

# 2025 Annual Report

**59 Years of Building  
Strong Partnerships: "We Are  
Better and Stronger Together"**



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Mr. James H. Lowe - CCAP/Executive Director

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**Greetings from Our Board of Directors  
President Mollie Cunningham  
LCAA Celebrating 59 Years of Service 1966-2025**

Greetings,

As we reach the close of another fiscal year, I am proud to be a part of our annual newsletter. This is a reflection of our collective achievements, challenges and the path forward for our organization. It is time for us to celebrate the milestones we have reached and to look ahead with renewed vigor and commitment to our vision.

This past year has been marked by unprecedented change and opportunity. We have navigated through various obstacles that tested our resilience but allowed us to adapt and innovate. I am continually inspired by our leadership team and stakeholders, which has been integral in driving our success. Their hard work and commitment have solidified our foundation and fueled our growth.

Our focus this year has been on strengthening our core values while expanding our outreach and impact. We have made significant strides in improving our services engaging with our community. We have prioritized meeting the needs of those we serve. I am delighted to report that our efforts have not gone unnoticed; we have received positive feedback and recognition that reflects our commitment to excellence.

As we embark on the next chapter, we will face new challenges that will require us to be agile and forward-thinking. I am confident that our comprehensive strategic plan will guide us in addressing these challenges while capitalizing on new opportunities for growth.

Thank you for being a vital part of our journey. Together, we are not just building a successful organization; we are fostering a legacy of integrity, excellence and social responsibility.

Warm Regards,

**Mollie Cunningham  
LCAA Board President**

## **“Continuing The Legacy 59 Years of Helping People.....Changing Lives”**



It is with a continual great pleasure and with awesome pride and gratitude that I bring you greetings on this 59<sup>th</sup> presentation of the Annual Report to the Board and Community of Lake County.

I also take this opportunity to recognize and salute the 60<sup>th</sup> Anniversary of the observance of HeadStart, one of the key programs created out of the War on Poverty in 1965. HeadStart still remains strong and key to this “Great Movement.”

For fifty-nine years, Lake Community Action Agency, Inc. (LCAA) has stood as a vital resource for those striving to achieve self-sufficiency and stability. Together, we have helped generations of families, build pathways to opportunity, one household at a time.

The most recent past years have tested our resilience and reaffirmed our focus. Emerging from the long shadow of the COVID-19 pandemic, we continue to deliver programs that uplift families and strengthen this community. We expanded access to energy assistance, early childhood development and family self-sufficiency services, developed partnerships with local organizations and improved data tracking and accountability systems to measure outcomes more effectively. Through it all, our mission of Helping People, Changing Lives, has remained our compass. Yes, as we look toward the future, we recognize that the landscape ahead is filled with both promise and uncertainty, Nationwide Community Action Agencies are navigating shifts in the federal priorities, new reporting requirements and the looming threat of reduced or restricted funding, Florida’s growing population, and housing affordability crisis, have placed added strain on working families even as real demand for essential services continue to rise. These realities underscore a truth we know well: sustainability cannot depend on any single source of support.

As we continue to build on the legacy of Lake Community Action Agency, Inc. and make the needed changes that are required to help promote self-sufficiency to the vulnerable population, we will need your support now more than ever before. We must fully commit and become more fully engaged as a board, staff, community partners, and all levels of the community in which we live.

The task is not going to be easy for we will be challenged by our state and federal funding to move on with less. So this will take us back to our earlier of days of “Community Action,” mobilizing all available local resources in a time when they appear to be few.

We would not be able to make these accomplishments without the continued support and commitment of the governing board, dedicated staff, and community partners. Also, my personal gratitude is extended to the Cooperate Sponsors and others who continue to financially support the Lake Community Action Agency.

As we move into this new chapter, I extend my sincere thanks to each of you for your insight, collaborating and belief in our mission. The road ahead may be uncertain, but our purpose is clear. Together we will continue to make a measurable difference in the lives of the people in Lake County. “We care about the entire community and are dedicated to helping people help themselves and each other.” (From the Promise of Community Action.)

