

ANNUAL REPORT 2022-2023

Ready, set, grow!



Getting a  
*Head Start*  
makes all the  
difference.



GEMINUS  
**HEAD  
START**



**G**eminus Head Start is a program funded by the United States Department of Health and Human Services that serves Northwest Indiana's children and families with the greatest need. Geminus Head Start programs deliver services in core areas of early learning, health, and family well-being while engaging parents as partners every step of the way.

*Vision* Geminus Head Start will be an organization that inspires, empowers, and ignites children, families, and the community to reach their full potential.

*Mission* Geminus Head Start is the Northwest Indiana leader in early childhood education, impacting the lives of young children and their families. We anchor ourselves in the community, providing health, education, and family services through collaboration, comprehensive services, education, resources, and support, resulting in greater opportunities for personal growth and community connection.



Groundbreaking for the

# Porter County Early Learning Academy

Geminus held a groundbreaking for its new Head Start facility in Porter County.

The state-of-the-art facility will span **15,246 square feet** and will house **eight classrooms; five for preschool** and **three dedicated to infants** and children aged **3 and under**. Completion is scheduled for July 2024.

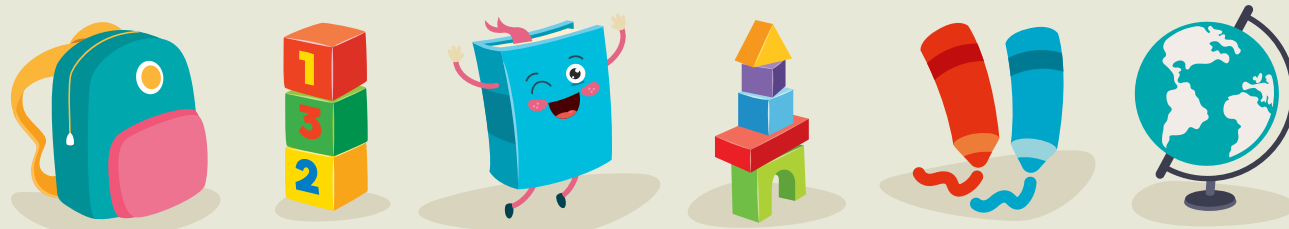


## Family Picnic

In June, Geminus Head Start hosted the first **in-person, end of the year family picnic** since 2019. The event was complete with hamburgers and hot dogs for all enrolled families, with **games and prizes**, bounce houses, and DJ'd music. Community agencies also provided resources to the families. **838 children** and their families attended.







# Conscious Discipline Academies



Geminus Head Start was able to host **not one but two Conscious Discipline Academies** for our entire organization. Conscious Discipline is an evidence-based program that teaches adults how to **respond instead of react to conflict**, create safe homes, and safe schools.

Our pandemic and post-pandemic experiences have helped us more clearly see where shifts in adult mindset and upgrades to our interventions for students are needed. For over 25 years, Conscious Discipline has been a leader in this space, offering teachers and administrators the **fresh perspectives and strategies** necessary to address even the deepest challenges effectively.



The first Conscious Discipline Academy was held at Hammond Central High School in July and attended by

**CCP and Delegate Staff**



The second was held at Valparaiso University in August and attended by

**Geminus Staff**



# Walk of Fame

After years of being held virtually, the 2023 Geminus Head Start & Early Head Start Appreciation Luncheon was once again held in person.

During the luncheon, a total of **39 parents were recognized** for their commitment, support, kindness, hard work, and other achievements throughout the program year. **Geminus, Delegate, and Childcare Care Partnership parents**, nominated by their site families, were honored during the luncheon. Each received a personal video message, trophy, and certificate.

**11 staff members**, representing each role in the program and nominated by their co-workers, **were also recognized** during the luncheon. Those being honored received a certificate and personalized Walk-of-Fame star, reflecting the heartfelt message written about them.



