



Helping Communities Bridge Gaps



Annual Report
2010-2011

Mission, Vision, and Values



Mission

Central Susquehanna Opportunities serves as a catalyst for economic, educational, social, and workforce development in collaboration and cooperation with the entire community to provide diverse resources that promote self-sufficiency and community prosperity.

Vision

We will be the leader in advancing economic, educational, social, and workforce development opportunities.

Values

Central Susquehanna Opportunities believes:

- That each individual is unique and should be treated with dignity and respect
- In developing partnerships in order to re-invest in the communities in which we live
- In creating a work environment that empowers employees to make a difference
- In providing services to the public in the most effective and efficient manner

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Board of Directors 2010-2011



Central Susquehanna Opportunities, Inc. Board Officers from left to right: Greg Sacavage (Vice Chair), Bernie Swank (Treasurer), Eric Rowe (Chair), Leanne Kline (Secretary), and Douglas Diven (Executive Committee Member).

Officers

Eric Rowe	Chair
Greg Sacavage	Vice Chair
Leanne Kline	Secretary
Bernie Swank	Treasurer

Low Income Representatives

Leanne Kline	Bloomsburg Hospital
Greg Sacavage	Mount Carmel Area School District
Susan Blake	Danville Area Head Start
Wendy Herrold	River Front Apartments
Douglas Diven	HandUp Foundation
Rich Kisner	Columbia County Housing & Redevelopment Authority

Local Elected Officials or Their Representative

Harold Hurst	The Honorable Kurt Masser, 107th Legislative District Representative
Martha Milbrand	The Honorable John Gordner, 37th Senatorial District Representative
Lisa Wagner	The Honorable David Millard, 109th District Representative
Tony Rosini	Northumberland County District Attorney
Frank J. Sawicki	Northumberland County Commissioner
Gene Welsh	Coal Township Commissioner

Private Sector/Other Community Representative

Bernie Swank	Swank's Salon and Hair Replacement
Mike Roberts	Keystone Staffing
Lake Randall	Mid-Penn Engineering Corporation
Eric Rowe	Wood-Mode
Daniel Lichtel	Mifflinburg School District
Tracy L. Gillespie	Columbia/Montour Area Vocational Technical School

Executive Summary



Dear Fellow Community Members:

Our core mission at Central Susquehanna Opportunities, Inc. is to provide resources that promote self-sufficiency and community prosperity. Over the past year we continued to face funding uncertainties and despite the challenges, we were able to impact the lives of many families in our communities by providing workforce development, community action and economic development services. The personal stories and information provided in this report are examples of our commitment to individual success and evidence of our employees' dedication to fulfilling the purpose of the programs we offer- to bridge gaps in services and empower people in need to move from poverty to prosperity.

Along with the many changes our organization has embraced in the past year, our new company logo was introduced to promote an inspiring image of the organization and a more appropriate representation of the services we provide. In addition, we continue to update our company website to provide current information to better serve our communities as a valuable resource. As our geographical locations, program requirements and financial requirements continue to transform, we maintain our commitment to be the leader in advancing economic, educational, social, and workforce development opportunities.

In concluding 2010, we are grateful for the support of our partners, donors, volunteers and dedicated employees. Your commitment helped to change and uplift the lives of people in need. On behalf of Central Susquehanna Opportunities Inc., Board of Directors and Management we thank you for entrusting your resources to us and will continue working to improve the lives of individuals and families in our community. We look forward to your continued support in the upcoming year.

Regards,

A handwritten signature in black ink that reads "Barry McLaughlin".

Barry McLaughlin
Chief Executive Officer



Barry McLaughlin

Our Staff

The Certified Workforce Development Professional (CWDP) is a nationally recognized credential for individuals who have demonstrated they have the education, training, experience and expertise to provide the highest quality services to job seekers and businesses. The credential is awarded by the National Association of Workforce Development Professionals (www.nawdp.org). Over 75 % of eligible staff have obtained certification. In the last year the following staff received their credentials: Melody Robinson, Tammy Pursel, Erica Kastner, Amanda McNeill, Anika Potter, Meredith Hayes, Susan White, Melissa Farrow, Tia Bowman, Carol Mausteller, Christopher Miller, Margaret Demko, Paula Dickey, and Joseph Laver.



