry, and Melissa Wingfield.

In order to be in compliance with the Open Meeting Act (Title 25, Oklahoma Statutes §§ 301-314), the vote of each member was publicly cast and recorded. The agenda contained Consent Docket items of business and the rules that pertain to voting on the items.

Sheree Ensley, Fiscal Officer, provided the Board with the Finance/Audit/Loan Committee Report. The Committee met on January 13, 2026 prior to the Board Meeting. The Committee received a status report on all active loans; there were no new loan applications to present. The Committee voted to recommend full Board approval of the agency's Financial Reports for November 2025. The Committee was presented with the December 2025 Financial Reports (pre-year-end close). There were no property updates.

CONSENT DOCKET ITEMS
CONSIDER APPROVAL OF MEETING MINUTES/FINANCIAL REPORTS

William Smith, Chairman, requested the Board's vote to approve the December 2025 Regular Meeting Minutes and the November 2025 Financial Reports; the December 2025

Financials were distributed for consideration and vote at the February 2026 Board Meeting (Organizational Standards 5.5 and 8.7). A motion was made by Andrea Henkel and seconded by Brad Burgett to approve the December 2025 Regular Meeting Minutes and November 2025 Financial Reports. The roll call vote was as follows: Yes 16; No 0; Abstain 0. The motion carried. The Voting Record is attached (Items D & E).

CONSIDER SUBMISSION OF RESOLUTIONS/GRANT APPLICATIONS

William Smith, Chairman, requested the Board's vote to approve agency submission of Resolutions and Grant Applications, as follows:

1. FY 2026 Network NTI Training Grant & Lodging Benefit Application to NeighborWorks® America in the amount of $5,750; if awarded, these funds will be used for agency staff and Board Members to participate in NeighborWorks-provided training (i.e. NeighborWorks Training Institutes and others) to increase staff and Board Member capacity. Funds can be used to support expenses associated with travel, tuition, lodging, and other training costs.

After discussion and Board Member input with regards to the application presented, a motion was made by David Hawkins and seconded by Brad Burgett to approve the submission of resolutions and/or grant applications in the amount of $5,750 presented as listed on the Consent Docket. The roll call vote was as follows: Yes 16; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item F).

CONSIDER ACCEPTANCE OF GRANTS/CONTRACTS/AWARDS

William Smith, Chairman, requested the Board's vote to approve agency acceptance of Grants, Contracts, and Awards, as follows:

1. Opioid Abatement Grant Subcontract from McCurtain County Board of Commissioners via Oklahoma Office of Attorney General/Opioid Abatement Board in the amount of $447,000; under this grant award, the McCurtain County Board of Commissioners will serve as lead of the Tri-County Abatement Collaborative, which also includes the Boards of Commissioners for Choctaw and Pushmataha Counties. Under LIFT CAA's subcontract for direct service provision with the Collaborative, the agency will fulfill the role of service provider for the grant award. The Tri-County Abatement Collaborative will use the grant funds to address four of eight priority areas adopted by the Opioid Abatement Board, which include Contingency Management, Naloxone Distribution, Medications for Opioid Use Disorder, and Supported Employment. It is anticipated that the project will serve 225 participants over the three-year project period.
2. Round Up Change Program Donation (Court Appointed Special Advocates) from Kwik Chek/McCraw Oil Company Incorporated in the amount of $3,200; these funds, which were raised locally at area Kwik Chek stores through the Round Up Change Program, will be used to support operational expenses of the agency's CASA Program.
3. Transportation Services Contract from Oklahoma Office of Management & Enterprise Services; the funding under this contract will be used for the provision of transportation services for Temporary Assistance for Needy Families (TANF) participants and clients of other similar programs, for the purpose of reporting to work-related activities in Choctaw, McCurtain, and Pushmataha Counties. Transportation may also be provided for additional activities, such as substance abuse treatment, mental health treatment, and job search activities, as well as the transport of participant children to and from daycare facilities. While there is not a total amount of funding associated with the contract, LIFT CAA will

be reimbursed for services at a rate of $2.99/mile.

4. FY 2026 Family Violence Prevention and Services Act Grant Award from Oklahoma Office of Attorney General in the amount of $10,247.38 (Match: $2,049.48); funding will be used to support LIFT CAA's Victim Services programs, staff, and their work to: prevent incidents of family violence, domestic violence, and dating violence; provide immediate shelter, supportive services, and access to community-based programs for victims of family violence, domestic violence, or dating violence, and their dependents; and provide specialized services for children exposed to family violence, domestic violence, or dating violence, including victims who are members of underserved populations. LIFT CAA will be required to meet the matching requirements (not less than $1 for every $5 of Federal funds provided to the agency under the program funding), for a total of $2,049.48.
5. FY 2026 Network NTI Training Grant & Lodging Benefit Award from NeighborWorks® America in the amount of $5,750; these funds will be used for agency staff and Board Members to participate in NeighborWorks-provided training (i.e. NeighborWorks Training Institutes and others) to increase staff and Board Member capacity. Funds can be used to support expenses associated with travel, tuition, lodging, and other training costs.

A motion was made by Lori Greer and seconded by Jia Johnson to approve acceptance of grants, contracts, and awards in the amount of $466,197.38 as presented and listed on the Consent Docket. The roll call vote was as follows: Yes 16; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item G).

Rebecca Porter, Executive Director, and Kathy James, Senior Program Planner, provided training over Board Member/Executive Director Duties, Roles, and Responsibilities as well as Community Services Block Grant Information Memorandum #82 Tripartite Boards. The Board Training first included a review and discussion of the Powers, Responsibilities, and Role of the Board and Executive Director, as well as the Role of the Tripartite Board, presented by Porter. James then reviewed CSBG Information Memorandum #82 Tripartite Boards. Using excerpts from LIFT CAA's Amended By-Laws and "Board Roles and Responsibilities: Nonprofit Community Action Agencies" (training material created by Community Action Program Legal Services, Inc. [CAPLAW] and the Community Action Partnership), the role of the Tripartite Board and key roles/responsibilities were also reviewed and discussed further. In addition, documents required for each LIFT CAA Governing Board Member were distributed: Code of Conduct, Conflict of Interest Policies/Certification, Board Member Job Descriptions, Demographic/Disclosure Questionnaire, Child Abuse and Neglect Information System Search Form, and By-Laws/Addendum and Attestation. James conducted a review and discussion of the documents; Board Members completed the documents, which were then collected. Porter also reviewed the Amended and Restated By-Laws/Addendum (as provided) with the Board, for attestation of review/receipt. These required documents, which will be checked for compliance during the next Oklahoma Department of Commerce Monitoring Review, will be kept securely on file at LIFT CAA's Administrative Office, located at 209 N. 4th Street in Hugo, Oklahoma. This item corresponds with Organizational Standards 5.4, 5.6, 5.7, and 5.8.

Rebecca Porter, Executive Director, requested the Board's consideration and possible action to re-appoint Jeannie McMillin as LIFT CAA Equal Employment Opportunity Officer. McMillin has held this appointment since 2012, and has attended trainings and other continuing education to keep her well-versed and able to administer the duties as EEO Officer for LIFT CAA.

A motion was made by Craig Young and seconded by Lori Greer to re-appoint Jeannie McMillin as LIFT CAA Equal Employment Opportunity Officer. The roll call vote was as follows: Yes 16; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item I).

Rebecca Porter, Executive Director, requested the Board's consideration and possible action to approve the LIFT CAA Equal Opportunity Policy Statement. Porter reviewed the Equal Opportunity Policy Statement with the Board, explaining minor updates made to the policy language to better reflect current guidance and alignment with applicable Federal directives. A motion was made by Debra Williams and seconded by Brad Burgett to approve the LIFT CAA Equal Opportunity Policy Statement. The roll call vote was as follows: Yes 16; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item J).

William Smith, Chairman, requested that Item K - Consideration and Possible Action to Approve Waiver/Exemption of Conflict of Interest for BIL25 Department of Energy Weatherization Assistance for Betty Langley, be tabled until the next LIFT CAA Board Meeting (February 10, 2026) to allow time for the collection of additional information. A motion was made by Brad Burgett and seconded by Kevin Cory to table Item K until the next LIFT CAA Board Meeting on February 10, 2026. The roll call vote was as follows: Yes 16; No 0; Abstain 0. The motion carried. The Voting Record is attached (Table Item K).

William Smith, Chairman, requested the Board's consideration and possible action to elect Board Members for vacant Committee Seats, pursuant to LIFT CAA Amended and Restated By-Laws, Article XI. Smith explained that, through this action, one Board Member would be elected to each of the following Committees, to fill currently vacant seats: Board Giving Committee; Board Training Committee; By-Laws Committee; Committee to Research Private and Low-Income Sector Representation for Choctaw County; and Risk Assessment and Management Committee. Smith then opened the floor to nominations. A motion was made by Brent Franks and seconded by Debra Williams to elect the following Board Members for vacant Committee Seats:

- Board Giving Committee – Jim Bob Sullivan (Public Sector, Choctaw County)
- Board Training Committee – Lori Greer (Private Sector, Choctaw County)
- By-Laws Committee – David Smith (Public Sector, Pushmataha County)
- Committee to Research Private & Low-Income Sector Representation for Choctaw County – Sharon Johnson (Low-Income Sector, Choctaw County)
- Risk Assessment & Management Committee – Colby Bryant (Private Sector, Choctaw County)

The roll call vote was as follows: Yes 16; No 0; Abstain 0. The motion carried. The Voting Record is attached (Item L).

William Smith, Chairman, appointed Lori Greer (Choctaw County) to serve as Chairperson for the Board Training Committee, pursuant to LIFT CAA Amended and Restated By-Laws, Article XI, Section 2.

William Smith, Chairman, appointed Board Member Brad Gernand to the Transportation Advisory Council. There was a vacancy on the Council stemming from the departure of Patsy Guess, who had termed out as a representative for the Head Start Programs Policy Council on the Board of Directors. Therefore, it was necessary to appoint a new member to the Council to fill the open seat. The Transportation Advisory Council regularly convenes each quarter, with a primary

purpose to inform agency leadership of the transportation needs of older Americans within their communities, and serves an essential function in helping to identify and address transportation barriers, challenges, and resources.

Brittany Bailey, ERSEA Specialist, provided a Board Training/Programmatic Report over Eligibility, Recruitment, Selection, Enrollment and Attendance (ERSEA) for the Head Start, Early Head Start, and EHS-Child Care Programs (Organizational Standards 5.7 and 5.9). Bailey also distributed the 2026-2027 ERSEA Integrated Services Policies and Procedures with Prioritization Schedule/Point System for Board review. She explained the ERSEA process and Point System along with the reasoning behind or basis for each part of the ERSEA Policies and Procedures, as well as any changes proposed. Board Members were asked to submit any comments or proposed changes to the policies/procedures before the Board Meeting in February 2026.

Becky Powers, Case Manager, provided a Program Spotlight presentation over the LIFT YouthBuild Program (Organizational Standard 5.9). The presentation highlighted the YouthBuild Program's role in serving opportunities for youth ages 16 to 24 in Choctaw County and surrounding areas who face barriers to education and employment. Powers reviewed how the YouthBuild Program combines academic instruction, occupational skills training, leadership development, and community service to support participants in earning a high school diploma or equivalency while gaining hands-on construction experience. Participants split their time between classroom instruction and work-based learning activities, including the rehabilitation of housing to benefit low-income families, and receive supportive services designed to reduce barriers to participation. The presentation also noted that the YouthBuild Program provides approximately 600 hours of combined education, workforce preparation, and leadership development, followed by up to twelve months of post-program follow-up services. Powers shared information on participant engagement, program partnerships, and the program's focus on helping youth develop job readiness, life skills, and pathways to continued education or employment.

Kinsey Cox, Administrative Assistant/CSBG Administrator/Public Relations Specialist, presented the 2025 LIFT CAA Customer Satisfaction Report for the 3rd and 4th Quarters in accordance with CSBG Organizational Standards 1.3 and 6.4. The Customer Satisfaction Surveys are designed to allow customers an outlet for providing feedback. The Customer Satisfaction Surveys are completed by clients either online or in paper format after having inquired about or received a service through an agency-operated program. LIFT CAA analyzes these survey responses as an additional tool to determine overall effectiveness of programs. During the 3rd and 4th Quarters, a total of 201 surveys were collected. Of those, 46% were from McCurtain County, 27% from Choctaw County, and 27% from Pushmataha County. The programs represented during the 3rd and 4th Quarters included the Healthy Start and Choosing Childbirth Programs, Weatherization, and Apartments. Of those responding, 100% were satisfied with regards to satisfaction level for agency services received.

Rebecca Porter, Executive Director, recognized Terry Wren (Director, Weatherization Program) as the January 2026 Employee of the Month.

Rebecca Porter, Executive Director, recognized Donna Hudson (Transit Clerk, Transit Program) for Thirty Years of Service to the agency.

William Smith, Chairman, presented the Other Reports/Announcements/Correspondence as follows: Head Start Programs Monthly Reports (Program Summary, Communication and Guidance, Enrollment/Attendance, Meals/Snack, Data Analysis); Office of Head Start Focus Area 2: Comprehensive Services Review Notifications; Head Start Enrollment Letter of Completion; FY 2026 Classroom Assessment Scoring System (CLASS®) Review Notification; 2025 Holiday Food Basket Report; 2025 Red Kettle Campaign Report; and National Stalking Awareness Month (Organizational Standard 5.9).

There was no New Business brought before the Board.

William Smith, Chairman, requested the Board's vote to adjourn. A motion was made by Brad Burgett and seconded by Craig Young to adjourn the regular meeting. The roll call vote was as follows: Yes 16; No 0; Abstain 0. The motion carried. Voting record is attached (Item V).

The Regular Meeting adjourned at 11:43 a.m.

_____
Sandra Meeks, Secretary/Treasurer

CALL TO ORDER: 10:05 am

				A. HENKEL	B BURGETT		P. HAWKINS	B. BURGETT		L. GREER	J. JOHNSON		C. YOUNG	V. GREER		P. WILLIAMS	B. BURGETT	
	January 13, 2026	**Present**	**Absent**	D & E			F			G			I			J		
				Y	N	A	Y	N	A	Y	N	A	Y	N	A	Y	N	A
1	Tami Barnes		✓															
2	Colby Bryant		✓															
3	Brad Burgett	✓		✓			✓			✓			✓			✓		
4	Kevin Cory	✓		✓			✓			✓			✓			✓		
5	Brent Franks	✓		✓			✓			✓			✓			✓		
6	Brad Gernand	✓		✓			✓			✓			✓			✓		
7	Kristi Graham		✓															
8	Lori Greer	✓		✓			✓			✓			✓			✓		
9	David Hawkins	✓		✓			✓			✓			✓			✓		
10	Andrea Henkel	✓		✓			✓			✓			✓			✓		
11	Jordan Hill		✓															
12	Jia Johnson	✓		✓			✓			✓			✓			✓		
13	Sharon Johnson	✓		✓			✓			✓			✓			✓		
14	Vickie Leathers	✓		✓			✓			✓			✓			✓		
15	Sandra Meeks	✓		✓			✓			✓			✓			✓		
16	Carolyn Pool	✓		✓			✓			✓			✓			✓		
17	David Smith		✓															
18	Consuelo Splawn	✓		✓			✓			✓			✓			✓		
19	Jim Bob Sullivan		✓															
20	Vicky Wade	✓		✓			✓			✓			✓			✓		
21	Debra Williams	✓		✓			✓			✓			✓			✓		
22	Craig Young	✓		✓			✓			✓			✓			✓		
23	William Smith	✓																
24																		
25																		
26																		
27																		

B. BURGETT | K. CORY | B. FRANKS | D. WILLIAMS | B. BURGETT | C. YOUNG

	January 13, 2026	Present	Absent	TABLE ITEM F			L			V								
				Y	N	A	Y	N	A	Y	N	A	Y	N	A	Y	N	A
1	Tami Barnes		✓															
2	Colby Bryant		✓															
3	Brad Burgett	✓		✓			✓			✓								
4	Kevin Cory	✓		✓			✓			✓								
5	Brent Franks	✓		✓			✓			✓								
6	Brad Gernand	✓		✓			✓			✓								
7	Kristi Graham		✓															
8	Lori Greer	✓		✓			✓			✓								
9	David Hawkins	✓		✓			✓			✓								
10	Andrea Henkel	✓		✓			✓			✓								
11	Jordan Hill		✓															
12	Jia Johnson	✓		✓			✓			✓								
13	Sharon Johnson	✓		✓			✓			✓								
14	Vickie Leathers	✓		✓			✓			✓								
15	Sandra Meeks	✓		✓			✓			✓								
16	Carolyn Pool	✓		✓			✓			✓								
17	David Smith		✓															
18	Consuelo Splawn	✓		✓			✓			✓								
19	Jim Bob Sullivan		✓															
20	Vicky Wade	✓		✓			✓			✓								
21	Debra Williams	✓		✓			✓			✓								
22	Craig Young	✓		✓			✓			✓								
23	William Smith	✓																
24																		
25																		
26																		
27																		

ADJOURN: 11:43 am

LIFT Community Action Agency Inc
Parent - Lift : LIFT Community Action Agency Inc
Comparative Balance Sheet
End of Jan 2026

FINANCIAL ROW	AMOUNT (AS OF JAN 2026)	COMPARISON AMOUNT (AS OF FY 2025)	VARIANCE	% VARIANCE
ASSETS				
Current Assets				
Bank				
1000 - Cash				
1010 - Checking Account	$8,103,723.32	$8,012,333.61	$91,389.71	1.14%
1020 - Payroll Account	$376,940.14	$353,476.31	$23,463.83	6.64%
1021 - First United Accounts Payable	$314,686.71	$314,314.38	$372.33	0.12%
1022 - First United TH Reserve	$154,818.05	$154,198.40	$619.65	0.40%
1023 - First United General Escrow	$180,887.56	$170,287.56	$10,600.00	6.22%
1024 - First United Marina License	$164.71	$164.69	$0.02	0.01%
1025 - First United Deposit (PayPal)	$3,756.65	$3,553.29	$203.36	5.72%
1028 - First United Unrestricted Funds CD	$879,472.65	$877,088.89	$2,383.76	0.27%
1030 - Shamrock Bank - Clayton	$1,881.77	$1,881.77	$0.00	0.00%
1040 - Petty Cash	$735.00	$735.00	$0.00	0.00%
1050 - McCurtain County National Bank	$4,735.24	$2,122.57	$2,612.67	123.09%
Total - 1000 - Cash	**$10,021,801.80**	**$9,890,156.47**	**$131,645.33**	**1.33%**
Total Bank	**$10,021,801.80**	**$9,890,156.47**	**$131,645.33**	**1.33%**
Accounts Receivable				
1100 - Receivables				
1105 - Accrued Acct Receivable	$228,938.28	$228,938.28	$0.00	0.00%
1110 - Accounts Receivable	$240,031.12	$917,096.35	($677,065.23)	-73.83%
1120 - Due From (A/R)	($362.96)	($362.96)	$0.00	0.00%
Total - 1100 - Receivables	**$468,606.44**	**$1,145,671.67**	**($677,065.23)**	**-59.10%**
1300 - Other receivables				
1320 - Notes/loans receivable	$268,569.30	$268,569.30	$0.00	0.00%
1321 - Loans Receivable from Belmont	$181,588.48	$181,588.48	$0.00	0.00%
1322 - Loans Receivable from Clayton	$249,295.53	$249,295.53	$0.00	0.00%
1323 - Loans Receivable rom Kiamichi	$123,563.90	$123,563.90	$0.00	0.00%
1324 - Loans Receivable from SOCDC	$522,001.57	$522,001.57	$0.00	0.00%
1326 - Loans Receivable from Rouleau House	$39,323.84	$39,323.84	$0.00	0.00%
1327 - Receivable - NW Capital from Building Funds	$106,404.00	$110,837.00	($4,433.00)	-4.00%
Total - 1300 - Other receivables	**$1,490,746.62**	**$1,495,179.62**	**($4,433.00)**	**-0.30%**
Total Accounts Receivable	**$1,959,353.06**	**$2,640,851.29**	**($681,498.23)**	**-25.81%**
Other Current Asset				
1400 - Other assets				
1450 - Prepaid Expenses	$92,654.90	$146,241.08	($53,586.18)	-36.64%
1465 - Advances Paid	$222.27	$220.83	$1.44	0.65%
Total - 1400 - Other assets	**$92,877.17**	**$146,461.91**	**($53,584.74)**	**-36.59%**
1500 - Investments				
1530 - Property/Lots held for Sale	$375,516.35	$375,516.35	$0.00	0.00%
1599 - Undeposited Funds	$2,509.60	$734.60	$1,775.00	241.63%
Total - 1500 - Investments	**$378,025.95**	**$376,250.95**	**$1,775.00**	**0.47%**
NS097 - Interfund Due to /Due from	($738.73)	($738.73)	$0.00	0.00%
Payroll Float	$399,017.97	$399,017.97	$0.00	0.00%
Total Other Current Asset	**$869,182.36**	**$920,992.10**	**($51,809.74)**	**-5.63%**
Total Current Assets	**$12,850,337.22**	**$13,451,999.86**	**($601,662.64)**	**-4.47%**
Fixed Assets				

FINANCIAL ROW	AMOUNT (AS OF JAN 2026)	COMPARISON AMOUNT (AS OF FY 2025)	VARIANCE	% VARIANCE
1600 - Fixed operating assets				
1610 - Land	$1,087,094.00	$1,087,094.00	$0.00	0.00%
1620 - Buildings	$7,056,276.04	$7,056,276.04	$0.00	0.00%
1630 - Leasehold Improvements	$2,123,010.79	$2,123,010.79	$0.00	0.00%
1640 - Computers & Equipment over $5,000	$1,046,791.74	$1,046,791.74	$0.00	0.00%
1650 - Vehicles	$4,250,106.82	$4,250,106.82	$0.00	0.00%
Total - 1600 - Fixed operating assets	**$15,563,279.39**	**$15,563,279.39**	**$0.00**	**0.00%**
1700 - Accum deprec - fixed operating assets				
1725 - Accum deprec - building	($5,745,780.99)	($5,745,780.99)	$0.00	0.00%
1735 - Accum amort - leasehold improvements	($2,072,640.82)	($2,072,640.82)	$0.00	0.00%
1740 - Accum. Amortization Leases	($19,501.30)	($19,501.30)	$0.00	0.00%
1745 - Accum deprec - furn,fix,equip	($56,655.06)	($56,655.06)	$0.00	0.00%
1755 - Accum deprec - vehicles	($245,150.94)	($245,150.94)	$0.00	0.00%
Total - 1700 - Accum deprec - fixed operating assets	**($8,139,729.11)**	**($8,139,729.11)**	**$0.00**	**0.00%**
Total Fixed Assets	**$7,423,550.28**	**$7,423,550.28**	**$0.00**	**0.00%**
Other Assets	**$31,834.84**	**$31,834.84**	**$0.00**	**0.00%**
Total ASSETS	**$20,305,722.34**	**$20,907,384.98**	**($601,662.64)**	**-2.88%**
Liabilities & Equity				
Current Liabilities				
Accounts Payable	**($20,186.07)**	**($18,071.18)**	**($2,114.89)**	**11.70%**
Other Current Liability				
2100 - Accrued liabilities				
2105 - Accrued Expense Payables	$79,886.02	$79,886.02	$0.00	0.00%
2110 - Wages Payable	$572,557.94	$572,557.94	$0.00	0.00%
2115 - Accrued Pension	$26,654.22	$26,654.22	$0.00	0.00%
2120 - Accrued Employee Benefits	$249,873.33	$280,888.43	($31,015.10)	-11.04%
2125 - Accrued Benefits	$67,348.99	$67,348.99	$0.00	0.00%
2130 - Accrued payroll taxes	$29,229.50	$29,229.50	$0.00	0.00%
2131 - Accrued Taxes	$33,430.32	$33,430.32	$0.00	0.00%
2135 - Indirect Payable	$162,728.60	$162,728.60	$0.00	0.00%
2150 - Home Loan Escrow Accounts	($372.27)	($537.77)	$165.50	-30.78%
2160 - Due to (Liab)	$22,255.06	$22,255.06	$0.00	0.00%
2180 - Accrued Payroll Deductions	($17,461.19)	($17,078.12)	($383.07)	2.24%
Total - 2100 - Accrued liabilities	**$1,226,130.52**	**$1,257,363.19**	**($31,232.67)**	**-2.48%**
2400 - Refundable Advances				
2450 - Apartment Sec Deposits Payable	$32,816.50	$31,955.50	$861.00	2.69%
2455 - Sales Taxes Payable	$773.54	$91.55	$681.99	744.94%
Total - 2400 - Refundable Advances	**$33,590.04**	**$32,047.05**	**$1,542.99**	**4.81%**
2500 - Short-term notes & loans payable	**$106,404.00**	**$110,837.00**	**($4,433.00)**	**-4.00%**
Total Other Current Liability	**$1,366,124.56**	**$1,400,247.24**	**($34,122.68)**	**-2.44%**
Total Current Liabilities	**$1,345,938.49**	**$1,382,176.06**	**($36,237.57)**	**-2.62%**
Long Term Liabilities				
2700 - Long-term notes & loans payable				
2780 - Lease liability	$15,846.10	$15,846.10	$0.00	0.00%
Total - 2700 - Long-term notes & loans payable	**$15,846.10**	**$15,846.10**	**$0.00**	**0.00%**
Total Long Term Liabilities	**$15,846.10**	**$15,846.10**	**$0.00**	**0.00%**
Equity	**$18,943,937.75**	**$19,509,362.82**	**($565,425.07)**	**-2.90%**
Total Liabilities & Equity	**$20,305,722.34**	**$20,907,384.98**	**($601,662.64)**	**-2.88%**

LIFT Community Action Agency Inc
Parent - Lift : LIFT Community Action Agency Inc
Comparative Income Statement
Jan 2026

FINANCIAL ROW	AMOUNT (JAN 2026)	COMPARATIVE AMOUNT (FY 2025)	VARIANCE	% VARIANCE
Ordinary Income/Expense				
Income				
4000 - Contribution Revenue	**$2,397.72**	**$177,832.03**	**($175,434.31)**	**-98.65%**
4100 - Inkind Revenue	**$73,413.15**	**$946,507.99**	**($873,094.84)**	**-92.24%**
4200 - Miscellaneous Revenue	**$84,701.70**	**$1,251,270.13**	**($1,166,568.43)**	**-93.23%**
4400 - State Revenue	**$1,182.19**	**$3,858,273.13**	**($3,857,090.94)**	**-99.97%**
4500 - Federal Revenue	**$813,946.85**	**$14,799,205.32**	**($13,985,258.47)**	**-94.50%**
4900 - Recoveries from Programs	**$349,249.03**	**$3,884,668.12**	**($3,535,419.09)**	**-91.01%**
5000 - Rental Revenue	**$70,857.00**	**$920,006.74**	**($849,149.74)**	**-92.30%**
5100 - Program Fee Revenue	**$70,591.62**	**$1,382,397.66**	**($1,311,806.04)**	**-94.89%**
5300 - Interest and Dividends	**$22,106.21**	**$130,078.91**	**($107,972.70)**	**-83.01%**
5400 - Revenue from other sources	**$1,424.50**	**$1,573,925.82**	**($1,572,501.32)**	**-99.91%**
5800 - Special Event	**$808.36**	**$21,700.53**	**($20,892.17)**	**-96.27%**
Total - Income	**$1,490,678.33**	**$28,945,866.38**	**($27,455,188.05)**	**-94.85%**
Cost Of Sales				
8000 - Cost of Goods Sold	**$0.00**	**$7,411.11**	**($7,411.11)**	**-100.00%**
Total - Cost Of Sales	**$0.00**	**$7,411.11**	**($7,411.11)**	**-100.00%**
Gross Profit	**$1,490,678.33**	**$28,938,455.27**	**($27,447,776.94)**	**-94.85%**
Expense				
7000 - Grants, contracts, & direct assistance	**$16,053.79**	**$1,236,799.26**	**($1,220,745.47)**	**-98.70%**
7200 - Salaries & related expenses	**$988,182.53**	**$11,996,461.49**	**($11,008,278.96)**	**-91.76%**
7300 - Indirect Cost Pool Expense	**$155,193.44**	**$1,780,616.81**	**($1,625,423.37)**	**-91.28%**
7500 - Contract/Consultant Services	**$153,611.99**	**$1,861,011.35**	**($1,707,399.36)**	**-91.75%**
8100 - Non personnel expenses	**$66,253.83**	**$1,126,398.52**	**($1,060,144.69)**	**-94.12%**
8200 - Facility & equipment expenses	**$113,377.83**	**$3,002,256.87**	**($2,888,879.04)**	**-96.22%**
8300 - Travel & meetings expenses	**$23,151.60**	**$556,187.14**	**($533,035.54)**	**-95.84%**
8400 - Insurance Expense	$164,588.27	$2,105,800.20	($1,941,211.93)	-92.18%
8700 - Food Expenses	**$124,668.35**	**$1,638,075.22**	**($1,513,406.87)**	**-92.39%**
8800 - In-Kind Expenses	**$73,413.15**	**$946,507.99**	**($873,094.84)**	**-92.24%**
Total - Expense	**$1,878,494.78**	**$26,250,114.85**	**($24,371,620.07)**	**-92.84%**
Net Ordinary Income	**($387,816.45)**	**$2,688,340.42**	**($3,076,156.87)**	**-114.43%**
Other Income and Expenses				
Other Expense				
8500 - Other Expense	**$177,608.62**	**$2,151,831.09**	**($1,974,222.47)**	**-91.75%**
Total - Other Expense	**$177,608.62**	**$2,151,831.09**	**($1,974,222.47)**	**-91.75%**
Net Other Income	**($177,608.62)**	**($2,151,831.09)**	**$1,974,222.47**	**-91.75%**
Net Income	**($565,425.07)**	**$536,509.33**	**($1,101,934.40)**	**-205.39%**

LIFT Community Action Agency Inc
Parent - Lift : LIFT Community Action Agency Inc
Statement of Functional Expense
Jan 2026

FINANCIAL ROW	- UNASSIGNED - Amount	CAPITAL Amount	FUNDRAISING Amount	MANAGEMENT & GENERAL (ADMIN) Amount	OTHER Amount	PROGRAM SERVICES Amount	*TOTAL Amount*
Operating Activities							
Net Income	($481,541.47)	$475.00	$0.00	($35,689.82)	$0.00	($48,668.78)	($565,425.07)
Adjustments to Net Income							
Accounts Receivable	$677,065.23	$4,433.00	$0.00	$0.00	$0.00	$0.00	$681,498.23
Other Current Asset	$302.56	$0.00	$0.00	$0.00	$0.00	$53,282.18	$53,584.74
Accounts Payable	($2,114.89)	$0.00	$0.00	$0.00	$0.00	$0.00	($2,114.89)
Sales Tax Payable	$1,081.99	$0.00	$0.00	$0.00	$0.00	($400.00)	$681.99
Other Current Liabilities	($30,783.67)	$0.00	$0.00	($4,433.00)	$0.00	$412.00	($34,804.67)
Total Adjustments to Net Income	**$645,551.22**	**$4,433.00**	**$0.00**	**($4,433.00)**	**$0.00**	**$53,294.18**	**$698,845.40**
Total Operating Activities	**$164,009.75**	**$4,908.00**	**$0.00**	**($40,122.82)**	**$0.00**	**$4,625.40**	**$133,420.33**
Net Change in Cash for Period	**$164,009.75**	**$4,908.00**	**$0.00**	**($40,122.82)**	**$0.00**	**$4,625.40**	**$133,420.33**
Cash at Beginning of Period	**$35,057,407.49**	**($91,896.72)**	**$1,914.51**	**($11,030,105.99)**	**$1,408.02**	**($14,047,836.24)**	**$9,890,891.07**
Cash at End of Period	**$35,221,417.24**	**($86,988.72)**	**$1,914.51**	**($11,070,228.81)**	**$1,408.02**	**($14,043,210.84)**	**$10,024,311.40**

LIFT Community Action Agency Inc
Parent - Lift : LIFT Community Action Agency Inc
Statement of Financial Position
End of Jan 2026

FINANCIAL ROW	AMOUNT
ASSETS	
Current Assets	
Bank	
1000 - Cash	
1010 - Checking Account	$8,103,723.32
1020 - Payroll Account	$376,940.14
1021 - First United Accounts Payable	$314,686.71
1022 - First United TH Reserve	$154,818.05
1023 - First United General Escrow	$180,887.56
1024 - First United Marina License	$164.71
1025 - First United Deposit (PayPal)	$3,756.65
1028 - First United Unrestricted Funds CD	$879,472.65
1030 - Shamrock Bank - Clayton	$1,881.77
1040 - Petty Cash	$735.00
1050 - McCurtain County National Bank	$4,735.24
Total - 1000 - Cash	**$10,021,801.80**
Total Bank	**$10,021,801.80**
Accounts Receivable	
1100 - Receivables	
1105 - Accrued Acct Receivable	$228,938.28
1110 - Accounts Receivable	$240,031.12
1120 - Due From (A/R)	($362.96)
Total - 1100 - Receivables	**$468,606.44**
1300 - Other receivables	
1320 - Notes/loans receivable	$268,569.30
1321 - Loans Receivable from Belmont	$181,588.48
1322 - Loans Receivable from Clayton	$249,295.53
1323 - Loans Receivable rom Kiamichi	$123,563.90
1324 - Loans Receivable from SOCDC	$522,001.57
1326 - Loans Receivable from Rouleau House	$39,323.84
1327 - Receivable - NW Capital from Building Funds	$106,404.00
Total - 1300 - Other receivables	**$1,490,746.62**
Total Accounts Receivable	**$1,959,353.06**
Other Current Asset	
1400 - Other assets	
1450 - Prepaid Expenses	$92,654.90
1465 - Advances Paid	$222.27
Total - 1400 - Other assets	**$92,877.17**
1500 - Investments	
1530 - Property/Lots held for Sale	$375,516.35
1599 - Undeposited Funds	$2,509.60
Total - 1500 - Investments	**$378,025.95**
NS097 - Interfund Due to /Due from	($738.73)
Payroll Float	$399,017.97
Total Other Current Asset	**$869,182.36**
Total Current Assets	**$12,850,337.22**
Fixed Assets	
1600 - Fixed operating assets	
1610 - Land	$1,087,094.00
1620 - Buildings	$7,056,276.04
1630 - Leasehold Improvements	$2,123,010.79

FINANCIAL ROW	AMOUNT
1640 - Computers & Equipment over $5,000	$1,046,791.74
1650 - Vehicles	$4,250,106.82
Total - 1600 - Fixed operating assets	**$15,563,279.39**
1700 - Accum deprec - fixed operating assets	
1725 - Accum deprec - building	($5,745,780.99)
1735 - Accum amort - leasehold improvements	($2,072,640.82)
1740 - Accum. Amortization Leases	($19,501.30)
1745 - Accum deprec - furn,fix,equip	($56,655.06)
1755 - Accum deprec - vehicles	($245,150.94)
Total - 1700 - Accum deprec - fixed operating assets	**($8,139,729.11)**
Total Fixed Assets	**$7,423,550.28**
Other Assets	
1800 - Other Assets	
1810 - Right to Use Asset - Leases	$31,847.83
1950 - Stale Dated Payables	($12.99)
Total - 1800 - Other Assets	**$31,834.84**
Total Other Assets	**$31,834.84**
Total ASSETS	**$20,305,722.34**
Liabilities & Equity	
Current Liabilities	
Accounts Payable	
2000 - Payables	
2010 - AP Accrued monthly	($20,186.07)
Total - 2000 - Payables	**($20,186.07)**
Total Accounts Payable	**($20,186.07)**
Other Current Liability	
2100 - Accrued liabilities	
2105 - Accrued Expense Payables	$79,886.02
2110 - Wages Payable	$572,557.94
2115 - Accrued Pension	$26,654.22
2120 - Accrued Employee Benefits	$249,873.33
2125 - Accrued Benefits	$67,348.99
2130 - Accrued payroll taxes	$29,229.50
2131 - Accrued Taxes	$33,430.32
2135 - Indirect Payable	$162,728.60
2150 - Home Loan Escrow Accounts	($372.27)
2160 - Due to (Liab)	$22,255.06
2180 - Accrued Payroll Deductions	($17,461.19)
Total - 2100 - Accrued liabilities	**$1,226,130.52**
2400 - Refundable Advances	
2450 - Apartment Sec Deposits Payable	$32,816.50
2455 - Sales Taxes Payable	$773.54
Total - 2400 - Refundable Advances	**$33,590.04**
2500 - Short-term notes & loans payable	
2570 - Short-term liabilities - other	$106,404.00
Total - 2500 - Short-term notes & loans payable	**$106,404.00**
Total Other Current Liability	**$1,366,124.56**
Total Current Liabilities	**$1,345,938.49**
Long Term Liabilities	
2700 - Long-term notes & loans payable	
2780 - Lease liability	$15,846.10
Total - 2700 - Long-term notes & loans payable	**$15,846.10**
Total Long Term Liabilities	**$15,846.10**
Equity	**$18,943,937.75**
Total Liabilities & Equity	**$20,305,722.34**

LIFT Community Action Agency Inc
Parent - Lift : LIFT Community Action Agency Inc
Statement of Cash Flow
Jan 2026

FINANCIAL ROW	AMOUNT
Operating Activities	
Net Income	($565,425.07)
Adjustments to Net Income	
Accounts Receivable	$681,498.23
Other Current Asset	$53,584.74
Accounts Payable	($2,114.89)
Sales Tax Payable	$681.99
Other Current Liabilities	($34,804.67)
Total Adjustments to Net Income	**$698,845.40**
Total Operating Activities	**$133,420.33**
Net Change in Cash for Period	**$133,420.33**
Cash at Beginning of Period	**$9,890,891.07**
Cash at End of Period	**$10,024,311.40**