With gratitude and resolve  
**James H. Lowe, CCAP ~Executive Director**

# Lake Community Action Agency's 2025 Board of Directors Roster

## Board Officers:

Mollie Cunningham - President [Lake County School Board]

Donna Bonaficino - Secretary [City of Tavares]

Tanya Wilder- Assistant Secretary [Lifestream Behavioral Center]

Walter McGriff, Jr. - Treasurer [Black Achievers]

Tony Fields – Parliamentarian [Yalahala/Okahumpka Area]

Robert Ragin - Member-At-Large [Southside Umatilla Area]

## Other Board Members:

Allison Berry – [City of Leesburg]

Bryan Broadway – [Find, Feed & Restore Ministries]

Charles Brown – Palestine Lodge #30]

Kimberly Garry – Eustis Black Heritage Committee]

Jean Ann Hand – [City of Mt. Dora]

Willie Hawkins – [City of Eustis]

Pernell Mitchell – [Wings of Love]

Diedra Lewis – NAACP]

Mary Tucker – [West Leesburg Community Development]

# Lake Community Action

## Agency's Sponsors

Christopher R. Largey P.A.

Conan & Herman P.A.

Law Office of Hatfield & Stack LLC

Tri-City NAACP

Walter McGriff

Robert Ragin

Deas Consulting LLC

City of Leesburg

New Jacob's Chapel

Community Development Corporation of Leesburg, Inc.

Mollie Cunningham

Hands to Heart Renovations, LLC

Jacobsen Foundation

Rand Management Company

Greenhouse Financial

United Southern Bank

Citizens First Bank

New Jacob's Missionary Baptist Church

Community Development of West Leesburg

Jeananne Hand

Michael Nadeau

City of Eustis

# *About LCAA*

**Lake Community Action Agency, Inc.**, established in February 1966 as a private non-profit corporation, celebrates over fifty-nine years of excellence in service delivery to the low-income, at-risk families in Lake County, Florida. The aim of LCAA is to stimulate a better focusing of all available local, State, private and federal resources upon the goal of enabling low-income families, senior citizens, and other individuals in rural and urban areas, to obtain the skills, knowledge, and motivation and secure the opportunities needed for them to become self-sufficient.

## **Our Mission Statement**

*Promoting self-sufficiency by reducing and eliminating barriers that contribute to the instances of poverty through a variety of programs to improve the standards of living.*

## **Our Vision Statement**

*Lake Community Action Agency strives to become the premier agency in building partnerships that provide professional services to children and families.*

**[From our 2025 Strategic Planning Session]**

## **The Promise of Community Action**

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

**Our Core Values are:** excellent moral character, good work ethics. Fiscal accountability, program accountability, professionalism, strong partnerships, quality service delivery, and honesty and integrity.

**BALANCE SHEET**  
**LAKE COMMUNITY ACTION AGENCY, INC**  
**For the year ended September 30, 2025**  
**-Unaudited-**

**ASSETS**

Cash	243,905
Receivables	213,559
Fixed Assets (net of accumulated depreciation)	214,302
	<b>Total Assets</b>
	<b>671,766</b>

**LIABILITIES**

Payables	58,523
Accrued Expenses	50,117
Right of Use Operating Lease	45,318
	<b>Total Liabilities</b>

**153,958**

**UNRESTRICTED NET ASSETS**

<b>TOTAL LIABILITIES</b>	<b>517,808</b>
<b>AND NET ASSETS</b>	<b>671,766</b>

**STATEMENT OF SUPPORT, REVENUE AND EXPENSES**  
**LAKE COMMUNITY ACTION AGENCY, INC**  
**For the year ended September 30, 2025**  
**-Unaudited-**

**SUPPORT AND REVENUE:**

**STATE OF FLORIDA**

Department of Economic Opportunity	2,258,472
Department of Education	118,576
	<b>2,377,048</b>

**LOCAL AND PRIVATE**

<b>Total Support and Revenue</b>	<b>766,403</b>
	<b>3,143,451</b>

**EXPENSES:**

**PROGRAM SERVICES**

Community Services	636,840
Emergency Home Repair/Weatherization	834,221
Home Energy Assistance	1,347,977
Voluntary Pre-Kindergarten/School Readiness	189,956
	<b>3,008,994</b>

**SUPPORT SERVICES**

<b>Total Program Services</b>	<b>3,008,994</b>
Management and General	51,525

**INCREASE / (DECREASE)**

IN UNRESTRICTED NET ASSETS	<b>Total Expenses</b>	<b>3,060,519</b>
		<b>82,932</b>

## 1966 – 2025 Fifty-Nine Years – The Legacy Continues: Community Services Block Grants Programs: CSBG

LCAA provided services that have impacted 8,483 individuals through the programs administered by the agency. LCAA assisted 3,399 families with Low Income Home Energy Assistance Program (LIHEAP).