# Peer Choice *Award* Recipients



**Amber Gurley-Junkin**

Lead Teacher  
*Southridge*

**Karen Colwell**

Associate Teacher  
*Paul Saylor*

**Taniecia Johnson**

Nutrition Aide  
*St. Mary*

**Brittni Lopez**

Coordinator  
*Geminus*

**Kimberly Vlcek**

Site Director  
*South Haven/Paul Saylor*

**Vanessa Marquez**

Family Advocate  
*Safe Haven Homes/Robertson/New Beginnings*

**Carla Morris-Parker**

Program Assistant  
*St. Mary*

**Lindsey Osika**

Master Coach  
*Ridge View*

**Zineb Garrido**

Classroom Aide  
*South Haven*

**Dahlia McDaniel**

Home Visitor  
*Home-Based*

**Nicolette Martino**

Case Manager  
*Ridge View*





# Community Assessment

**I**n reviewing the public data to inform the 2022-23 Geminus Head Start Community Needs Assessment, we identified a number of key findings likely to inform organizational strategy and decision making in the coming years.

## **Key findings from public data include:**

### *The Need for Services*

- The percentage of children under 6 who need care has remained consistent over the last five years in Lake County but has increased in Porter County. While the total number of families receiving TANF grants has decreased between 2018 and 2023, the total number of households receiving SNAP benefits has increased in both Lake and Porter counties. This is especially relevant, given in April 2022,

the Administration for Children and Families and the Food and Nutrition Service released a joint announcement about a change in Head Start policy that makes it easier for households receiving SNAP to become eligible for Head Start programs.

- Individuals in Lake County are more likely to speak a language other than English at home than those in Porter County or in Indiana in general. In Lake County, Spanish is the most common language other than English spoken at home (10% of the population).



### *Early Childhood Education Program Capacity*

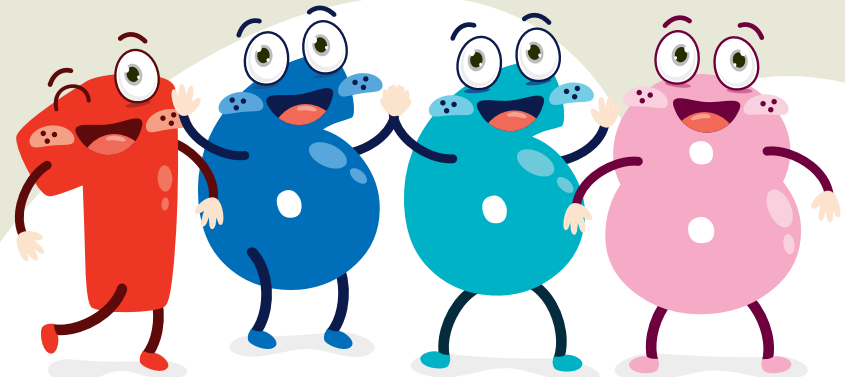
- The capacity of licensed early childhood education programs to serve children under 6 who need care remains at only half the need in Lake County and about one third of the need in Porter County.
- More licensed centers are available to older children than to younger children. In fact, nearly twice as many centers are available to preschoolers than to infants in Lake and Porter counties.

### *Geminus Meeting the Needs*

- The unmet need for Head Start eligible children in Lake and Porter counties is 5,817 slots, when taking into consideration need based on income eligibility and available slots through Geminus and the CCDF child care voucher program.
- Geminus Head Start saw high rates of chronic absenteeism in the 2022-2023 program year (82% for HS, 94% for EHS). Top barriers to attendance indicated by parents and guardians included illnesses, family reasons and transportation issues.
- When asked what resources their family was in need of, top responses from parents and guardians included: additional child care, employment and job training, and transportation.

### *Current Issues Facing Early Childhood Education Programs*

- Research shows that adverse childhood experiences have a relationship with challenging behaviors later in life. Early childhood education providers nationally have seen an increase in challenging behaviors, especially during and after the COVID-19 pandemic.
- Nationally and at the state level, staff vacancies are causing closed classrooms and under enrollment in Head Start programs, an issue that extends beyond Head Start to all types of early care and education programs. A key reason for staff vacancies and high turnover is compensation.