LIFT Community Action Agency Inc
Parent - Lift : LIFT Community Action Agency Inc
Statement of Activity
Jan 2026
Options: Activity Only

FINANCIAL ROW	- UNASSIGNED - Amount	WITH DONOR RESTRICTIONS Amount	WITHOUT DONOR RESTRICTIONS Amount	*TOTAL Amount*
Operating Activities				
Net Income	($804,291.33)	$0.00	$238,866.26	($565,425.07)
Adjustments to Net Income				
Accounts Receivable	$677,065.23	$0.00	$4,433.00	$681,498.23
Other Current Asset	$302.56	$0.00	$53,282.18	$53,584.74
Accounts Payable	($2,114.89)	$0.00	$0.00	($2,114.89)
Sales Tax Payable	$0.00	$0.00	$681.99	$681.99
Other Current Liabilities	($31,773.17)	$0.00	($3,031.50)	($34,804.67)
Total Adjustments to Net Income	**$643,479.73**	**$0.00**	**$55,365.67**	**$698,845.40**
Total Operating Activities	**($160,811.60)**	**$0.00**	**$294,231.93**	**$133,420.33**
Net Change in Cash for Period	**($160,811.60)**	**$0.00**	**$294,231.93**	**$133,420.33**
Cash at Beginning of Period	**$3,733,935.83**	**$11,044.23**	**$6,145,911.01**	**$9,890,891.07**
Cash at End of Period	**$3,573,124.23**	**$11,044.23**	**$6,440,142.94**	**$10,024,311.40**

LIFT Community Action Agency Inc
Parent - Lift : LIFT Community Action Agency Inc
Program Revenue by Month
Nov 2025, Dec 2025, Adjust 2025 , Jan 2026
Monthly distribution of Revenue by Restriction and Program

PROGRAM	NOVEMBER 2025	DECEMBER 2025	JANUARY 2026	*TOTAL*
Without Donor Restrictions				
Administration	$749,365.17	$358,595.12	$388,557.95	$1,496,518.24
Housing	$132,900.76	$57,666.67	$14,683.19	$205,250.62
Early Learning Centers	$125,170.59	$77,927.41	$86,252.73	$289,350.73
HS -Head Start	$79,371.37	$51,349.07	$59,201.49	$189,921.93
WRO	$69,887.20			$69,887.20
Apartments	$54,833.63	$62,191.78	$56,381.17	$173,406.58
Choosing Childbirth		$59,733.92		$59,733.92
HEAD START / EARLY HEAD START	$2,135.20	$43,757.50	$22,108.88	$68,001.58
State Park Operations	$40,007.33	$31,318.56	$19,820.25	$91,146.14
TRANSIT	$24,586.13	$38,394.68	$18,658.55	$81,639.36
Youth Build	$4,749.47	$34,091.11		$38,840.58
EHS -EARLY HEAD START	$8,273.61	$17,143.29	$11,557.66	$36,974.56
Victim Services		$12,771.06		$12,771.06
- Unassigned -		$10,570.56	$15.00	$10,585.56
Economic Development	$3,446.11	($6,696.83)	$2,834.55	($416.17)
CASA	$75.10	$3,200.00		$3,275.10
CORE Dad Program		$2,035.10		$2,035.10
RSVP	$906.55	$1,446.54	$246.05	$2,599.14
Community Services	$19.44		$1,182.19	$1,201.63
Early Head Start Child Care	$1,052.06	$826.61	$493.82	$2,372.49
Emergency Services	$369.22	$833.23		$1,202.45
Healthy Start	$514.57	$25.00		$539.57
Lending	$216.58			$216.58
TMA		$206.02		$206.02
VOCA	$194.77			$194.77
Tri-CORPS	$59.40			$59.40
Mentoring	$49.89			$49.89
Second Chance	$3.15			$3.15
Total - Without Donor Restrictions	**$1,298,187.30**	**$857,386.40**	**$681,993.48**	**$2,837,567.18**
- Unassigned -				
HS -Head Start	$323,830.51	$381,184.45	$249,564.00	$954,578.96
Early Head Start Child Care	$294,081.00	$186,562.00	$201,720.00	$682,363.00
TMA		$216,899.49		$216,899.49
TRANSIT	$97,926.00	$156,261.49	$488.00	$254,675.49
WRO	$69,222.12	$130,424.95		$199,647.07
EHS -EARLY HEAD START	$15,869.41	$63,298.42	$107,726.00	$186,893.83
Healthy Start	$104,524.00	$98,994.00	$83,081.00	$286,599.00
CORE Dad Program	$101,387.48	$18,377.24		$119,764.72
CACFP - Daycare Homes	$101,153.55	$87,437.05	$86,101.32	$274,691.92
Choosing Childbirth	$72,894.56	$52,315.72		$125,210.28
Weatherization	$43,136.63	$56,871.56		$100,008.19
Youth Build	$48,433.00	$50,789.00	$32,620.00	$131,842.00
HEAD START / EARLY HEAD START	$33,974.51	$25,314.56	$21,103.55	$80,392.62
Tri-CORPS	$4,704.14	$20,392.39		$25,096.53
Community Services	$18,945.07	($13,913.01)		$5,032.06
Victim Services	$3,110.74	$17,146.20		$20,256.94
Early Learning Centers	$13,252.15		$5,326.95	$18,579.10
RSVP	$11,624.00	$7,747.00	$7,584.00	$26,955.00
Safe Place Healing Hearts	$11,618.24	$9,646.58		$21,264.82
State Park Operations	$9,829.67	$9,829.67		$19,659.34

PROGRAM	NOVEMBER 2025	DECEMBER 2025	JANUARY 2026	TOTAL
Second Chance	$6,154.17	$5,922.47		$12,076.64
Mentoring	$5,491.65	$5,661.84		$11,153.49
RX	$1,446.06	$1,629.05		$3,075.11
CASA	$1,533.74	$1,533.74		$3,067.48
Housing	$1,013.32	$1,013.32		$2,026.64
Total - Unassigned -	**$1,395,155.72**	**$1,591,339.18**	**$795,314.82**	**$3,781,809.72**
With Donor Restrictions				
HS -Head Start	$2,778.37			$2,778.37
Total - With Donor Restrictions	**$2,778.37**			**$2,778.37**
Total	**$2,696,121.39**	**$2,448,725.58**	**$1,477,308.30**	**$6,622,155.27**

LIFT Community Action Agency Inc
Parent - Lift : LIFT Community Action Agency Inc
LIFT | Budget vs. Actual by Grant
Jan 2026
Options: Activity Only

Agency

FINANCIAL ROW	BUDGET AMOUNT	AMOUNT EXPENDED	BUDGET BALANCE	% OF BUDGET
Ordinary Income/Expense				
Income				
4000 - Contribution Revenue	**$0.00**	**$2,397.72**	**($2,397.72)**	**0.00%**
4100 - Inkind Revenue	**$1,155,682.48**	**$73,413.15**	**$1,082,269.33**	**6.35%**
4200 - Miscellaneous Revenue	**$0.00**	**$84,701.70**	**($84,701.70)**	**0.00%**
4400 - State Revenue	**$1,169,245.18**	**$1,182.19**	**$1,168,062.99**	**0.10%**
4500 - Federal Revenue	**$4,660,825.38**	**$813,946.85**	**$3,846,878.53**	**17.46%**
4900 - Recoveries from Programs	**$1,964,415.00**	**$349,249.03**	**$1,615,165.97**	**17.78%**
5000 - Rental Revenue	**$0.00**	**$70,857.00**	**($70,857.00)**	**0.00%**
5100 - Program Fee Revenue	**$0.00**	**$70,591.62**	**($70,591.62)**	**0.00%**
5300 - Interest and Dividends	**$0.00**	**$22,106.21**	**($22,106.21)**	**0.00%**
5400 - Revenue from other sources	**$0.00**	**$1,424.50**	**($1,424.50)**	**0.00%**
5800 - Special Event	**$0.00**	**$808.36**	**($808.36)**	**0.00%**
Total - Income	**$8,950,168.04**	**$1,490,678.33**	**$7,459,489.71**	**16.66%**
Gross Profit	**$8,950,168.04**	**$1,490,678.33**	**$7,459,489.71**	**16.66%**
Expense				
7000 - Grants, contracts, & direct assistance	**$39,000.00**	**$16,053.79**	**$22,946.21**	**41.16%**
7200 - Salaries & related expenses	**$5,656,299.68**	**$988,182.53**	**$4,668,117.15**	**17.47%**
7300 - Indirect Cost Pool Expense	**$719,634.60**	**$155,193.44**	**$564,441.16**	**21.57%**
7500 - Contract/Consultant Services	**$124,369.00**	**$153,611.99**	**($29,242.99)**	**123.51%**
8100 - Non personnel expenses	**$202,377.22**	**$66,253.83**	**$136,123.39**	**32.74%**
8200 - Facility & equipment expenses	**$182,781.01**	**$113,377.83**	**$69,403.18**	**62.03%**
8300 - Travel & meetings expenses	**$127,029.98**	**$23,151.60**	**$103,878.38**	**18.23%**
8400 - Insurance Expense	$125,552.30	$164,588.27	($39,035.97)	131.09%
8700 - Food Expenses	**$92,520.00**	**$124,668.35**	**($32,148.35)**	**134.75%**
8800 - In-Kind Expenses	**$1,155,682.48**	**$73,413.15**	**$1,082,269.33**	**6.35%**
Total - Expense	**$8,425,246.27**	**$1,878,494.78**	**$6,546,751.49**	**22.30%**
Other Income and Expenses				
Other Expense				
8500 - Other Expense	**$474,842.53**	**$177,608.62**	**$297,233.91**	**37.40%**
Total - Other Expense	**$474,842.53**	**$177,608.62**	**$297,233.91**	**37.40%**
Net Income	**$50,079.24**	**($565,425.07)**	**$615,504.31**	**-1,129.06%**

LIFT Community Action Agency Inc
Parent - Lift : LIFT Community Action Agency Inc
LIFT | Budget vs. Actual by Grant
From Jan 2026 to Adjust 2026
Options: Activity Only

Operations

FINANCIAL ROW	BUDGET AMOUNT	AMOUNT EXPENDED	BUDGET BALANCE	% OF BUDGET
Ordinary Income/Expense				
Income				
4900 - Recoveries from Programs	**$1,964,415.00**	**$349,249.03**	**$1,615,165.97**	**17.78%**
5000 - Rental Revenue	**$0.00**	**$35,798.83**	**($35,798.83)**	**0.00%**
5100 - Program Fee Revenue	**$0.00**	**$530.10**	**($530.10)**	**0.00%**
5300 - Interest and Dividends	**$0.00**	**$9,915.32**	**($9,915.32)**	**0.00%**
Total - Income	**$1,964,415.00**	**$395,493.28**	**$1,568,921.72**	**20.13%**
Gross Profit	**$1,964,415.00**	**$395,493.28**	**$1,568,921.72**	**20.13%**
Expense				
7200 - Salaries & related expenses	**$1,427,325.81**	**$171,059.86**	**$1,256,265.95**	**11.98%**
7300 - Indirect Cost Pool Expense	**$0.00**	**$39.43**	**($39.43)**	**0.00%**
7500 - Contract/Consultant Services	**$92,189.00**	**$14,559.43**	**$77,629.57**	**15.79%**
8100 - Non personnel expenses	**$63,869.04**	**$8,489.63**	**$55,379.41**	**13.29%**
8200 - Facility & equipment expenses	**$43,772.21**	**$17,303.35**	**$26,468.86**	**39.53%**
8300 - Travel & meetings expenses	**$43,545.87**	**$3,063.14**	**$40,482.73**	**7.03%**
8400 - Insurance Expense	$91,552.30	$153,088.27	($61,535.97)	167.21%
8700 - Food Expenses	**$0.00**	**$502.63**	**($502.63)**	**0.00%**
Total - Expense	**$1,762,254.23**	**$368,105.74**	**$1,394,148.49**	**20.89%**
Other Income and Expenses				
Other Expense				
8500 - Other Expense	**$158,801.53**	**$51,799.70**	**$107,001.83**	**32.62%**
Total - Other Expense	**$158,801.53**	**$51,799.70**	**$107,001.83**	**32.62%**
Net Income	**$43,359.24**	**($24,412.16)**	**$67,771.40**	**-56.30%**

LIFT Community Action Agency Inc
Parent - Lift : LIFT Community Action Agency Inc
Lift Income/Expense Statement Summary
From Jan 2026 to Adjust 2026

Financial Row	- No Department -	10 Operating		
		Administration	Building Funds	Total
	Amount	Amount	Amount	Amount
Income				
Income				
4000 - Contribution Revenue	$0.00	$0.00	$0.00	$0.00
4100 - Inkind Revenue	$0.00	$0.00	$0.00	$0.00
4200 - Miscellaneous Revenue	$0.00	$0.00	$0.00	$0.00
4400 - State Revenue	$0.00	$0.00	$0.00	$0.00
4500 - Federal Revenue	$0.00	$0.00	$0.00	$0.00
4900 - Recoveries from Programs	$0.00	$349,249.03	$0.00	$349,249.03
5000 - Rental Revenue	$0.00	$0.00	$35,798.83	$35,798.83
5100 - Program Fee Revenue	$633.00	$0.00	$530.10	$530.10
5300 - Interest and Dividends	$0.00	$9,882.55	$32.77	$9,915.32
5400 - Revenue from other sources	$0.00	$0.00	$0.00	$0.00
5800 - Special Event	$0.00	$0.00	$0.00	$0.00
Total - Income	$633.00	$359,131.58	$36,361.70	$395,493.28
Total Income	**$633.00**	**$359,131.58**	**$36,361.70**	**$395,493.28**
Expense				
Expense				
7000 - Grants, contracts, & direct assistance	$0.00	$0.00	$0.00	$0.00
7200 - Salaries & related expenses	$2,874.75	$171,059.86	$0.00	$171,059.86
7300 - Indirect Cost Pool Expense	$318.20	$39.43	$0.00	$39.43
7500 - Contract/Consultant Services	$13.20	$7,497.50	$7,061.93	$14,559.43
8100 - Non personnel expenses	$708.22	$5,458.94	$3,030.69	$8,489.63
8200 - Facility & equipment expenses	$6,492.74	$5,941.16	$11,362.19	$17,303.35
8300 - Travel & meetings expenses	$0.00	$3,056.61	$6.53	$3,063.14
8400 - Insurance Expense	$0.00	$153,088.27	$0.00	$153,088.27
8700 - Food Expenses	$70,154.53	$502.63	$0.00	$502.63
8800 - In-Kind Expenses	$0.00	$0.00	$0.00	$0.00
Other Expense				
8500 - Other Expense	$664.71	$50,453.99	$1,345.71	$51,799.70
Total Expense	**$81,226.35**	**$397,098.39**	**$22,807.05**	**$419,905.44**
Gross	***($80,593.35)***	***($37,966.81)***	***$13,554.65***	***($24,412.16)***

LIFT Community Action Agency Inc
Parent - Lift : LIFT Community Action Agency Inc
LIFT | Budget vs. Actual by Grant
From Jan 2026 to Adjust 2026
Options: Activity Only

Early Child Care

FINANCIAL ROW	BUDGET AMOUNT	AMOUNT EXPENDED	BUDGET BALANCE	% OF BUDGET
Ordinary Income/Expense				
Income				
4000 - Contribution Revenue	**$0.00**	**$2,219.70**	**($2,219.70)**	**0.00%**
4100 - Inkind Revenue	**$1,153,633.00**	**$73,337.10**	**$1,080,295.90**	**6.36%**
4200 - Miscellaneous Revenue	**$0.00**	**$75,808.51**	**($75,808.51)**	**0.00%**
4500 - Federal Revenue	**$4,614,531.00**	**$684,911.85**	**$3,929,619.15**	**14.84%**
5100 - Program Fee Revenue	**$0.00**	**$28,247.90**	**($28,247.90)**	**0.00%**
5300 - Interest and Dividends	**$0.00**	**$1.37**	**($1.37)**	**0.00%**
Total - Income	**$5,768,164.00**	**$864,526.43**	**$4,903,637.57**	**14.99%**
Gross Profit	**$5,768,164.00**	**$864,526.43**	**$4,903,637.57**	**14.99%**
Expense				
7200 - Salaries & related expenses	**$3,596,646.00**	**$660,895.52**	**$2,935,750.48**	**18.38%**
7300 - Indirect Cost Pool Expense	**$610,785.00**	**$116,640.85**	**$494,144.15**	**19.10%**
7500 - Contract/Consultant Services	**$6,500.00**	**$86,198.89**	**($79,698.89)**	**1,326.14%**
8100 - Non personnel expenses	**$79,910.00**	**$37,392.73**	**$42,517.27**	**46.79%**
8200 - Facility & equipment expenses	**$88,599.00**	**$13,434.68**	**$75,164.32**	**15.16%**
8300 - Travel & meetings expenses	**$26,800.00**	**$4,831.26**	**$21,968.74**	**18.03%**
8400 - Insurance Expense	$34,000.00	$0.00	$34,000.00	0.00%
8700 - Food Expenses	**$78,120.00**	**$51,099.85**	**$27,020.15**	**65.41%**
8800 - In-Kind Expenses	**$1,153,633.00**	**$73,337.10**	**$1,080,295.90**	**6.36%**
Total - Expense	**$5,674,993.00**	**$1,043,830.88**	**$4,631,162.12**	**18.39%**
Other Income and Expenses				
Other Expense				
8500 - Other Expense	**$93,171.00**	**$32,865.83**	**$60,305.17**	**35.27%**
Total - Other Expense	**$93,171.00**	**$32,865.83**	**$60,305.17**	**35.27%**
Net Income	**$0.00**	**($212,170.28)**	**$212,170.28**	**0.00%**

LIFT Community Action Agency Inc
Parent - Lift : LIFT Community Action Agency Inc
Lift Income/Expense Statement Summary
From Jan 2026 to Adjust 2026

Financial Row	20 Early Childhood							
	Amount	CC EHS -Early Head Start CC Amount	Early Learning Centers Amount	Amount	HS/EHS EHS Amount	Head Start Amount	Total Amount	Total Amount
Income								
Income								
4000 - Contribution Revenue	$0.00	$0.00	$0.00	$2,219.70	$0.00	$0.00	$2,219.70	$2,219.70
4100 - Inkind Revenue	$0.00	$493.82	$4,640.00	$64,796.49	$3,406.79	$0.00	$68,203.28	$73,337.10
4200 - Miscellaneous Revenue	$2,195.50	$0.00	$51,167.96	$336.17	$0.00	$22,108.88	$22,445.05	$75,808.51
4400 - State Revenue	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
4500 - Federal Revenue	$104,798.30	$201,720.00	$0.00	$249,564.00	$107,726.00	$21,103.55	$378,393.55	$684,911.85
4900 - Recoveries from Programs	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
5000 - Rental Revenue	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
5100 - Program Fee Revenue	$0.00	$0.00	$28,247.90	$0.00	$0.00	$0.00	$0.00	$28,247.90
5300 - Interest and Dividends	$0.00	$0.00	$1.37	$0.00	$0.00	$0.00	$0.00	$1.37
5400 - Revenue from other sources	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
5800 - Special Event	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Total - Income	$106,993.80	$202,213.82	$84,057.23	$316,916.36	$111,132.79	$43,212.43	$471,261.58	$864,526.43
Total Income	##########	**$202,213.82**	**$84,057.23**	**$316,916.36**	**$111,132.79**	**$43,212.43**	**$471,261.58**	**$864,526.43**
Expense								
Expense								
7000 - Grants, contracts, & direct assistance	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
7200 - Salaries & related expenses	$16,306.13	$83,268.26	$100,716.42	$316,165.79	$106,347.81	$38,091.11	$460,604.71	$660,895.52
7300 - Indirect Cost Pool Expense	$2,843.02	$14,436.26	$16,992.12	$57,530.83	$19,462.61	$5,376.01	$82,369.45	$116,640.85
7500 - Contract/Consultant Services	$0.00	$84,706.93	$131.25	$1,042.73	$317.98	$0.00	$1,360.71	$86,198.89
8100 - Non personnel expenses	$446.80	$8,107.18	$4,771.98	$15,341.49	$8,725.28	$0.00	$24,066.77	$37,392.73
8200 - Facility & equipment expenses	$374.00	$1,442.12	$2,006.88	$7,412.16	$2,199.52	$0.00	$9,611.68	$13,434.68
8300 - Travel & meetings expenses	$1,653.86	$718.00	$225.00	$1,672.74	$561.66	$0.00	$2,234.40	$4,831.26
8400 - Insurance Expense	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
8700 - Food Expenses	$11,147.58	$0.00	$270.56	$16,404.82	$2,780.61	$20,496.28	$39,681.71	$51,099.85
8800 - In-Kind Expenses	$0.00	$493.82	$4,640.00	$64,796.49	$3,406.79	$0.00	$68,203.28	$73,337.10
Other Expense								
8500 - Other Expense	$0.00	$30,488.97	$712.05	$1,406.08	$258.73	$0.00	$1,664.81	$32,865.83
Total Expense	**$32,771.39**	**$223,661.54**	**$130,466.26**	**$481,773.13**	**$144,060.99**	**$63,963.40**	**$689,797.52**	##########
Gross	***$74,222.41***	***($21,447.72)***	***($46,409.03)***	***($164,856.77)***	***($32,928.20)***	***($20,750.97)***	***($218,535.94)***	***($212,170.28)***

LIFT Community Action Agency Inc
Parent - Lift : LIFT Community Action Agency Inc
LIFT | Budget vs. Actual by Grant
From Jan 2026 to Adjust 2026
Options: Activity Only

Community Services

FINANCIAL ROW	BUDGET AMOUNT	AMOUNT EXPENDED	BUDGET BALANCE	% OF BUDGET
Ordinary Income/Expense				
Income				
4000 - Contribution Revenue	$0.00	$420.00	($420.00)	0.00%
4100 - Inkind Revenue	$2,049.48	$76.05	$1,973.43	3.71%
4400 - State Revenue	$369,245.18	$1,182.19	$368,062.99	0.32%
4500 - Federal Revenue	$46,294.38	$123,285.00	($76,990.62)	266.31%
Total - Income	$417,589.04	$124,963.24	$292,625.80	29.92%
Gross Profit	$417,589.04	$124,963.24	$292,625.80	29.92%
Expense				
7000 - Grants, contracts, & direct assistance	$15,000.00	$4,128.79	$10,871.21	27.53%
7200 - Salaries & related expenses	$212,221.87	$340,633.75	($128,411.88)	160.51%
7300 - Indirect Cost Pool Expense	$37,378.60	$59,861.65	($22,483.05)	160.15%
7500 - Contract/Consultant Services	$25,680.00	$58,360.34	($32,680.34)	227.26%
8100 - Non personnel expenses	$27,663.18	$20,058.15	$7,605.03	72.51%
8200 - Facility & equipment expenses	$15,409.80	$19,160.47	($3,750.67)	124.34%
8300 - Travel & meetings expenses	$22,916.11	$7,784.31	$15,131.80	33.97%
8700 - Food Expenses	$14,400.00	$2,911.34	$11,488.66	20.22%
8800 - In-Kind Expenses	$2,049.48	$76.05	$1,973.43	3.71%
Total - Expense	$372,719.04	$512,974.85	($140,255.81)	137.63%
Other Income and Expenses				
Other Expense				
8500 - Other Expense	$44,870.00	$73,914.60	($29,044.60)	164.73%
Total - Other Expense	$44,870.00	$73,914.60	($29,044.60)	164.73%
Net Income	$0.00	($461,926.21)	$461,926.21	0.00%

LIFT Community Action Agency Inc
Parent - Lift : LIFT Community Action Agency Inc
Lift Income/Expense Statement Summary
From Jan 2026 to Adjust 2026

Financial Row

30 Community Service

	Amount	Choosing Childbirth Amount	Community Services Amount	Emergency Services Amount	Healthy Start Amount	Mentoring Amount	RCOR TRI-CORP Amount	RSVP Amount	Second Chance Amount	Victim Services Amount	WORK READY OK Amount	Youth Build Amount	Total Amount
Income													
Income													
4000 - Contribution Revenue	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$420.00	$0.00	$0.00	$0.00	$0.00	$420.00
4100 - Inkind Revenue	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$76.05	$0.00	$0.00	$0.00	$0.00	$76.05
4200 - Miscellaneous Revenue	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
4400 - State Revenue	$0.00	$0.00	$1,182.19	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$1,182.19
4500 - Federal Revenue	$0.00	$0.00	$0.00	$0.00	$83,081.00	$0.00	$0.00	$7,584.00	$0.00	$0.00	$0.00	$32,620.00	$123,285.00
4900 - Recoveries from Programs	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
5000 - Rental Revenue	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
5100 - Program Fee Revenue	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
5300 - Interest and Dividends	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
5400 - Revenue from other sources	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
5800 - Special Event	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Total - Income	$0.00	$0.00	$1,182.19	$0.00	$83,081.00	$0.00	$0.00	$8,080.05	$0.00	$0.00	$0.00	$32,620.00	$124,963.24
Total Income	$0.00	$0.00	$1,182.19	$0.00	$83,081.00	$0.00	$0.00	$8,080.05	$0.00	$0.00	$0.00	$32,620.00	$124,963.24
Expense													
Expense													
7000 - Grants, contracts, & direct assistance	$0.00	$0.00	$4,059.93	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$68.86	$4,128.79
7200 - Salaries & related expenses	$1,864.61	$757.20	$134,896.72	$0.00	$68,178.09	$3,560.64	$24,694.46	$8,321.02	$4,239.54	$13,557.08	$53,086.13	$27,478.26	$340,633.75
7300 - Indirect Cost Pool Expense	$327.70	$0.00	$23,831.75	$0.00	$11,899.87	$625.76	$4,313.94	$1,484.98	$807.58	$2,349.08	$9,317.92	$4,903.07	$59,861.65
7500 - Contract/Consultant Services	$0.00	$0.00	$2,140.00	$0.00	$24,224.12	$0.00	$0.00	$0.00	$31,092.70	$208.52	$695.00	$0.00	$58,360.34
8100 - Non personnel expenses	$0.00	$0.00	$4,828.22	$0.00	$8,036.48	$203.22	$720.08	$844.68	$184.37	$487.23	$3,689.87	$1,064.00	$20,058.15
8200 - Facility & equipment expenses	$27.99	$0.00	$2,871.00	$0.00	$3,961.50	$184.00	$1,178.00	$148.00	$641.00	$956.00	$7,172.93	$2,020.05	$19,160.47
8300 - Travel & meetings expenses	$0.00	$0.00	$3,367.77	$40.60	$2,626.33	$0.00	$210.98	$308.78	$133.40	$442.99	$578.43	$75.03	$7,784.31
8400 - Insurance Expense	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
8700 - Food Expenses	$0.00	$0.00	$1,249.29	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$1,662.05	$0.00	$2,911.34
8800 - In-Kind Expenses	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$76.05	$0.00	$0.00	$0.00	$0.00	$76.05
Other Expense													
8500 - Other Expense	$0.00	$0.00	$20,923.38	$0.00	$15,909.89	$275.00	$0.00	$658.04	$0.00	$2,853.51	$25,638.16	$7,656.62	$73,914.60
Total Expense	$2,220.30	$757.20	$198,168.06	$40.60	$134,836.28	$4,848.62	$31,117.46	#########	$37,098.59	$20,854.41	$101,840.49	$43,265.89	$586,889.45
Gross	*($2,220.30)*	*($757.20)*	*($196,985.87)*	*($40.60)*	*($51,755.28)*	*($4,848.62)*	*($31,117.46)*	*($3,761.50)*	*($37,098.59)*	*($20,854.41)*	*($101,840.49)*	*($10,645.89)*	*($461,926.21)*

LIFT Community Action Agency Inc
Parent - Lift : LIFT Community Action Agency Inc
LIFT | Budget vs. Actual by Grant
From Jan 2026 to Adjust 2026
Options: Activity Only

Housing

FINANCIAL ROW	BUDGET AMOUNT	AMOUNT EXPENDED	BUDGET BALANCE	% OF BUDGET
Ordinary Income/Expense				
Income				
4200 - Miscellaneous Revenue	$0.00	$8,653.19	($8,653.19)	0.00%
4500 - Federal Revenue	$0.00	$5,750.00	($5,750.00)	0.00%
5000 - Rental Revenue	$0.00	$64,033.00	($64,033.00)	0.00%
5100 - Program Fee Revenue	$0.00	$3,063.52	($3,063.52)	0.00%
5300 - Interest and Dividends	$0.00	$10,619.65	($10,619.65)	0.00%
5400 - Revenue from other sources	$0.00	$1,325.00	($1,325.00)	0.00%
Total - Income	$0.00	$93,444.36	($93,444.36)	0.00%
Gross Profit	$0.00	$93,444.36	($93,444.36)	0.00%
Expense				
7000 - Grants, contracts, & direct assistance	$0.00	$11,925.00	($11,925.00)	0.00%
7200 - Salaries & related expenses	$0.00	$148,238.04	($148,238.04)	0.00%
7300 - Indirect Cost Pool Expense	$0.00	$26,577.62	($26,577.62)	0.00%
7500 - Contract/Consultant Services	$0.00	$3,135.00	($3,135.00)	0.00%
8100 - Non personnel expenses	$0.00	$3,716.19	($3,716.19)	0.00%
8200 - Facility & equipment expenses	$0.00	$59,115.64	($59,115.64)	0.00%
8300 - Travel & meetings expenses	$0.00	$2,455.46	($2,455.46)	0.00%
Total - Expense	$0.00	$255,162.95	($255,162.95)	0.00%
Other Income and Expenses				
Other Expense				
8500 - Other Expense	$0.00	$15,889.36	($15,889.36)	0.00%
Total - Other Expense	$0.00	$15,889.36	($15,889.36)	0.00%
Net Income	$0.00	($177,607.95)	$177,607.95	0.00%

LIFT Community Action Agency Inc
Parent - Lift : LIFT Community Action Agency Inc
Lift Income/Expense Statement Summary
From Jan 2026 to Adjust 2026

Financial Row

40 Housing Department

		Apartments	Construction		Housing Weatherization	Total	TMA	Total
	Amount	Amount	Amount	Amount	Amount	Amount	Amount	Amount
Income								
Income								
4000 - Contribution Revenue	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
4100 - Inkind Revenue	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
4200 - Miscellaneous Revenue	$0.00	$0.00	$0.00	$8,653.19	$0.00	$8,653.19	$0.00	$8,653.19
4400 - State Revenue	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
4500 - Federal Revenue	$0.00	$0.00	$0.00	$5,750.00	$0.00	$5,750.00	$0.00	$5,750.00
4900 - Recoveries from Programs	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
5000 - Rental Revenue	$204.00	$63,829.00	$0.00	$0.00	$0.00	$0.00	$0.00	$64,033.00
5100 - Program Fee Revenue	$15.00	$2,768.52	$0.00	$280.00	$0.00	$280.00	$0.00	$3,063.52
5300 - Interest and Dividends	$0.00	$10,619.65	$0.00	$0.00	$0.00	$0.00	$0.00	$10,619.65
5400 - Revenue from other sources	$0.00	$1,325.00	$0.00	$0.00	$0.00	$0.00	$0.00	$1,325.00
5800 - Special Event	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Total - Income	$219.00	$78,542.17	$0.00	$14,683.19	$0.00	$14,683.19	$0.00	$93,444.36
Total Income	**$219.00**	**$78,542.17**	**$0.00**	**$14,683.19**	**$0.00**	**$14,683.19**	**$0.00**	**$93,444.36**
Expense								
Expense								
7000 - Grants, contracts, & direct assistance	$0.00	$11,925.00	$0.00	$0.00	$0.00	$0.00	$0.00	$11,925.00
7200 - Salaries & related expenses	$0.00	$13,259.39	$6,599.58	$51,428.69	$31,866.98	$83,295.67	$45,083.40	$148,238.04
7300 - Indirect Cost Pool Expense	$0.00	$2,886.08	$1,118.55	$8,926.71	$5,567.54	$14,494.25	$8,078.74	$26,577.62
7500 - Contract/Consultant Services	$0.00	$1,560.00	$0.00	$1,425.00	$150.00	$1,575.00	$0.00	$3,135.00
8100 - Non personnel expenses	$0.00	$963.49	$207.78	$282.02	$448.32	$730.34	$1,814.58	$3,716.19
8200 - Facility & equipment expenses	$0.00	$16,779.01	$0.00	$37,659.23	$1,777.40	$39,436.63	$2,900.00	$59,115.64
8300 - Travel & meetings expenses	$0.00	$205.81	$0.00	$880.90	$147.17	$1,028.07	$1,221.58	$2,455.46
8400 - Insurance Expense	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
8700 - Food Expenses	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
8800 - In-Kind Expenses	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00
Other Expense								
8500 - Other Expense	$0.00	$1,638.49	$0.00	$4,874.47	$4,287.40	$9,161.87	$5,089.00	$15,889.36
Total Expense	**$0.00**	**$49,217.27**	**$7,925.91**	**$105,477.02**	**$44,244.81**	**$149,721.83**	**$64,187.30**	**$271,052.31**
Gross	***$219.00***	***$29,324.90***	***($7,925.91)***	***($90,793.83)***	***($44,244.81)***	***($135,038.64)***	***($64,187.30)***	***($177,607.95)***

LIFT Community Action Agency Inc
Parent - Lift : LIFT Community Action Agency Inc
LIFT | Budget vs. Actual by Grant
From Jan 2026 to Adjust 2026
Options: Activity Only

Transportation

FINANCIAL ROW	BUDGET AMOUNT	AMOUNT EXPENDED	BUDGET BALANCE	% OF BUDGET
Ordinary Income/Expense				
Income				
4400 - State Revenue	**$0.00**	**$48,839.00**	**($48,839.00)**	**0.00%**
5000 - Rental Revenue	**$0.00**	**$325.50**	**($325.50)**	**0.00%**
5100 - Program Fee Revenue	**$0.00**	**$18,810.00**	**($18,810.00)**	**0.00%**
5300 - Interest and Dividends	**$0.00**	**$11.05**	**($11.05)**	**0.00%**
Total - Income	**$0.00**	**$67,985.55**	**($67,985.55)**	**0.00%**
Gross Profit	**$0.00**	**$67,985.55**	**($67,985.55)**	**0.00%**
Expense				
7200 - Salaries & related expenses	**$0.00**	**$122,824.29**	**($122,824.29)**	**0.00%**
7300 - Indirect Cost Pool Expense	**$0.00**	**$21,815.03**	**($21,815.03)**	**0.00%**
7500 - Contract/Consultant Services	**$0.00**	**$1,645.29**	**($1,645.29)**	**0.00%**
8100 - Non personnel expenses	**$0.00**	**$3,276.67**	**($3,276.67)**	**0.00%**
8200 - Facility & equipment expenses	**$0.00**	**$3,193.16**	**($3,193.16)**	**0.00%**
8300 - Travel & meetings expenses	**$0.00**	**$6,401.57**	**($6,401.57)**	**0.00%**
8400 - Insurance Expense	$0.00	$11,500.00	($11,500.00)	0.00%
Total - Expense	**$0.00**	**$170,656.01**	**($170,656.01)**	**0.00%**
Other Income and Expenses				
Other Expense				
8500 - Other Expense	**$0.00**	**$521.82**	**($521.82)**	**0.00%**
Total - Other Expense	**$0.00**	**$521.82**	**($521.82)**	**0.00%**
Net Income	**$0.00**	**($103,192.28)**	**$103,192.28**	**0.00%**

LIFT Community Action Agency Inc
Parent - Lift : LIFT Community Action Agency Inc
Lift Income/Expense Statement Summary
From Jan 2026 to Adjust 2026

Financial Row	50 Transportation	
	Transit	Total
	Amount	Amount
Income		
Income		
4000 - Contribution Revenue	$0.00	$0.00
4100 - Inkind Revenue	$0.00	$0.00
4200 - Miscellaneous Revenue	$0.00	$0.00
4400 - State Revenue	$48,839.00	$48,839.00
4500 - Federal Revenue	$0.00	$0.00
4900 - Recoveries from Programs	$0.00	$0.00
5000 - Rental Revenue	$325.50	$325.50
5100 - Program Fee Revenue	$18,810.00	$18,810.00
5300 - Interest and Dividends	$11.05	$11.05
5400 - Revenue from other sources	$0.00	$0.00
5800 - Special Event	$0.00	$0.00
Total - Income	$67,985.55	$67,985.55
Total Income	**$67,985.55**	**$67,985.55**
Expense		
Expense		
7000 - Grants, contracts, & direct assistance	$0.00	$0.00
7200 - Salaries & related expenses	$122,824.29	$122,824.29
7300 - Indirect Cost Pool Expense	$21,815.03	$21,815.03
7500 - Contract/Consultant Services	$1,645.29	$1,645.29
8100 - Non personnel expenses	$3,276.67	$3,276.67
8200 - Facility & equipment expenses	$3,193.16	$3,193.16
8300 - Travel & meetings expenses	$6,401.57	$6,401.57
8400 - Insurance Expense	$11,500.00	$11,500.00
8700 - Food Expenses	$0.00	$0.00
8800 - In-Kind Expenses	$0.00	$0.00
Other Expense		
8500 - Other Expense	$521.82	$521.82
Total Expense	**$171,177.83**	**$171,177.83**
Gross	***($103,192.28)***	***($103,192.28)***

LIFT Community Action Agency Inc
Parent - Lift : LIFT Community Action Agency Inc
LIFT | Budget vs. Actual by Grant
From Jan 2026 to Adjust 2026
Options: Activity Only