LCAA assisted 4,451 unduplicated individuals who were served through the administration of the Community Service Block Grant CSBG) CSBG, CSBG-Integrated Services Project, Weatherization, Low Income Homes Energy Assistance Program (LIHEAP), City of Eustis CRA Program, and City of Leesburg CRA Program in obtaining program services.

LCAA assisted 1,112 families through the Agency-Wide Family Self-Sufficiency Program.

LCAA assisted 19 households with weatherization and home repair throughout Lake County.

LCAA moved 32 families to full self-sufficiency through education, training, and gainful employment.

LCAA assisted 25 total at-risk School Readiness and Voluntary Pre-kindergarten (VPK) low-income children ages 1 to 5 with educational services.

LCAA continued its relationship with the Florida Commerce and CareerSource Florida DEO.

LCAA through its formalized Integrated Services Project Agreement with CareerSources Central Florida assisted 46 individuals with training and job placement, 40 completed with credentials, and 30 were placed on jobs.

LCAA continues to maintain its partnership with Spring Harbor Apartments to provide unsubsidized affordable housing for 48 families, generating cost savings of \$175,000.00 a year.

LCAA continues to provide a career database internet technology for assisting local employers in finding suitable candidates to fill employment needs.

LCAA has provided soft skills training for job retention and employment for 46 individuals.

LCAA continues its partnership with Lake Sumter Center for Workforce Acceleration and Innovation to assist potential employers in Lake and Sumter counties in filling their jobs demands in Health services, Agribusiness, Renewable Energy, Transportation and Education.

LCAA continued its relationship with the Central Florida Health Alliance and provided job referrals for 40 individuals in health-related fields.

LCAA, through its supportive housing initiative, has provided housing assistance for 38 families that were homeless or facing homelessness.

LCAA continued its formalized partnership agreement with Southern Technical Institute to combat the growing need and shortage for healthcare professionals in the areas of Nursing, Certified Nursing Assistants (CNA's), and Patientcare Technicians.

LCAA formalized a partnership with Lake Care Food Pantry and provided food assistance to individuals that were experiencing the lingering effects of Hurricane Ian. Provided a donation of \$60,000 for food services.

LCAA secured \$10,000 in grant funds from Jacobsen Foundation grant to provide educational assistance to at-risk Low- Income pre-school children ages 1 to 5.

LCAA received \$60,000 in grant funds from City of Eustis CRA program to provide Housing assistance to City of Eustis residence in the CRA district which has impacted 5 families who have received on average \$12,000 in home repair and upgrades in health and safety measures.

LCAA received \$360,000 in grant funds from City of Leesburg CRA program to provide Housing assistance to City of Leesburg residence in the CRA district which has impacted 15 families who have received on average \$25,000 in home repair and upgrades in health and safety measures.

We are very proud of the continuous active, dedicated volunteers and community partners that have been mobilized to help us provide the many different services and the local in-kind.

# Who We Serve 2024 - 2025

Lake Community Action Agency is dedicated to serving the needs of its Community by empowering those with lower incomes to attain and maintain self-sufficiency through a variety of programs. Poverty can affect anyone at any time; the following is an illustration of the Lake Community Action Agency clients served in Lake County.

## Family Type

Most Households served were headed by single-parent females.

Single Parent Female	39.8%
Single Parent Male	1.6%
Two- Parent Household	12.9 %
Single Person	32.2%
Two Adults/No Children	9.5 %
Other	4.0%



## Ethnicity/ Race

Clients are from a variety of ethnic backgrounds representing the diverse communities within our county.