### *1668 Families Served*

**Together, along with our child care partners, we served 1,837 children and pregnant women (prenatal to age five) during the 2022-2023 program year.**



## 2022-2023 Program Status

Category	Funded Enrollment No.	Avg. Monthly Enrollment %	Avg. Monthly Attendance %*	Total No. of Children Served	% of Eligible Children Served
Head Start	1216	94%	79%*	1368	87%
Early Head Start	148	62%	74%*	159**	83%
EHS-Child Care Partnership	200	99.9%	87%*	310	85%

\*Primary reasons for absences included illness, family reasons, and transportation issues.

\*\*Early Head Start is funded to serve 128 infants and toddlers and 20 pregnant women.

130 children and 29 pregnant women were served during the program year.

Category	% Received Physical Exam	% Received Dental Exam	% with Medical Home	% with Dental Home	% with Health Insurance
Head Start	88%	43%	99%	95%	98%
Early Head Start	73%	56%†	94%	64%	97%
EHS-Child Care Partnership	88%	39%†	99%	87%	92%

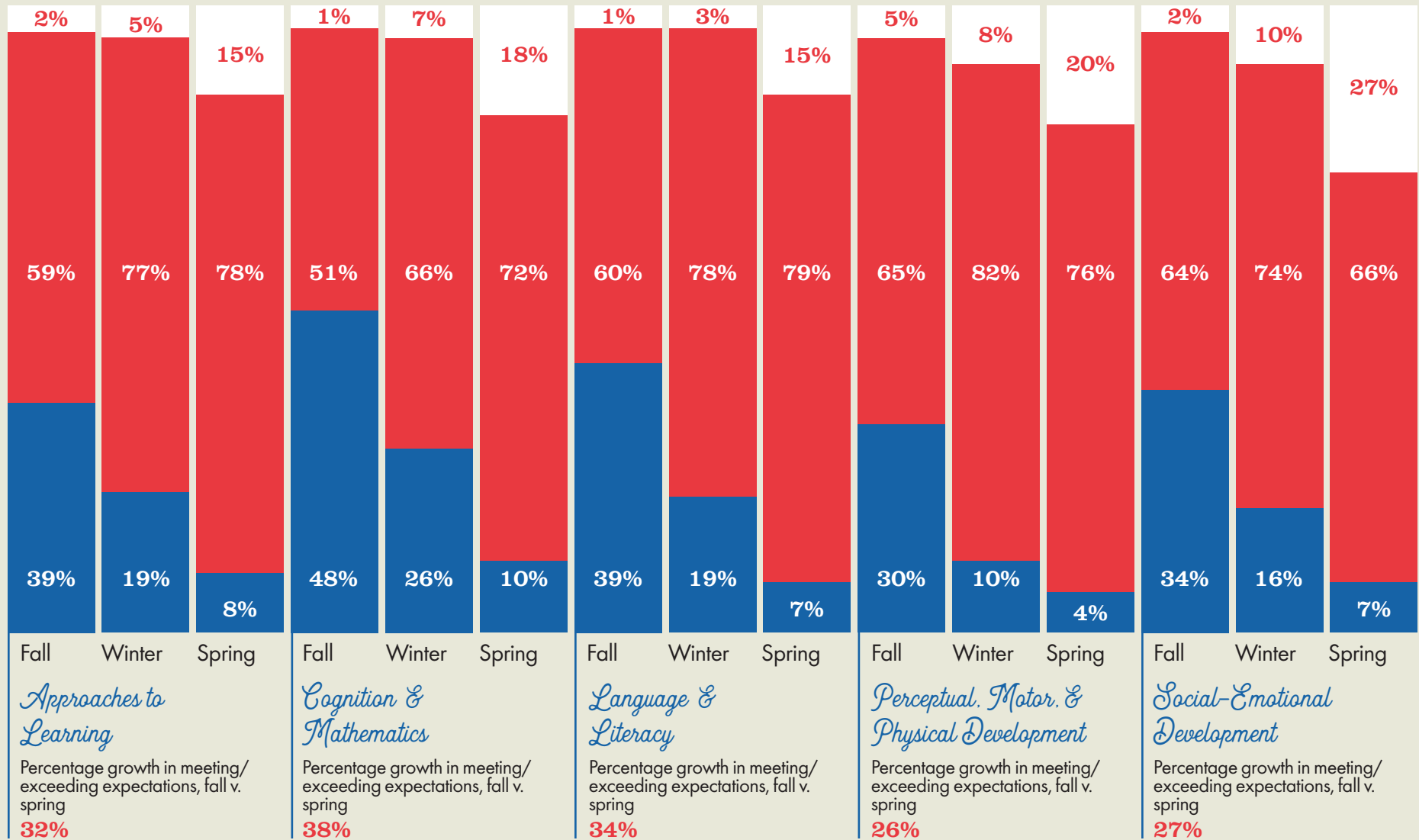
†Dental care assessment for Early Head Start reported only on 2-3 year old students