Economic Development

FINANCIAL ROW	BUDGET AMOUNT	AMOUNT EXPENDED	BUDGET BALANCE	% OF BUDGET
Ordinary Income/Expense				
Income				
4000 - Contribution Revenue	$0.00	$8.02	($8.02)	0.00%
4200 - Miscellaneous Revenue	$0.00	$240.00	($240.00)	0.00%
5100 - Program Fee Revenue	$0.00	$19,307.10	($19,307.10)	0.00%
5300 - Interest and Dividends	$0.00	$1,558.82	($1,558.82)	0.00%
5400 - Revenue from other sources	$0.00	$99.50	($99.50)	0.00%
5800 - Special Event	$0.00	$2,408.36	($2,408.36)	0.00%
Total - Income	$0.00	$23,621.80	($23,621.80)	0.00%
Gross Profit	$0.00	$23,621.80	($23,621.80)	0.00%
Expense				
7200 - Salaries & related expenses	$0.00	$54,867.33	($54,867.33)	0.00%
7300 - Indirect Cost Pool Expense	$0.00	$9,873.79	($9,873.79)	0.00%
7500 - Contract/Consultant Services	$0.00	$4,296.90	($4,296.90)	0.00%
8100 - Non personnel expenses	$0.00	$2,065.94	($2,065.94)	0.00%
8200 - Facility & equipment expenses	$0.00	$17,477.00	($17,477.00)	0.00%
8300 - Travel & meetings expenses	$0.00	$398.86	($398.86)	0.00%
Total - Expense	$0.00	$88,979.82	($88,979.82)	0.00%
Other Income and Expenses				
Other Expense				
8500 - Other Expense	$0.00	$1,958.82	($1,958.82)	0.00%
Total - Other Expense	$0.00	$1,958.82	($1,958.82)	0.00%
Net Income	$0.00	($67,316.84)	$67,316.84	0.00%

LIFT Community Action Agency Inc
Parent - Lift : LIFT Community Action Agency Inc
Lift Income/Expense Statement Summary
From Jan 2026 to Adjust 2026

Financial Row 60 Economic Development

	Lending	State Parks	Total
	Amount	Amount	Amount
Income			
Income			
4000 - Contribution Revenue	$0.00	$8.02	$8.02
4100 - Inkind Revenue	$0.00	$0.00	$0.00
4200 - Miscellaneous Revenue	$0.00	$240.00	$240.00
4400 - State Revenue	$0.00	$0.00	$0.00
4500 - Federal Revenue	$0.00	$0.00	$0.00
4900 - Recoveries from Programs	$0.00	$0.00	$0.00
5000 - Rental Revenue	$0.00	$0.00	$0.00
5100 - Program Fee Revenue	$1,275.75	$18,031.35	$19,307.10
5300 - Interest and Dividends	$1,558.80	$0.02	$1,558.82
5400 - Revenue from other sources	$0.00	$99.50	$99.50
5800 - Special Event	$0.00	$2,408.36	$2,408.36
Total - Income	$2,834.55	$20,787.25	$23,621.80
Total Income	**$2,834.55**	**$20,787.25**	**$23,621.80**
Expense			
Expense			
7000 - Grants, contracts, & direct assistance	$0.00	$0.00	$0.00
7200 - Salaries & related expenses	$17,714.65	$37,152.68	$54,867.33
7300 - Indirect Cost Pool Expense	$3,050.76	$6,823.03	$9,873.79
7500 - Contract/Consultant Services	$0.00	$4,296.90	$4,296.90
8100 - Non personnel expenses	$169.18	$1,896.76	$2,065.94
8200 - Facility & equipment expenses	$0.00	$17,477.00	$17,477.00
8300 - Travel & meetings expenses	$94.98	$303.88	$398.86
8400 - Insurance Expense	$0.00	$0.00	$0.00
8700 - Food Expenses	$0.00	$0.00	$0.00
8800 - In-Kind Expenses	$0.00	$0.00	$0.00
Other Expense			
8500 - Other Expense	$3.00	$1,955.82	$1,958.82
Total Expense	**$21,032.57**	**$69,906.07**	**$90,938.64**
Gross	***($18,198.02)***	***($49,118.82)***	***($67,316.84)***

LIFT Community Action Agency Inc
Parent - Lift : LIFT Community Action Agency Inc
LIFT | Budget vs. Actual by Grant
From Aug 2025 to Nov 2026
Options: Activity Only

EHSCC 25-26

FINANCIAL ROW	BUDGET AMOUNT	AMOUNT EXPENDED	BUDGET BALANCE	% OF BUDGET
Ordinary Income/Expense				
Income				
4100 - Inkind Revenue	**$0.00**	**$4,409.05**	**($4,409.05)**	**0.00%**
4500 - Federal Revenue	**$2,267,831.00**	**$1,044,167.00**	**$1,223,664.00**	**46.04%**
Total - Income	**$2,267,831.00**	**$1,048,576.05**	**$1,219,254.95**	**46.24%**
Gross Profit	**$2,267,831.00**	**$1,048,576.05**	**$1,219,254.95**	**46.24%**
Expense				
7200 - Salaries & related expenses				
7220 - Salaries & wages - other	$595,220.00	$297,534.67	$297,685.33	49.99%
7230 - Pension plan contributions	$48,403.00	$25,896.60	$22,506.40	53.50%
7240 - Employee benefits - not pension	$95,892.00	$52,156.76	$43,735.24	54.39%
7250 - Payroll taxes, etc.	$47,435.00	$23,097.16	$24,337.84	48.69%
Total - 7200 - Salaries & related expenses	**$786,950.00**	**$398,685.19**	**$388,264.81**	**50.66%**
7300 - Indirect Cost Pool Expense	**$156,543.00**	**$69,563.85**	**$86,979.15**	**44.44%**
7500 - Contract/Consultant Services				
7540 - Professional Services	$3,500.00	$0.00	$3,500.00	0.00%
7550 - Contract Services	$15,840.00	$5,775.13	$10,064.87	36.46%
7560 - Partner Contracts	$1,039,235.00	$432,254.28	$606,980.72	41.59%
Total - 7500 - Contract/Consultant Services	**$1,058,575.00**	**$438,029.41**	**$620,545.59**	**41.38%**
8100 - Non personnel expenses				
8110 - Office/Teaching Supplies	$56,000.00	$36,328.00	$19,672.00	64.87%
8120 - Other/Maint Supplies	$0.00	$6,578.73	($6,578.73)	0.00%
8130 - Telephone & Internet	$7,200.00	$4,428.36	$2,771.64	61.51%
8140 - Postage & shipping	$5,000.00	$36.58	$4,963.42	0.73%
8150 - Medical/Dental Supplies	$2,000.00	$1,852.99	$147.01	92.65%
8170 - Printing & copying	$5,000.00	$1,600.60	$3,399.40	32.01%
8180 - Fatherhood	$2,000.00	$0.00	$2,000.00	0.00%
Total - 8100 - Non personnel expenses	**$77,200.00**	**$50,825.26**	**$26,374.74**	**65.84%**
8200 - Facility & equipment expenses				
8210 - Space Lease	$0.00	$502.88	($502.88)	0.00%
8220 - Electric	$3,600.00	$2,878.97	$721.03	79.97%
8225 - Water	$1,200.00	$229.84	$970.16	19.15%
8230 - Trash	$1,200.00	$420.90	$779.10	35.08%
8235 - Sewer	$1,200.00	$153.93	$1,046.07	12.83%
8240 - Natural Gas	$0.00	$274.74	($274.74)	0.00%
8260 - Repair/Maint for Building/Equip	$45,000.00	$10,963.46	$34,036.54	24.36%
Total - 8200 - Facility & equipment expenses	**$52,200.00**	**$15,424.72**	**$36,775.28**	**29.55%**
8300 - Travel & meetings expenses				
8310 - Local Travel	$7,500.00	$5,360.35	$2,139.65	71.47%
8320 - Out of Area Travel	$5,000.00	$283.09	$4,716.91	5.66%
8330 - Fuel Cost	$5,000.00	$57.00	$4,943.00	1.14%
8335 - Vehicle Repair & Maint	$0.00	$84.55	($84.55)	0.00%
Total - 8300 - Travel & meetings expenses	**$17,500.00**	**$5,784.99**	**$11,715.01**	**33.06%**
8400 - Insurance Expense	$6,000.00	$0.00	$6,000.00	0.00%
8700 - Food Expenses				
8710 - Food Nutrition Cost	$0.00	$367.15	($367.15)	0.00%
8720 - Non -Food, Nutrition Cost	$3,000.00	$0.00	$3,000.00	0.00%
8730 - Other Food Expense	$3,000.00	$23.35	$2,976.65	0.78%
Total - 8700 - Food Expenses	**$6,000.00**	**$390.50**	**$5,609.50**	**6.51%**

FINANCIAL ROW	BUDGET AMOUNT	AMOUNT EXPENDED	BUDGET BALANCE	% OF BUDGET
8800 - In-Kind Expenses	**$0.00**	**$4,409.05**	**($4,409.05)**	**0.00%**
Total - Expense	**$2,160,968.00**	**$983,112.97**	**$1,177,855.03**	**45.49%**
Other Income and Expenses				
Other Expense				
8500 - Other Expense				
8520 - Recognition	$25,000.00	$0.00	$25,000.00	0.00%
8530 - Fees/Dues	$1,500.00	$738.21	$761.79	49.21%
8540 - Training & TTA	$42,863.00	$7,378.23	$35,484.77	17.21%
8560 - Computer & Software Related Expenses	$26,000.00	$230.76	$25,769.24	0.89%
8570 - Advertising & Community Sponsorships	$5,000.00	$6,672.23	($1,672.23)	133.44%
8590 - Other Expenses	$6,500.00	$0.00	$6,500.00	0.00%
8595 - Subsidy Expense	$0.00	$172,942.06	($172,942.06)	0.00%
Total - 8500 - Other Expense	**$106,863.00**	**$187,961.49**	**($81,098.49)**	**175.89%**
Total - Other Expense	**$106,863.00**	**$187,961.49**	**($81,098.49)**	**175.89%**
Net Income	**$0.00**	**($122,498.41)**	**$122,498.41**	**0.00%**

LIFT Community Action Agency Inc
Parent - Lift : LIFT Community Action Agency Inc
LIFT | Budget vs. Actual by Grant
From Dec 2025 to Nov 2026
Options: Activity Only

HS 25'26

FINANCIAL ROW	BUDGET AMOUNT	AMOUNT EXPENDED	BUDGET BALANCE	% OF BUDGET
Ordinary Income/Expense				
Income				
4100 - Inkind Revenue	**$834,026.00**	**$48,672.11**	**$785,353.89**	**5.84%**
4500 - Federal Revenue	**$3,336,104.00**	**$371,809.00**	**$2,964,295.00**	**11.15%**
Total - Income	**$4,170,130.00**	**$420,481.11**	**$3,749,648.89**	**10.08%**
Gross Profit	**$4,170,130.00**	**$420,481.11**	**$3,749,648.89**	**10.08%**
Expense				
7200 - Salaries & related expenses				
7220 - Salaries & wages - other	$1,945,198.00	$300,575.46	$1,644,622.54	15.45%
7230 - Pension plan contributions	$194,519.80	$18,694.81	$175,824.99	9.61%
7240 - Employee benefits - not pension	$348,689.77	$48,222.56	$300,467.21	13.83%
7250 - Payroll taxes, etc.	$166,314.43	$24,321.71	$141,992.72	14.62%
Total - 7200 - Salaries & related expenses	**$2,654,722.00**	**$391,814.54**	**$2,262,907.46**	**14.76%**
7300 - Indirect Cost Pool Expense	**$451,286.00**	**$66,944.93**	**$384,341.07**	**14.83%**
7500 - Contract/Consultant Services				
7540 - Professional Services	$3,500.00	$0.00	$3,500.00	0.00%
7550 - Contract Services	$3,000.00	$3,257.35	($257.35)	108.58%
Total - 7500 - Contract/Consultant Services	**$6,500.00**	**$3,257.35**	**$3,242.65**	**50.11%**
8100 - Non personnel expenses				
8110 - Office/Teaching Supplies	$13,250.00	$7,661.62	$5,588.38	57.82%
8120 - Other/Maint Supplies	$0.00	$2,703.51	($2,703.51)	0.00%
8130 - Telephone & Internet	$12,030.00	$10,003.73	$2,026.27	83.16%
8140 - Postage & shipping	$40.00	$19.56	$20.44	48.90%
8150 - Medical/Dental Supplies	$0.00	$778.35	($778.35)	0.00%
8170 - Printing & copying	$1,000.00	($789.93)	$1,789.93	-78.99%
Total - 8100 - Non personnel expenses	**$26,320.00**	**$20,376.84**	**$5,943.16**	**77.42%**
8200 - Facility & equipment expenses				
8210 - Space Lease	$0.00	$838.44	($838.44)	0.00%
8220 - Electric	$6,000.00	$3,855.11	$2,144.89	64.25%
8225 - Water	$2,000.00	$708.99	$1,291.01	35.45%
8230 - Trash	$1,000.00	$1,203.20	($203.20)	120.32%
8235 - Sewer	$2,000.00	$570.30	$1,429.70	28.52%
8240 - Natural Gas	$1,030.00	$405.97	$624.03	39.41%
8245 - FURNITURE, APPLIANCES & EQUIPMENT - NOT CAPITALIZED	$0.00	$4,608.15	($4,608.15)	0.00%
8260 - Repair/Maint for Building/Equip	$38,425.00	$4,428.08	$33,996.92	11.52%
Total - 8200 - Facility & equipment expenses	**$50,455.00**	**$16,618.24**	**$33,836.76**	**32.94%**
8300 - Travel & meetings expenses				
8310 - Local Travel	$8,500.00	$1,349.79	$7,150.21	15.88%
8320 - Out of Area Travel	$3,400.00	$0.00	$3,400.00	0.00%
8330 - Fuel Cost	$2,000.00	$431.89	$1,568.11	21.59%
8335 - Vehicle Repair & Maint	$750.00	$180.31	$569.69	24.04%
8340 - Child Transportation Exp	$3,000.00	$98.00	$2,902.00	3.27%
Total - 8300 - Travel & meetings expenses	**$17,650.00**	**$2,059.99**	**$15,590.01**	**11.67%**
8400 - Insurance Expense	$20,500.00	$0.00	$20,500.00	0.00%
8700 - Food Expenses				
8710 - Food Nutrition Cost	$46,800.00	$16,903.99	$29,896.01	36.12%
8720 - Non -Food, Nutrition Cost	$0.00	$1,175.45	($1,175.45)	0.00%
Total - 8700 - Food Expenses	**$46,800.00**	**$18,079.44**	**$28,720.56**	**38.63%**

FINANCIAL ROW	BUDGET AMOUNT	AMOUNT EXPENDED	BUDGET BALANCE	% OF BUDGET
8800 - In-Kind Expenses	**$834,026.00**	**$48,672.11**	**$785,353.89**	**5.84%**
Total - Expense	**$4,108,259.00**	**$567,823.44**	**$3,540,435.56**	**13.82%**
Other Income and Expenses				
Other Expense				
8500 - Other Expense				
8520 - Recognition	$2,715.00	$20.89	$2,694.11	0.77%
8530 - Fees/Dues	$1,200.00	$811.05	$388.95	67.59%
8540 - Training & TTA	$39,956.00	$857.72	$39,098.28	2.15%
8545 - Parent Services	$1,000.00	$0.00	$1,000.00	0.00%
8546 - Transition	$1,200.00	$0.00	$1,200.00	0.00%
8560 - Computer & Software Related Expenses	$13,400.00	$13.84	$13,386.16	0.10%
8570 - Advertising & Community Sponsorships	$400.00	$549.48	($149.48)	137.37%
8590 - Other Expenses	$2,000.00	$0.00	$2,000.00	0.00%
Total - 8500 - Other Expense	**$61,871.00**	**$2,252.98**	**$59,618.02**	**3.64%**
Total - Other Expense	**$61,871.00**	**$2,252.98**	**$59,618.02**	**3.64%**
Net Income	**$0.00**	**($149,595.31)**	**$149,595.31**	**0.00%**

LIFT Community Action Agency Inc
Parent - Lift : LIFT Community Action Agency Inc
LIFT | Budget vs. Actual by Grant
From Dec 2025 to Nov 2026
Options: Activity Only

EHS 25·26

FINANCIAL ROW	BUDGET AMOUNT	AMOUNT EXPENDED	BUDGET BALANCE	% OF BUDGET
Ordinary Income/Expense				
Income				
4100 - Inkind Revenue	**$319,607.00**	**$12,276.47**	**$307,330.53**	**3.84%**
4500 - Federal Revenue	**$1,278,427.00**	**$155,441.00**	**$1,122,986.00**	**12.16%**
Total - Income	**$1,598,034.00**	**$167,717.47**	**$1,430,316.53**	**10.50%**
Gross Profit	**$1,598,034.00**	**$167,717.47**	**$1,430,316.53**	**10.50%**
Expense				
7200 - Salaries & related expenses				
7220 - Salaries & wages - other	$687,495.00	$116,533.92	$570,961.08	16.95%
7230 - Pension plan contributions	$68,749.50	$6,526.51	$62,222.99	9.49%
7240 - Employee benefits - not pension	$126,898.68	$20,557.57	$106,341.11	16.20%
7250 - Payroll taxes, etc.	$58,780.82	$8,968.99	$49,811.83	15.26%
Total - 7200 - Salaries & related expenses	**$941,924.00**	**$152,586.99**	**$789,337.01**	**16.20%**
7300 - Indirect Cost Pool Expense	**$159,499.00**	**$27,724.11**	**$131,774.89**	**17.38%**
7500 - Contract/Consultant Services	**$0.00**	**$623.95**	**($623.95)**	**0.00%**
8100 - Non personnel expenses				
8110 - Office/Teaching Supplies	$34,340.00	$7,191.43	$27,148.57	20.94%
8120 - Other/Maint Supplies	$0.00	$1,033.40	($1,033.40)	0.00%
8130 - Telephone & Internet	$12,750.00	$2,740.68	$10,009.32	21.50%
8140 - Postage & shipping	$300.00	$7.61	$292.39	2.54%
8150 - Medical/Dental Supplies	$5,000.00	$223.80	$4,776.20	4.48%
8170 - Printing & copying	$1,200.00	$165.46	$1,034.54	13.79%
Total - 8100 - Non personnel expenses	**$53,590.00**	**$11,362.38**	**$42,227.62**	**21.20%**
8200 - Facility & equipment expenses				
8210 - Space Lease	$0.00	$116.04	($116.04)	0.00%
8220 - Electric	$6,000.00	$1,443.01	$4,556.99	24.05%
8225 - Water	$2,000.00	$222.49	$1,777.51	11.12%
8230 - Trash	$1,000.00	$382.82	$617.18	38.28%
8235 - Sewer	$2,000.00	$137.68	$1,862.32	6.88%
8240 - Natural Gas	$1,750.00	$227.37	$1,522.63	12.99%
8260 - Repair/Maint for Building/Equip	$25,394.00	$6,108.61	$19,285.39	24.06%
Total - 8200 - Facility & equipment expenses	**$38,144.00**	**$8,638.02**	**$29,505.98**	**22.65%**
8300 - Travel & meetings expenses				
8310 - Local Travel	$5,000.00	$800.24	$4,199.76	16.00%
8320 - Out of Area Travel	$3,400.00	$0.00	$3,400.00	0.00%
8330 - Fuel Cost	$250.00	$167.96	$82.04	67.18%
8335 - Vehicle Repair & Maint	$500.00	$105.38	$394.62	21.08%
Total - 8300 - Travel & meetings expenses	**$9,150.00**	**$1,073.58**	**$8,076.42**	**11.73%**
8400 - Insurance Expense	$13,500.00	$0.00	$13,500.00	0.00%
8700 - Food Expenses				
8710 - Food Nutrition Cost	$22,070.00	$2,401.78	$19,668.22	10.88%
8730 - Other Food Expense	$9,250.00	$476.11	$8,773.89	5.15%
Total - 8700 - Food Expenses	**$31,320.00**	**$2,877.89**	**$28,442.11**	**9.19%**
8800 - In-Kind Expenses	**$319,607.00**	**$12,276.47**	**$307,330.53**	**3.84%**
Total - Expense	**$1,566,734.00**	**$217,163.39**	**$1,349,570.61**	**13.86%**
Other Income and Expenses				
Other Expense				
8500 - Other Expense				
8520 - Recognition	$2,700.00	$0.00	$2,700.00	0.00%

FINANCIAL ROW	BUDGET AMOUNT	AMOUNT EXPENDED	BUDGET BALANCE	% OF BUDGET
8530 - Fees/Dues	$3,796.00	$234.22	$3,561.78	6.17%
8540 - Training & TTA	$19,304.00	$1,908.79	$17,395.21	9.89%
8545 - Parent Services	$2,500.00	$0.00	$2,500.00	0.00%
8560 - Computer & Software Related Expenses	$0.00	$1.11	($1.11)	0.00%
8570 - Advertising & Community Sponsorships	$500.00	$213.66	$286.34	42.73%
8590 - Other Expenses	$2,500.00	$0.00	$2,500.00	0.00%
Total - 8500 - Other Expense	**$31,300.00**	**$2,357.78**	**$28,942.22**	**7.53%**
Total - Other Expense	**$31,300.00**	**$2,357.78**	**$28,942.22**	**7.53%**
Net Income	**$0.00**	**($51,803.70)**	**$51,803.70**	**0.00%**

LIFT Community Action Agency Inc
Parent - Lift : LIFT Community Action Agency Inc
Credit Card Vendor Totals
Jan 2026
Options: Show Zeros

NAME	AMOUNT (GROSS)
Elan Travel Bank	$40,857.81
HOME DEPOT BRC/GECF	$4,364.53
Total	**$45,222.34**

LIFT Community Action Agency Inc
Parent - Lift : LIFT Community Action Agency Inc
Credit Card Report
Jan 2026

Program	Facility & equipment expenses					Food Expenses				Grants, contracts, & direct assistance				
	Construction Rehab & Renovation Amount	APPLIANCES & EQUIPMENT - NOT CAPITALIZE Amount	Repair/Maint for Building/Equip Amount	WX Tools & Equipment Amount	Total Amount	Food Nutrition Cost Amount	Non -Food, Nutrition Cost Amount	Other Food Expense Amount	Total Amount	Direct Assistance - Other Amount	Direct Assistance - Utilities Amount	Total Amount	Fatherhood Amount	Office/Teaching Supplies Amount
Administration			$54.95		$54.95			$502.63	$502.63			$0.00		
Choosing Childbirth					$0.00		$0.00	$87.91	$87.91			$0.00		
CORE Dad Program					$0.00			$395.52	$395.52			$0.00	$699.50	
Early Head Start Child Care			$9.24		$9.24				$0.00			$0.00		
Early Learning Centers					$0.00	$313.68	$20.29	$270.56	$604.53			$0.00		$848.37
EHS -EARLY HEAD START			$4.97		$4.97				$0.00			$0.00		
HEAD START / EARLY HEAD START					$0.00	$242.30			$242.30			$0.00		
Healthy Start					$0.00				$0.00			$0.00		$1,350.00
Housing	$415.92				$415.92				$0.00			$0.00		
HS -Head Start		$4,608.15	$113.94		$4,722.09		$1,175.45		$1,175.45			$0.00		
Lending					$0.00				$0.00			$0.00		
Mentoring					$0.00				$0.00			$0.00		
RSVP					$0.00				$0.00			$0.00		
State Park Operations			$996.90		$996.90				$0.00			$0.00		
TMA					$0.00				$0.00			$0.00		$14.17
TRANSIT					$0.00				$0.00			$0.00		
Victim Services					$0.00				$0.00	$573.57	$175.36	$748.93		
Weatherization				$2,051.10	$2,051.10				$0.00			$0.00		
WRO					$0.00		$47.50	$1,614.55	$1,662.05			$0.00		$74.80
Youth Build					$0.00				$0.00			$0.00		
Total	**$415.92**	**$4,608.15**	**$1,180.00**	**$2,051.10**	**$8,255.17**	**$555.98**	**$1,243.24**	**$2,871.17**	**$4,670.39**	**$573.57**	**$175.36**	**$748.93**	**$699.50**	**$2,287.34**

Non personnel expenses					Other Expense									Travel & meetings expenses	Total
Other/Maint Supplies Amount	Postage & shipping Amount	Special Events Amount	Telephone & Internet Amount	Total Amount	Advertising & Community Sponsorships Amount	Computer & Software Related Expenses Amount	Fees/Dues Amount	Incentive Expense Amount	Other Expenses Amount	Recognition Amount	Training & TTA Amount	WX Health & Safety Amount	Total Amount	Out of Area Travel Amount	Amount
$959.66			$258.71	$1,218.37		$1,625.02	$579.86		$50.00	$501.22	$3,208.00		$5,964.10	$1,530.94	$9,270.99
				$0.00		$6.00							$6.00	$243.99	$337.90
				$699.50		$12.00		$2,500.00					$2,512.00		$3,607.02
				$0.00		$2.05							$2.05		$11.29
			$10.00	$858.37			$108.50				$295.00		$403.50		$1,866.40
			$120.00	$120.00		$1.11					$20.00		$21.11		$146.08
				$0.00									$0.00		$242.30
				$1,350.00		$36.00		$4,789.02					$4,825.02		$6,175.02
				$0.00		$3.00						$262.00	$265.00		$680.92
			$490.00	$490.00		$8.34	$108.50						$116.84		$6,504.38
				$0.00		$3.00							$3.00		$3.00
				$0.00			$275.00						$275.00		$275.00
	$78.00			$78.00									$0.00		$78.00
			$780.88	$780.88			$83.58						$83.58		$1,861.36
				$14.17		$6.00	$283.00						$289.00	$1,221.58	$1,524.75
				$0.00			$89.82				$350.00		$439.82		$439.82
				$0.00									$0.00		$748.93
				$0.00									$0.00		$2,051.10
$78.59		$86.69	$133.00	$373.08	$1,487.67	$106.00			$5,750.55				$7,344.22		$9,379.35
	$12.73			$12.73		$6.00							$6.00		$18.73
$1,038.25	**$90.73**	**$86.69**	**$1,792.59**	**$5,995.10**	**$1,487.67**	**$1,814.52**	**$1,528.26**	**$7,289.02**	**$5,800.55**	**$501.22**	**$3,873.00**	**$262.00**	**$22,556.24**	**$2,996.51**	**$45,222.34**

AELC

Item F1

Choctaw Nation of Oklahoma
Child Care Assistance Program

Gary Batton, Chief
Jack Austin Jr, Asst. Chief

P.O. Box 1210 • Durant, OK • 74702-1210
580-642-8150
Fax: 580-920-4959

Choctaws... Growing with Pride, Hope and Success

Dear Licensed Provider:

Please use the section below to ensure all required documents are included when returning your application for your FY26 Improvement Grants Application. We look forward to receiving your application and to be working with you over the next few months to get your facility some new, exciting equipment for your daycare. If you need anything at all, please don't hesitate to contact me directly by email or phone at the information provided below.

The purchasing procedure will remain the same as last year, however there are some changes with the vendors. Last year, we offered the option of ordering from Amazon, but please be aware that Amazon is ***NOT*** an approved vendor for this year. Vendor information and order forms will be sent out with your award letter. All items that are ordered for your facility will be shipped directly to your facility. Once you receive your items, we ask that you let us know ASAP. Veronica Tyson, the data entry clerk for the Child Care Assistance will be in contact with you after your items have been ordered.

Applications must be received by Friday March 13, 2026.

Sincerely,

Angie Hodge

Angie Hodge
CCA Senior Manager
Direct Line: (580)642-8150
ahodge@choctawnation.com

Elizabeth Thompson

Elizabeth Thompson
CCA Program Manager
Direct Line: (580) 642-7344
ethompson@choctawnation.com

Document Checklist:

- ☐ Application: Please make sure all sections are filled out entirely to ensure a quick and thorough process
- ☐ Most recent DHS Licensing Visit Sheet
- ☐ Current License/Permit

Funding Entity: **Walmart Spark Good Local Grant Program**
Walmart Facility: **Broken Bow Store**
Amount Requested: **$3500**

LIFT CAA's Broken Bow Early Learning Center Daycare is seeking the Board's approval to submit an application to the WalMart facility located in Broken Bow, Oklahoma for the "Walmart Spark Good Local Grant Program." Through this opportunity, the BBELC Daycare is requesting a local grant in the amount of $3,500 to make upgrades to the playground used by the 0-3 year old children at this facility.

Walmart's local grant amounts range from $250 to the maximum grant of $5,000. There are three opportunities throughout the year to make an application for local funding.

Eligible Entities/Use of funds

- Funds must benefit the facility's service area:
- Organizations applying must meet one of following criteria:
    - An organization holding a current tax-exempt status as a public charity under Section 501(c)(3) of the Internal Revenue Code, listed on the IRS Master File and conducting activities within the United States, classified as a public charity under Section 509(a)(1), (2) or (3) (Types I or II); and Deed verified.
    - A recognized government entity: state, county or city agency, including law enforcement or fire departments, that are requesting funds exclusively for public purposes and Deed verified.
    - A K-12 public or nonprofit private school, charter school, community/junior college, state/private college or university; or a church or other faith-based organization with a proposed project that benefits the community at large, such as food pantries, soup kitchens and clothing closets and Deed verified.

If selected for an award, the Walmart funds will be leveraged with other funding to make the following upgrades: Installation of a pour-in-place playground surface and shade structure.

Funding Entity: **Walmart Spark Good Local Grant Program**
Walmart Facility: **Hugo Store**
Amount Requested: **$5000**

LIFT CAA's Broken Bow Early Learning Center Daycare is seeking the Board's approval to submit an application to the WalMart facility located in Hugo, Oklahoma for the "Walmart Spark Good Local Grant Program." Through this opportunity, the Choosing Childbirth program is requesting a local grant in the amount of $5000 for the purchase/provision of program completion incentives/recognition events for the participants.

Walmart's local grant amounts range from $250 to the maximum grant of $5,000. There are three opportunities throughout the year to make an application for local funding.

Eligible Entities/Use of funds

- Funds must benefit the facility's service area:
- Organizations applying must meet one of following criteria:
    - An organization holding a current tax-exempt status as a public charity under Section 501(c)(3) of the Internal Revenue Code, listed on the IRS Master File and conducting activities within the United States, classified as a public charity under Section 509(a)(1), (2) or (3) (Types I or II); and Deed verified.
    - A recognized government entity: state, county or city agency, including law enforcement or fire departments, that are requesting funds exclusively for public purposes and Deed verified.
    - A K-12 public or nonprofit private school, charter school, community/junior college, state/private college or university; or a church or other faith-based organization with a proposed project that benefits the community at large, such as food pantries, soup kitchens and clothing closets and Deed verified.

If selected for an award, the Walmart funds will be used to support recognition events across all three counties served by the Choosing Childbirth program (Choctaw, McCurtain and Pushmataha). These events will promote program completion and increase family engagement.

Funding Entity: **Walmart Spark Good Local Grant Program**
Walmart Facility: **Idabel Store**
Amount Requested: **$3500**

LIFT CAA's Broken Bow Early Learning Center Daycare is seeking the Board's approval to submit an application to the WalMart facility located in Idabel, Oklahoma for the "Walmart Spark Good Local Grant Program." Through this opportunity, the BBELC Daycare is requesting a local grant in the amount of $3500 to make upgrades to the playground used by the 0-3 year old children at this facility.

Walmart's local grant amounts range from $250 to the maximum grant of $5,000. There are three opportunities throughout the year to make an application for local funding.

Eligible Entities/Use of funds

- Funds must benefit the facility's service area:
- Organizations applying must meet one of following criteria:
    - An organization holding a current tax-exempt status as a public charity under Section 501(c)(3) of the Internal Revenue Code, listed on the IRS Master File and conducting activities within the United States, classified as a public charity under Section 509(a)(1), (2) or (3) (Types I or II); and Deed verified.
    - A recognized government entity: state, county or city agency, including law enforcement or fire departments, that are requesting funds exclusively for public purposes and Deed verified.
    - A K-12 public or nonprofit private school, charter school, community/junior college, state/private college or university; or a church or other faith-based organization with a proposed project that benefits the community at large, such as food pantries, soup kitchens and clothing closets and Deed verified.

If selected for an award, the Walmart funds will be leveraged with other funding to make the following upgrades: Installation of a pour-in-place playground surface and shade structure.

OKLAHOMA Commerce

900 N. Stiles Avenue
Oklahoma City, OK 73104, USA
405-815-6552 | Toll Free 800-879-6552
OKCOMMERCE.GOV

January 16, 2026

Rebecca Porter, Executive Director
LIFT Community Action Agency
209 North 4th
Hugo, OK 74743

Dear Ms. Porter:

The Oklahoma Department of Commerce/Community Development (ODOC/CD) has received the first FY 2026 Community Services Block Grant (CSBG) allocation. The funds are awarded by the U.S. Department of Health and Human Services/ Office of Community Services to revitalize communities and create opportunities for economic prosperity among low-income individuals and families.

Your agency's allocation is:

1st Allocation	$79,390.00
	$79,390.00

Please use the ODOC grants management system (https://ogx.ok.gov) to apply for CSBG funds. This will begin the preparation for the eventual execution of an ODOC contract, effective January 1, 2026

Forms to be completed in OGX are:

1) Applicant Information
2) Budget Detail (use the allocation Amount shown above)
3) Upload (upload the electronic version of other documents as required in the CSBG RFA, which is found in the funding opportunity on OGX (http://ogx.ok.gov)
4) Audit

A completed Pre-award Risk Assessment Questionnaire, which was emailed to you on December 18th, 2025, must be uploaded to your application before a contract is awarded. Applications are due by March 30, 2026; however, *we urge you to submit your application as soon as possible.*

These funds may be used for expenses incurred on or after January 1, 2026, through September 30, 2027, and are available to be drawn when you have received a 2026 CSBG contract signed and executed by ODOC.

If you have questions, please contact your CSBG Program Liaison or Becky Glover at becky.glover@okcommerce.gov.

Sincerely,

Marshall L. Vogts

Marshall Vogts, Director
Community Development

Funding Entity: **U.S. Department of Labor, Employment and Training Administration**
Funding Opportunity: **YouthBuild**
Amount Requested: **$1,518,000**

YouthBuild is a community-based alternative education program for youth between the ages of 16 and 24 who are high school dropouts, adjudicated youth, youth aging out of foster care, youth with disabilities, homeless youth, and other disadvantaged youth populations. The YouthBuild program simultaneously addresses several core issues important to low-income communities: affordable housing, education, employment, leadership development and energy efficiency. The YouthBuild model balances project-based learning and occupational skills training to prepare disadvantaged youth for career placement. The academic component assists youth who are often significantly behind in basic skill development to obtain a high school diploma or state high school equivalency credential. The occupational skills training component prepares at-risk youth to gain placement into career pathways and/or further education or training, and also supports the goal of increasing affordable housing within communities by teaching youth construction skills learned by building or significantly renovating homes for sale or rent to low-income families or transitional housing for homeless families or individuals.

The period of performance for these grant awards will be three years and four months from the effective date of the grant, which includes:
• a planning period of up to four months;
• two years of core program operations (education, occupational skills training, and youth leadership development activities) for one or more cohorts of youth; and
• an additional twelve months of follow-up support services and tracking of participant outcomes for each cohort.

LIFT CAA is requesting the Board's approval to submit an application to the U.S. Department of Labor in the amount of $1,518,000 for the FY2026 Youthbuild funding opportunity. If awarded the program will serve 66 youth each year of the program. This program further supports six full time program staff.

The FY26 YouthBuild program will be modeled after our existing YouthBuild project regarding activities conducted. The program will be operated within Choctaw, McCurtain and Pushmataha Counties. It will include all of Choctaw County, Antlers and Rattan in Pushmataha County and Valliant in McCurtain County. Additionally, the program requires non-federal match support equal to 25% or more of the Federal award.

The application is due on March 2nd, 2026.

Funding Entity: **State of Oklahoma - District Attorneys Council**
Funding Opportunity: **Victims of Crime Act (VOCA) Grant**
Amount Requested: **$15,000**
Agency Program: **LIFT CASA Program**

The Crime Victims Assistance Grant Program is a result of the Victims of Crime Act (VOCA) signed into law by President Ronald Reagan on October 12, 1984. The Act created the Crime Victims Fund which is financed through fines and assessments on criminals at the federal level. No tax dollars go into the Fund. VOCA Assistance Grants are dispersed through the Office for Victims of Crime, U.S. Department of Justice and are awarded to each state and several territories based on a specific formula. States are then responsible for sub-granting the money to approved applicants in order to help finance their crime victim service programs. Applicants may include non-profit agencies, state and local government agencies, and Native American tribes. Pursuant to the Victims of Crime Act, priority is given to applicants serving victims of sexual assault, domestic violence, child abuse and unserved/underserved victims.

The LIFT CASA (Court Appointed Special Advocates) Program has been serving abused and/or neglected children since 1997. The program began with a small budget in Pushmataha County but expanded later to include Choctaw and McCurtain Counties as well. LIFT CASA recruits volunteers to be the voice of children in situations of abuse or neglect who have been made wards of the court. The program's CASA volunteers make sure the best interests of each child are considered. These trained volunteers are assigned cases by a court judge, and they gather information about their cases in order to present informed recommendations to the court. The goal of LIFT CASA is to continue to expand the program and recruit more volunteers so that every abused or neglected child in the District Court system will be represented by a CASA worker.