African American	54.30%
White	29.87%
Native American	.02%
Multi-Race	2.60%
Asian	.31%
Native Hawaiian and	
Other Pacific Islander	.60%
Other	12.30%

## AGE

The majority of our clients were adult high school graduates between the ages 24 to 44 and young children under the age of 12.



0-5	15.3%	18-23	5.4%	55-59	9.4%	70 +	0.0%
6-11	16.9%	24-44	25%	60-64	4%		
12-17	15.1%	45-54	8.9%	65-74	0.0%		

# COMMUNITY SERVICES DEPARTMENT

## 2024-2025

### PROGRAM SUMMARY

Lake Community Action Agency is committed to providing quality services with impact and outcomes for families in our community. Our programs enhance and enrich lives by providing citizens with tools and resources that encourage self-reliance and improved standard of living.

#### Helping People... Changing Lives

#### Community Action Helps:



**8,483 total, of which (4,451) unduplicated individuals and family members were impacted by services received through the administration of the Community Services Block Grant (CSBG), Community Services Block Grant American Recovery Program (CSBG-ARP), Weatherization, School Readiness (SR) and Voluntary Prekindergarten (VPK), Integrated Services Pilot Project (ISPP), Low-Income Home Energy Assistance Programs (LIHEAP), LIHEAP-ARP, and The Jacobsen Foundation.**

**1,112** households received assistance to help maintain Self-Sufficiency.



**32** families became self-sufficient through **gainful employment** from

October 1, 2024, through September 30, 2025.

**19** households received assistance for **Weatherization / LIHAP-**

**Weatherization Home Repair Program, City of Eustis [\$60,000] , and City of Leesburg Community Redevelopment Area Programs \$360,000 [15 families at \$25,000 per household]**

**2,400** services were administered through Agency-Wide **Family Self - Sufficiency Programs.**



## WEATHERIZATION SERVICES DEPARTMENT 2024-2025 PROGRAM HIGHLIGHT

**Lake Community Action Agency is committed to providing quality services with impact and outcomes for families in our community. Our programs enhance and enrich lives by providing citizens with tools and resources that encourage self-reliance and improved standards of living.**

**Helping People... Changing Lives  
Community Action Helps:**

**19 households received assistance for Weatherization / LIHAP- Weatherization Home Repair Program, City of Eustis, and City of Leesburg CRA Programs.**



**Helping People... Changing Lives  
Community Action Helps**

## Integrated Services Program

### Alfonso Potts: "Keeping Grounded"

#### Success Story - Helping a Young Man on His Journey from Homelessness to Self-Sufficiency



As Alfonso Potts started out on his career journey, he stumbled through a few jobs along the way. Alfonso came to Lake Community Action Agency's Employability Skills Training several years ago and paid attention. Alfonso wanted what everyone else did, to live his life without the struggle. But the struggle was real for him and his family but he never gave up. He tried several different jobs that only helped get him by. At first, it was fine "as long as I can pay my bills" he thought. So he never turned down employment as it was offered. He worked long hot hours outside in the elements at a concrete production company, he then began digging erroneously large holes for another company, he even worked at fruit plants, still not the American dream, but making ends meet. Then, in 2017, an opportunity came up at NeuLife Rehabilitation of Florida. At NeuLife Rehabilitation, they specialize in Traumatic Brain Injury, Spinal Cord. Alfonso started out as a grounds keeper and maintenance worker. Not there long at all the facility management saw something in him that hinted he wasn't in the right position. Soon he was at the front desk of the organization, being an assistant and greeting guests as they came for visits. Alfonso started learning the workings of NeuLife and received more responsibility. He helped create a more efficient environment with the company.



residential rehab specializing in Injuries and more. There, keeper and maintenance worker. management saw something in position. Soon he was at the front assistant and greeting guests as learning the workings of NeuLife helped create a more efficient

As Alfonso progressed through various roles within the company, they saw that Alfonso was becoming more involved in the workings of the Facility and he had much more to offer. He was intelligent and took initiative in the day to day workings and could do a lot more in a specialized position. So, he started taking classes on Human Resources so he could become more knowledgeable in that area and began to learn the inner working of the department. The courses he took were not easy and he had his work cut out for himself. He completed several certifications but also would not pass them all on his first try. Determined, he would study harder and retake the test again, and came close but still struggled. Finally, adamant about passing the test he studied further and took it a third time. This time, Success! He passed and became the new Director of Human Resources for NeuLife Rehabilitation of Florida. This earned him a comfortable salary. Through all of the struggle and dedication Alfonso has created a name for himself without changing who he is, he says he's not afraid of hard work and still does a little maintenance to help out. He proved how with this hard work and determination, dreams do come true. We here at Lake Community Action Agency Inc. are so proud of you Alfonso Potts.