## Family & Community Engagement

	Head Start	Early Head Start	EHS-Child Care Partnership Program
Parents Participating in Family Engagement Activities	822	93	210
Fathers Participating in Family Engagement Activities	338	37	34
Percentage of Families Who Received Family Service Referrals*	96%	95%	93%

\*Referral services include (but are not limited to) emergency crisis interventions, adult education, etc.

# Head Start School Readiness Outcomes



## Students by Age Group

3-year-olds **421**  
4-year-olds **548**

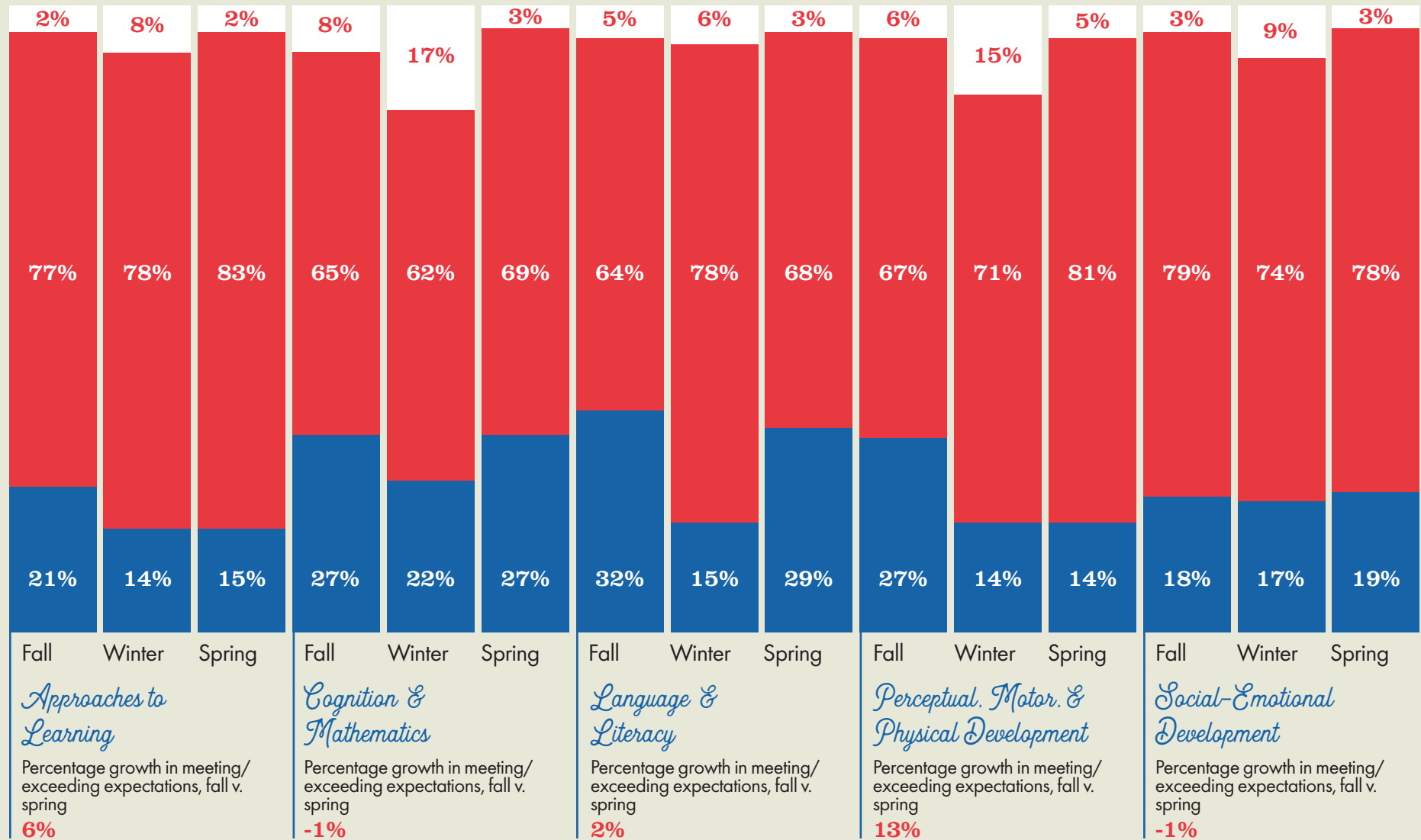
## Breakdown by Other Categories

Returning Students **360**  
IEPs **47**  
Dual Language **74**

## Legend

Exceeds  
Met  
Below

# Early Head Start School Readiness Outcomes



## Students by Age Group

Birth to 1 year **1**  
 1-2 years old **17**  