With the Board's approval, we are requesting $15,000 from the Oklahoma District Attorneys Council for a 2026 Victims of Crime Act Grant. If awarded, this would be LIFT CASA's 28th year of funding through this grant program. The proposed one-year VOCA grant would be used to provide salary and other operating support for LIFT CASA staff. Since the purpose of this grant program is to provide direct services to victims of crime, this funding will allow LIFT CASA to continue providing advocacy services for abused and neglected children within Choctaw, McCurtain, and Pushmataha Counties.

Funding Entity: **State of Oklahoma - District Attorneys Council**
Funding Opportunity: **Victims of Crime Act (VOCA) Grant**
Amount Requested: **$25,000**
Agency Program: **Victim Advocacy Services Program**

The Crime Victims Assistance Grant Program is a result of the Victims of Crime Act (VOCA) signed into law by President Ronald Reagan on October 12, 1984. The Act created the Crime Victims Fund which is financed through fines and assessments on criminals at the federal level. No tax dollars go into the Fund. VOCA Assistance Grants are dispersed through the Office for Victims of Crime, U.S. Department of Justice and are awarded to each state and several territories based on a specific formula. States are then responsible for sub-granting the money to approved applicants in order to help finance their crime victim service programs.

For the last 28 years, LIFT CAA's Court Appointed Special Advocates Program has received VOCA funding support. During the grant application process in 2015, program staff were encouraged to consider applying for any expenses that will address other unmet needs (aside from CASA) for crime victims in the agency's service communities. Thus, the Victim Advocacy Services Program was developed, which was fully funded for one year through VOCA in 2015 and has been re-funded again every year thereafter.

Therefore, with the Board's approval, we are requesting $25,000 from the Oklahoma District Attorneys Council for a 2026 Victims of Crime Act Grant for the Victim Advocacy Services Program. If awarded the VOCA project, we will continue providing services under the Victim Advocacy Services Program. This program provides enhanced, needed direct services to victims and their families. Strategies involve working with law enforcement, volunteers, caseworkers and other stakeholders in a coordinated effort to meet the needs of crime victims. A Victim Services Coordinator assists victims of crime in Choctaw, McCurtain and Pushmataha Counties through direct service provision and/or linking victims to resources that will serve the victim's physical, emotional and basic needs, such as emergency shelter, food and clothing, as well as meeting long-term needs such as assistance in applying for crime victim compensation benefits.

Choctaw Nation of Oklahoma
Child Care Assistance Program
P.O. Box 1210 • Durant, OK • 74702-1210
580-924-8280 or 1-800-522-6170
Fax: 580-920-4959
www.cncca.org

Gary Batton, Chief

Jack Austin, Jr., Asst. Chief

Choctaws... Growing with Pride, Hope and Success

FY2026

GRANT AWARD NOTIFICATION

Date: 1-23-26

PROVIDER: Lift - Antlers

We are pleased to notify you that your FY26 Improvement Grant application has been approved in the amount of:

$ 2300.00

Attached you will find order forms you may use to list the items you wish to order from **Kaplan, Constructive Playthings (US Toy Co.) and Lakeshore**. Please complete the order form(s) and return them (it) to the Choctaw Nation Child Care Assistance office. You may send them by:

Mail: Choctaw Nation Child Care Assistance
P.O. Box 1210
Durant, OK 74702

Fax: 580-920-4959 or email: ccagrants@choctawnation.com

Your order will be placed as soon as possible after we receive it and you should receive your requested items within a few weeks.

Note: When you are preparing your orders, it will be helpful if you order a little over what the award amount is and mark them as your first choice to be deleted should we not be able to get those items.

Choctaw Nation of Oklahoma
Child Care Assistance Program
P.O. Box 1210 • Durant, OK • 74702-1210
580-924-8280 or 1-800-522-6170
Fax: 580-920-4959
www.cncca.org

Gary Batton, Chief

Jack Austin, Jr., Asst. Chief

Choctaws... Growing with Pride, Hope and Success

FY2026

GRANT AWARD NOTIFICATION

Date: 1-23-26

PROVIDER: Lift - Broken Bow

We are pleased to notify you that your FY26 Improvement Grant application has been approved in the amount of:

$ 2340.00

Attached you will find order forms you may use to list the items you wish to order from **Kaplan, Constructive Playthings (US Toy Co.) and Lakeshore**. Please complete the order form(s) and return them (it) to the Choctaw Nation Child Care Assistance office. You may send them by:

Mail: Choctaw Nation Child Care Assistance
P.O. Box 1210
Durant, OK 74702

Fax: 580-920-4959 or email: ccagrants@choctawnation.com

Your order will be placed as soon as possible after we receive it and you should receive your requested items within a few weeks.

Note: When you are preparing your orders, it will be helpful if you order a little over what the award amount is and mark them as your first choice to be deleted should we not be able to get those items.

Choctaw Nation of Oklahoma Child Care Stabilization Grant Awards, Year 5 (2nd Quarter):

Antlers Early Learning Center: $7,000

Broken Bow Early Learning Center: $11,000

2nd Quarter Total: $18,000

CNO Payment Remittance Advice

From Payer	Choctaw Nation of Oklahoma 1802 Chukka Hina Durant Oklahoma US 74701	**Supplier or Party To Payee**	LIFT COMMUNITY ACTION AGENCY INC LIFT COMMUNITY ACTION AGENCY INC 209 N 4TH ST Hugo OK US 74743

Remittance Detail

Document Reference Number	Description	Date	Currency	Document Amount	Amount Withheld	Discount Taken	Amount Paid
AB1017002101012026	477 - ARPA STABILIZATION GRANT 5TH YEAR - 2ND QUARTER JANUARY 2026 - MARCH 2026	01/01/2026	USD	11,000.00	0.00	0.00	11,000.00
AB1017002201012026	477 - ARPA STABILIZATION GRANT 5TH YEAR - 2ND QUARTER JANUARY 2026 - MARCH 2026	01/01/2026	USD	7,000.00	0.00	0.00	7,000.00
				Total	0.00	0.00	18,000.00

Public Disclosure

LIFT Community Action Agency, Inc.
Potential Conflict of Interest

Be advised LIFT Community Action Agency, Inc., an Oklahoma Non-Profit Corporation, LIFT HomeOwnership Center, operates a Weatherization Program which is available to any qualified member of the public. The guidelines and qualifications of the Weatherization Program are created and funded by the United States Department of Energy and administered through Oklahoma Department of Commerce. LIFT CAA strictly adheres to their guidelines and policies.

LIFT CAA Code of Conduct provides procedures when a potential conflict of interest arises. LIFT CAA will always strive to make full disclosure and meet all requirements of its Code of Conduct in all transactions in order to maintain fairness and provide service to the community.

LIFT CAA Code of Conduct III. (D) It is understood that a director, officer or employee may be a direct or indirect party to a transaction with LIFT CAA which might create or provide the appearance of a conflict of interest, as above defined, if all the above disclosure and other requirements are met and if the transaction is fair to LIFT CAA.

"Be advised ***Betty Langley***, a ***Pushmataha*** county resident, has applied through regular and approved processes of the LIFT CAA HomeOwnership Center for Home Weatherization Assistance. ***Betty Langley's*** Weatherization application has been submitted to and shall be reviewed by Terry Wren, Weatherization Program Manager, an employee who is not related to said applicant.

LIFT CAA Code of Conduct III. (C) "Officers and Management Employees.
Each officer and management employee has a duty to make full disclosure to the Board of Directors of any possible conflict of interest (or that of a member of his or her immediately family) regarding any matter as to which the officer or employee provides recommendations or advice to the Board of Directors." Pursuant to said Code this matter shall be presented before the LIFT CAA Board of Directors on February 10th, 10:00 AM, at the Head Start Administration Office in Hugo, Oklahoma (1005 S. 5th Street) and is open to the public.

If you have any questions or information concerning this matter please contact Terry Wren, LIFT CAA Weatherization Program Manager, 580-326-5434.

Posted this Thursday, January 15th, 2026 at the LIFT CAA HomeOwnership Center, Hugo and Antlers Oklahoma.

Brandon McDaniel, LIFT CAA Housing Program Director

Affidavit of Macy Self
Non-Participation in Application and Process

I, Macy Self,on this 14 day of **January, 2026**, hereby swear or affirm that I am a **Associate Director** of LIFT Community Action Agency, Inc. **Betty Langley**, has applied to LIFT CAA, Inc for home weatherization assistance.

I have not exercised any functions or responsibilities with respect to the activities assisted with Oklahoma Department of Commerce funds which are administered by LIFT Community Action Agency, Inc. in regards to **Betty Langley** application and process regarding home weatherization assistance.

I am not in a position to participate nor will I participate in decisions or gain inside information. I will not be involved in any matter concerning the home weatherization assistance program. **Betty Langley** application and processes will be the responsibility of Terry Wren, LIFT CAA Weatherization Program Manager.

The LIFT Community Action Agency, Inc. Code of Conduct, III. Conflicts of Interest, C. Officers and Management Employees, states management employees have a duty to make full disclosure to the Board of Directors of any possible conflict of interest (or that of a member of his or her immediate family) regarding any matter as to which management employee who makes recommendations or provide advice to the Board of Directors.

Further Affiant Sayeth Not.

Macy Self

STATE OF OKLAHOMA
COUNTY OF CHOCTAW

On this 14th day of January, 2026, before me, the undersigned, a Notary Public in and for said County and State, personally appeared Macy Self, known to me, and acknowledged to me that she executed the foregoing instrument for the uses and purposes therein set forth.

Sheree Ensley

WITNESS, my hand and seal the date last above written.

Notary Public
My Commission Expires

SHEREE ENSLEY
Notary Public
State of Oklahoma
Commission #18009233
My Comm. Expires 9/13/2026

Amber C. Duncan

Attorney-At-Law
ambercduncanlaw@gmail.com

ADC

Amber C. Duncan Law Office, PLLC

106 W. Main Street • PO Box 208
Antlers, Oklahoma 74523

T: 580.298.3391
F: 844.377.6155

January 20, 2026

Ms. Rebecca Reynolds
Executive Director
Lift Community Action Agency, Inc.
209 North 4th Street
Hugo, Oklahoma 74743

Re: Betty Langley's Application for CSBG Weatherization Services

Dear Ms. Reynolds,

It has come to my attention that there is a Potential Conflict of Interest related to an application for CSBG Weatherization Services by Betty Langley. It is noted that Ms. Langley is the step-grandmother of the spouse of Macy Self; Ms. Self is an employee of the agency. The Community Action Agency Contractor Implementation Manual, Requirement 111, Effective September 1, 2014, allows for Exceptions to Conflicts of Interest or perceptions thereof, to-wit:

1. A disclosure of the nature of the conflict, accompanied by an assurance that there has been public disclosure of the conflict and a description of how the public disclosure was made.
2. An opinion of the Subgrantee Recipient's attorney that the Interest for which the exception is sought would not violate State or local law.

After reviewing both the Public Disclosure for a Potential Conflict of Interest posted on January 15, 2026, and Macy Self's Affidavit of Non-Participation in the

Application Process: I am of the opinion that the exception sought in this matter would not violate Oklahoma or local law.

Thank you for your time and consideration in this matter. If you have questions regarding my findings, please contact me at any of the above listed means.

Respectfully,

Amber C. Garman, OBA # 32609
Attorney at Law
Amber C. Duncan Law Office
P.O. Box 208
Antlers, OK 74523
580-298-3391
ambercduncanlaw@gmail.com

2024 Plan Information Worksheet

Status:

Plan Sponsor Information

Plan Sponsor's Name
LIFT Community Action Agency, Inc.

Plan Sponsor's Mailling Address — Foreign ☐
209 North 4th

Plan Sponsor's Doing Business As Name

Plan Sponsor's Mailing City, Province, State and ZIP
Hugo OK 74743

Plan Sponsor's Location Address — Foreign ☐

Plan Sponsor's Care Of Name

Plan Sponsor's Location City, Province, State and ZIP

Plan Sponsor's EIN
73-0772321

Plan Sponsor's Phone Number
(580) 326-3351

Plan Administrator Information

☒ Same as Plan Sponsor

Plan Administrator's Name

Plan Administrator's Address — Foreign ☐

Plan Administrator's Care Of Name

Plan Administrator's City, Province, State and ZIP

Plan Administrator's EIN

Plan Administrator's Phone Number

Plan Information

Plan Name
LIFT 403b Plan

Business Code
621498

Filing for Plan Year:
2024

DFE Plan ☐

Plan Year Begins MM/DD/YYYY 08/01/2024 Ends MM/DD/YYYY 07/31/2025

Tax Year Begins MM/DD/YYYY 08/01/2024 Ends MM/DD/YYYY 07/31/2025

Three-digit Plan Number
002

Plan ID

EIN for PBGC Forms

Name Control

Effective Date of Plan
08/01/1995

Transmitter Information

Transmitter's TIN
73-1554797

Transmitter Control Code (TCC)
60H49

Contact Name
Ellen Michaels

Transmitter's Name
Employee Benefits Group, LLC

Contact Telephone Number
(918)688-3244

Company Name
Employee Benefits Group, LLC

Contact E-Mail Address
emichaels@ebg-email.com

Company Mailing Address — Foreign ☐
P.O. Box 521093

Company City, Province, State and ZIP
Tulsa OK 74152

Do NOT File with IRS, DOL or PBGC

Preparer Information

Preparer's Name

Preparer's City, Province, State and ZIP

Preparer's Firm Name

Preparer's Phone Number

Preparer's Address

Foreign ☐

Trust Information

Name of Trust

Trust EIN

Name of Trustee or Custodian

Trustee's or Custodian's Phone #

Signers, Service Providers and Interested Individuals

☒ Notify Plan Administrator

Contact Phone Number
(580) 326-3351

Contact Name
Rebecca Reynols

E-Mail Address
becky.reynolds@liftca.org

Contact ID

☒ Notify Plan Administrator

Contact Phone Number
(580) 326-3351

Contact Name
Sheree Ensley

E-Mail Address
sheree.ensley@liftca.org

Contact ID

☒ Notify Plan Administrator

Contact Phone Number
(918)906-5004

Contact Name
Sarah Roberts

E-Mail Address
sarah@ebg-email.com

Contact ID

☐ Notify

Contact Phone Number

Contact Name

E-Mail Address

Contact ID

☐ Notify

Contact Phone Number

Contact Name

E-Mail Address

Contact ID

☐ Notify

Contact Phone Number

Contact Name

E-Mail Address

Contact ID

☐ Notify

Contact Phone Number

Contact Name

E-Mail Address

Contact ID

☐ Notify

Contact Phone Number

Contact Name

E-Mail Address

Contact ID

Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2024

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 08/01/2024 and ending 07/31/2025

A This return/report is for:
- ☐ a multiemployer plan
- ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- ☒ a single-employer plan
- ☐ a DFE (specify) ____

B This return/report is:
- ☐ the first return/report
- ☐ the final return/report
- ☐ an amended return/report
- ☐ a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ ☐

D Check box if filing under:
- ☐ Form 5558
- ☐ automatic extension
- ☐ the DFVC program
- ☐ special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ ☐

Part II Basic Plan Information—enter all requested information

1a Name of plan
LIFT 403b Plan

1b Three-digit plan number (PN) ▶ 002

1c Effective date of plan 08/01/1995

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
LIFT Community Action Agency, Inc.

209 North 4th

Hugo OK 74743

2b Employer Identification Number (EIN) 73-0772321

2c Plan Sponsor's telephone number (580) 326-3351

2d Business code (see instructions) 621498

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE			Sarah Roberts
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [X] Same as Plan Sponsor

3b Administrator's EIN

3c Administrator's telephone number

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:

a Sponsor's name

4b EIN

c Plan Name

4d PN

5	Total number of participants at the beginning of the plan year	**5**	297
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	227
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	245
b	Retired or separated participants receiving benefits	**6b**	0
c	Other retired or separated participants entitled to future benefits	**6c**	64
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	309
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	0
f	Total. Add lines **6d** and **6e**.	**6f**	309
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	297
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	309
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	46
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

2M 2L 2F 2G 2K 2T

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply)

- **(1)** [X] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(4)** [ ] General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

- **(1)** [X] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] Trust
- **(4)** [ ] General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- **(1)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [ ] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- **(4)** [ ] **DCG** (Individual Plan Information) – Number Attached _____
- **(5)** [ ] **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [X] **A** (Insurance Information) – Number Attached 1
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [ ] **D** (DFE/Participating Plan Information)
- **(6)** [ ] **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE A (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

OMB No. 1210-0110

2024

This Form is Open to Public Inspection

For calendar plan year 2024 or fiscal plan year beginning 08/01/2024 and ending 07/31/2025

A Name of plan	**B** Three-digit plan number (PN) ▶
LIFT 403b Plan	002
C Plan sponsor's name as shown on line 2a of Form 5500	**D** Employer Identification Number (EIN)
LIFT Community Action Agency, Inc.	73-0772321

Part I **Information Concerning Insurance Contract Coverage, Fees, and Commissions** Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.

1 Coverage Information:

(a) Name of insurance carrier

Empower Annuity Insurance Co. of America

(b) EIN	**(c)** NAIC code	**(d)** Contract or identification number	**(e)** Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	**(g)** To
84-0467907	68322	511626-01	156	08/01/2024	07/31/2025

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	**(b)** Total amount of fees paid
0	0

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4	Current value of plan's interest under this contract in the general account at year end	**4**	1,820,385
5	Current value of plan's interest under this contract in separate accounts at year end	**5**	

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b	Premiums paid to carrier	**6b**	
c	Premiums due but unpaid at the end of the year	**6c**	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	**6d**	

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity (3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee (3) ☐ guaranteed investment (4) ☒ other ▶ Group Annuity Contract

b	Balance at the end of the previous year			**7b**	2,252,551
c	Additions: (1) Contributions deposited during the year	**7c(1)**	132,975		
	(2) Dividends and credits	**7c(2)**			
	(3) Interest credited during the year	**7c(3)**	57,293		
	(4) Transferred from separate account	**7c(4)**	12,557		
	(5) Other (specify below)	**7c(5)**	62,917		
	▶ Forfeitures				
	(6) Total additions			**7c(6)**	265,742
d	Total of balance and additions (add lines **7b** and **7c(6)**)			**7d**	2,518,293
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	**7e(1)**	572,848		
	(2) Administration charge made by carrier	**7e(2)**	9,199		
	(3) Transferred to separate account	**7e(3)**	115,861		
	(4) Other (specify below)	**7e(4)**			
	▶				
	(5) Total deductions			**7e(5)**	697,908
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			**7f**	1,820,385

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

a ☐ Health (other than dental or vision) **b** ☐ Dental **c** ☐ Vision **d** ☐ Life insurance
e ☐ Temporary disability (accident and sickness) **f** ☐ Long-term disability **g** ☐ Supplemental unemployment **h** ☐ Prescription drug
i ☐ Stop loss (large deductible) **j** ☐ HMO contract **k** ☐ PPO contract **l** ☐ Indemnity contract
m ☐ Other (specify) ▶

9 Experience-rated contracts:				
a Premiums: (1) Amount received	**9a(1)**			
(2) Increase (decrease) in amount due but unpaid	**9a(2)**			
(3) Increase (decrease) in unearned premium reserve	**9a(3)**			
(4) Earned (**(1)** + **(2)** - **(3)**)			**9a(4)**	
b Benefit charges (1) Claims paid	**9b(1)**			
(2) Increase (decrease) in claim reserves	**9b(2)**			
(3) Incurred claims (add **(1)** and **(2)**)			**9b(3)**	
(4) Claims charged			**9b(4)**	
c Remainder of premium: (1) Retention charges (on an accrual basis) --				
(A) Commissions	**9c(1)(A)**			
(B) Administrative service or other fees	**9c(1)(B)**			
(C) Other specific acquisition costs	**9c(1)(C)**			
(D) Other expenses	**9c(1)(D)**			
(E) Taxes	**9c(1)(E)**			
(F) Charges for risks or other contingencies	**9c(1)(F)**			
(G) Other retention charges	**9c(1)(G)**			
(H) Total retention			**9c(1)(H)**	
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)			**9c(2)**	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			**9d(1)**	
(2) Claim reserves			**9d(2)**	
(3) Other reserves			**9d(3)**	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line **9c(2)**.)			**9e**	
10 Nonexperience-rated contracts:				
a Total premiums or subscription charges paid to carrier			**10a**	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount. Specify nature of costs.			**10b**	

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2024** **This Form is Open to Public Inspection.**

For calendar plan year 2024 or fiscal plan year beginning 08/01/2024 and ending 07/31/2025

A Name of plan
LIFT 403b Plan

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
LIFT Community Action Agency, Inc.

D Employer Identification Number (EIN)
73-0772321

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . ☐ Yes ☒ No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

Empower Advisory Group, LLC

8515 E. Orchard Rd.

Greenwood Village CO 80111

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	Invest. Mgmt	6,361	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

Gallagher Benefit Services, Inc.
36-4291971

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	Investment Advisor	30,000	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

Employee Benefits Group, LLC
73-1554797

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13	Third Party Admin	8,853	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

Empower Annuity Insurance Co.

8515 E. Orchard Rd.

Greenwood Village CO 80111

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
64	Recordkeeper	23,258	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes [ ] No [ ]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes [ ] No [ ]	Yes [ ] No [ ]		Yes [ ] No [ ]

Part I **Service Provider Information (continued)**

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

Part III **Termination Information on Accountants and Enrolled Actuaries (see instructions)**
(complete as many entries as needed)

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

a Name:	**b** EIN:
c Position:	
d Address:	**e** Telephone:

Explanation:

SCHEDULE H (Form 5500)	Financial Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ **File as an attachment to Form 5500.**	**2024** **This Form is Open to Public Inspection**

For calendar plan year 2024 or fiscal plan year beginning 08/01/2024 and ending 07/31/2025

A Name of plan
LIFT 403b Plan

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
LIFT Community Action Agency, Inc.

D Employer Identification Number (EIN)
73-0772321

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	25,260	29,269
(2) Participant contributions	1b(2)	16,103	18,608
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	456,126	442,098
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	9,223,703	8,966,406
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	2,252,551	1,820,385

			(a) Beginning of Year	**(b)** End of Year
1d	Employer-related investments:			
	(1) Employer securities	1d(1)		
	(2) Employer real property	1d(2)		
e	Buildings and other property used in plan operation	1e		
f	Total assets (add all amounts in lines 1a through 1e)	1f	11,973,743	11,276,766
	Liabilities			
g	Benefit claims payable	1g		
h	Operating payables	1h		
i	Acquisition indebtedness	1i		
j	Other liabilities	1j		
k	Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
	Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	11,973,743	11,276,766

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

			(a) Amount	**(b)** Total
	Income			
a	**Contributions:**			
	(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)	668,195	
	(B) Participants	2a(1)(B)	416,088	
	(C) Others (including rollovers)	2a(1)(C)	15,050	
	(2) Noncash contributions	2a(2)		
	(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		1,099,333
b	**Earnings on investments:**			
	(1) Interest:			
	(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
	(B) U.S. Government securities	2b(1)(B)		
	(C) Corporate debt instruments	2b(1)(C)		
	(D) Loans (other than to participants)	2b(1)(D)		
	(E) Participant loans	2b(1)(E)	38,780	
	(F) Other	2b(1)(F)		
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		38,780
	(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
	(B) Common stock	2b(2)(B)		
	(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	341,120	
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		341,120
	(3) Rents	2b(3)		
	(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
	(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
	(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
	(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
	(B) Other	2b(5)(B)		
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		645,580
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		2,124,813
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	2,759,019	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		2,759,019
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		7,283
h Interest expense	2h		
i Administrative expenses: **(1)** Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)	8,853	
(3) Recordkeeping fees	2i(3)	16,635	
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	30,000	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines 2i(1) athrough (11)	2i(12)		55,488
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		2,821,790
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-696,977
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: FINLEY & COOK, PLLC **(2)** EIN: 73-0604334

d The opinion of an independent qualified public accountant is **not attached** because:

(1) [ ] This form is filed for a CCT, PSA, or MTIA. **(2)** [ ] It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions.)

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	**4a**		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		1,000,000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3	**4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ..... ☐ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500)	Retirement Plan Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ **File as an attachment to Form 5500.**	**2024** **This Form is Open to Public Inspection.**

For calendar plan year 2024 or fiscal plan year beginning 08/01/2024 and ending 07/31/2025

A Name of plan
LIFT 403b Plan

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
LIFT Community Action Agency, Inc.

D Employer Identification Number (EIN)
73-0772321

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions ..... | **1** |

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
EIN(s): 84-0467907

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year ..... | **3** |

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6	**a** Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	**6a**	
	b Enter the amount contributed by the employer to the plan for this plan year	**6b**	
	c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	**6c**	

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☐ **Increase** ☐ **Decrease** ☐ **Both** ☐ **No**

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

11 **a** Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☐ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☐ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14c**	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment. ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete lines (a) and (b)

a Enter the percentage of plan assets held as:

Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%

High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:

☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more

20 **PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation_____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☒ "Current year" ADP test

☐ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 03/31/2017 (MM/DD/YYYY) and the Opinion Letter serial number J500493a.

Form **8955-SSA**

Department of the Treasury
Internal Revenue Service

Annual Registration Statement Identifying Separated Participants With Deferred Vested Benefits

This form is required to be filed under section 6057 of the Internal Revenue Code.
► Go to *www.irs.gov/Form8955SSA* for instructions and the latest information.

OMB No. 1545-2187

2024

This Form Is NOT Open to Public Inspection

PART I Annual Statement Identification Information

For the plan year beginning 08/01/2024 , and ending 07/31/2025

A ☐ ◀ Check here if plan is a government, church, or other plan that elects to voluntarily file Form 8955-SSA. (See instructions.)

B ☐ ◀ Check here if this is an amended registration statement.

C Check the appropriate box if filing under: ☐ Form 5558 ☐ Automatic extension
☐ Special extension (enter description) _____

PART II Basic Plan Information - enter all requested information

1a Name of plan	**1b** Plan Number (PN)
LIFT 403b Plan	002

Plan Sponsor Information

2a Plan sponsor's name	**2b** Employer Identification Number (EIN)
LIFT Community Action Agency, Inc.	73-0772321
2c Trade name (if different from plan sponsor name)	**2d** Plan sponsor's phone number
	(580) 326-3351

2e In care of name

2f Mailing address (room, apt., suite no. and street, or P.O. box)	**2g** City	**2h** State	**2i** ZIP code
209 North 4th	Hugo	OK	74743

2j Foreign province (or state)	**2k** Foreign country	**2l** Foreign postal code

Plan Administrator Information

3a Plan administrator's name (if other than plan sponsor)	**3b** Employer Identification Number (EIN)
Same	
3c In care of name	**3d** Plan administrator's phone number

3e Mailing address (room, apt., suite no. and street, or P.O. box)	**3f** City	**3g** State	**3h** ZIP code

3i Foreign province (or state)	**3j** Foreign country	**3k** Foreign postal code

4 If the name or EIN of the **plan administrator** has changed since the last return filed for this plan, enter the name and EIN from the last filed return:

Plan administrator's name	EIN

5 If the name or EIN of the **plan sponsor** has changed since the last return filed for this plan, enter the name, EIN, and plan number from that return:

Plan sponsor's name	EIN	Plan Number (PN)

6a Participants who separated with a deferred vested benefit required to be reported on this Form 8955-SSA	**6a**	3
b Participants who separated with a deferred vested benefit voluntarily reported on this Form 8955-SSA in the same year as the separation occurred	**6b**	0
7 Total number of participants reported on lines 6a and 6b	**7**	3

8 Did the plan administrator provide an individual statement to each participant required to receive a statement? . . . . . ☒ Yes ☐ No

Under penalties of perjury, I declare that I have examined this statement, and to the best of my knowledge and belief, it is true, correct, and complete.

Sign Here ▶	Signature of plan sponsor	Date signed	Signature of plan administrator	Date signed

Name of plan	Plan Number	EIN
LIFT 403b Plan	002	73-0772321

PART III Participant Information - enter all requested information

9 Enter one of the following Entry Codes in column (a) for each separated participant with deferred vested benefits who:

Code A — has not previously been reported.
Code B — has previously been reported under the above plan number, but whose previously reported information requires revisions.
Code C — has previously been reported under another plan, but who will be receiving benefits from the plan listed above instead.
Code D — has previously been reported under the above plan number, but whose benefits have been paid out or who is no longer entitled to those deferred vested benefits.

Use with entry code "A", "B", "C", or "D"						Use with entry code "A" or "B"				Entry code "C" only	
(a) Entry Code	(b) Full Social Security Number (or "FOREIGN")	(c) Name of Participant (See instructions.) First name	M.I.	Last name	✓	Enter code for nature and form of benefit (d) Type of annuity	(e) Payment frequency	Amount of vested benefit (f) Defined benefit plan — periodic payment	(g) Defined contribution plan — total value of account	(h) Previous sponsor's EIN	(i) Previous plan number
A	XXX-XX[redacted]	Nathaniel		Carroll		A	A		12,521		
A	XXX-XX[redacted]	Alexandria		Jackson		A	A		1,291		
A	XXX-XX[redacted]	Cathy		Vaughan		A	A		18,113		
D	XXX-XX[redacted]	Bernadette		Cather							
D	XXX-XX[redacted]	Ellen		Pickings							
D	XXX-XX[redacted]	Jason		Stilwell							

Name of plan	Plan Number	EIN
LIFT 403b Plan	002	73-0772321

PART III Participant Information - enter all requested information

9 Enter one of the following Entry Codes in column (a) for each separated participant with deferred vested benefits who:

Code A — has not previously been reported.
Code B — has previously been reported under the above plan number, but whose previously reported information requires revisions.
Code C — has previously been reported under another plan, but who will be receiving benefits from the plan listed above instead.
Code D — has previously been reported under the above plan number, but whose benefits have been paid out or who is no longer entitled to those deferred vested benefits.

Use with entry code "A", "B", "C", or "D"						Use with entry code "A" or "B"				Entry code "C" only	
(a) Entry Code	(b) Full Social Security Number (or "FOREIGN")	(c) Name of Participant (See instructions.) First name	M.I.	Last name	✓	Enter code for nature and form of benefit (d) Type of annuity	(e) Payment frequency	Amount of vested benefit (f) Defined benefit plan — periodic payment	(g) Defined contribution plan — total value of account	(h) Previous sponsor's EIN	(i) Previous plan number

LIFT CAA FY26 Operating Plan

The Organizational Underwriting application provides the agency with a guide and serves as a tool to keep track of progress, identify and address issues/concerns; identify strengths and weaknesses and helps significantly with future planning. It is a "living document" and the agency's ability to be flexible and implement changes speaks to capacity. In 2025, LIFT CAA, in partnership with the community and Board members, created a new three-year (2026-2028) organization-wide Strategic Plan. The Strategic Plan, the Community Needs Assessment, current trends, review/updates of the FY25 Operating Plan and quarter reports (ORS) were all considered in the development of this FY26 Operating Plan.

The FY26 Operating Plan below outlines goals by lines of business.

Line of Business: Board Governance

Goal: *Board members have capacity to make informed decisions about agency policy, procedures, operations, resources, etc.*

Production/Performance Goals: SMART (Smart, Measurable, Attainable, Realistic and Time-Bound):	**Timeline:**
Continue to hold monthly Board of Director's Meetings (12 total)	January 1, 2026 through December 31, 2026
Two Board Members attend off-site trainings provided by other agencies (CAPLAW; OKACAA; NCAP; NWA etc.)	January 1, 2026 through December 31, 2026
Conduct 12 Board Trainings internally to increase capacity	January 1, 2026 through December 31, 2026
Hold Annual In-Service Event to increase program awareness/capacity internally	By December 31, 2026
100% (27) board members make a monetary contribution to support agency programs/services	January 1, 2026 through December 31, 2026
Complete one evaluation on Executive Director Performance	January 1, 2026 through December 31, 2026
Board completes annual review/approval of agency policies	January 1, 2026 through December 31, 2026
Board engages in review and analysis of program performance goals and outcomes	January 1, 2026 through December 31, 2026
Board members participate in Strategic Planning Process and/or review.	January 1, 2026 through December 31, 2026

Implementation Strategies: Board members will attend NTI's, VTI's, CAPLAW training, OKACAA training, etc. to ensure they have the capacity to make informed decisions about the agency. This will serve to strengthen board governance and prepare members for any change in Board leadership i.e. officers (Chair, Vice-Chair and Secretary/Treasurer). Officer positions are held for a maximum of three years. Training and monthly meetings ensure for a well-informed board with the knowledge and capacity to make decisions in the best interest of the agency and its customers. These goals align with NTI training as well as other training opportunities. The agency

has a board approved (December 9, 2025) three-year Strategic Plan which will serve as a guide for the organization and reflects the needs as identified by the community. This equates to community buy-in and involvement.

Line of Business: Resource Development

Goal: *Secure resources for agency operations/service delivery to address community needs*

Production/Performance Goals: SMART (Smart, Measurable, Attainable, Realistic and Time-Bound):	**Timeline:**
Submit organizational documents as required to NWA for lending and salary support for the agency's loan program. Two applications (1 Capital and 1 Expendable to NWA)	By February 28, 2026
Submit a minimum of 1 supplemental application to NWA to support agency needs (housing, rebranding, etc.)	January 1, 2026 through December 31, 2026
Raise $3,000 locally to assist families in crisis via LIFT CAA emergency fund via the Salvation Army Bell Ringing Campaign, etc.	December 1, 2026 through December 31, 2026
One housing staff receives HUD Housing Counseling Training and tests for HUD Housing Counseling Certification	January 1, 2026 through December 31, 2026
Increase by 5 percent the number of total grant applications submitted by the planning department staff compared to 2025 (Baseline: 57 Applications)	January 1, 2026 through December 31, 2026
Submit a total of four applications to ODOC (CSBG, WX (DOE/DHS/BIL, & SAF), VITA, Rx for Oklahoma for operational and program funding for the housing department.	January 1, 2026 through December 31, 2026
Submit one application to Oklahoma Housing Finance Agency for HOME funds and CHDO Operating funds for creation of a multi-family (triplex or duplex) unit.	January 1, 2026 through December 31, 2026
Two Board members participate in agency fundraising activities, i.e. donate items for auction, volunteer services/time or space for fundraising activities, etc.	January 1, 2026 through December 31, 2026
Maintain revenue from operations of HUD 202's by maintaining occupancy rates as of December 31, 2025 at 85%.	January 1, 2026 through December 31, 2026
Maintain revenue from operations of Non-HUD rental units (Terry Hills, Triplexes and Duplexes) comparative to previous year	January 1, 2026 through December 31, 2026
Increase housing funds via new home construction/sale of property (5 homes) using the Oklahoma Housing Stability Funds	By December 31, 2026

The primary source of funding for LIFT CAA has always been Federal and State grants. These funds ensure continued and uninterrupted service provision. Many of the resources are to sustain program operations but are not intended to generate income. They create and sustain jobs which

contribute to the economy. They provide services that are aimed at helping program participants attain skills education, etc. for achieving self-sufficiency, thereby contributing to a better economy. The exception would be our rental and new-construction projects. The income generated from these activities help to grow and sustain housing development. LIFT CAA is in a "unique" position in terms of being such a large and diverse organization. Because of this, LIFT CAA is able to maintain and even grow program services that sister organizations find challenging. The agency's strategy to continue to seek out grant funds and engage in other resource development activities address poverty, substandard housing, transportation, education, health and other community needs. The outcome or difference resulting from these activities is an improved quality of life for the consumers/program participants.

Line of Business: Homeownership Promotion

Goal: *Increase housing production and opportunities for achieving homeownership*

Production/Performance Goals: SMART (Smart, Measurable, Attainable, Realistic and Time-Bound):	**Timeline:**
Review and Submit 50 housing loan applications via 502 Direct (Internally), via the Intermediary, and Housing Stability Program	January 1, 2026 through December 31, 2026
Create 25 new homeowners via the 502 Direct (Loans closed packaged internally and externally)	January 1, 2026 through December 31, 2026
Utilize four outlets for promoting homeownership and raising awareness about various agency programs and activities that lead to homeownership: Sources: radio advertisements; newspaper ads; webpage; social media postings; and brochure distribution.	January 1, 2026 through December 31, 2026
Provide Technical Assistance, Training and Support to 8 certified packaging bodies in Oklahoma, Arkansas, Kansas, Louisiana, Missouri, Nebraska, North Dakota, South Dakota and Texas to increase their capacity to create homeowners	January 1, 2026 through December 31, 2026
Provide Technical Assistance, Training and Support to 10 nonprofit housing organizations in Oklahoma, Arkansas, Kansas, Louisiana, Missouri, Nebraska, New Mexico, North Dakota, South Dakota, Texas and Wyoming to increase their capacity to create homeowners (formerly SHARE)	January 1, 2026 through December 31, 2026
Assist with creation of 20 new homeowners via the provision of T&MA to Self Help Housing Organizations in an 11-State Region (formerly SHARE program)	January 1, 2026 through December 31, 2026

The goals/activities in this LOB result in increased homeownership as well as educating residents about the various routes to homeownership. Through the provision of Training and Technical Assistance, LIFT's impact in creating homeowners stretches far beyond our geographical boundaries. The expected outcome will be the creation of 25 new homeowners as a result of the 502 direct program. The other outcome will be an increase in residents requesting information

and/or completing intakes for the various homeownership "products" provided via LIFT CAA's Housing Program. This will be documented per various reporting systems. Because of the Intermediary activities, it is projected that a minimum of 25 new homeowners will be created as a result of the combined activities of reviewing loan application packages and provision of technical assistance and other support to the nonprofit housing organizations working with prospective homebuyers. The primary difference is that families are able to secure safe, decent, and affordable housing.