Submitted By:

Alisa Golden, Community Services Specialist – Lake Community Action Agency, Inc.

## A New Partnership

### Lake Community Action Agency, Inc & Lake Cares

#### Hurricane Ian Partnership



#### Disaster Recovery

In August of 2025, Lake Community Action Agency, LCAA and Lake Cares Inc., Food Pantry recognized that significant numbers of low- and moderate-income households residing within Lake County are living in impoverished conditions and that a partnership between both agencies was paramount to address those conditions. The Hurricane Ian Disaster Assistance partnership program was designed to help improve the standard of living of those individuals who may be experiencing Food insecurities because of being impacted by the long-term effects of Hurricane Ian.

As a result, a Memorandum of Understanding (MOU) was made and entered into between Lake Cares Inc., Food Pantry, and the Lake Community Action Agency Inc. to aid in this effort.

The Hurricane Ian Disaster Assistance Program was designed to provide food to families who face food insecurities because of Hurricane Ian. Program funds were issued directly to LCAA through Florida Commerce. Lake Community Action Agency provided a one-time payment of \$60,000 to Lake Cares to aid these identified families.



## Strong and Enduring Partnership “Palestine Lodge #30; Men of Action”



Community Action has a rich history dating back to 1964 when President Lyndon B. Johnson launched his “War on Poverty.” One of the many requirements for agencies to receive a grant was they had to have a physical address as a place to deliver services. Many of the Masonic Houses across the nation began to offer the ground floor of their lodges as a place that the agencies could use for office space.

The Palestine Lodge #30 of Leesburg was one of the local organizations who donated space for the agency to use as an office and neighborhood Service Center. During the early years, agencies had to show the community involvement by showing local volunteers and in-kind. So, this was donated space used as a part of the cash in-kind match for the federal dollars received for the agency. This has been and remains a great asset to the agency.

Through the years, The Commodities Program, Weatherization, LIHEAP, Family Self-Sufficiency Programs, CURE, Rent, Mortgage, Free Tax Preparation, Housing, Summer Youth, CETA, etc. have been administered.

Most recently, the Masons have partnered with gifting Thanksgiving and Christmas items to some of the low-income and at-risk families we serve.

This partnership is alive and well, and these Men of Action continue to keep their legacy of service alive. This union continues to provide a centrally located and well-known beacon of hope in Leesburg. For over 50 years this partnership continues to maintain and thrive even in the midst of uncertain times.



This group took it a step further and now are a part of the Board of Directors. I personally want to salute and acknowledge this amazing group of Men of Action for they are the epitome of the Community Action Promise: “*Community Action changes people’s lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community, and we are dedicated to helping people help themselves and each other.*” Well Done Palestine Lodge #30 and let’s continue to serve together.



Submitted by: Ms. Gloria A. Boone

**Mt. Clair Child Development Center**  
**2000 Park Circle – Leesburg, FL 34748**  
**“Fire Safety Education from the Leesburg Fire Department &**  
**Graduation 2025”**



# Lake Community Action Agency, Inc.

## *Office locations and area's served*

The Leesburg Neighborhood Service Center – 1010 North Blvd. East – Leesburg, FL - 3474 (352)787-1156 and the

Montclair VPK/School Readiness Center – 2000 Park Circle-Leesburg, FL – 34748

(352)326-8277 located in Leesburg, FL

\*Leesburg Target Area



### Mid Florida Homeless Coalition

Serving:  
Lake, Sumter, Citrus & Hernando Counties

### Sumter County:

The Coleman Enrichment Center  
4606 Lime Street – Coleman, FL

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