 2-3 years old **41**

## Breakdown by Other Categories

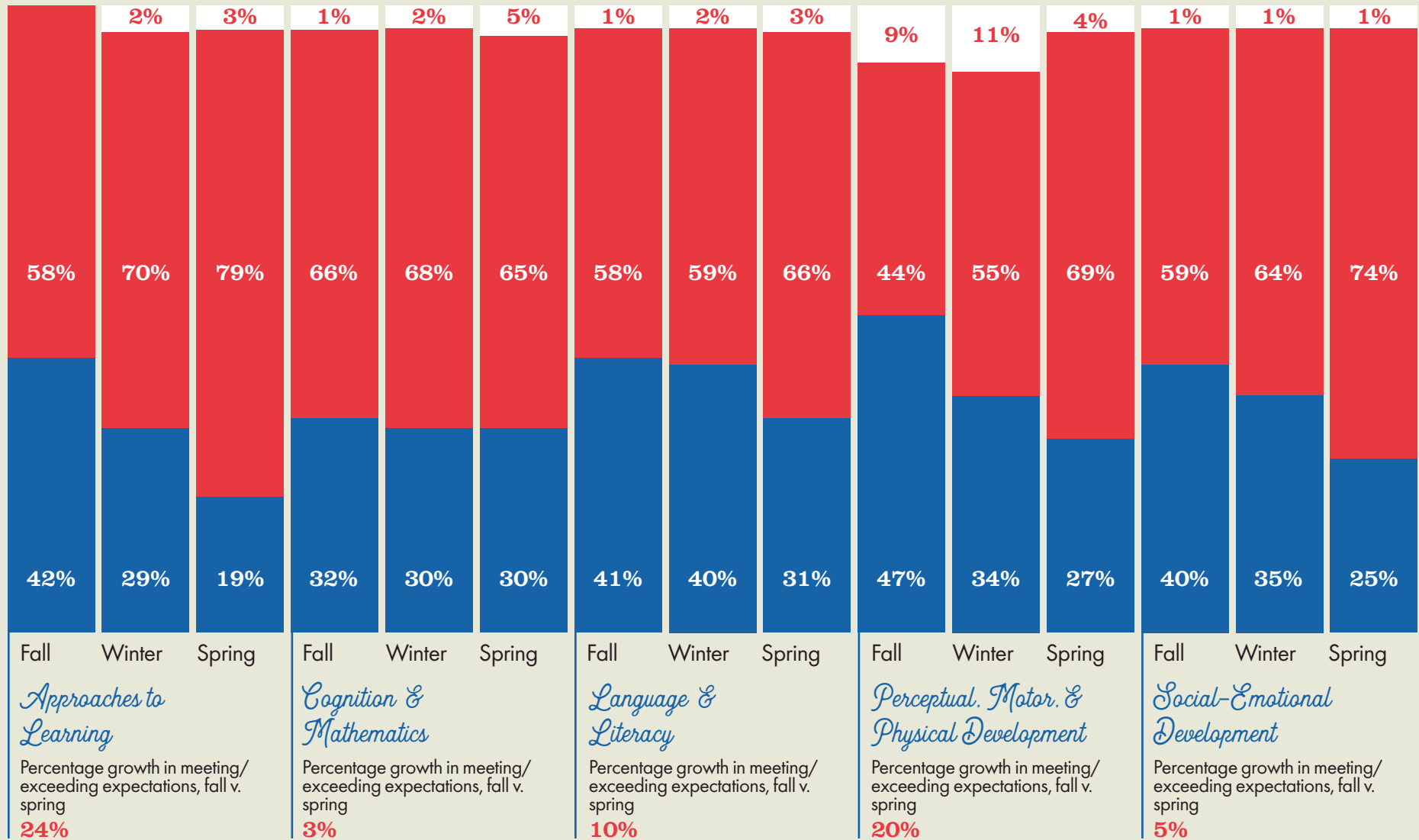
Returning Students **24**  
 IFSPs **10**  
 Dual Language **9**

## Legend

Exceeds  
 Met  
 Below



# Early Head Start Child Care Partnerships *School Readiness Outcomes*



## *Students by Age Group*

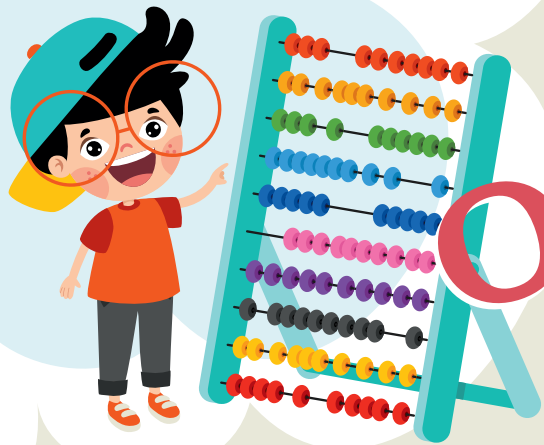
Birth to 1 year **9**  
 1-2 years old **38**  
 2-3 years old **113**