Line of Business: Homeownership Preservation

Goal: *Homeowners attain resources and/or skills for maintaining homeownership*

Production/Performance Goals: SMART (Smart, Measurable, Attainable, Realistic and Time-Bound):	**Timeline:**
25 clients (502 Direct) receive home buyer education via third party training	January 1, 2026 through December 31, 2026
Provide home weatherization services for 120 families	January 1, 2026 through December 31, 2026
Process 4 504 loan/grant applications for housing rehab	January 1, 2026 through December 31, 2026

Homeowners acquire or enhance their skills/knowledge for sustaining homeownership via lessons learned through participation in homebuyer education ensuring homeownership over the long term. Through weatherization activities, families have safer and more affordable homes also leading to an increased ability to sustain homeownership (lower utility costs, etc.) as a direct result of home improvements. Through the 504 program, Seniors (Age 62+) are able to secure grant funds (up to $10,000) for necessary repairs/updates to their homes. This helps to ensure the integrity and lifespan of the home. The difference in the community is that families are able to feel safe; have more disposable income due to lowered utility bills and enjoy more comfortable living environments.

Line of Business: Comprehensive Community Development / Community Building Engagement

Goal: *Improve lives and strengthen communities through intentional community development activities*

Production/Performance Goals: SMART (Smart, Measurable, Attainable, Realistic and Time-Bound):	**Timeline:**
Sponsor/coordinate 4 community- based events to boost local economy and create/strengthen partnerships locally (RSVP Events, Lt. Governor Turkey Hunt, Fishing Tournaments, Rodeo)	January 1, 2026 through December 31, 2026

LIFT CAA FY26 Operating Plan

Create (2) comprehensive community development opportunities to engage residents and promote leadership (Community Clean Up, Awareness Campaigns, Job Fairs, Worklahoma Youth build, etc.)	January 1, 2026 through December 31, 2026
Work with the State Legislators to have Hugo Lake Park re-designated as a State Park	January 1, 2026 through December 31, 2026
Partner with local Community Based Organizations and Residents to identify and implement activities to promote tourism especially within the Parks/State Parks	January 1, 2026 through December 31, 2026
Increase awareness of agency programs via distribution of 2500 program flyers agency-wide	January 1, 2026 through December 31, 2026
Assist 6 families with low-income via the Rx Prescription Drug Program (existing and new combined)	January 1, 2026 through December 31, 2026
Engage in 3 outreach efforts to promote tourism to boost local economy i.e. Lt. Governor Turkey Hunt, Christmas Boat Parade, Deer Festival, etc.	January 1, 2026 through December 31, 2026
Provide small business training to 5 existing or potential businesses to increase capacity	January 1, 2026 through December 31, 2026
Utilize 250 resident volunteers to provide community services by volunteering at food banks, as mentors, etc. via the agency's RSVP, At-Risk Youth and other agency-operated programs.	January 1, 2026 through December 31, 2026
Complete one CB&E activity (Community Service Project) via Youth Build funding engaging 30 residents inclusive of area youth, city and county officials, residents, business leaders, representatives of other non-profits etc.	January 1, 2026 through December 31, 2026
Make 4 presentations during 2026 to civic and/or other community- based organizations to raise awareness of LCAA programs/services (across agency programs)	January 1, 2026 through December 31, 2026
Hold Bi-Annual Tenant Committee Meetings at Terry Hill MFP	May 2026 and October 2026
Hold 10 community events in partnership with 5 to 10 community -based partners that educate and/or raise awareness about domestic violence, child abuse, infant mortality, drug/alcohol abuse, etc.	January 1, 2026 through December 31, 2026
Make at least 9 small business loans	January 1, 2026 through December 31, 2026
Attend 2 trainings (Online/In Person) pertaining to CDFI implementation and Certification	January 1, 2026 through December 31, 2026
Provide training and technical assistance (in the form of developmental services) to 9 individuals pursuing a small business loan	January 1, 2026 through December 31, 2026
COREDads: Provide educational, social/emotional, and supportive services to 225 Fathers/Father figures to improve their relationships with their child(ren), family and community.	January 1, 2026 through December 31, 2026

Choosing childbirth: Provide resources (educational workshops, referrals, health-related services and support) to 120 women and their families aimed at improving their social, emotional and physical well-being.	January 1, 2026 through December 31, 2026
Family Resource Center: Assist (150) individuals/families through the provision of training, referrals, direct services and support to improve their overall family well-being.	January 1, 2026 through December 31, 2026

These activities serve to develop more resident leaders and obtain community buy-in, support and participation in addressing issues/needs at the community level. These activities help further the work of LIFT as a Community Action Agency as a NeighborWorks Organization. These activities align not only with the Community Building and Engagement Plan but also with the agency mission of Helping People, Changing Lives. By engaging residents in the process of identifying community needs, problems, assets, resources, etc., the outcome or difference is positive community change. This LOB is becoming a much larger focus within our agency. LIFT CAA is engaging in more activities to recruit resident volunteers for addressing community needs. At the "end of the day", we will have created or strengthened relationships with those most affected by the community condition, the people that live in the communities served by the agency. Increased community participation is expected to equate to significantly improved community conditions.

Through increased comprehensive community development activities such as Core Dad, Choosing Childbirth, and the Family Resource Center, communities become stronger and safer. The program activities facilitate partnerships at the local, state, and national levels which provides families and communities with resources (training, social engagement, mental health, funding, community support, etc.) that leads to improved outcomes for individuals and families. When positive change occurs at the individual and family level, the overall community is improved.

Some measurable activities to occur in this fiscal year will result from be a continued focus on improving the local economy through tourism activities in our Parks division. LIFT CAA began renovations at Hugo Lake in 2022 and has been working continuously with the local community and state legislators to seek state funding for the Park Operations. These efforts are aimed at enhancing the visitor experience, supporting local businesses, and ensuring the sustainability of our parks. By collaborating with various stakeholders, we hope to secure the necessary resources to maintain and improve our facilities, ultimately contributing to the economic growth of the region.

These activities serve to promote positive change by improving lives and strengthening the communities we serve. By providing members of the community opportunities to live in safe, decent and affordable housing, stabilizing markets, improving physical conditions and enhancing community images, promoting inclusive economic growth and addressing disparities and inequalities that are barriers to opportunity, these activities ultimately help to further the work of LIFT's mission. This LOB is becoming more prevalent as the agency achieved CDFI Certification for Southeast Oklahoma Community Development Corporation. Ultimately, the strategies employed to achieve the above goals will work to improve the communities we serve on a daily basis. Through continuous partnership between LIFT CAA, SOCDC and other sectors of the community, low-income individuals and families are provided with access to small business lending and residential lending services. LIFT CAA is able to further the Agency's mission and

address the needs of low-income families in the community.

Line of Business: Lending

Goal: *Families achieve self-sufficiency and community economy is improved*

Production/Performance Goals: SMART (Smart, Measurable, Attainable, Realistic and Time-Bound):	**Timeline:**
Process 9 business loans for small business start-up or expansion	January 1, 2026 through December 31, 2026
Service 25 small business loans	January 1, 2026 through December 31, 2026
Service 4 home loans via the agency's RLF	January 1, 2026 through December 31, 2026
Attend 2 trainings (Online/In Person) as continuing education for CDFI Operation(s)	January 1, 2026 through December 31, 2026
Secure capital for CDFI Lending activities	January 1, 2026 through December 31, 2026

These activities help to generate revenue via interest and principal payments which help to sustain the revolving loan programs. This ensures an alternative to traditional financing for small business loans and leads to increased opportunities for self-sufficiency. Small business lending provides job opportunities for both the borrower and often times leads to additional jobs for residents. Many rural communities lack jobs with livable wages; the ability to access loans for this activity may serve to supplement household income or be the single source but at any rate provides resources for families to make a living.

LIFT CAA continues to service residential loans for five families. This program has made homeownership possible for families who did not qualify for traditional financing. The success of this program which rarely experiences any delinquency (residential) is a good indicator that some potential homebuyers which might be considered "High-risk" by traditional lenders in reality are not. Without this program, these families would not have been able to secure loans for homeownership.

The difference is families are provided opportunities to build or increase assets either by becoming homeowners, business owners or both. LIFT CAA has a mission to help individuals and families of low-income achieve self-sufficiency. Too often, individuals with low-income or other factors linked to disparities in terms of access to financial resources are simply denied loans without being offered any supportive services towards addressing the cause or issues. LIFT CAA seeks to provide these services (financial fitness, credit counseling, case management, etc.) that will improve client's financial stability and increase access to resources for these customers. This helps to remove barriers and end the cycle of poverty, especially among racial and ethnic minorities. LIFT CAA provides leadership, training and technical assistance to support the efforts of the Southeast Oklahoma Community Development Corporation to become an established lender in our service area. We seek out and secure resources to help support training, software, contractual fees and other activities necessary for SOCDC to position themselves to maintain CDFI certification.

Both residents and LIFT CAA benefit from the activities of SOCDC as LIFT CAA is a developer of single-family housing, a loan packager, etc. With the continued trend of fewer resources (i.e., capital grants) from grants, LIFT CAA must look at alternatives to ensure our mission can still be met. The relationship with SOCDC is one method by which that can be achieved. The difference is that families have more choices---they don't have to give up on the dream of homeownership simply because they were denied by traditional lending sources or because they may not be eligible for some of the other housing products.

Line of Business: Asset & Property Management

Goal: *Families have access to safe, decent and affordable housing choices*

Production/Performance Goals: SMART (Smart, Measurable, Attainable, Realistic and Time-Bound):	**Timeline:**
Maintain average annual vacancy rates across Multi-Family Properties at the rate of 5% or less	January 1, 2026 through December 31, 2026
Promote MFP's through media outlets (newspaper, radio and social media i.e. Facebook, agency webpage by publishing a minimum of 20 advertisements.	January 1, 2026 through December 31, 2026
Maintain current levels of tenant services at MFP's (laundry facilities, 24/7 maintenance; grounds upkeep) (3 amenities)	January 1, 2026 through December 31, 2026
Control increases in operational expenses (not inclusive of insurance prices and preventative maintenance or repairs from reserve for replacement account) of HUD 202 properties by 5% (2025 baseline average: $76,694)	January 1, 2026 through December 31, 2026
Start construction of one duplex via HOME funding in Hugo, Oklahoma	January 1, 2026 through December 31, 2026

LIFT CAA continues to grow this revenue stream by leasing up apartments and controlling operational expenses. This equates to ensuring that these units remain self-sustaining and ensures job security for individuals employed to operate the MFP's. It also ensures access to safe, decent and affordable rental housing for residents in LIFT CAA's service area. The difference is expanded housing options for area residents. These activities address housing needs for low and very low-income families; families of more moderate incomes and special target groups i.e. senior supportive housing. LIFT CAA's continued efforts to replace old, dilapidated units through new construction of new MFP's increases safe and affordable housing. Capital improvements to MFPs in the agency's portfolio lowers utility costs; ensures that the units are safe and will continue to be a good housing option for area residents. LIFT CAA's rents are well below FMR's, so families are able to enjoy more disposable income after factoring in their housing costs.

LIFT Community Action Agency, Inc.'s goals for this fiscal year are reflective of both identified needs and

the capacity of the agency to address those needs. The goals also include plans for addressing gaps in services and increasing participation at the community level. The primary differences expected as a result of LIFT CAA activities listed above will be a more engaged community with improved housing conditions and expanded housing choices. The organization will have a stronger "bottom line" because of increased funding opportunities from grants, fees and rents collected, etc.

Actual to Projected Goal Outcomes from FY2025 Operating Plan

Line of Business: Board Governance

Goal: *Board members have the capacity to make informed decisions about agency policy, procedures, operations, resources, etc.*

Objective:	Timeline:	Progress Towards Meeting Goal:
Continue to hold monthly Board of Director's Meetings (11 total)	January 1, 2025 through December 31, 2025	Not met. Due to not having a quorum, only 8 meeting were held in 2025.
Two Board Members attend off-site trainings provided by other agencies (CAPLAW; OKACAA; NCAP; NWA etc.)	January 1, 2025 through December 31, 2025	Exceeded. 5 Board members attended off-site training provided by other agencies.
Conduct 11 Board Trainings internally to increase capacity	January 1, 2025 through December 31, 2025	Exceeded. Conducted 28 board training internally to increase capacity.
Hold Annual In-service event to increase program awareness/capacity internally.	By December 31, 2025	Met. Agency in-service held on November 7, 2025.
100% (27) board members make a monetary contribution to support agency programs/services	January 1, 2025 through December 31, 2025	Met. 100% of seated board members made a monetary contribution to support agency programs/services.
Complete one evaluation on Executive Director Performance	November 2025	Met. Executive Director performance evaluation conducted on October 14, 2025.
Board completes review/approval of agency policies.	January 1, 2025 through December 31, 2025	Met. Board of Directors reviewed and approved various agency policies and procedures throughout 2025.
Board engages in review and analysis of program performance goals and outcomes.	Quarterly Reviews: April 2025, July 2025, October 2025 and January 2026	Met. Housing Director provides quarterly updates to Board of Directors.

LIFT CAA FY26 Operating Plan

Board members participate in Strategic Planning Process and/or review.	January 1, 2025 through December 31, 2025	Met. Board of directors approved LIFT strategic Plan on December 9, 2025.

Line of Business: Resource Development

Goal: *Secure resources for agency operations/service delivery to address community needs*

Objective:	Timeline:	Progress Towards Meeting Goal:
Submit organizational documents as required to NWA for lending and salary support for the agency's loan program. Two applications (1 Capital and 1 Expendable to NWA)	January 1, 2025 through December 31, 2025	Met. NWA Organizational documents submitted on February 20, 2025.
Submit a minimum of 1 supplemental application to NWA to support agency needs (housing, rebranding, etc.)	January 1, 2025 through December 31, 2025	Exceeded. Submitted 4 supplemental applications to NWA to support agency needs.
Raise $3,000 locally to assist families in crisis via LIFT CAA emergency fund via the Salvation Army Bell Ringing Campaign, etc.	January 1, 2025 through December 31, 2025	Exceeded. A total of $3,447.33 was raised in 2025.
One housing staff receives HUD Housing Counseling Training and test for HUD Housing Counseling Certification	January 1, 2025 through December 31, 2025	Goal was not met. Staff are continuing education towards certification.
Increase by 5 percent the number of total grant applications submitted by the planning department staff compared to 2024	January 1, 2025 through December 31, 2025	Exceeded. Increased total number of grant applications submitted by 119%.
Submit one application to Oklahoma Housing Finance Agency for HOME funds and CHDO Operating funds for creation of a multi-family (triplex or duplex unit)	January 1, 2025 through December 31, 2025	Not met. The agency did not submit an application to Oklahoma Housing Finance Agency due to Housing Stability Program homes still under construction.
Submit a total of four applications to ODOC (CSBG, WX, DOE/DHS/BIL & SAF), VITA, Rx for Oklahoma for operational funding for the housing dept.	January 1, 2025 through December 31, 2025	Exceeded. Submitted a total of applications to ODOC for operational and program funding for the housing department.
Three Board members participate in agency fundraising activities, i.e. donate items for auction, Volunteer services/time or space	January 1, 2025 through December 31, 2025	Met. Three board members participate in agency fundraising activities.

for fundraising activities, etc.		
Maintain revenue from operations of HUD 202's by maintaining occupancy rates as of December 31, 2025 at 93%	January 1, 2025 through December 31, 2025	Goal was not met. Final occupancy rate for HUD properties was 84.83%
Maintain revenue from operations of Non-HUD rental units (TH, Triplexes, and Duplexes by maintaining occupancy rates	January 1, 2025 through December 31, 2025	Goal was met. Occupancy rate was 99.17%.
Increase housing funds via new home construction/sale of property (5) homes using the Oklahoma Housing Stability Funds	January 1, 2025 through December 31, 2025	Not met. Housing Stability Program homes are still under construction.

Line of Business: Homeownership Promotion

Goal: *Increase housing production and opportunities for achieving homeownership*

Objective:	**Timeline:**	**Progress Towards Meeting Goal:**
Review and submit 80 Housing loan applications via 502 Direct (Internally), via the intermediary, and Housing Stability program	January 1, 2025 through December 31, 2025	Goal was not met. Lack of funding discouraged client/packager applications.
Create 25 new homeowners via the 502 direct (Loans closed packaged internally and externally)	January 1, 2025 through December 31, 2025	Goal was not met. Lack of funding discouraged client/packager applications.
Utilize four outlets for promoting homeownership and raising awareness about various agency programs and activities that lead to homeownership: Sources – Radio advertisements, newspaper ads, webpage, social media postings, and brochure distribution	January 1, 2025 through December 31, 2025	Goal was met.
Provide Technical Assistance, training and support to 8 certified packaging bodies in Oklahoma, Arkansas, Kansas, Louisiana, Missouri, Nebraska, North Dakota, South Dakota, and Texas to increase their capacity to create homeowners (Intermediary)	January 1, 2025 through December 31, 2025	Goal was met.

Provide Technical Assistance, Training and support to 10 nonprofit housing organizations in Oklahoma, Arkansas, Kansas, Louisiana, Missouri, Nebraska, New Mexico, North Dakota, South Dakota, Texas and Wyoming to increase their capacity to create homeowners (Formerly SHARE)	January 1, 2025 through December 31, 2025	Goal was met.
Assist with creation of 20 new homeowners via the provision of T&MA to Self Help Housing Organizations in an 11-State Region (Formerly SHARE Program)	January 1, 2025 through December 31, 2025	Goal was not met. (19) Homeowners were created.

Line of Business: Homeownership Preservation

Goal: *Homeowners attain resources and/or skills for maintaining homeownership*

Objective:	Timeline:	Progress Towards Meeting Goal:
25 clients (502 direct) receive housing counseling via third party training	January 1, 2025 through December 31, 2025	Goal was met.
Provide home weatherization services for 120 families	January 1, 2025 through December 31, 2025	Goal was met.
Process four 504 loan/grant applications for housing rehab	January 1, 2025 through December 31, 2025	Goal was not met.

Line of Business: Comprehensive Community Development / Community Building & Engagement

Goal: *Improve lives and strengthen communities through intentional community development activities*

Objective:	Timeline:	Progress Towards Meeting Goal:
Sponsor/coordinate 4 community-based events to boost local economy and create/strengthen partnerships locally (RSVP Events, Lt. Governor Turkey Hunt, Fishing Tournaments, Rodeo)	January 1, 2025 through December 31, 2025	Goal was exceeded.
Create (3) comprehensive community development opportunities to engage	January 1, 2025 through December 31, 2025	Met. 3 comprehensive community development opportunities to engage residents and promote

residents and promote leadership (Community Clean Up, Awareness Campaigns, Job Fairs, Youth Build, etc.)		leadership held in 2025.
Work with the State Legislators to have Hugo Lake Park re-designated as a State Park	January 1, 2025 through December 31, 2025	Goal was not met.
Partner with local Community Based Organizations and Residents to identify and implement activities to promote tourism especially within the Parks/State Parks (Cabin and Marina Updates)	January 1, 2025 through December 31, 2025	Goal was met.
Increase awareness of agency programs via distribution of 2500 program flyers agency-wide	January 1, 2025 through December 31, 2025	Goal was met.
Assist 6 families with low-income via the Rx Prescription Drug Program (existing and new combined)	January 1, 2025 through December 31, 2025	Goal was met.
Engage in 3 outreach efforts to promote tourism to boost local economy i.e. Lt. Governor Turkey Hunt, Christmas Boat Parade, Deer Festival, etc.	January 1, 2025 through December 31, 2025	Goal was met.
Provide small business training to 5 existing or potential businesses to increase capacity	January 1, 2025 through December 31, 2025	Exceeded. SOCDC provided small business training to 7 existing or potential businesses to increase capacity.
Utilize 250 resident volunteers to provide community services by volunteering at food banks, as mentors, etc. via the agency's RSVP, At-Risk Youth and other agency-operated programs.	January 1, 2025 through December 31, 2025	Goal was met.

LIFT CAA FY26 Operating Plan

Complete one CB&E activity (Community Service Project) via Youth Build funding engaging 30 residents inclusive of area youth, city and county officials, residents, business leaders, representatives of other non-profits etc.	January 1, 2025 through December 31, 2025	Exceeded. 4 CB&E activities (Community Service projects) consisting of 41 Youthbuild participants inclusive of area youth, officials, etc. completed in 2025.
Make 4 presentations during 2025 to civic and/or other community- based organizations to raise awareness of LCAA programs/services (across agency programs)	January 1, 2025 through December 31, 2025	Goal was met.
Hold Bi-Annual Tenant Committee Meetings at Terry Hill MFP	May 2025 and October 2025	Goal was met.
Hold 10 community events in partnership with 5 to 10 community -based partners that educate and/or raise awareness about domestic violence, child abuse, infant mortality, drug/alcohol abuse, etc.	January 1, 2025 through December 31, 2025	Goal was met.
Make at least 10 small business loans	January 1, 2025 through December 31, 2025	Not met. SOCDC originated 4 small business loans in FY25.
Attend 3 trainings (online/in person) pertaining to CDFI implementation and Certification	January 1, 2025 through December 31, 2025	Met. Agency staff attended 3 trainings pertaining to CDFI implementation and certification.
Provide training and technical assistance (in the form of developmental services) to 10 individuals pursuing a small business loan	January 1, 2025 through December 31, 2025	Exceeded. Provided training and technical assistance to 12 individuals pursuing a small business loan.
CORE Dad: Provide educational, social/emotional, and supportive services to 225 father/father figures to improve their relationships with their child(ren), family and community	January 1, 2025 through December 31, 2025	Not met. Due to delays in funding and staffing. 225 Father/Father figures were not served.

Choosing childbirth: Provide resources (educational workshops, referrals, health-related services and support) to 120 women and their families aimed at improving their social, emotional and physical well-being	January 1, 2025 through December 31, 2025	Goal was not met.
Family Resource Center: Assist (75) individuals/families through the provision of training, referrals, direct services and support to improve their overall family well-being	January 1, 2025 through December 31, 2025	Exceeded. A total of 657 clients were assisted in 2025.

Line of Business: Lending

Goal: *Families achieve self-sufficiency and community economy is improved*

Objective:	**Timeline:**	**Progress Towards Meeting Goal:**
Process 10 business loans for small business start-up or expansion	January 1, 2025 through December 31, 2025	Not met. Processed 4 loans for small business start-up or expansion.
Service 20 small business loans	January 1, 2025 through December 31, 2025	Exceeded. SOCDC serviced 24 small business loans in FY2025.
Service 5 home loans via the agency's RLF	January 1, 2025 through December 31, 2025	Met. The Agency serviced 5 home loans via the Agency's RLF.
Attend 2 trainings as continuing education for CDFI Operation(s)	January 1, 2025 through December 31, 2025	Exceeded. Agency staff attended 3 trainings pertaining to CDFI implementation and certification.
Secure capital for CDFI Lending activities	January 1, 2025 through December 31, 2025	Not met. Due to the government shutdown, SOCDC has not received a determination on the financial assistance application submitted March 2025.

Line of Business: Asset and Property Management

Goal: *Families have access to safe, decent and affordable housing choices*

Objective:	**Timeline:**	**Progress Towards Meeting Goal:**

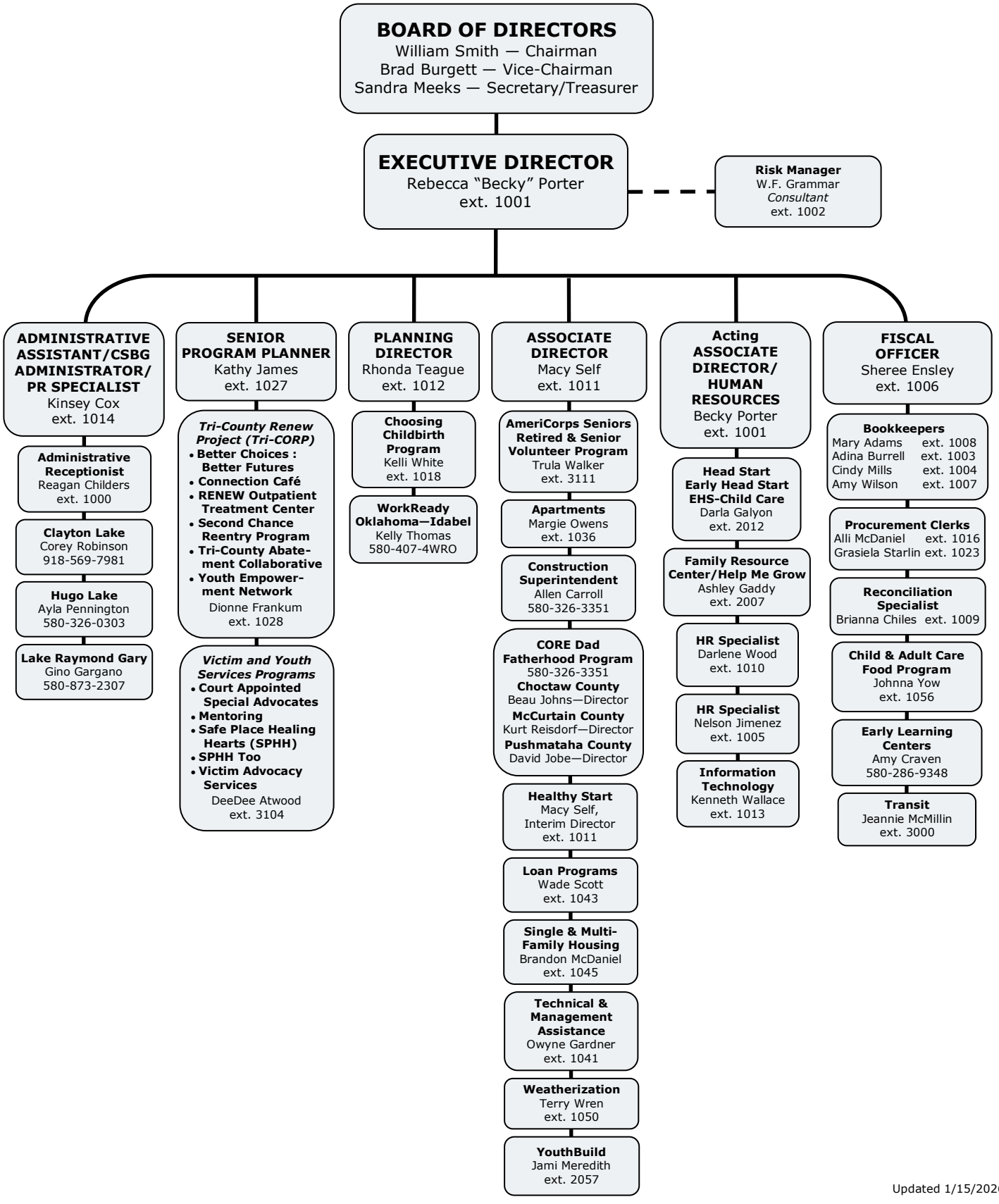
LIFT CAA FY26 Operating Plan

Maintain average annual vacancy rates across Multi-Family Properties at the current rate of 5% or less	January 1, 2025 through December 31, 2025	Goal was exceeded. Annual vacancy rate for multi-family properties was 0.83%.
Promote MFP's through media outlets (newspaper, radio and social media i.e. Facebook, agency webpage by publishing a minimum of 50 advertisements.	January 1, 2025 through December 31, 2025	Goal was not met.
Maintain current levels of tenant services at MFP's (laundry facilities, 24/7 maintenance; grounds upkeep) (3 amenities)	January 1, 2025 through December 31, 2025	Goal was met.
Control increases in operational expenses (not inclusive of insurance prices) of HUD 202 properties by 5% (Baseline average from 12/31/24 (Average operational expenses in 2024 - $54,046.00)	January 1, 2025 through December 31, 2025	Goal was not met.
Start construction of one duplex via HOME funding in Hugo, Oklahoma	January 1, 2025 through December 31, 2025	Not met. The agency did not start construction of one duplex via HOME Funding in Hugo, Ok due to Housing Stability Program homes still being under construction.

LIFT Community Action Agency, Inc.

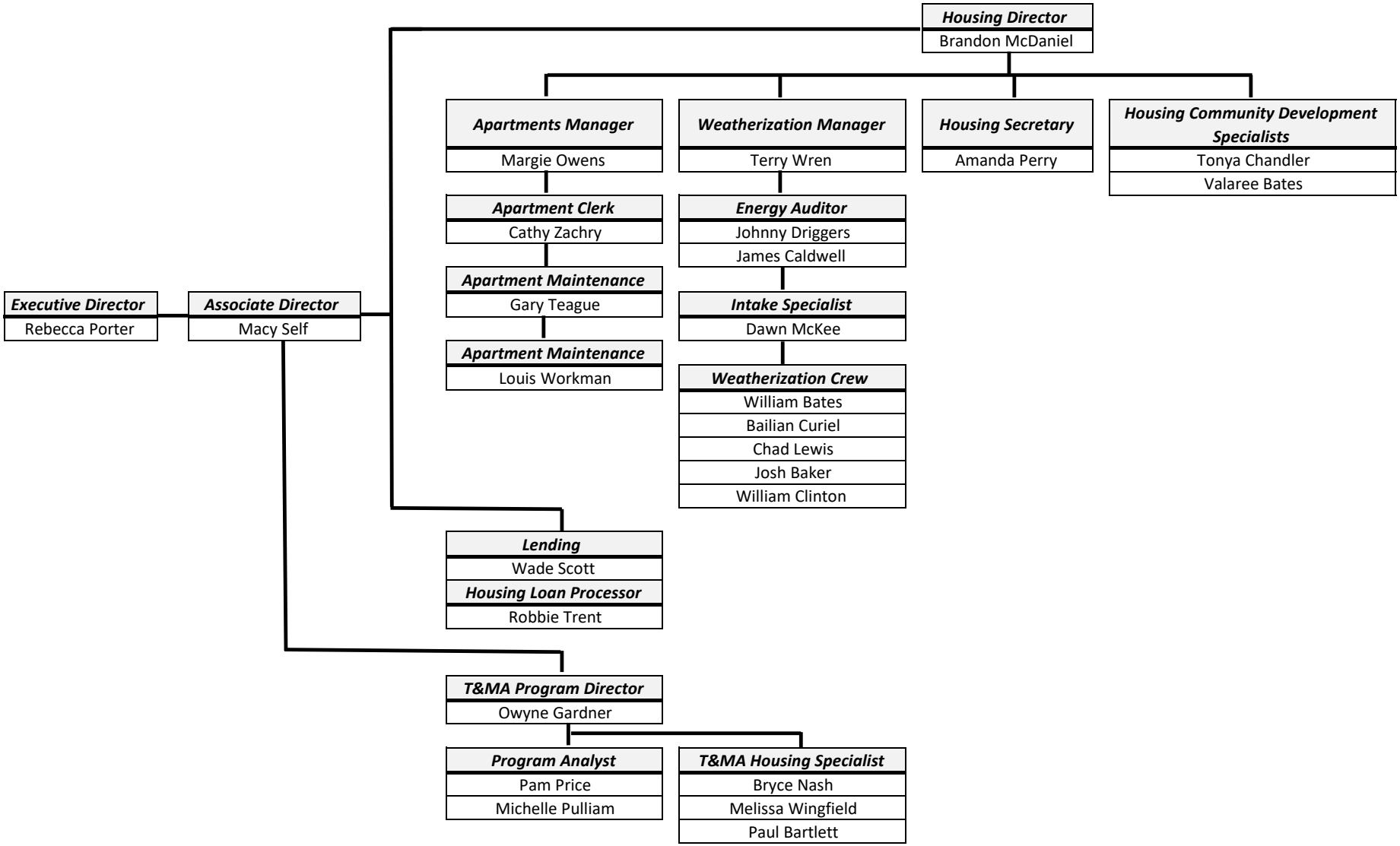
2026 ORGANIZATIONAL CHART

Administrative Office: 580-326-3351 Fax: 580-326-2305



Updated 1/15/2026

Housing Organizational Chart



Updated: 12/31/2025

LIFT OPERATING BUDGET

FY2025

	Operating (Admin)		Early Childhood		Community Services		Housing		Transportation		Economic Development	
	FY25 Budget	FY25 Actual	FY25 Budget	FY25 Actual	FY25 Budget	FY25 Actual	FY25 Budget	FY25 Actual	FY25 Budget	FY25 Actual	FY25 Budget	FY25 Actual
Salary & Related	$ 1,507,742	$ 1,050,453	$ 4,648,348	$ 5,362,044	$ 2,324,919	$ 2,439,335	$ 146,452	$ 1,163,633	$ 977,267	$ 1,006,270	$ 337,202	$ 317,540
Non-Personnel	$ 64,741	$ 73,811	$ 204,705	$ 488,946	$ 430,927	$ 358,659	$ 27,179	$ 64,575	$ 54,638	$ 54,638	$ 41,138	$ 40,987
Indirect	$ -	$ 16,430	$ 873,730	$ 919,690	$ 407,669	$ 399,340	$ 27,945	$ 178,612	$ 155,742	$ 160,792	$ 50,605	$ 59,457
Facility & Equipment	$ 41,710	$ 324,019	$ 121,906	$ 292,177	$ 255,479	$ 271,586	$ 1,193,224	$ 1,483,911	$ 47,872	$ 47,872	$ 210,144	$ 207,969
In-Kind	$ -	$ -	$ 1,316,865	$ 831,587	$ 11,900	$ 114,921	$ -	$ -	$ -	$ -	$ -	$ -
Travel	$ 41,000	$ 43,241	$ 46,277	$ 105,809	$ 203,216	$ 136,890	$ 8,000	$ 112,545	$ 142,805	$ 142,805	$ 10,901	$ 10,780
Insurance	$ 80,000	$ 1,671,388	$ 44,175	$ 127,619	$ 2,430	$ 8,831	$ 6,750	$ 109,704	$ 101,400	$ 101,400	$ -	$ 83,968
Other	$ 279,308	$ 243,050	$ 191,819	$ 647,727	$ 904,234	$ 925,052	$ 210,245	$ 1,486,440	$ -	$ 21,219	$ -	$ 53,986
Food	$ -	$ 9,832	$ 73,337	$ 632,344	$ 64,558	$ 33,737	$ -	$ 220	$ -	$ -	$ -	$ -
Contractual	$ 125,000	$ 389,792	$ 1,107,775	$ 1,001,155	$ 682,469	$ 223,831	$ 5,850	$ 132,451	$ 16,309	$ 16,309	$ 86,546	$ 86,968
TOTAL	***$ 2,139,501***	***$ 3,822,016***	***$ 8,628,937***	***$ 10,409,098***	***$ 5,287,801***	***$ 4,912,182***	***$ 1,625,645***	***$ 4,732,091***	***$ 1,496,033***	***$ 1,551,305***	***$ 736,536***	***$ 861,655***

FY 2026

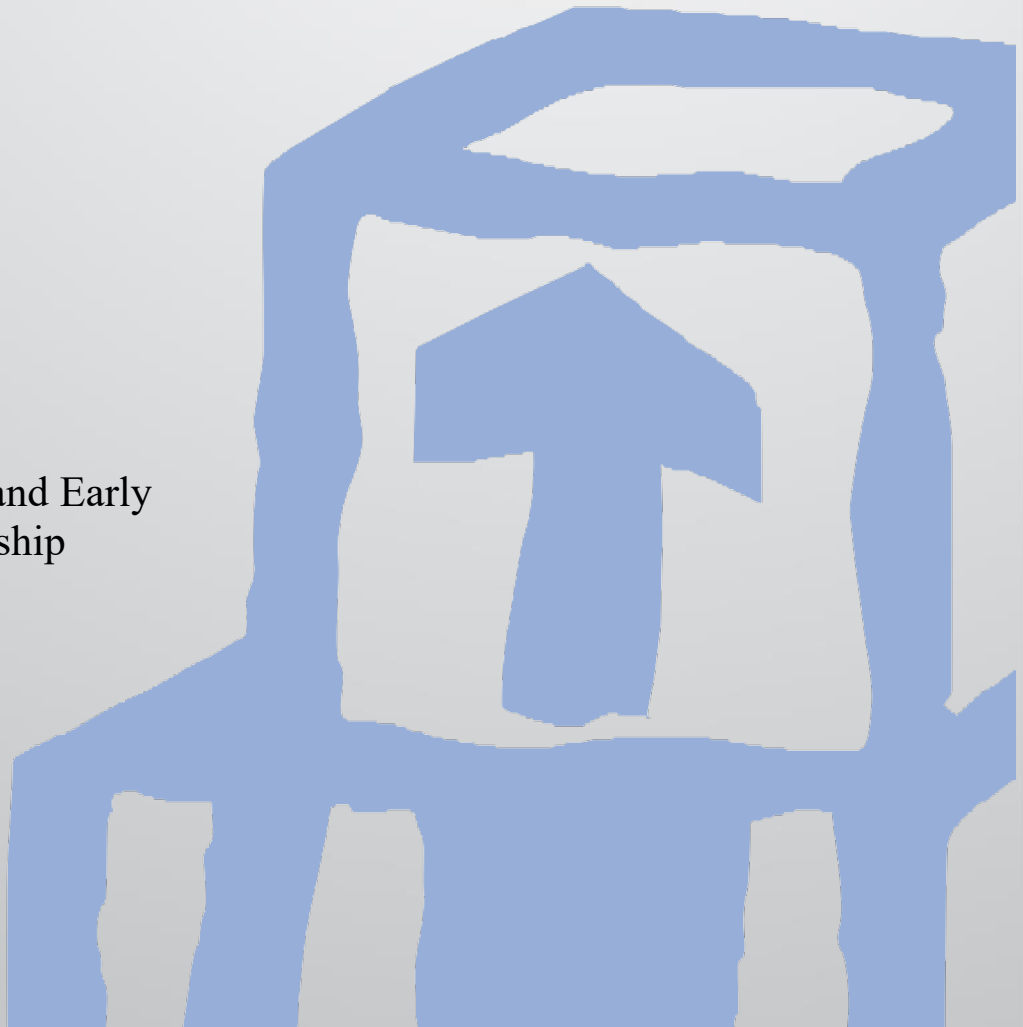
	Operating (Admin)	Early Childhood	Community Services	Housing	Transportation	Economic Development
Salary & Related	$ 1,583,129	$ 4,880,765	$ 2,441,165	$ 153,775	$ 1,026,130	$ 354,062
Non-Personnel	$ 67,978	$ 214,940	$ 452,473	$ 28,538	$ 57,370	$ 43,195
Indirect	$ -	$ 917,417	$ 428,052	$ 29,342	$ 163,529	$ 53,135
Facility & Equipment	$ 43,796	$ 128,001	$ 268,253	$ 1,252,885	$ 50,266	$ 220,651
In-Kind	$ -	$ 1,382,708	$ 12,495	$ -	$ -	$ -
Travel	$ 43,050	$ 48,591	$ 213,377	$ 8,400	$ 149,945	$ 11,446
Insurance	$ 84,000	$ 46,384	$ 2,552	$ 7,088	$ 106,470	$ -
Other	$ 293,273	$ 201,410	$ 949,446	$ 220,757	$ -	$ -
Food	$ -	$ 77,004	$ 67,786	$ -	$ -	$ -
Contractual	$ 131,250	$ 1,163,164	$ 716,592	$ 6,143	$ 17,124	$ 90,873
TOTAL	***$ 2,246,476***	***$ 9,060,384***	***$ 5,552,191***	***$ 1,706,927***	***$ 1,570,835***	***$ 773,363***

LIFT C.A.A.

Head Start, Early Head Start, Early Head Start _ Child Care

Integrated Services Policies and Procedures

ERSEA Plan 2026 - 2027



Head Start, Early Head Start, and Early Head Start-Child Care Partnership

1302 – PROGRAM OPERATIONS

Performance Standard 1302.1 Overview

This part implements the statutory requirements in sections 641A, 645, 645A, and 648A of the Act by describing all of the program performance standards that are required to operate Head Start Preschool, Early Head Start, American Indian and Alaska Native and Migrant or Seasonal Head Start programs. This part covers the full range of operations from enrolling eligible children and providing program services to those children and their families, to managing programs to ensure staff are qualified and supported to effectively provide services. This part also focuses on using data through ongoing program improvements to ensure high-quality service. As required in the Act, the provisions in this part do not narrow the scope or quality of services covered in previous regulations. Instead, the regulations in this part raise the quality standard to reflect science and best practices, and streamline and simplify requirements so programs can better understand what is required for quality services.

Subpart A – Eligibility, Recruitment, Selection, Enrollment, and Attendance

Performance Standard 1302.10 Purpose

This subpart describes requirements of grant recipients for determining community strengths, needs and resources as well as recruitment areas. It contains requirements and procedures for the eligibility determination, recruitment, selection, enrollment, and attendance of children and explains the policy concerning the charging of fees.

Policy 1302.10 Purpose.

The purpose of this policy is to provide guidance in assisting program staff and Policy Council in Planning, operating, and evaluating the eligibility, recruitment, selection, enrollment, and attendance process within the LIFT CAA HS/EHS/EHS-CC programs, which prepares them for school readiness.

Performance Standard 1302.11 Determining community strength, needs, and resources.

(a) Service Area

(1) A program must propose a service area in the grant application and define the area by county or subcounty area, such as a municipality, town or census tract or jurisdiction of a federally recognized Indian reservation.

(i) A tribal program may propose a service area that includes areas where members of Indian tribes or those eligible for such member ship reside, including but not limited to Indian reservation land, areas designated as near-reservation by the Bureau of Indian Affairs (BIA) provided that the service area is approved by the tribe's governing council, Alaska Native Villages, Alaska Native Regional Corporations with land-based authorities, Oklahoma Tribal Statistical Areas, and Tribal Designated Statistical Areas where federally recognized Indian tribes do not have a federally established reservation.

(ii) If the tribe's service area includes any area specific in paragraph (a)(1)(i) of this section, and that area is also served by another program, the tribe may serve children from families who are members of or eligible to be members of such tribe and who reside in such areas as well as children from families who are not members of the tribe, but who reside within the tribe's established service area.

(2) If a program decides to change the service area after ACF has approved its grant application, the program must submit to ACF a new service area proposal for approval.

(b) Community wide strategic planning and needs assessment (community assessment).

(1) To design a program that meets community needs, and builds on strengths and resources, a program must conduct a community assessment at least once over the five-year grant period. The community assessment must use data that describes community strengths, needs, and resources and include, at a minimum:

(i) The number of eligible infants, toddlers, preschool age children, and expectant mothers, including their geographic location, race, ethnicity, and languages they speak, including:

A. Children experiencing homelessness in collaboration with, to the extent possible, McKinney-Vento Local Education Agency Liaisons (42 U.S.C. 11432 (6)(A));

B. Children in foster care; and

C. Children with disabilities, including types of disabilities and relevant services and resources provided to these children by community agencies;

(ii) The education, health, nutrition and social service needs of eligible children and their families, including prevalent social or economic factors that impact their well-being;

(iii) Typical work, school, and training schedules of parents with eligible children;

(iv) Other child development, child care centers, and family child care programs that serve eligible children, including home visiting, publicly funded state and local pre-schools, and the approximate number of eligible children served;

(v) Resources that are available in the community to address the needs of eligible children and their families; and,

(vi) Strengths of the community.

(2) A program must annually review and update the community assessment to reflect any significant changes including increased availability of publicly-funded pre-kindergarten (including and assessment of how the pre -kindergarten available in the community meets the needs of the parents and children serves by the program, and whether it is offered for a full school day), rates of family and child homelessness, and significant shifts in community demographics and resources.

(3) A program must consider whether the characteristics of the community allow it to include children from diverse economic backgrounds that would be supported by other funding sources, including private pay, in addition to the program's eligible funded enrollment. A program must not enroll children from diverse economic backgrounds if it would result in a program serving less than its eligible funded enrollment.

Policy 1302.11 Determining community strengths, needs and resources

(a) Service Area

(1) The program has proposed a service area in the grant application and defined the area as Choctaw, Pushmataha, and McCurtain Counties.

(i) N/A – Applies to Indian Tribes

(ii) N/A – Applies to Indian Tribes

(2) The program will submit a new service area proposal to ACF for approval should there be a need to change the service area.

(b) Community wide strategic planning and needs assessment (community assessment):

(1) The Community Assessment process is a review of the changing demographics and resources in the service area and is completed once every five years with updates conducted annually during the five-year period. The updates review any significant

changes in the service area. The Community Assessment is a collection and analysis of information on the strengths, needs and resources of the families, as well as the program and the communities within the service area including the required items listed in 1302.11 (b)(i)-(vi). The required data for the Community Assessment is gathered from numerous resources outside the agency such as, public schools, local community agencies, U.S. Census, and state agencies, etc. and from sources inside the agency such as enrollment forms, IEPs, CLASS, family surveys, PIRs, etc. The information contained in the Community Assessment helps the program make informed decisions about the service area including: program options, hours of operation, staff composition, delivery of services; and develop strategic plans for the program; identify underserved populations in the service area; assess available program and community resources; along with many other decisions. The Community Assessment is also used to identify areas with high concentrations of families in poverty as well as community-based agencies that can refer interested, eligible families.

(2) The program performs a detailed Community Assessment every five years. The program annually reviews and updates the Community Assessment to reflect any significant changes including how the pre-kindergarten available in the communities meets the needs of parents and children, whether it is offered for a full school day, rates of family and child homelessness, and significant shifts in community demographics and resources.

(3) Consideration is made within the service area to include children with diverse economic background. This is achieved through the prioritization schedule and through a designation of "Medically Underserved" which allows designated areas to serve up to 50% of a town's enrollment in children above the poverty guidelines. The program does not enroll children from diverse economic backgrounds when it would result in serving less than the funded enrollment.

Performance Standard 1302.12 Determining, verifying, and documenting eligibility.

(a) Process overview.

(1) Program staff must:

(i) Conduct an in-person interview with each family, unless paragraph (a)(2) of this section applies;

(ii) Verify information as required in paragraph (h) and (i) of this section; and,

(iii) Create an eligibility determination record for enrolled participants according to paragraph (k) of this section.

(2) Program staff may interview the family over the telephone if an in-person interview is not possible or convenient for the family.

(3) If a program has an alternate method to reasonably determine eligibility based on its community assessment, geographic and administrative data, or from other reliable data sources, it may petition the responsible HHS official to waive requirements in paragraphs (a)(1)(i) and (ii) of this section.

(b) Age requirements.

(1) For Early Head Start, except when the child is transitioning to Head Start Preschool, a child must be an infant or a toddler younger than three years old.

(2) For Head Start Preschool, a child must:

(i) Be at least three years old or, turn three years old by the date used to determine eligibility for public school in the community in which the Head Start Preschool program is located; and,

(ii) Be no older than the age required to attend school.

(3) For Migrant or Seasonal Head Start, a child must be younger than compulsory school age by the date used to determine public school eligibility for the community in which the program is located.

(c) Eligibility requirements.

(1) A pregnant woman or child is eligible if:

(i) The family's income is equal to or below the poverty line; or,

(ii) The family is eligible for or, in the absence of child care, would be potentially eligible for public assistance; including SNAP; or, TANF child-only payments; or,

(iii) The child is homeless, as defined in part 1305; or,

(iv) The child is in foster care.

(2) If the family does not meet a criterion under paragraph (c)(1) of this section, a program may enroll a child who would benefit from services, provided that these participants only make up to 10 percent of a program's enrollment in accordance with paragraph (d) of this section.

(d) Additional allowances for program.

(1) A program may enroll an additional 35 percent of participants whose families do not meet a criterion described in paragraph (c) of this section and whose incomes are below 130 percent of the poverty line, if the program:

(i) Establishes and implements outreach, and enrollment policies and procedures to ensure it is meeting the needs of eligible pregnant women, children, and children with disabilities, before serving pregnant women or children who do not meet the criteria in paragraph (c) of this section; and,

(ii) Established criteria that ensure pregnant women and children eligible under the criteria listed in paragraph (c) of this section and served first.

(2) If a program chooses to enroll participants who do not meet a criterion in paragraph (c) of this section, and whose family incomes are between 100 and 130 percent of the poverty line, it must be able to report to the Head Start regional program office:

(i) How it is meeting the needs of low-income families or families potentially eligible for public assistance, homeless children, and children in foster care, and include local demographic data on these populations;

(ii) Outreach and enrollment policies and procedures that ensure it is meeting the needs of eligible children or pregnant women, before serving over-income children or pregnant women;

(iii) Efforts, including outreach, to be fully enrolled with eligible pregnant women or children;

(iv) Policies, procedures, and selection criteria it uses to serve eligible children;

(v) Its current enrollment and its enrollment for the previous year;

(vi) The number of pregnant women and children served, disaggregated by the eligibility criteria in paragraphs (c) and (d)(1) of this section; and,

(vii) The eligibility criteria category of each child on the program's waiting list.

(e) Additional allowances for Indian tribes.

(1) *Notwithstanding paragraph (c) of this section, a Tribal program may determine any pregnant woman or children in the approved service area to be eligible for services regardless of income, if they meet the requirements of paragraph (b) of this section.*

(2) *An Indian Tribe or Tribes that operate both an Early Head Start program and a Head Start Preschool program may, at its discretion, at any time during the grant period involved, reallocate funds between the Early Head Start program and the Head Start Preschool program in order to address fluctuations in client populations, including pregnant women and children from birth to compulsory school age. The reallocation of such funds between programs by an Indian Tribe or Tribes during a year may not serve as a basis for any reduction of the base grant for either program in succeeding years.*

(f) *Migrant or Seasonal eligibility requirements. Notwithstanding paragraph () of this section, pregnant women and children are eligible for Migrant or Seasonal Head Start if they have at least one family member whose income comes primarily from agriculture employment as defined in section 3 of the Migrant and Seasonal Agricultural Worker Protection Act (29 U.S.C. 1802), and if they meet the requirements of paragraph (b) of this section.*

(g) *Eligibility requirements for communities with 1,000 or fewer individuals.*

(1) *A program may establish its own criteria for eligibility provided that it meets the criteria outlined in section 645 (a)(2) of the Act.*

(2) *No child residing in such community whose family is eligible under criteria described in paragraphs (c) through (f) of this section, may be denied an opportunity to participate in the program under the eligibility criteria established under this paragraph (g).*

(h) *Verifying age. Program staff must verify a child's age according to program policies and procedures. A program's policies and procedures cannot require families to provide documents that confirm a child's age, if doing so creates a barrier for the family to enroll the child.*

(i) *Verifying eligibility.*

(1) *To verify eligibility based on income, program staff must use tax forms, pay stubs, or other proof of income to determine the family income for the relevant time period.*

(i) *The program must calculate total gross income using applicable sources of income.*

(ii) *A program may make an adjustment to a family's gross income calculation for the purpose of determining eligibility to account for excessive housing costs. A program may use available bills, bank statements, and other relevant documentation provided by the family to calculate total annual housing cost with appropriate multipliers to:*

A. *Determine if a family spends more than 30 percent of their total gross income on housing costs, as defined in part 1305 of this chapter; and*

B. *If applicable, reduce the total gross income by the amount spent on housing costs that exceed more than 30 percent.*

(iii) *If the family cannot provide tax forms, pay stubs, or other proof of income for the relevant time period, program staff may accept written statements from employers, including individuals who are self-employed, for the relevant time period and use information provided to calculate total annual income with appropriate multipliers.*

(iv) *If the family reports no income for the relevant time period, a program may accept the family's signed declaration to that effect, if program staff describes efforts made to verify the family's income, and explains how the family's total income was calculated or seeks information from third parties about the family's eligibility if the family gives written consent. If a family gives consent to contact third parties,*

program staff must adhere to program safety and privacy policies and procedures and ensure the eligibility determination record adheres to paragraph (k)(2) of this section.

(v) If the family can demonstrate a significant change in income for the relevant time period, program staff may consider current income circumstances.

(2) To verify whether a family is eligible for, or in the absence of child care, would be potentially eligible for public assistance, the program must have documentation from either the state, local, or tribal public assistance agency that shows the family either receives public assistance or that shows the family is potentially eligible to receive public assistance.

(3) To verify whether a family is homeless, a program may accept a written statement from a homeless services provider, school personnel, or other services agency attesting that the child is homeless or any other documentation that indicates homelessness, including documentation from a public or private agency, a declaration, information gathered on enrollment or application forms, or notes from an interview with staff to establish the child is homeless; or any other document that establishes homelessness.

(i) If a family can provide one of the documents described in the paragraph (i)(3), program staff must describe efforts made to verify the accuracy of the information provided and state whether the family is eligible because they are homeless.

(ii) If a family cannot provide one of the documents described in this paragraph (i)(3) to prove the child is homeless, a program may accept the family's signed declaration to that effect, if, in a written statement, program staff described the child's living situation that meets the definition of homeless in part 1305 of this chapter.

(iii) Program staff may seek information from third parties who have firsthand knowledge about a family's living situation, if the family gives written consent. If the family gives consent to contact third parties, program staff must adhere to program privacy policies and procedures and ensure the eligibility determination record adheres to paragraph (k) of this section.

(4) To verify whether a child is in foster care, program staff must accept either a court order or other legal or government-issued document, a written statement from a government child welfare official that demonstrates the child is in foster care, or proof of a foster care payments.

(j) Eligibility duration.

(1) If a child is determined eligible under this section and is participating in a Head Start program, he or she will remain eligible through the end of the succeeding program year except that the Head Start program may choose not to enroll a child when there are compelling reasons for the child not to remain in Head Start, such as when there is a change in the child's family income and there is a child with a greater need for Head Start services.

(2) Children who are enrolled in a program receiving finds under the authority of section 645A of the Act remain eligible while they participate in the program.

(3) If a child moved from an Early Head Start program to a Head Start Preschool program, program staff must verify the family's eligibility again.

(4) If a program operates both an Early Head Start and a Head Start Preschool program, and the parents wish to enroll their child who has been enrolled in the program's Early Head Start, the program must ensure, whether possible, the child receives Head Start Preschool services until enrolled in school, provided the child is eligible.

(5) *If a program operates a Migrant and Seasonal Head Start program, children younger than age three participating in the program remain eligible until they turn three years old consistent with paragraph (j)(2) of this section.*

(k) *Records.*

(1) *A program must keep eligibility determination records for each participant and ongoing records of the eligibility training for staff required by paragraph (m) of this section. A program may keep these records electronically.*

(2) *Each eligibility determination record must include:*

(i) *Copies of any documents or statements, including declarations, that are deemed necessary to verify eligibility under paragraph (h) and (i) of this section;*

(ii) *A statement that program staff has made reasonable efforts to verify information by:*

A. *Conducting either an in-person, or a telephone interview with the family as described under paragraph (a)(1)(i) or (a)(2) of this section; and*

B. *Describing efforts made to verify eligibility, as required under paragraph (h) through (i) of this section; and, collecting documents required for third party verification that includes the family's written consent to contact each third party, the third parties' names, titles, and affiliations, and information from third parties regarding the family's eligibility.*

(iii) *A statement that identifies whether:*

A. *The family's income is below income guidelines for its size, and lists the family's size;*

B. *The family is eligible for or, in the absence of child care, potentially eligible for public assistance;*

C. *The child is a homeless child or the child is in foster care;*

D. *The family was determined to be eligible under the criterion in paragraph (c)(2) of this section; or,*

E. *The family was determined to be eligible under the criterion in paragraph (d)(1) of this section.*

(3) *A program must keep eligibility determination records for those currently enrolled, as long as they are enrolled, and, for one year after they have either stopped receiving services; or are no longer enrolled.*

(l) *Program policies and procedures on violating eligibility determination regulation. A program must establish written policies and procedures that describe all actions taken against staff who intentionally violate Federal and program eligibility determination regulations and who enroll pregnant women and children that are not eligible to receive Head Start services.*

(m) *Training on eligibility.*

(1) *A program must train all governing body, policy council, management, and staff who determine eligibility on applicable federal regulations and program policies and procedures. Training must, at a minimum:*

(i) *Include methods on how to collect complete and accurate eligibility information from families and third party sources;*

(ii) *Incorporate strategies for treating families with dignity and respect and for dealing with possible issues of domestic violence, stigma, and privacy; and,*

(iii) Explain program policies and procedures that describe actions taken against staff, families, or participants who attempt to provide or intentionally provide false information.

(2) A program must train management and staff members who make eligibility determinations within 90 days of hiring new staff.

(3) A program must train all governing body and policy council members within 180 days of the beginning of the term of a new governing body or policy council.

(4) A program must develop policies on how often training will be provided after the initial training.

Policy 1302.12 Determining, verifying, and documenting eligibility.

(a) Process overview. *Also see Prioritization Schedule for additional information

(1) Staff must:

i. Families that apply for services will receive an interview from program staff.

ii. The interview will consist of families discussing their application, validating information submitted, child's age, family income, immunization records and eligibility categories.

iii. Staff will create an eligibility determination record for each enrolled participant.

(2) Interviews with the family will be completed in-person unless it is inconvenient or not possible in which case a telephone interview will take place

(3) Not applicable at this time but if needed the program will have an alternate method to reasonably determine eligibility based on its community assessment, geographic and administrative data, or from other reliable data sources, it may petition the responsible HHS official to waive requirements in paragraphs (a)(1)(i) and (ii) of this section.

(b) Age requirements.

(1) All Early Head Start and Early Head Start Child Care children, except when transitioning to Head Start Preschool, are younger than three years old.

(2) For Head Start Preschool, a child must:

i. Be at least three years old or, turn three years old by September 1st as determined by Oklahoma public school systems;

ii. Be no older than 4 years of age by September 1st as is determined by Oklahoma public school systems.

(3) N/A – Applies to Migrant or Seasonal programs

(c) Eligibility requirements.

(1) LIFT does not serve pregnant women. A child is eligible if:

i. The family's income is equal to or below the poverty line; or,

ii. The family is eligible for or, in the absence of child care, would be potentially eligible for public assistant; including SNAP; or TANF child-only payments; or,

iii. The child is homeless, as determined using McKinney-Vento; or,

iv. The child is in foster care.

(2) LIFT will use the current Federal Poverty Guidelines. The program may enroll up to ten percent of children who are over the poverty guidelines, with the exclusion of

towns that have been designated medically underserved by the regional Head Start Office.

(d) Additional allowances for program.

(1) LIFT will enroll up to an additional 35 percent of participants whose families are neither income nor categorically eligible and whose families are below 130 percent of the poverty line if all other avenues have been exhausted.

i. LIFT will be able to show that it has implemented outreach and enrollment procedures to ensure it is meeting the needs of income or categorically eligible children and children with disabilities before serving ineligible children, with the exception of medically underserves designations.

ii. LIFT has established criteria that ensure eligible children are served first.

(2) If LIFT chooses to enroll participants who do not meet a criterion in paragraph (c) of this section, and whose family incomes are between 100 and 130 percent of the poverty line, LIFT will be able to report to the Head Start regional program office the following:

i. How it is meeting the needs of low-income families or families potentially eligible for public assistance, homeless children, and children in foster care and include local demographic data on these populations;

ii. Outreach and enrollment policies and procedures that ensure it is meeting the needs of eligible children, before service over-income children;

iii. Efforts, including outreach, to be fully enrolled with eligible children;

iv. Policies, procedures, and selection criteria it uses to serve eligible children;

v. Its current enrollment and its enrollment for the previous year;

vi. The number of children served, broken down by eligibility categories;

vii. The eligibility criteria category of each child on the program's waiting list.

(e) N/A – Applies to Indian Tribes

(f) N/A – Applies to Migrant or Seasonal programs

(g) Eligibility requirements for communities with 1,000 or fewer individuals.

(1) LIFT uses an approved selection criterion approved by our governing board and policy council that integrates medically underserved designations within its design.

(2) LIFT will serve all eligible children within licensing standards and capacity.

(h) Verifying age. LIFT will verify a child's age with documentation of birth records unless doing so creates a barrier for the family to enroll the child. Staff will work with the family to obtain verification.

(i) Verifying eligibility.

(1) Families are required to provide tax forms, pay stubs, or other proof of income for the relevant time period.

i. LIFT calculates total gross income using applicable sources of income.

ii. The program may make an adjustment to a family's gross income calculation for the purpose of determining eligibility to account for excessive housing costs. LIFT may use available bills, bank statements, and other relevant documentation provided by the family to calculate total annual housing costs with appropriate multipliers to:

(A) Determine if a family spends more than 30 percent of their total gross income on housing costs, as defined in part 1305 of this chapter; and

(B) If applicable, reduce the total gross income b the amount spent on housing costs that exceed more than 30 percent

iii. If the family cannot provide tax forms, pay stubs, or other proof of income for the relevant time period, program staff may accept written statements from employers, including individuals who are self-employed, for the relevant time period and use information provided to calculate total annual income with appropriate multipliers.

iv. If the family reports no income for the relevant time period, a program may accept the family's signed declaration to that effect, if program staff describes efforts made to verify the family's income, and explains how the family's total income was calculated or seeks information from third parties about the family's eligibility, if the family gives written consent. If a family gives consent to contact third parties, program staff must adhere to program safety and privacy policies and procedures and ensure the eligibility determination record adheres to paragraph (k)(2) of this section.

v. If the family can demonstrate a significant change in income for the relevant time period, program staff may consider current income circumstances.

(2) To verify whether a family is eligible for, or in the absence of child care, would be potentially eligible for public assistance, LIFT will require documentation from state, local, or tribal public assistance programs verifying that a family is receiving public assistance or that shows the family is potentially eligible to receive public assistance.

(3) LIFT will accept a written statement from a homeless service provider, school personnel, or other service agency to verify that a family is homeless or any other documentation that indicates homelessness including documentation from a public or private agency, a declaration, information gathered on application forms, or notes from an interview. A family is categorically eligible if the child is homeless or is in foster care. If determines categorically eligible a child will be able to attend a Head Start program without immunization, for a limited number of days as in accordance with OKDHS licensing standards and other medical records, birth certificates or other documents if this is considered a barrier for program participation. The program will give the family reasonable time to provide these documents.

i. If the family can provide one of these documents, LIFT will describe efforts made to verify the accuracy of the information provided and state whether the family is eligible because they are homeless.

ii. If a family cannot provide one of the documents, LIFT will accept a signed declaration of homelessness.

iii. If the family gives written consent, LIFT may seek information from third parties who have firsthand knowledge of the family's living situation.

(4) To verify a child is in foster care, LIFT will accept either a court order or other legal or government-issued document, a written statement from a government child welfare official that shows a child is in foster care, or proof of a foster care payment. A family is categorically eligible if the child is homeless or is in foster care. If determined categorially eligible, a child will be able to attend a Head Start program

without immunization for a limited number of days as in accordance with OKDHS licensing regulations and other medical records, birth certificates or other documents if this is considered a barrier for the program participant. The program will give the family reasonable time to provide these documents.

(j) Eligibility duration.

(1) Each child that is enrolled will be allowed to remain in Head Start Preschool until kindergarten is available in that child's community, unless there is a compelling reason for that child not to remain in Head Start Preschool and there is a child with a greater need for Head Start Preschool services. The ERSEA Specialist in conjunction with the Head Start Director will determine if there is a compelling reason for the child not to remain in Head Start Preschool. If a child has been found income eligible and is participating in the program, he/she will remain income eligible throughout the enrollment year and the immediately succeeding enrollment year. If a child remains enrolled for a third year, the income will be reverified for the family.

(2) EHS/EHS-CC children will remain eligible while they participate in EHS/EHS-CC.

(3) Early Head Start children, who transfer out of Early Head Start and into Head Start Preschool, will be required to reverify their income,

(4) Early Head Start children will remain in the program until they turn three year of age. Prior to the child turning three, a Head Start Preschool application will be completed to reverify income. After determining income status, the child will transition into Head Start Preschool if there is a vacancy. If there is no vacancy a decision will be made on a case-by-case basis to determine how long a child may remain in Early Head Start. During this time, the parent will work with the teaching staff and Family Advocate to find alternative placement for the child. This child will be placed in the Head Start Preschool waiting list and have priority over the other children waiting.

(5) N/A – Applies to Migrant or Seasonal programs

(k) Records.

(1) LIFT keeps each participant's eligibility determination record in each center as well as electronically within the administration office. The program also keeps a record of the ongoing training that each staff member receives at in-service trainings held throughout the year as well as training for the Governing Board, Policy Council, and staff who determine eligibility.

(2) Each eligibility determination record includes:

i. Copies if any documents or statements, including declarations that are deemed necessary to verify eligibility;

ii. A statement that program staff has made reasonable efforts to verify information by:

(A) Conducting either an in-person or a telephone interview with the family; and,

(B) Describing efforts made to verify eligibility and collecting documents required for third party verification.

iii. A statement that identifies whether:

(A) The family's income is below income guidelines for its size and lists the family's size;

(B) The family is eligible for or, in the absence of child care, potentially eligible for public assistance;
(C) The child is a homeless child or the child is in foster care;
(D) The family was determined to be eligible as above income;
(E) The family was determined to be eligible between 100%-130% above income.

(3) LIFT keeps eligibility determination records for children currently enrolled, as long as they are enrolled, and for at least one year after they are no longer enrolled.

(l) Program policies and procedures on violating eligibility determination regulations. Policies are established in the Standards of Conduct that describe actions taken against staff who intentionally violate federal and program eligibility determination regulations and who enroll children who are not eligible to receive HS/EHS/EHS-CC services.

(m) Training on eligibility.

(1) The program trains Governing Board, Policy Council, management, and staff who determine eligibility on applicable federal regulations and program policies and procedures.

i. The training includes methods on how to collect complete and accurate eligibility information from families and third-party sources;
ii. How to incorporate strategies for treating families with dignity and respect and for dealing with possible issues of domestic violence, stigma, and privacy; and,
iii. Staff are required to review and sign the Standards of Conduct, which outline implications of violating program policies. Families and participants are interviewed for accuracy within their applications, if a family was found to have submitted false information the application process would begin again and the family would not be placed on the waiting list until accurate information is submitted.

(2) The program trains management and staff members who make eligibility determinations within 90 days of hiring new staff. Special training on recruitment policies and procedures will be given to all center staff during the month of February at in-service.

(3) The program trains Governing Board and Policy Council members within 180 days of the beginning of the term of a new Governing Board and Policy Council.

(4) Training is provided twice annually for all Governing Board members and Policy Council members. Training for staff is provided as often as is possible.

Performance Standard 1302.13 Recruitment of children

In order to reach those most in need of services, a program must develop and implement a recruitment process designed to actively inform all families with eligible children within the recruitment area of the availability of program services. A program must include modern technologies to encourage and assist families in applying for admission to the program, and to reduce the family's administrative and paperwork burden in the application and enrollment process. A program must include specific efforts to actively locate and recruit children with disabilities and other children in need, including children experiencing homelessness and children in foster care.

Policy 1302.13 Recruitment of children.

The program actively recruits within the tri-county area, which includes Choctaw, Pushmataha, and McCurtain counties. The ERSEA specialist assembles recruitment packets during the month of January/February. These packets provide staff with the materials they need to increase community awareness of the HS/EHS/EHS-CC programs within their area. Contents of these packets are developed with the input of the operational staff and include lists and ideas of where to place posters, news releases, radio announcements, and disability recruitment letters. Special training on recruitment policies and procedures is given to all the center staff during the month of February at in-service. The recruitment process is an ongoing process. Efforts are implemented throughout the entire school year with the emphasis at the center level in February, March, April, and May.

Efforts will be made by HS/EHS/EHS-CC staff to recruit and enroll children with disabilities, children with suspected disabilities, homeless and foster care children, and other vulnerable populations. The ERSEA Specialist will mail a recruitment letter to all agencies in the recruitment area that work with children with disabilities, notifying them of upcoming vacancies. Staff will contact other agencies and professionals (DHS, doctors, mental health agencies, institutions, etc.) for possible referrals of children with disabilities. At least 10 percent of the enrollment opportunities will be available for children with disabilities. All children with disabilities will be accepted prior to children without disabilities.

Recruitment packets are assembled by the ERSEA Specialist during the month of January/February. These packets provide staff with the materials they will need to increase community awareness of the HS/EHS/EHS-CC program within their area. Contents of these packets are developed with the input of the management team and include but are not limited to:

Pamphlets, Posters & Fliers:
Form Listing Places & Dates Where Recruitment Posters are Placed
Various Recruitment Posters, Fliers and Pamphlets

News Releases:
New Release
Copies of Newspaper Articles
Documentation of Radio Announcements if Applicable

Recruitment Ideas:
Recruitment Ideas List

Income Guidelines/Definition of Income
Head Start Point System & Criteria of Enrollment

Sample Letters to Parents:
Notification of Enrollment
Notification of Orientation

Disability Recruitment Letters:
Form Listing Places Where Disability Recruitment Letters Were Sent
Disability Recruitment Letter

Head Start Applications (Spanish & English)

The ERSEA Specialist, during the months of December and/or January, orders additional materials from the National Head Start publications office and any other agencies which may further help and support the HS/EHS/EHS-CC recruitment philosophy.
The recruitment process is an on-going process. Efforts will be implemented throughout the entire school year with emphasis at the center level in February, March, April, & May. The goal is to have as many applications as possible screened at the initial screening held in May. The process begins with identification of children and families who meet the acceptance criteria. This is accomplished through:

- Information obtained through the LDCAA HS/EHS/EHS-CC Community Assessment Survey
- Information from current and former Head Start parents and by word of mouth from persons within the community.
- Contact with other agencies and professionals (DHS, doctors, mental health agencies, institutions. Etc.) for possible referrals of children with disabilities.
- Placement of recruitment posters in various places including, but not limited to: banks, marquees, hospitals, pediatrician's and doctor's offices, libraries, post offices, Walmart, health clinics, laundry mats, grocery stores, and local fast food restaurants. Other recruitment ideas include, but are not limited to: sending notes home with public school children, setting up tables at kindergarten public school enrollment, public service announcements on radio and television stations (news release must be approved prior to use), OPAT home visits, PTA meetings, WIC and immunization days at the Health Department, home visits, door to door contact, floats in parades, announcements at public school functions, church revivals, banners on front of buildings announcing enrollment, open house, booth at Fun Days, recruitment placement/fliers, and carnivals/fairs, etc.

A cover letter is stapled to the front of the recruitment application that informs the parents/legal guardian of what they need to provide to process their application. Families in need of assistance in applying to the program are encouraged to call the administrative office for assistance. Every effort is made to review applications and provide assistance to each family.

Performance Standard 1302.14 Selection process.

(a) *Selection criteria*

(1) *A program must annually establish selection criteria that weigh the prioritization of selection of participants, based on community needs identified in the community needs assessment as described in §1302.11(b), and including family income, whether the child is homeless, whether the child is in foster care, the child's age, whether the child is eligible for special education and related services, or early intervention services, as appropriate, as determined under the Individuals with Disabilities Education Act (IDEA) (20 U.S.C. 1400 et seq.) and, other relevant family or child risk factors.*

(2) *An Indian tribe that operates a Head Start program must annually establish selection criteria that weigh the prioritization of selection of participants, based on community needs identified in the community needs assessment as described in §1302.11(b), and may, at its discretion, give priority to children in families for which a child, a family member, or a member of the same household, is a member of an Indian Tribe, and would benefit from the Head Start program.*

(3) If a program serves migrant or seasonal families, it must annually establish selection criteria that weigh the prioritization of selection of participants, based on community needs identified in the community needs assessment as described in §1302.11(b), and given priority to children whose families can demonstrate they have relocated frequently within the past two years to pursue agriculture work.

(4) If a program operates in a service area where Head Start Preschool eligible children can enroll in high-quality publicly funded pre-kindergarten for a full school day, the program must prioritize younger children as part of the selection criteria in paragraph (a)(1) of this section. If this priority would disrupt partnerships with local education agencies, then it is not required. An American Indian and Alaska Native or Migrant or Seasonal Head Start program must consider whether such prioritization is appropriate in their community.

(5) A program must not deny enrollment based on a disability or chronic health condition or its severity.

(6) A program may consider the enrollment of children of staff members as part of the selection criteria in paragraph (a)(1) of this section.

(b) Children eligible for services under IDEA.

(1) A program must ensure at least 10 percent of its total actual enrollment is filled by children eligible for services under IDEA, unless the responsible HHS official grants a waiver.

(2) If the requirement in paragraph (b)(1) of this section has been met, children eligible for services under IDEA should be prioritized for the available slots in accordance with the program's selection criteria described in paragraph (a) of this section.

(c) Waiting lists. A program must develop at the beginning of each enrollment year and maintain during the year a waiting list that ranks children according to the program's selection criteria.

Policy 1302.14 Selection process.

(a) Selection criteria.

(1) LIFT annually establishes selection criteria through a prioritization schedule, based on community needs identified in the community needs assessment as described in §1302.11(b), and including family income, whether the child is homeless, whether the child is in foster care, the child's age, whether the child is eligible for special education and related services, or early intervention services, as appropriate, as determined under the Individuals with Disabilities Education Act (IDEA) (20 U.S.C. 1400 et seq.) and, other relevant family or child risk factors.

Prioritization Schedule Head Start Preschool:

- Returning Head Start Preschool children
- Current Staff Children
- Returning – Transferred Early Head Start children who met the September 1st cutoff date.

- 4 yr. old categorically eligible children with IEP
- 4 yr. old below income children with IEP
- 4 yr. old categorically eligible children
- 4 yr. old above income children with IEP
- 4 yr. old below income children

- 3 yr. old categorically eligible children with IEP

- 3 yr. old below income children with IEP
- 3 yr. old categorically eligible children
- 3 yr. old above income children with IEP
- 3 yr. old below income children

- 4 yr. old 100-130% eligible children with IEP
- 4 yr. old 100-130% eligible children
- 3 yr. old 100-130% eligible children with IEP
- 3 yr. old 100-130% eligible children

- 4 yr. old above income children – (as approved by the Head Start Director)
- 3 yr. old above income children – (as approved by the Head Start Director)

(10% of the agency's current enrollment of above income children, with the exception of Medically Underserved centers)
(If vacancies still exist, the ERSEA Specialist will meet with the Head Start Director to determine the classroom's ability to meet its capacity)

Prioritization Schedule Early Head Start:

- Current Staff Children
- Early Head Start – Child Care children whoa re not eligible for a subsidy
- Categorically eligible children with IFSP
- Below income children with IFSP
- Above income children with IFSP – (as approved by the Head Start Director)
- Categorically eligible children
- Below income children
- Above income children – (as approved by the Head Start Director)

(10% of the agency's current enrollment of above income children)
***Schedule subject to change ensuring compliance of infant/caregiving ratio.*

Prioritization Schedule Early Head Start-CC:

- Current Staff Children
- Categorically eligible children with IFSP
- Below income children with IFSP
- Above income children with IFSP – (as approved by the Head Start Director)
- Categorically eligible children

- Below income children
- Above income children – (as approved by the Head Start Director)

(10% of the agency's current enrollment of above income children, with the exception of Medically Underserved centers)
***Schedule subject to change ensuring compliance of infant/caregiving ratio*

A child who has been enrolled in a child development program in the past will be given additional points on his/her recruitment application when being screened for priority in keeping with the concept of continuity of care. A child who is enrolled in a child care partner site will be given additional points. A child who receives a child care subsidy will receive additional points.

If there are slots available where more than one family is eligible, and has the same amount of points, the date of the application will be the determining factor. Only complete applications will be considered at time of screening. If applications are incomplete, the ERSEA Specialist will send the parent a letter requesting additional information. For a diagnosed disability to be considered as a priority, documentation of the disability must be available at time of screening.