## *Breakdown by Other Categories*

Returning Students **78**  
 IFSPs **8**  
 Dual Language **5**

## *Legend*

Exceeds  
 Met  
 Below



# Operating Budget & Expenditures

	Head Start		Early Head Start		EHS-Child Care Partnership Program	
	2022-2023 Operating	Actual Expenditures	2022-2023 Operating	Actual Expenditures	2022-2023 Operating	Actual Expenditures
<i>Revenues</i>	<b>Budget</b>		<b>Budget</b>		<b>Budget</b>	
Head Start Grant Revenue: Operations	\$14,891,878	\$14,891,878	\$1,901,669	\$1,901,669	\$4,007,056	\$4,007,056
Head Start Grant Revenue: Training	\$156,936	\$156,936	\$41,120	\$41,120	\$88,707	\$88,707
Head Start Grant Revenue: QI	\$63,285	\$63,285	\$11,768	\$11,768	\$15,903	\$15,903
Head Start Grant Revenue: COLA	\$339,535	\$339,535	\$43,358	\$43,358	\$91,361	\$91,361
Special One-Time Grants: American Rescue Plan		\$---	\$---	\$---	\$---	\$---
<b>TOTAL REVENUE</b>	<b>\$15,451,634</b>	<b>\$15,451,634</b>	<b>\$1,997,915</b>	<b>\$1,997,915</b>	<b>\$4,203,027</b>	<b>\$4,203,027</b>
<i>Expenses</i>						
Total Personnel	\$6,027,319	\$6,027,319	\$751,533	\$1,009,515	\$830,483	\$830,483
Total Fringe	\$1,978,772	\$1,978,772	\$61,771	\$321,531	\$290,485	\$290,485
Total Personnel and Fringe	\$8,006,091	\$8,006,091	\$813,304	\$1,331,046	\$1,120,968	\$1,120,968
Total Travel	\$---	\$---	\$---	\$---	\$---	\$---
Total Equipment	\$---	\$---	\$---	\$---	\$---	\$---
Total Supplies	\$208,030	\$208,030	\$25,168	\$27,700	\$144,123	\$144,123
Total Contractual	\$3,744,742	\$3,744,742	\$---	\$---	\$2,520,512	\$2,520,512
Total Construction	\$504,400	\$---	\$465,600	\$---	\$---	\$---
Total Other	\$2,988,371	\$3,080,015	\$693,843	\$639,169	\$417,424	\$417,424
<b>Total Expenses</b>	<b>\$15,451,634</b>	<b>\$15,038,878</b>	<b>\$1,997,915</b>	<b>\$1,997,915</b>	<b>\$4,203,027</b>	<b>\$4,203,027</b>
<b>Unobligated Federal Funds</b>	<b>\$---</b>					
<b>Obligated Federal Funds (Porter County Building)</b>		<b>\$504,400</b>	<b>\$465,600</b>			

# Policy Council Members

## Officers

**Briana Barrera**  
Chairperson  
*South Haven*

**Jason Madrigal**  
Vice Chairperson  
*The ARC*

**Myleesa Gaston**  
Secretary  
*East Chicago*

## Members

**Bianca Alvarez**  
*Home-Based*

**Shaterrah Wigley**  
*Merrillville*

**Adrienne Carroll**  
Community Representative  
*NEO*

**Aspen Towner**  
*Spaulding Academy*

**Sheridan Alavez**  
*Hammond*

**Victor Garcia**  
Community Representative  
*Food Bank of NWI*

**Sophia Sanchez**  
*Little Fireflies Academia*

**Jasmine Dunfee**  
*Lake Ridge*

**Board Chairperson**  
*Daniel Klein*

**Board of Directors Parent Representative**  
*Madriel Terrell*

**Vice President, Division of Early Childhood Services**  
*Karen Carradine, Ed.D*

**Chief Executive Officer, Regional Care Group**  
*William Frowbridge*

## Expenditures Report

The maximum allowable expenditure for administrative costs is 15% of the total budget. During the 2023 Fiscal Year, that cost was 9.89% for Head Start and Early Head Start and 5% for the Child Care Partnership Program. A minimum of 20% of the total budget must be non-federal share: Geminus was awarded a waiver for this obligation of 20% for Head Start and Early Head Start. The overall cost per child in Head Start was \$12,707; in Early Head Start the cost per child was \$13,499; and the Child Care Partnership Program cost per child was \$21,015.

\* This report reflects financial data for the 2022-2023 Head Start, Early Head Start, and Early Head Start Child Care Partnership fiscal years.

## Financial Audit

A general audit of Geminus Corporation is performed each year. The 2023 fiscal year audit was conducted by Blue & Company with no deficiencies or findings. A full copy of the audit is available upon request.





**GEMINUS**

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