Upon receipt of current Federal Income Guidelines, the ERSEA Specialist will distribute them to each center and input it into the child tracking software. The point system and the eligibility criteria will be used by the ERSEA Specialist during screening to determine the number of points a family receives based on the designated criteria in the Point System List.

Four-year-old children will be given priority over three-year-old children for available slots if there's not a disability. Priority will then be given to the application with the most points and going on down the line. Children with an IEP will be given priority.

Three-year-old children who turn three before September 1st will be taken before children who turn three after September 1st. Applicants who turn three after September 1st will be prioritized on a case-by-case basis.

(2) N/A – Applies to Indian Tribes
(3) N/A – Applies to Migrant or Seasonal programs
(4) LIFT centers in partnership with public schools for the majority of all locations and works with families that would have better placement in a public-school classroom where we are not partnered.
(5) LIFT does not deny enrollment based on a disability or chronic health condition.
(6) LIFT considers the enrollment of children of staff members as part of the selection criteria in paragraph (a)(1) of this section.

(b) Children eligible for services under IDEA.
(1) LIFT ensures at least 10 percent of its total actual enrollment is filled by children eligible for services under IDEA. Should this be a problem, LIFT would request a waiver from the Regional Program Specialist.
(2) LIFT gives additional points to all children with a suspected or identified disability.

(c) Waiting list.
LIFT develops at the beginning of each enrollment year and maintains during the year a waiting list that ranks children according to the program's selection criteria. When all possible

enrollment vacancies have been filled, the remaining applicants will be put on a waiting list for possible future enrollment. The ERSEA Specialist will be responsible for maintaining and updating the Waiting List during the school year. LIFT Head Start will strive to obtain more applications prior to the beginning of the enrollment year than enrollment opportunities that are anticipated to be available over the course of the next enrollment year. Every attempt will be made to solicit all available children and families.

LIFT HS/EHS/EHS-CC will solicit applications from as many eligible families within the recruitment area as possible. If necessary, staff will assist families in filling out the application form in order to assure that all information needed for selection is completed. The staff and family advocates will take the recruitment application and cover letter to as many different locations within the recruitment area as possible. Effort will be made to include all areas where possible eligible families are located.

After enrollment into Early Head Start, the child is eligible to remain in the program until his/her third birthday. If a child enrolled in Early Head Start – Child Care is no longer eligible for a subsidy they may be transferred to Early Head Start if an opening is available. At age three the child will transition into Head Start Preschool if income eligible and there is a vacancy. If there is not a vacancy, the child may remain in Early Head Start for an appropriate amount of time determined by the Head Start management team. During this time, the parent will work with the teaching staff and Family Advocate to find alternate placement for the child. This child will be placed on the Head Start Preschool waiting list and have priority over the other children waiting.

Licensing requirements must be met before any child can remain in Early Head Start past their third birthday.

When a child is currently on an IFSP, a transition meeting will take place to discuss the child's development level and if Head Start Preschool is the appropriate placement for the child. The meeting will consist of the child's parent(s), the Early Head Start teaching staff, Head Start specialists and the multi-disciplinary team. Based on the child's test scores, if the multi-disciplinary team and the parent(s) determine the child is not developmentally ready for Head Start Preschool, the child is eligible to remain in the Early Head Start program for an appropriate amount of time determined by the Head Start management team. At this time, he/she will be placed on the Head Start Preschool waiting list with top priority. During the child's stay, the teaching staff, parent(s), and the family advocates will work together to find an alternate placement for the child provided there is no vacancy in Head Start Preschool when a transition is deemed appropriate. If the parent(s), teaching staff and multi-disciplinary team feel the child has progressed and is developmentally ready for Head Start Preschool the child will transition if there is a vacancy.

Performance Standard 1302.15 Enrollment

(a) Funded enrollment. A program must maintain its funded enrollment level and fill any vacancy as soon as possible. A program must fill any vacancy within 30 days.

(b) Continuity of enrollment.

(1) A program must make efforts to maintain enrollment of eligible children for the following year.

(2) Under exceptional circumstances, a program may maintain a child's enrollment in Head Start Preschool for a third year, provided that family income is verified again. A program may maintain a child's enrollment in Early Head Start as described in §1302.12(j)(2).

(3) If a program serves homeless children or children in foster care, it must make efforts to maintain the child's enrollment regardless if whether the family or child moved to a different service area, or transition the child to a program in a different service area, as required in §1302.72(a), according to the family's needs.

(c) Reserved slots. If a program determines from the community assessment there are families experiencing homelessness in the area, or children in foster care that could benefit from services, the program may reserve one or more enrollment slots for pregnant women and children experiencing homelessness and children in foster care, when a vacancy occurs. No more than three percent of a program's funded enrollment slots may be reserved. If the reserved enrollment slot is not filled within 30 days, the enrollment slot becomes vacant and then must be filled in accordance with paragraph (a) of this section.

(d) Other enrollment. Children from diverse economic backgrounds whoa re funded with other sources, including private pay, are not considered part of a program's eligible funded enrollment.

(e) State immunization enrollment requirements. A program must comply with state immunization enrollment and attendance requirements, with the exception of homeless children as described in §1302.16(c)(1).

(f) Voluntary parent participation. Parent participation is any program activity is voluntary, including consent for data sharing, and is not required as a condition of the child's enrollment.

(g) User friendly enrollment process. A program must regularly examine their enrollment processes and implement any identified improvements to streamline the enrollment experience for families.

Policy 1302.15 Enrollment

(a) Funded enrollment. Enrollment is maintained for all program and vacancies are filled as soon as possible. The program fills these vacancies within 30 days. When a vacancy exists, the space will be filled from the waiting list within 30 days. The center teacher will notify the ERSEA Specialist by telephone immediately upon a child leaving the program. At which time, the ERSEA Specialist will attempt to accept a child to fill the vacancy. Children will be accepted according to the Prioritization Schedule.

(b) Continuity of enrollment.

(1) Families are sent letters each year that encourages them to return for the upcoming year of Head Start Preschool.

(2) If a child remains in LIFT Head Start Preschool for a 3rd year, the family income is verified again.

(3) When serving families categorized as homeless or foster care, every effort is made to accommodate these populations circumstances and continue enrollment. This includes transferring children to centers if locations change, as is possible. If openings are not available when families move, then they will be refereed to other child care programs.

(c) Reserved slots. LIFT will utilize the reserved slots options as needed to accommodate the need in the community

(d) Other enrollment. Children categorized as Head Start Preschool, Early Head Start, and Early Head Start-CC are only funded through Head Start funding.

(e) State immunization enrollment requirements. LIFT complies with Oklahoma State immunization requirements, including utilizing the emergency exceptions rules for a family experiencing homelessness. If a homeless family is unable to meet immunization requirements, the program makes every effort to assist families in getting immunized, they will be allowed into the center for a limited number of days.

(f) Voluntary parent participation. Parent participation is not a contingency for any child's enrollment.

(g) User friendly enrollment process. LIFT regularly examines their enrollment processes and implements any identified improvements to streamline the enrollment process experience for families.

Performance Standard 1302.16 Attendance

(a) Promoting regular attendance. A program must track attendance for each child.

(1) A program must implement a process to ensure children are safe when they do not arrive at school. If a child is unexpectedly absent and a parent has not contacted the program within one hour of program start time, the program must attempt to contact the parent to ensure the child's well-being.

(2) A program must implement strategies to promote attendance. At a minimum, a program must:

i. Provide information about the benefits of regular attendance;

ii. Support families to promote the child's regular attendance;

iii. Conduct a home visit or make other direct contact with a child's parents if a child has multiple unexplained absences (such as two consecutive unexplained absences); and,

iv. Within the first 60 days of program operation, and on an ongoing basis thereafter, use individual child attendance data to identify children with patterns of absence that put them at rick of missing ten percent of program days per year and develop appropriate strategies to improve individual attendance among identified children, such as direct contact with parents or intensive case management, as necessary.

(3) If a child ceases to attend, the program must make appropriate efforts to reengage the family to resume attendance, including as described in paragraph (a)(2) of this section. If the child's attendance does not resume, then the program must consider that slot vacant. This action is not considered expulsion as described in §1302.17.

(b) Managing systematic program attendance issues. If a program's monthly average daily attendance rate falls below 85 percent, the program must analyze the causes of absenteeism to identify any systematic issues that contribute to the program's absentee rate. The program must use this data to make necessary changes in a timely manner as part of ongoing oversight and correction as described in §1302.102(b) and inform its continuous improvement efforts as described in §1302.102(c).

(c) Supporting attendance of homeless children.

(1) If a program determines a child is eligible under §1302.12(c)(1)(iii), it must allow the child to attend for up to 90 days or as long as allowed under state licensing requirements, without immunization and other records, to give the family reasonable time to present these documents. A program must work with families to get children immunized as soon as possible in order to comply with state licensing requirements.

(2) If a child experiencing homelessness is unable to attend classes regularly because the family does not have transportation to and from the program facility, the program must utilize community resources, where possible, to provide transportation for the child.

Policy 1302.16 Attendance.

(a) Promoting regular attendance. LIFT tracks each individual's attendance within the ChildPlus software program.

(1) LIFT has implemented a process to ensure children are safe when they do not arrive at school. If a child is unexpectedly absent and a parent has not contacted the program

within one hour of program start time, the staff must attempt to contact the parent to ensure the child's well-being

(2) LIFT has implemented strategies to promote attendance. The program does the following:

i. Upon enrollment each family is required to review the parent handbook that outlines attendance standards. The families are informed that regular attendance is a requirement of the program and each child needs the stability of the program schedule to ensure they receive what they need to succeed in kindergarten. These benefits are continually explained to families through the school year by way of parent teacher conferences, home visits, and attendance letters. Families are required to sign an attendance agreement that promotes a shared responsibility to have their child at the center daily.

ii. A teacher is required to conduct a home visit if multiple consecutive unexplained absences occur. The teacher is required to document this visit in ChildPlus and inform the ERSEA department of the occurrence. Staff will be sure to discuss the reason for the absence, emphasize the importance of regular attendance and how attendance affects school readiness goals, and be sensitive to any special family circumstances when talking with the family. This could constitute the necessity to develop an attendance improvement plan.

When a child is absent in HS/EHS/EHS-CC, the teacher will initiate family support procedures including a phone call and/or home visit. Staff will be sure to discuss the reason for the absence, emphasize the importance of regular attendance and how attendance affects school readiness goals, and be sensitive to any special family circumstances when talking with the family.

All contacts with the family will be documented on the Family Contact Log and/or the attendance note/comments. Any assistance given to the family to help the family meet a need or fulfill a goal will also be documented on the Family Contact Log. Documentation of all home visits and phone calls will be included on the Time & Attendance comments section of ChildPlus for that particular child.

The teacher will update Time & Attendance in the ChildPlus database and the ERSEA Specialist will review the completed Time & Attendance and absenteeism notes log.

If after the ERSEA Specialist has reviewed the pattern of absences and has determined that they are a result of illness or if they are well documented absences for other reasons, no further special action will be required.

iii. Staff will attempt to conduct a home visit or make other direct contact with the child's parents if a child has multiple unexplained absences; and,

iv. Within the first 60 day of program operation, and on an ongoing basis thereafter, LIFT uses individual child attendance data to identify children with chronic patterns of absence that put them at rick of missing ten percent of program days per year and develops appropriate strategies to improve individual attendance among identified children, such as direct contact with parents or an attendance improvement plan, as necessary. The teacher will document the reasons for the absence on the Time & Attendance Log. The ERSEA Specialist will review the patter of absences for each child, including

the number of absences that occur on consecutive day. The ERSEA Specialist will analyze the causes for absenteeism and determine if further consultation with the parents is required. Teacher are required to monitor attendance and if they see a child with chronic attendance issues, an attendance improvement plan is to be developed.

(3) If a child ceases to attend, LIFT will make appropriate efforts to reengage the family to resume attendance. If the child's attendance does not resume, then the child will be dropped from the program.

(b) Managing systematic program attendance issues. If the program's monthly average daily attendance rate falls below 85 percent, the program will analyze the causes of absenteeism to identify any systematic issues that contribute to the program's absentee rate. The program will use this data to make necessary changes in a timely manner as part of ongoing oversight and correction by making necessary decisions to fuel program performance and inform its continuous improvement efforts by making strategic decisions to aid policies.

(c) Supporting attendance of homeless children.

(1) If LIFT determines a child is eligible by reason of homelessness, it will allow the child to attend for up to 90 days if allowable within OKDHS licensing requirements, without immunization and other records, to give the family reasonable time to present these documents. LIFT will work with families to get children immunized as soon as possible in order to comply with state licensing requirements.

(2) If a child experiencing homelessness is unable to attend classes regularly because the family does not have transportation to and from the program facility, Family Advocates will attempt to locate any available community resources to provide transportation for the child.

POINT SYSTEM

		EHS-CC	EHS	HS
CHILD - DISABILITIES SUSPECTED	Visual impairment, including blindness	10	10	10
	Hearing impairment, including deafness	10	10	10
	Orthopedic impairment	10	10	10
	Speech or language impairment	5	5	5
	Health impairment	10	10	10
	Mental retardation	10	10	10
	Emotional/behavioral disorder	10	10	5
	Learning disability	10	10	10
	Autism	10	10	10
	Traumatic brain injury	10	10	10
	Other impairment	10	10	10
		EHS-CC	**EHS**	**HS**
CHILD - DISABILITY IDENTIFIED	Visual impairment, including blindness	25	25	25
	Hearing impairment, including deafness	25	25	25
	Orthopedic impairment	25	25	25
	Speech or language impairment	15	15	15
	Health impairment	25	25	25
	Mental retardation	25	25	25
	Emotional/behavioral disorder	25	25	25
	Learning disability	25	25	25
	Autism	25	25	25
	Traumatic brain injury	25	25	25
	Other impairment	25	25	25
		EHS-CC	**EHS**	**HS**
FAMILY TYPE	Two parent family			
	Single parent	10	10	10
	Single parent living with partner	5	5	5
	Other relative(s)	15	15	15
	Foster family	20	20	20
	Homeless family	20	20	20
	Other family type	15	15	15
		EHS-CC	**EHS**	**HS**
NUMBER OF CHILDREN IN FAMILY	Five or more	8	8	8
	Four	6	6	6
	Three	4	4	4
	Two	2	2	2
	One			
		EHS-CC	**EHS**	**HS**
PREVIOUSLY ENROLLED (PCPD)	Previously in Early Head Start	10	10	10
	Previously in Parent Child Center	10	10	10
	Previously in Head Start Migrant Program	10	10	10
	Previously in Head Start Home Based Program	10	10	10
	Previously in Comprehensive Child Dev. Program			10
	Previously in Head Start Family Child Care Program			10
	Previously in Head Start Center Based Program			10
	Previously in other Child Development Program	10	10	10

POINT SYSTEM

		EHS-CC	EHS	HS
EDUCATIONAL LEVEL OF ADULT	No school completed	10	10	
	Less or equal to 4th grade	10	10	
	5th - 8th grade	10	10	
	9th - 11th grade	10	10	
	12th grade (no diploma)	10	10	
	High School graduate (diploma or equivalent)	9	9	
	Some college (no degree)	6	6	
	Associates degree in college	5	5	
	Bachelors degree			
	Masters degree			
	Doctorate degree			
		EHS-CC	**EHS**	**HS**
LANGUAGE	Not at all			10
	Not well			5
	Well			0
	Very Well			0
		EHS-CC	**EHS**	**HS**
REFERRAL	Child welfare agency	10	10	10
	Resource and referral agency	10	10	10
	Public or private non-profit agency	10	10	10
	Early Head Start	10	10	10
	Disabilities program (part H)	10	10	10
	Hospital/Health clinic	10	10	10
	Women, Infants, and Children's (WIC)	10	10	10
	Other	10	10	10
		EHS-CC	**EHS**	**HS**
PARENTS AGE	Less than 14	10	10	
	Between 14 - 17	9	9	
	18 or older	5	5	
		EHS-CC	**EHS**	**HS**
CHILD'S AGE	Less than 6 months old	10	10	
	6 months but younger than 12 months	10	10	
	12 months but younger than 18 months	9	9	
	18 months but younger than 24 months	7	7	
	2 years but younger than 3	5	5	
	3 years but younger than 4			
	4 years but younger than 5			75
		EHS-CC	**EHS**	**HS**
OTHER	Receives child care subsidy	50		
	Child enrolled in partner site	25		
	Pregnant mother and has an EHS eligible child		20	20
	Family receives TANF as income	20	20	20

POINT SYSTEM

INCOME

	EHS-CC	EHS	HS
01 - 10% below	10	10	10
11 - 20% below	20	20	20
21 - 30% below	30	30	30
31 - 40% below	40	40	40
41 - 50% below	50	50	50
51 - 60% below	60	60	60
61 - 70% below	70	70	70
71 - 80% below	80	80	80
81 - 90% below	90	90	90
91 - 100% below	100	100	100
Exactly on poverty guideline	0	0	0
01 - 10% above	-10	-10	-10
11 - 20% above	-20	-20	-20
21 - 30% above	-30	-30	-30
31 - 40% above	-40	-40	-40
41 - 50% above	-50	-50	-50
51 - 60% above	-60	-60	-60
61 - 70% above	-70	-70	-70
71 - 80% above	-80	-80	-80
81 - 90% above	-90	-90	-90
91 - 100% above	-100	-100	-100

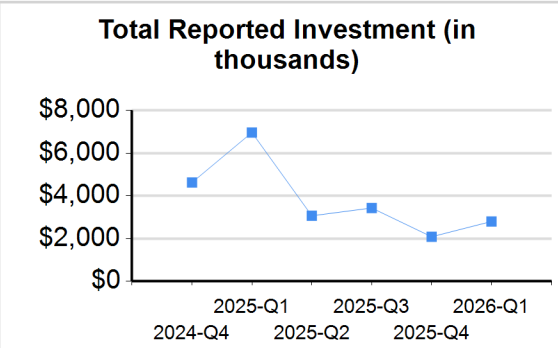
Quarterly Production Summary Report

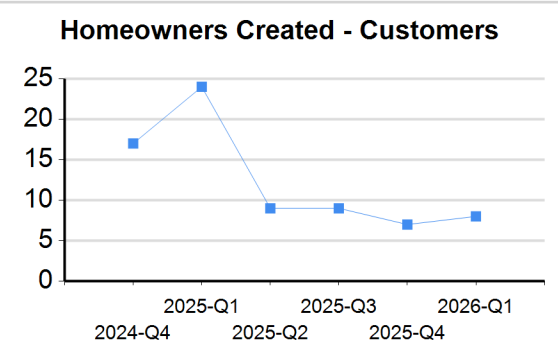
October 1 - December 30 2025

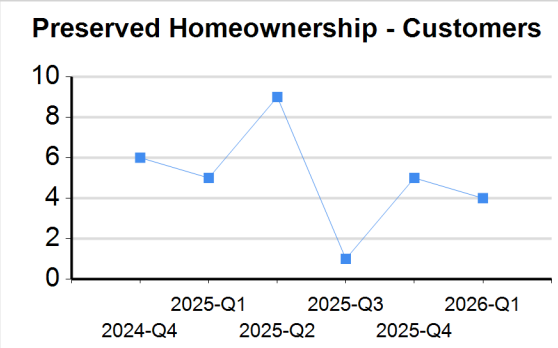
8251 - LIFT Community Action Agency

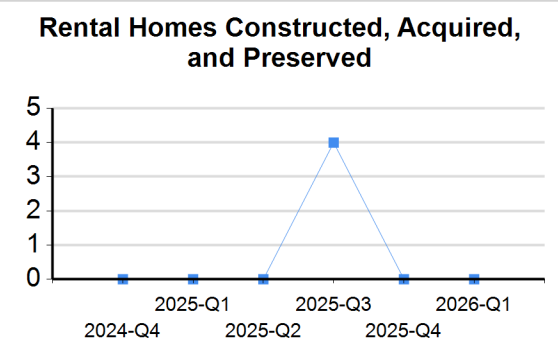
Midwest Region

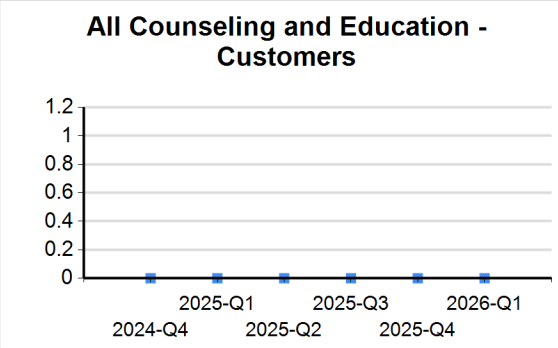
Total Reported Investment	**$2,796,776.20**
Homeowners Created - Customers	8
Preserved Homeownership - Customers	4
Rental Homes Constructed, Acquired, and Preserved	0
Created and Preserved Homes and Customers	**12**
Owner Occupied Repairs - Homes	29
Rental Homes, Repaired	0
Total Repaired - Homes	**29**
Group Education - Customers	0
One-on-one Counseling - Customers	0
One-on-one Counseling - Services	0
Foreclosure Mitigation Counseling, Home Not Retained - Customers	0
All Counseling and Education - Customers	**0**
Foreclosure Mitigation Counseling Intake - Customers	0
Rental Homes Portfolio, Owned and/or Managed	135

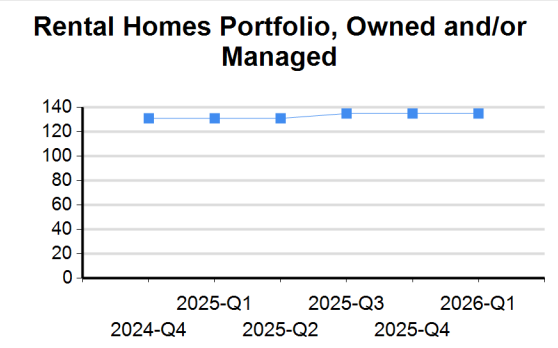












'Total Reported Investment' and 'Created and Preserved Homes and Customers' are the two measures that NeighborWorks America uses to demonstrate and evaluate the strength and impact of network organizations.

Quarterly Production Summary Report

October 1 - December 30 2025

8251 - LIFT Community Action Agency

Midwest Region

I. Clients & Financing	Homeowners Created					
	NWO Constructs New Unit for New Home Owner	NWO Sells a Unit it Had Purchased (with or without rehab) to New Home Owner	Directly Provides Self-Help Housing for New Home Owner	Plays Intermediary Role in Providing Self-Help Housing for New Home Owner	Counselor and/or Broker/Lender ONLY for New Home Owner	Total Homeowners Created
Investment	$0.00	$0.00	$0.00	$1,019,400.00	$674,910.24	$1,694,310.24
Homes	0	0	0	5	3	8
Customers	0	0	0	5	3	8

	Preserved Homeownership					
	Owner Occupied Rehab	Refinance not foreclosure	Reverse mortgage	Replacement	Foreclosure Mitigation Counseling (home retained)	Total Preserved Homeownership
Investment	$16,858.96	$0.00	$0.00	$0.00	$0.00	$16,858.96
Homes	4	0	0	0	0	4
Customers	4	0	0	0	0	4

II. Projects & Summary			Rental Homes								
	Owner-Occupied Repairs	For-Sale Homes Developed	Development Services	Constructed and Purchased	Rehabilitated and Refinanced	Repaired	Commercial Development	Commercial Lending	Special Projects	Financial Assistance and Supportive Services	Consumer Lending
Investment	$32,301.00	$1,019,400.00	$0.00	$0.00	$0.00	$0.00	$0.00	$30,570.00	$0.00	$3,336.00	$0.00
Homes	29	* 5	0	0	0	0					

**Units reported under For-Sale Homes Developed do not count towards Total Production, Investment does count toward Total Investment.*

Quarterly Production Summary Report

October 1 - December 30 2025

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Midwest Region

III. Rental Homes Portfolio	
a. Owned	135
b. Managed not Owned	0
c. Number of units covered by project-based rental assistance program	0
d. Number of units covered by tenant-based rental assistance program	68

IV. Commercial Development Portfolio	
Number of Projects	0
Square Footage	0

Shared Equity and Cooperative Housing Portfolio	
Community Land Trust	0
Deed-Restricted Homeownership	0
Limited Equity Cooperative	0

V. Group Education Customers	
a. Completed financial literacy workshop; including home affordability; budgeting and understanding use of credit	0
b. Completed predatory lending; loan scam or other fraud prevention workshop	0
c. Completed fair housing workshop	0
d. Completed homelessness prevention workshop	0
e. Completed rental workshop	0
f. Completed pre-purchase homebuyer education workshop	0
g. Completed non-delinquency post-purchase workshop; including home maintenance and/or financial management for homeowners	0
h. Completed resolving or preventing mortgage delinquency workshop	0
i. Completed disaster preparedness assistance workshop	0
j. Completed disaster recovery assistance workshop	0
Total Group Education	**0**

VI. Counseling Results - Customers

Preserved Homeownership, Foreclosure Mitigation - Customers	
a. Mortgage refinanced	0
b. Brought mortgage current	0
c. Mortgage modified	0
d. Received second mortgage	0
e. Initiated forbearance agreement/repayment plan	0
f. Obtained partial claim loan from FHA lender	0
Preserved Homeownership, Foreclosure Mitigation - Customers (Total)	**0**

Foreclosure Mitigation Counseling, Home Not Retained - Customers	
a. Executed a deed-in-lieu	0
b. Sold property/chose alternative housing solution	0
c. Pre-foreclosure sale	0
d. Mortgage Foreclosed	0
e. Bankruptcy	0
f. Entered debt management	0
g. Counseled and referred for legal assistance	0
h. Other (final result not listed above)	0
Foreclosure Mitigation Counseling, Home Not Retained - Customers (Total)	**0**

Individual Counseling - Services	
a. Homeless Assistance	0
b. Rental Topics	0
c. Pre-purchase/Homebuying	0
d. Non-Delinquency Post-Purchase	0
e. Reverse Mortgage	0
f. Resolving or Preventing Forward Mortgage Delinquency or Default	0
g. Resolving or Preventing Reverse Mortgage Delinquency or Default	0
h. Disaster Preparedness Assistance	0
i. Disaster Recovery Assistance	0
Total Counseling Services	**0**

Quarterly Production Summary Report

October 1 - December 30 2025

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Midwest Region

VII. Revolving Loan Fund (RLF), Excluding Forgivable and Deferred

First Mortgages	
a. Total outstanding number of RLF loans	5
b. Total outstanding value RLF loans	$312,259.00
c. Number currently 30-59 days delinquent	0
d. Value currently 30-59 days delinquent	$0.00
e. Number currently 60-89 days delinquent	1
f. Value currently 60-89 days delinquent	$136,725.00
g. Number currently 90 days or more delinquent	1
h. Value currently 90 days or more delinquent	$13,170.00
i. Delinquency Rate (90 days or more)	4.22 %

Subordinate Mortgages	
j. Total outstanding number of RLF loans	0
k. Total outstanding value of RLF loans	$0.00
l. Number currently 30-59 days delinquent	0
m. Value currently 30-59 days delinquent	$0.00
n. Number currently 60-89 days delinquent	0
o. Value currently 60-89 days delinquent	$0.00
p. Number currently 90 days or more delinquent	0
q. Value currently 90 days or more delinquent	$0.00
i. Delinquency Rate (90 days or more)	0.00 %

Revolving Loan Fund (RLF), Non Amortized	
a. Total number of outstanding non-amortized loans (excluding forgivable)	0
b. Total value of outstanding non-amortized loans (excluding forgivable)	$0.00

IX. Home Ownership Customers: Education and Counseling Hours

0 Hours		>0 and <4 Hours		=>4 and <8 Hours		=>8 Hours	
# Clients	% Total Clients	# Clients	% Total Clients	# Clients	% Total Clients	# Clients	% Total Clients
0	0	0	0	0	0	8	100.00 %

LIFT C.A.A., Inc.
Head Start/Early Head Start/Early Head Start-Child Care
Policy Council
1005 South 5th Street
Hugo, OK 74743

January 20, 2026
MINUTES

LIFT Community Action Agency's Head Start/Early Head Start/EHS-CC Policy Council met on Tuesday, January 20, 2026 at 10:30 a.m. at 1005 S. 5th Street in Hugo, Oklahoma. Notice of time, place and agenda of meeting was posted within prominent view at 1005 S 5th Street, Hugo, Oklahoma twenty-four (24) hours prior to the meeting.

The meeting was called to order at 10:32 a.m. by Darla Galyon, HS/EHS/EHS-CC Director. A quorum was established. Members present: Keri Smith; Antlers, Heather Ainsworth; Boswell I, Steve Woldanski; Boswell II, Christi James; Horace Mann II, Destiny Morgan; Hugo EHS, Brandi Hobbs; Idabel I, Hailey Ensey; Soper II, Bessi Black and Clinton Crawley; Community Representatives.

HS/EHS/EHS-CC staff present included: Darla Galyon; HS/EHS/EHS-CC Director, Jordan Mack; HS/EHS/EHS-CC Assistant Director, Mattie McKee; EHS-CC Assistant Director, Ronda Spear; Health Assistant, Sommer Springfield; Assistant Education Specialist, Sara Moore; Professional Development Specialist, Brittany Bailey; ERSEA Specialist, Jaely Martin; Assistant ERSEA Specialist, Christina Merritt; Family/Community Engagement Specialist, Ashley Stinson; Disability/MH Specialist, Tori Williams; Health Specialist and Lisa Gamblin, FCE & Disability/MH Assistant.

Consideration and Possible Action to Accept the minutes from the November 18, 2025 meeting. Copies of the minutes were provided to the council for review. Steve Woldanski made a motion to accept the minutes as presented, Clinton Crawley seconded, all voted in favor, motion passed.

Consideration and Possible Action to Enter into Executive Session to Discuss the Employment, Transfer, Hiring, Appointment, Promotion, Demotion or Disciplining of employees **Bethany Rowan-Broken HS Teacher Aide, Ciarra Crawley-Antlers EHS Cook, Destiny Mathis- HS/EHS/EHS-CC Substitute and Stefie McSwain-Idabel II SNA,** pursuant LIFT, CAA Okla. Stat. title 25§ 307 (b) (1). No motion was made to enter into executive session.

Consideration and Possible Action to Adjourn Out of the Executive Session and the Regular Board Meeting Be Reconvened. Did not enter into Executive Session.

Consideration and Possible Action to Approve New Hires, Transfers and Terminations Recommended by the Personnel Committee. Motion to approve the new hires and transfers was made by Bessi Black, seconded by Kerri Smith, all voted in favor, motion passed.

Consideration and Possible Action to Approve the Acceptance of FY 2026 Head Start/Early Head Start Program Grant Award (Continuation) from Administration for Children and Families, Office of Head Start- $4,614,531: Darla Galyon, HS/EHS/EHS-CC Director explained to the council that this was for Fiscal 2026 HS/EHS Grant Continuation award notice of new grant funds, money is available, match amount and explanation of how much is required and what can be counted as match. Heather Ainsworth made a motion to accept and Steve Woldanski seconded the motion, all voted in favor, motion passed.

Consideration, Discussion and Possible Action to Approve the Acceptance of Child and Adult Care Food Program Grant Award from Oklahoma Department of Education-$2,222,403.54 (Head Start/Early Head Start- up to $721,000): Darla Galyon, HS/EHS/EHS-CC Director stated that CACFP grant award for HS/EHS up to $721,000 and explained the rising food cost, total budget reflect the whole agency and cooks' salaries. Kerri Smith made a mot to approve acceptance and Heather Ainsworth seconded the motion, all voted in favor, motion passed.

Policy Council Training/Programmatic Report: Eligibility, Recruitment, Selection, Enrollment and Attendance (ERSEA) and Distribution of 2026-2027 ERSEA Integrated Services Policies and Procedures with Prioritization Schedule/Point System for Review (O. S. 5.7, 5.9): Jordan Mack, HS/EHS/EHS-CC Assistant Director provided copies and an overview of the Integrated Policies and point system. Two changes: pants for COVID removed and Put in place to reserve spots for 30 days for foster children. 3% of slots can be reserved. Mrs. Mack also reviewed the false claim process, this will be brought to the Policy Council next month for approval.

Consideration, Discussion and Possible Action to accept HS, EHS, SAF, OECP, USDA, and Non-Fed October, 2025 Financial Statements and Credit Card Distribution Reports and Presentation of the November, 2025 and December, 2025 Financial Statements and Credit Card Distribution Reports: Darla Galyon, HS/EHS/EHS-CC Director gave an overview of the financials along with an explanation of where non-fed monies come from for members present. It was recommended by the Finance to approve the financials. Hailey Ensey made a motion to approve and Clinton Crawley seconded the motion, all voted in favor, motion passed. Mrs. Galyon also presented the November, 2025 and December, 2025 Financials along with and overview of the financials and explanation of where non-fed monies come for Consideration, Discussion and Possible Action at the February 17, 2026 meeting.

Other Reports/Announcements:

Recruitment & Enrollment Update/Enrollment and Attendance Report-Brittany Bailey, ERSEA Specialist: Brittney Bailey reported that as of today, 1/20/2026, that 233 children are currently enrolled in Head Start for the 2025-2026 School Year and attendance was 89.%. Recruitment is an ongoing process and are still be accepted and processed. Early Head Start currently has 45 children enrolled and attendance was 83.3%. Early Head Start-CC currently has 98 children enrolled and attendance was 85.5%.

Governing Board Report: Mattie McKee: Mattie McKee, HS/EHS/EHS-CC Assistant Director stated that the Governing Board Met on December 9, 2025 and January 13, 2026. Agenda's were provided along with an overview of the meeting(s) for council members present. She stated that all HS/EHS/EHS-CC items had been approved

USDA Meals and Snack Report-Lauren Barger: Jordan Mack, HS/EHS/EHS-CC Assistant Specialist provided a copy and an overview summary of meals and snacks served for November, 2025 and December, 2025.

Data Analysis-Jordan Mack- Jordan Mack, HS/EHS/EHS-CC Assistant Director gave an overview of the data assessed for November, 2025 and December, 2025

Family Resource Center Update-Ashley Gaddy-The Family Resource Center provided a comprehensive monthly update that covers a range of key areas including training initiatives, client intakes, and upcoming projects and events. These updates serve as a valuable communication tool to keep parents and partners informed and engaged. In addition to logistical and operational highlights, the center emphasizes parent engagement by sharing opportunities for families to participate in programs and activities. The FRC offers guidance on how community members can get involved, fostering an environment that supports family well-being and community collaboration.

OHS Communications and Guidance-Darla Galyon presented and reviewed all OHS Communications and Guidance received since the last council meeting.
P**rogram Summary Report-Darla Galyon** presented the HS/EHS/EHS-CC Program Summary for the council to review.

Consideration, Discussion, and Vote on New Business (Not known about or which could not have been reasonably foreseen prior to time of posting the agenda. Okla. Stat. Title 25 § 311):
There was no New Business

There being no other business to come before the board, Bessi Black made a motion to adjourn and Clinton Crawley seconded the motion, all voted in favor and the meeting ended at 11:11 a.m.

_____
Kylie Wilcox-Chairperson
Bessi Black-Vice-Chairperson
Heather Ainsworth-Secretary

Community Action Agency

Employee of the Month Nomination

Please place an X beside all of the qualities that apply to the person you are nominating, and then write a few words about how each characteristic applies to the person being nominated.

Example: X --Has good customer service-Mary always smiles and says hi to everyone who comes in the office.

Not all qualities will apply to every person. You may also add additional good qualities that the person has in the "other" blanks on the back side of this form. If you would like to elaborate, you can use the empty square on the second page of this form to provide more details of the good work habits of the person you are nominating. Or, you can use the empty space to describe something really good that the person has done.

Date: 2/3/2026

Name of Person being nominated for Employee of the Month: Eino Lahti

Name of Person submitting the nomination: Rhonda Collins

x	Is a hard worker	Works very hard
x	Respects others	Respects others and others respect him
x	Is on time	always on time
x	Is organized	keeps everything he needs in one place
x	Keeps a positive attitude	always has a positive attitude
x	Encourages other people	absolutley
x	Is willing to help others	always assists others as needed
x	Makes a good first impression	yes
x	Follows all workplace rules	always follows the rules
x	Uses resources wisely	yes
x	Has good work attendance	shows up everyday on time
x	Represents the agency well	yes
x	Is a loyal employee	yes
x	Handles crisis well	yes
x	Goes above and beyond the call of duty	always willing to help others outside his scope
x	Works well with others (team player)	others appreciate this team player

LIFT Community Action Agency, Inc.
209 North 4th Street, Hugo, OK 74743
Telephone (580) 326-3351 Fax (580) 326-2305
www.liftca.org

x Is creative yes

x Likes to learn new things yes, when something new comes along his is ready to learn

x Is a good listener listens very well to directions and all information

x Communicates well speaks in a tone that is understandable by all

x Dependable very dependable

x Respectful, considerate of others absolutely, others appreciate him

x Safety conscious very safety cautious

x Good problem solving skills yes

____ Other ____

x Other Eino is one of my best drivers and I have never had any problem out of him. He's great at what he does. And I am proud to have him on my team.

x Other this company needs more drivers like him. 100%

Use this space if you have anything additional that you would like to say about the person being nominated.

Eino Lahti is a well driven driver who thrives on getting his passengers to their destination safely. He follows the rules as he was trained and when there is something he is not sure about he will not hesitate to find the correct information. Eino is constantly being asked for by others to be his driver whether it be in town doing public route or out of town on a SoonerRide. He is a well-liked driver, has never gotten any complaints by any passenger since his hire date 2 years ago. Eino always comes to work with a positive attitude and a smile on his face. Eino never calls in and is always on time. I am nominating Eino because I believe that he is a great asset to this company and always goes above and beyond to make sure the day and schedule that is presented to him at the start of each day is fully full-field before he ends his day. I am very honored to work with Eino Lahti here at Idabel Transit.

Submit nominations by the 30th of the month for consideration. Submit nominations to Kathy James at the Administration Office, by mail (209 N. 4th St., Hugo, OK 74743), by fax (580-326-2305), or by email (kathy.james@liftca.org). Nominations are judged by a five-member committee. If the person you nominate is not selected, it is okay to nominate that person again the following month if you feel he/she is deserving of the award.

Program Summary
Head Start/Early Head Start/Early Head Start-Child Care Programs
January 2026

Eligibility, Recruitment, Selection, Enrollment & Attendance

During the month of December there were 48 children, age birth to 3, that were provided services in the Early Head Start centers and 104 children served, age birth to 3, in the Early Head Start – Child Care locations. Services were provided for 234 children, age 3 to 4 years old in the Head Start centers within the tri-county service area.

The Outreach Specialist prepared and sent out flyers and posters that reached across our service area. Our ad was included on local restaurant menus. Daily social media posts are also made on our LIFTCA Facebook page.

Family Advocates and other Head Start, Early Head Start, and Early Head Start Child Care staff have been placing recruitment flyers, recruitment apple signs, recruitment cards and other recruitment items in and around various businesses within the tri-county service area, along with placing recruitment items online, to ensure all enrollment opportunities are filled as they occur. Partnering childcare facilities are also actively recruiting children for the program.

Family & Community Engagement

For the Month of December, we had 123 parents that participated in Parent Meetings. Family Advocates are continuing goals with families through the Family Partnership Agreements. The centers continue to invite parents and community members to participate in Parent Ready to Read by having a story time with the children; there were 40 participants, with 6 of them being father figures.

Father Involvement

The dad's day activities for the month of December were various snowman ornaments, wreath decorating activities, and singing Christmas carols. For the month of December Dad's Day, there were 171 people, which participated in dad's day activities with 71 being father figures. In addition, 28 dads/father figures participated in parent meetings for December. Since the beginning of the 2025-2026 school year, we have had 545 father figures participate in family engagement activities.

Nutrition

In the month of January, the nutrition team participated in the federal review , in the month of January we have been learning a new software system called kidkare that is a required software through the state of Oklahoma, that we have to participate in since we participate in the CACFP (Child Adult Care Food Program). We have also started our second round of kitchen checks, there hasn't been any findings so far.

Health

During the month of January employee physical tracking continued with reminder phone calls/emails. Two CPR classes were held. We have continued to receive updates for Child Plus

immunizations and Physicals received from centers for entry into Child Plus. Centers were called to remind parents of past due immunization of their child/children. HS centers were updated on requirements regarding physicals, dentals, and immunizations due and/or coming due. We had Focus Area 2 review last week of January.

Education

The beginning of this school year has gone by swiftly. Our office staff has been busy preparing for the Focus Area Two federal review. Sommer and I have updated programs that help us determine the developmental stages of children and how we can specifically use that information for individualization and instruction. Children need classrooms that implement schedules, stability, calm atmospheres, interesting and thought-provoking teaching methods, and positive environments. We are constantly working to make sure our classrooms and consistent, warm atmospheres enhance and help children be successful.

Professional Development

In January, the Professional Development Specialist scheduled two CPR/First Aid classes taught by LIFT CPR Instructors Tori Williams, and/or Ronda Spear, where several LIFT employees received or renewed their Adult and Infant CPR and First Aid certifications. Also, the Professional Development Specialist helped several employees renew their Professional Development Ladders and Oklahoma Directors Credentials in January.

The Professional Development Specialist has been busy ensuring that all staff members are on track to meet any education requirements in the proper timeframe. Staff members have been making progress and are on track to be completed within requirement deadlines.

We have been working to ensure all new staff meet requirements for the programs they work for including trainings as well. We strive for excellence and want to make staff as well seasoned and informed as possible.

Disabilities/Mental Health/Transition

We have had a great start to the 2025-2026 school year!

Sooner Start has a new online process for referrals that go directly to the Oklahoma State Department of Education. This has significantly streamlined the referral process and has made a positive impact on referral time. This month, there have been two children from Early Head Start referred. There are three children in the EHS-CC program that have been referred and identified to receive services.

In Head Start, there are twenty-four children that have been referred to the public school for an evaluation to determine eligibility for services. There are eighteen children who are currently receiving services. Speech is the primary service being provided. We have children who are currently still being identified in the referral process.

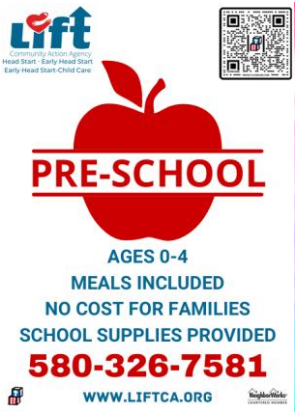
We have a new mental health consultant firm which is Healing Hearts. We are very excited to work with Dana Nash and her team. They will be heading into classrooms soon to provide observations and follow up activities and resources. Teachers and parents will have the opportunity to visit with

the consultant in or out of the classroom A written report will completed by the consultant for each classroom with ideas to share with teachers and parents.

Recruitment/Outreach

Gearing up for the 2026-2027 Enrollment Season

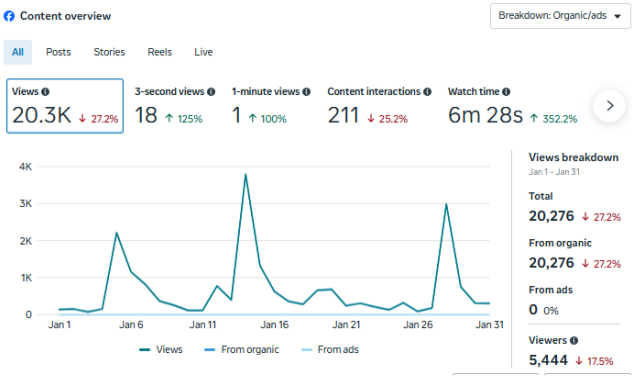
During the month of January, the program focused on preparing for the upcoming Head Start and Early Head Start enrollment season through a variety of targeted outreach and recruitment strategies. Planning activities included the purchasing and preparation of yard signs to be displayed throughout the communities we serve in order to increase program visibility and awareness. Recruitment folders utilized by centers and Family Advocates were also reviewed and updated in advance of the February In-Service training, ensuring staff have current, accurate, and consistent materials when engaging with families. Additionally, program flyers and brochures were revised to reflect updated information and support ongoing recruitment efforts. A significant emphasis was placed on increasing enrollment at the Idabel Early Head Start and Early Head Start–Child Care location. Targeted social media posts were created to raise awareness of available openings, flyers were distributed throughout the community, and enrollment needs were shared during coalition meetings to ensure community partners are informed and able to refer interested families. These coordinated efforts support increased awareness, collaboration, and access to services for eligible families.





Utilizing Social Media to Expand Exposure

Social media continues to serve as a primary avenue for outreach, and engagement remained strong throughout January. During this period, the program's Facebook page reached 20.3K views, generated 211 content interactions, and recorded 585 page visits, demonstrating continued community interest and engagement with our messaging.



Top Viewed Content:



Outreach through Community Events

Beyond digital outreach, staff also prepared for participation in the upcoming Father Daughter Dance scheduled for February, an event that aligns closely with our focus on early childhood and family engagement. This event provides a valuable opportunity to interact directly with families, strengthen community relationships, and raise awareness of the Head Start and Early Head Start programs among families with young children.



Building Community Partnerships

Additionally, the program continued active participation in local county coalition meetings, collaborating with community partners to share program information, strengthen referral pathways, and ensure partner agencies remain informed about available services. These combined efforts support the program's commitment to proactive recruitment, strong community partnerships, and increased access to early childhood services for eligible families.

ADMINISTRATION FOR CHILDREN & FAMILIES
Office of Head Start | Southwest Region | 1301 Young St, Suite 106-1060, Dallas, TX 75202 | eclkc.ohs.acf.hhs.gov

February 5, 2026

Head Start • Early Head Start • Early Head Start – Child Care Partnership
Southwest Region

From news reports and television coverage, we are hearing portions of the Southwest region have experienced extreme weather conditions and disaster declarations.

Our chief concern is for the welfare of the children and families we serve, you and your program staff. As we roll through the remaining winter months, please prioritize health and safety above all else. If damages occurred, we desire to collect more specific information from you when you can ***safely*** begin to assess the damages and future needs of your program.

In the event of any winter storms and other severe weather events during the winter 2026 season, please send the following information via Correspondence message in HSES to your assigned Program Specialist and Grants Management Specialist and add as "Other" Devyn Gultery (Devyn.Gultery@acf.hhs.gov) and Alecsandra Velez (Alecsandra.Velez@acf.hhs.gov):

A. **The center name of any impacted locations**
B. **The number of HS/EHS slots at the location**
C. **The known issues impacting operations at the center location(s) and tentative plan**
D. **Date(s) of the winter storm or other severe weather**

Please know our thoughts are with you as you begin to plan ahead and implement any emergency procedures necessary.

As always, remember that if you feel we can respond to any questions about one-time funds requests or be of service to you regarding the impact to services due to the recent weather emergency, please reach out to your assigned Program Specialist at any time.

Thank you,

Regional Program Director
Office of Head Start
Southwest Region

Family Well-Being: Strategies to Support Family Safety, Health, and Financial Stability

For Early Childhood Professionals



What is Family Well-Being?

Family well-being includes the safety, health, and financial stability of all family members. Safe, healthy, and financially secure families are more likely to reach the goals they set for themselves and their children.

Early childhood professionals can contribute to the well-being of families and their children by building strengths-based relationships that foster trust and confidence. Relationships with professionals, community organizations, and peers and neighbors are important for family well-being, even after a child leaves the early care setting.

Professionals can promote well-being by

- providing quality services to families,
- linking families to other community organizations, and
- encouraging families to broaden their social support network by helping them connect with other families and members of the community.

Whether you are a family child care provider or work in an early childhood center, Pre-K program, Head Start, or Early Head Start program, you can make a positive difference in the lives of families.

This resource offers strategies for early childhood professionals and programs to support family well-being. We will address actions specific to each aspect of family well-being on the following pages.

What can early childhood professionals and programs do to support a family's well-being?

- Create a healthy, safe, welcoming, and caring environment for children to learn and grow.
- Share resources and materials that are responsive to the culture and language of families.
- Learn more about the cultures and languages of families.
- Build relationships with parents that honor their strengths.
- Offer times for individual conferences or group get-togethers for families who express an interest or a common need.
- Create a practical system that ensures smooth and supportive referrals to community service providers.
- Display a resource board with information about services and activities that children and families can take advantage of in the community.
- Join your local early childhood council or professional network to increase understanding and access to community resources and connect with other professionals interested in promoting family well-being.
- Contact your local Child Care Resource and Referral agency (CCR&R) to learn more about strategies to promote family well-being.
- Find out if your community has 211 or other comprehensive health and human service referral and information services.

Adapted from Understanding Family Engagement Outcomes: Research to Practice Series, Family Well-being.

This document was developed with funds from Grant #90HC0014 for the U.S. Department of Health and Human Services, Administration for Children and Families, Office of Head Start, and Office of Child Care, by the National Center on Parent, Family, and Community Engagement. This resource may be duplicated for noncommercial uses without permission.

Family Well-Being: Safety and Stability

What can early childhood professionals and programs do?

Aspects of Safety and Stability	Individual- and Program-Level Strategies
Safe and adequate housing	• Share information about local housing programs and available services. • Encourage families with housing concerns to access assistance.
Safety of neighborhood and community	• Identify and share information about neighborhood watch programs in your area. • Invite law enforcement and/or other emergency personnel to speak and answer questions at get-togethers focused on neighborhood safety. • Support families' connections to peers and community by offering space for parent and neighborhood discussion groups.
Personal safety	• Discuss ways to keep children safe from accidental contact with medicine and cleaning products and when crossing the street, riding a bike, playing in the park, or swimming in a pool. • Learn more about how to recognize signs of child abuse, neglect, and domestic violence and the effects on children. • Reach out to your local child welfare agency, domestic violence support provider, or crime victim support services agency to learn how to help families experiencing violence, abuse, or neglect.



Early childhood professionals and their situations are unique. How might these ideas work for you and your program?

What strategies do you already use to promote safety and stability?

What new strategies can you plan for and implement in the future to promote safety and stability?

Family Well-Being: Health and Wellness

What can early childhood professionals and programs do?

Aspects of Health and Wellness	Individual- and Program-Level Strategies
Overall health	• Learn more about health and wellness activities in your area and share information with families. • Provide nutritious food (e.g. participate in the Child and Adult Care Food Program (CACFP) and/or use CACFP guidelines as a reference for planning meals). • Identify and share information about nutrition assistance programs, including SNAP, WIC, and food banks. • Post information on nutrition and meal planning. • Model positive health by taking good care of yourself.
Food security: enough healthy food	• Suggest healthy food and grocery options that are accessible at reasonable prices. • Work to create access to healthy foods in the neighborhood or community, including local farmers' markets and fresh produce stands. • Invite cooperative extension staff or other nutrition experts to demonstrate and/or provide tips for how to prepare nutritious and low-cost meals. • Discuss healthy eating behaviors with children and families.
Health care: sufficient and accessible services for the entire family	• Identify and share information about community health fairs and community health services. • Learn more about symptoms of common mental health issues, such as depression, anxiety, and trauma. • Offer your support for families who want to access services.

Early childhood professionals and their situations are unique. How might these ideas work for you and your program?

What strategies do you already use to promote health and wellness?

What new strategies can you plan for and implement in the future to promote health and wellness?

Family Well-Being: Financial Stability

What can early childhood professionals and programs do?

Aspects of Financial Stability	Individual- and Program-Level Strategies
Income and assets: adequate to meet needs of the family	• Post information about finances, including budgeting worksheets or information about local banks or credit unions. • Share information about how to access tax credits during tax time. • Offer families opportunities to discuss financial issues, and provide information to help them connect with resources for financial assistance. • Create flexible policies for payment of child care.
Education: sufficient to obtain good jobs	• Post employment opportunities on resource boards, or have a relationship with employment groups. • Respect and support the educational goals and aspirations that parents have for themselves and their children. • Learn about where to refer families interested in GED programs, DLL classes, job training, or higher education.



Early childhood professionals and their situations are unique. How might these ideas work for you and your program?

What strategies do you already use to promote financial stability?

What new strategies can you plan for and implement in the future to promote financial stability?

For more information about this resource, please contact us:
PFCE@ecetta.info | 1-866-763-6481

ADMINISTRATION FOR CHILDREN & FAMILIES

Early Childhood National Centers
NATIONAL CENTER ON Parent, Family and Community Engagement

December 2025 HEAD START TIME & ATTENDANCE REPORT

As of 12/31/25	ENROLLED			DROPPED								ATTENDANCE
CENTER	Previously Enrolled	Monthly Enrolled	YTD Enrolled	Previously Drop	Monthly Drop	YTD Drop	Currently Enrolled	30 Day Count	Date Dropped	Total Enrollment	AI	Kid Days	Monthly ADA
Antlers	14	1	15	2		2	13	0		13	1	12	87.8%
Boswell 1	15		15			0	15	0		15	4	12	87.9%
Boswell 2	14		14			0	14	0		14	7	12	85.7%
Broken Bow	17		17	2		2	15	0		15	1	15	88.0%
Forest Grove 1	11		11	2		2	9	0		9	4	12	90.7%
Forest Grove 2	14		14			0	14	0		14	8	12	92.9%
Fort Towson	11		11			0	11	0		11	5	12	86.4%
Horace Mann 1	18		18	4		4	14	0		14	3	12	86.3%
Horace Mann 2	17		17	2		2	15	0		15	2	12	89.4%
Horace Mann 3	16		16	2		2	14	0		14		12	95.2%
Hugo 2	17		17	4		4	13	0		13	1	12	81.4%
Hugo 4	15		15	2		2	13	0		13	1	12	80.8%
Idabel 1	12		12			0	12	0		12	1	15	85.0%
Idabel 2	19		19	5		5	14	0		14		15	91.0%
Idabel 3	16		16	2	1	3	13	1	12/5/2025	14		15	89.0%
Rattan	14		14	3		3	11	0		11	3	12	93.9%
Soper 1	8		8			0	8	0		8	4	10	91.3%
Soper 2	16		16	1		1	15	0		15	8	10	82.0%
TOTALS	264	1	265	31	1	32	233	1		234	53		88.1%

December 2025 Pre-K TIME & ATTENDANCE REPORT

As of 12/31/25	ENROLLED			DROPPED					ATTENDANCE
CENTER	Previously Enrolled	Monthly Enrolled	YTD Enrolled	Previously Drop	Monthly Drop	YTD Drop	Currently Enrolled	Kid Days	Monthly ADA
Antlers 2			0			0	0		
Battiest			0			0	0		
Boswell 1			0			0	0		
Boswell 2			0			0	0		
Broken Bow 3			0			0	0		
Clayton 2			0			0	0		
Forest Grove 1	1		1			0	1	12	91.7%
Fort Towson			0			0	0		
Horace Mann 2			0			0	0		
Hugo 2			0			0	0		
Hugo 4			0			0	0		
Rattan 2			0			0	0		
Rattan 3			0			0	0		
Soper 2	4	1	5			0	5	10	84.0%
TOTALS	5	1	6	0	0	0	6		85.1%

December 2025 EHS Time and Attendance

As of 12/31/25	ENROLLED			DROPPED								ATTENDANCE
CENTER	Previously Enrolled	Monthly Enrolled	YTD Enrolled	Previously Dropped	Monthly Drop	YTD Drop	Currently Enrolled	AI	30 Day Count	Date Dropped	Kid Days	Monthly ADA
Antlers	30	2	32	8		8	24	2	0		20	84.8%
Hugo	16		16	4	1	5	11	1	1	12/18/2025	20	80.3%
Idabel	18		18	7	2	9	9	1	2	12/23/2025	20	72.3%
TOTALS	**64**	**2**	**66**	**19**	**3**	**22**	**44**	**4**	**3**			**80.8%**

December 2025 EHS-CC Time and Attendance

As of 12/31/25	ENROLLED			DROPPED								ATTENDANCE
CENTER	Previously Enrolled	Monthly Enrolled	YTD Enrolled	Previously Dropped	Monthly Drop	YTD Drop	Currently Enrolled	AI	30 Day Count	Date Dropped	Kid Days	Monthly ADA
ELC-Antlers	9		9	1		1	8	1	0		20	91.9%
ELC-Broken Bow	13		13	5		5	8	1	0		20	90.6%
ELC-Hugo	11		11	3		3	8	1	0		20	69.4%
ELC-Idabel	23	1	24	8		8	16	1	0		20	61.7%
Cabbage Patch	38	1	39	16		16	23	2	0		18	91.3%
The LearningTree	48	3	51	15	2	17	34	3	2	12/29/2025	20	85.5%
TOTALS	**142**	**5**	**147**	**48**	**2**	**50**	**97**	**9**	**2**			**82.6%**

MEALS SERVED TO CHILDREN IN HEAD START & EARLY HEAD START
12 Month Summary Report

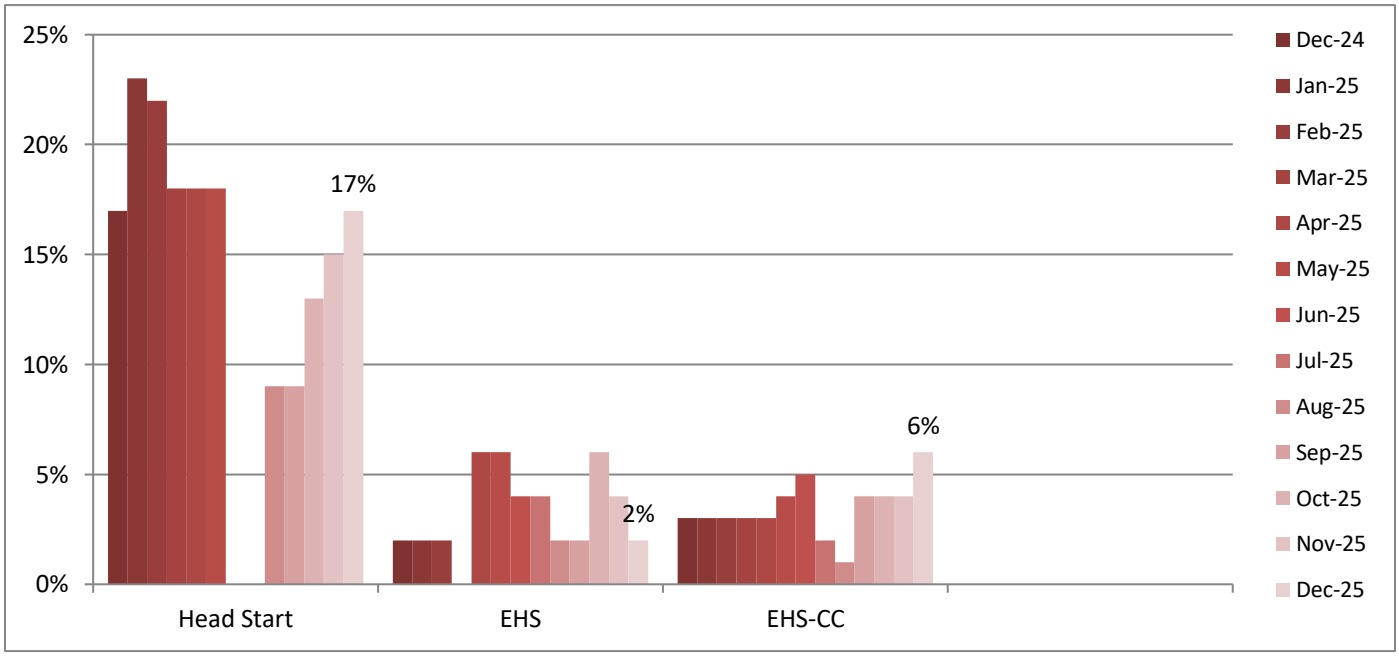
Children that eat 2 meals and a snack at Head Start/ Early Head Start receives 1/2 to 2/3 of their daily nutritional needs.

Month	Breakfast	Lunch	Snack	Monthly Total
January-25	2207	2195	2809	7211
February-25	2307	2293	2928	7528
March-25	2182	2185	2943	7310
April-25	2590	2797	3804	9191
May-25	1749	1730	1877	5356
June-25	558	577	522	1657
July-25	758	806	741	2305
August-25	2277	2317	2738	7332
September-25	2937	3003	3570	9510
October-25	3108	3165	6748	13021
November-25	2239	2284	2645	7168
December-25	2454	2483	2773	7710
January-26	2550	2569	2935	8054
YEARLY TOTALS	27916	28404	37033	93353

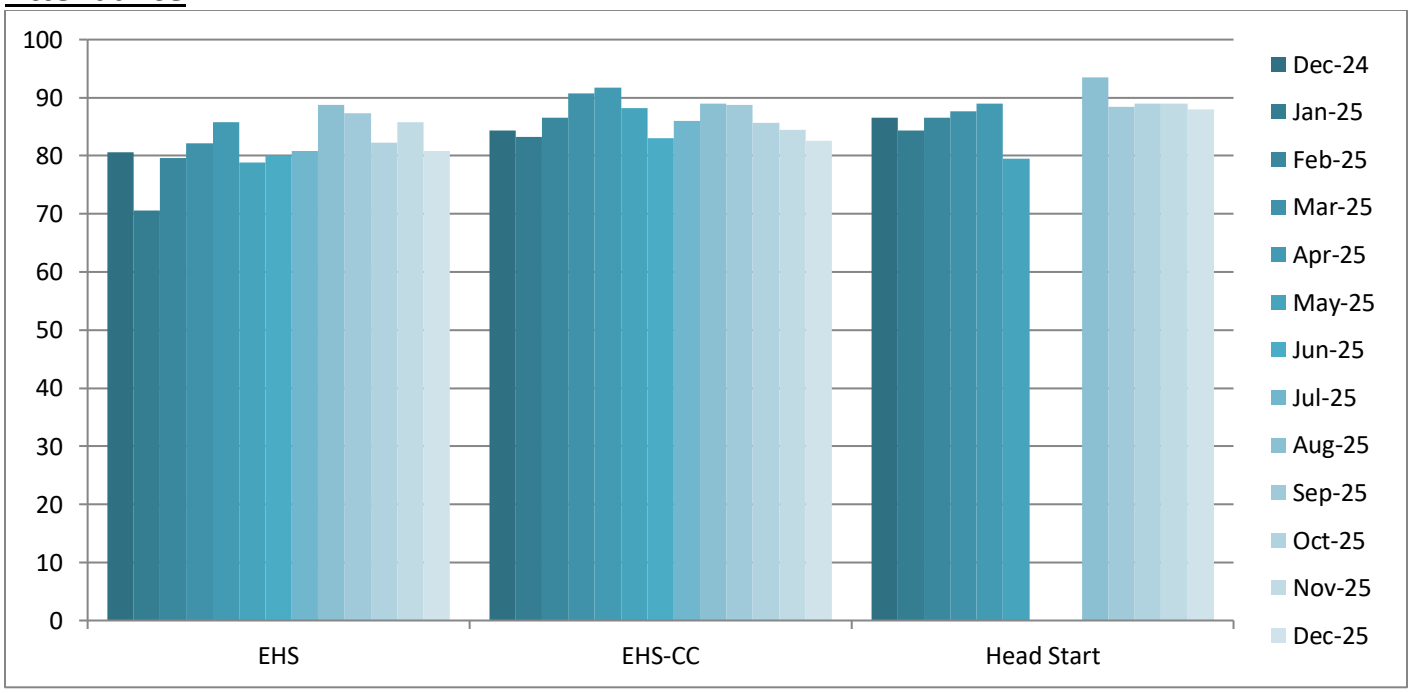
Data Analysis Report Summary
December 2025 – Updated

Disabilities

IEP/IFSP –

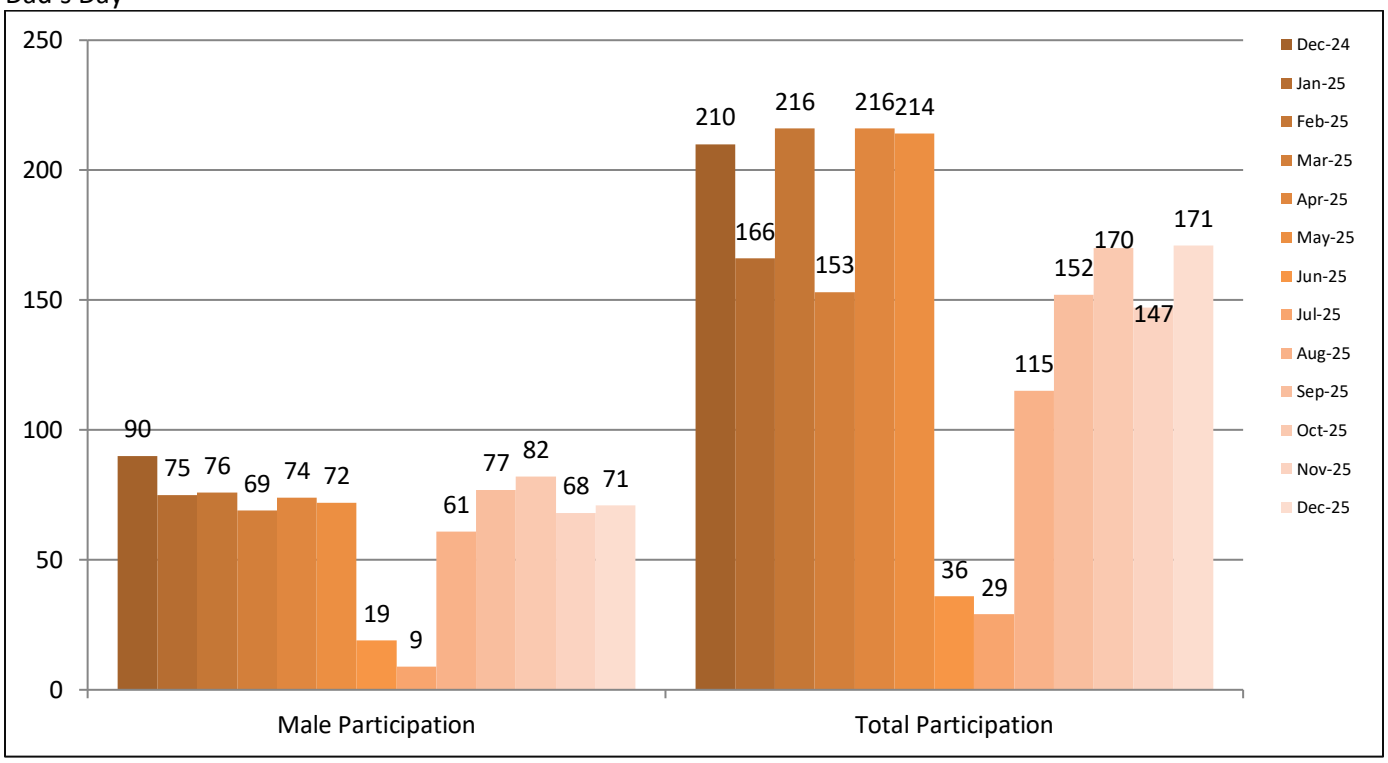


Attendance

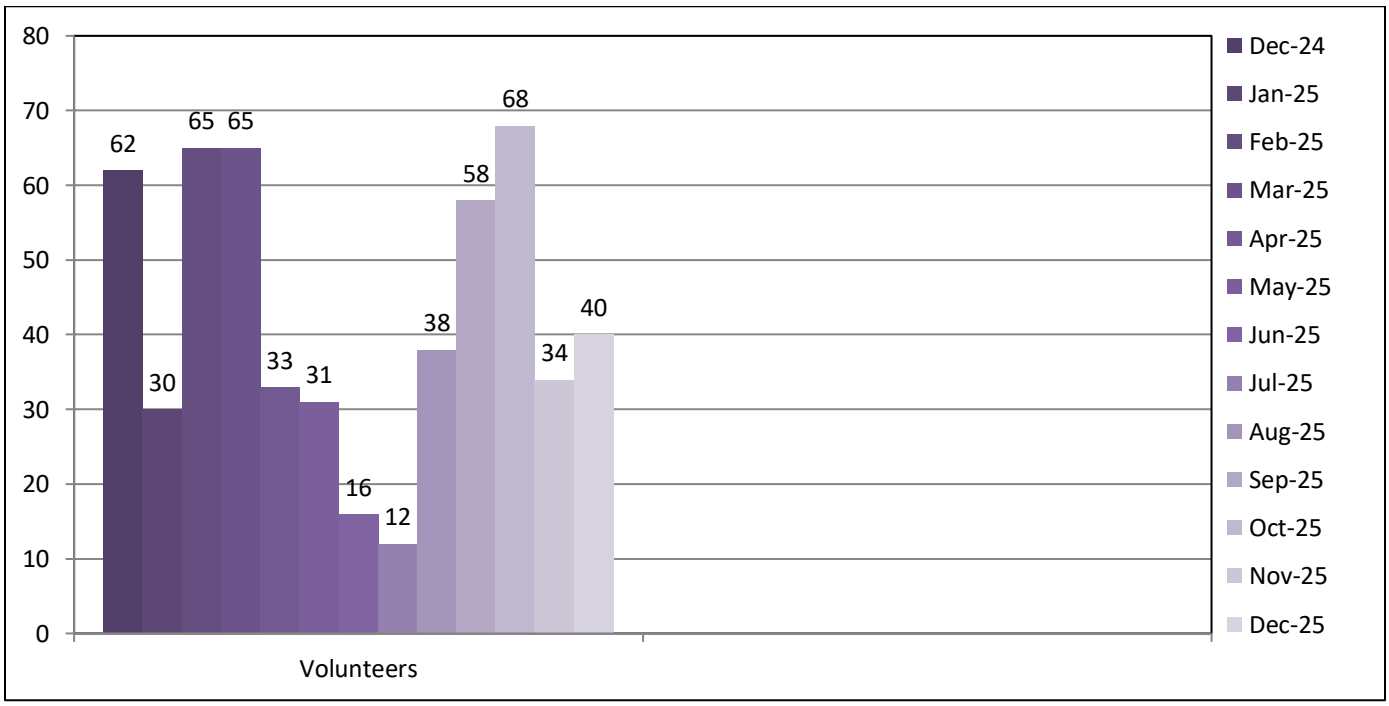


Family & Community Engagement

Dad's Day



Parents Ready to Read



Preventing Teen Dating Violence

What is teen dating violence?

Teen dating violence (TDV) is a type of intimate partner violence. It occurs between two people in a close relationship.

TDV includes four types of behavior:[1]

- **Physical violence** is when a person hurts or tries to hurt a partner by hitting, kicking, or using another type of physical force.
- **Sexual violence** is forcing or attempting to force a partner to take part in a sex act, sexual touching, or a non-physical sexual event (e.g., sexting) when the partner does not or cannot consent.
- **Psychological aggression** is the use of verbal and non-verbal communication with the intent to harm another person mentally or emotionally and/or exert control over another person.
- **Stalking** is a pattern of repeated, unwanted attention and contact by a partner that causes fear or concern for one's own safety or the safety of someone close to the victim.

Teen dating violence, also referred to as "dating violence," can take place in person or electronically, such as repeated texting or posting sexual pictures of a partner online without consent. Unhealthy relationships can start early and last a lifetime. Teens often think some behaviors, like teasing and name-calling, are a "normal" part of a relationship—but these behaviors can become abusive and develop into serious forms of violence. However, many teens do not report unhealthy behaviors because they are afraid to tell family and friends.

How big is the problem?

TDV is common. It affects millions of teens in the U.S. each year. Data from CDC's Youth Risk Behavior Survey and the National Intimate Partner and Sexual Violence Survey indicate that:

- Nearly 1 in 11 female teens and about 1 in 15 male high school students report having experienced physical dating violence in the last year.[2]
- About 1 in 9 female and 1 in 36 male high school students report having experienced sexual dating violence in the last year.[2]
- 26% of women and 15% of men who were victims of contact sexual violence, physical violence, and/or stalking by an intimate partner in their lifetime first experienced these or other forms of violence by that partner before age 18.[3]
- The burden of TDV is not shared equally across all groups—sexual minority groups are disproportionately affected by all forms of violence, and some racial/ethnic minority groups are disproportionately affected by many types of violence.







What are the consequences?

Unhealthy, abusive, or violent relationships can have severe consequences and short- and long-term negative effects on a developing teen. For example, youth who are victims of TDV are more likely to:

- Experience symptoms of depression and anxiety
- Engage in unhealthy behaviors, like using tobacco, drugs, and alcohol
- Exhibit antisocial behaviors, like lying, theft, bullying or hitting
- Think about suicide[4,5,6,]

Violence in an adolescent relationship sets the stage for problems in future relationships, including intimate partner violence and sexual violence perpetration and/or victimization throughout life. For example, youth who are victims of dating violence in high school are at higher risk for victimization during college.[7]

How can we stop teen dating violence it before it starts?

Supporting the development of healthy, respectful, and nonviolent relationships has the potential to reduce the occurrence of TDV and prevent its harmful and long-lasting effects on individuals, their families, and the communities where they live. During the pre-teen and teen years, it is critical for youth to begin learning the skills needed to create and maintain healthy relationships. These skills include things like how to manage feelings and how to communicate in a healthy way.

CDC developed *Dating Matters®: Strategies to Promote Healthy Teen Relationships* to stop teen dating violence before it starts. It focuses on 11-14 year olds and includes multiple prevention components for individuals, peers, families, schools, and neighborhoods. All of the components work together to reinforce healthy relationship messages and reduce behaviors that increase the risk of dating violence. Please visit the Dating Matters website to learn more! www.cdc.gov/violenceprevention/datingmatters

CDC also developed a technical package that describes a variety of strategies and approaches that are based on the best available evidence for preventing intimate partner violence (IPV), including TDV.[8] The package includes multiple strategies that can be used in combination to stop IPV/TDV before it starts.

Teach safe and healthy relationship skills
- Social-emotional learning programs for youth
- Healthy relationship programs for couples

Engage Influential adults and peers
- Men and boys as allies in prevention
- Bystander empowerment and education
- Family-based programs

Disrupt the developmental pathways toward partner violence
- Early childhood home visitation
- Preschool enrichment with family engagement
- Parenting skill and family relationship programs
- Treatment for at-risk children, youth, and families

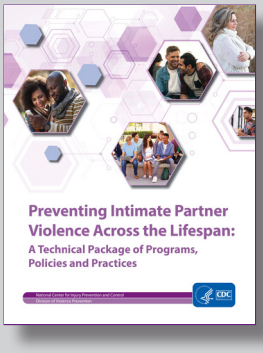
Create protective environments
- Improve school climate and safety
- Improve organizational policies and workplace climate
- Modify the physical and social environments of neighborhoods

Strengthen economic supports for families
- Strengthen household financial security
- Strengthen work-family supports

Support survivors to increase safety and lessen harms
- Victim-centered services
- First responder and civil legal protections
- Treatment and support for survivors of IPV, including teen dating violence
- Housing programs
- Patient-centered approaches

Preventing Intimate Partner Violence Across the Lifespan:
A Technical Package of Programs, Policies, and Practices

A **technical package** is a collection of strategies based on the best available evidence to prevent or reduce public health problems. The **strategy** lays out the direction and actions to prevent intimate partner violence. The **approach** includes the specific ways to advance the strategy through programs, policies and practices. The **evidence** to support the approaches for preventing intimate partner violence and associated risk factors is also included.



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