CSO Directors: Gale Zalar, Community Action Agency Director, Megan Bair, Workforce Director and Juliann Brown, Human Resource Director.



Each year CSO recognizes staff for years of service. From left to right: Stephen Cook, Chief Financial Officer, Melissa Bozza, Accounting Supervisor, Joni Riggle, Workforce Specialist, Megan Bair, Regional Workforce Director, Courtney Hamm, Regional Youth Director, Juliann Brown, Human Resource Director.

Staff Facilitates Workshop

Jill Walter, EARN Lead Workforce Specialist and Megan Bair, Workforce Director along with Charlie Noll, Lycoming County CAO Manager, were one of many applicants selected to facilitate a workshop at the 2011 Pennsylvania Partner's Conference held in Hershey, PA.

PA Partners is an annual employment, training and education conference for professionals from all facets of workforce development.

The workshop focused on the positive impact of a strong partnership between the EARN contractor and the County Assistance Office (CAO) in Lycoming County. By developing a strong working relationship and implementing a joint review of client participation data, the CAO and EARN contractor were able to identify weak areas of participation and find ways to increase client compliance. This workshop provided suggestions and ideas on how to implement this process in other areas.



The Workforce Investment Act of 1998 (WIA) provides federal funding for workforce development nationwide. Under WIA, Pennsylvania's Governor designates local workforce investment areas, each of which has a Workforce Investment Board (WIB) that oversees the public workforce system.

Central Pennsylvania Workforce Development Corporation (CPWDC), a 501(c)3 non-profit organization located in Lewisburg, is the local Workforce Investment Board (WIB) for the Central Pennsylvania Region. CPWDC subcontracts the large majority of funding it receives to provide workforce services to employers and residents of 9 counties: Centre, Clinton, Columbia, Northumberland, Union, Snyder, Mifflin, Montour and Lycoming.

During Fiscal Year 2011, CPWDC provided a budget of \$3.7 million in Workforce Investment Act Title I and EARN funding to CSO. In addition, over \$2 million in special grants such as American Recovery and Reinvestment Act (ARRA) and YouthBuild were budgeted to CSO for operations which are administered by CPWDC.

The Adult and Dislocated Worker Program

The Adult and Dislocated Worker Program, under Title I of the Workforce Investment Act (WIA) is designed to provide quality employment and training services to assist eligible individuals in finding and qualifying for meaningful employment, and to help employers find the skilled workers they need to compete and succeed in business.

Andrew had been attending WIA funded training at Pennsylvania College of Technology in Architectural Technology after losing his position as an Estimator. After attending training for a year he had to quit because his family home was being foreclosed. His wife began to have medical issues, in addition to being pregnant, making her unable to work after Andrew exhausted his Unemployment benefits. A position came up at Mid-State Paving for a Project Manager/Estimator and the employer was interested in doing an On the Job Training and offered Andrew the position. Andrew stated that he came into the office with no hope and less than a month later was offered a full-time position with a company in which he could grow. He said that it was the "best Christmas present ever". He is now working in a full-time position making a sustaining wage, has stable housing and a new healthy child. The employer is very happy with his progress and stated that we could send him "a hundred Andrews".



The American Recovery and Reinvestment Act

The American Recovery and Reinvestment Act provided the Commonwealth with an allocation in recovery funds through the Workforce Investment Act (WIA) Title I Adult/Dislocated Worker funding stream. ARRA funds provided in this area support statewide and local employment and training activities for low income adult individuals with barriers to employment and dislocated workers, as described in the Workforce Investment Act of 1998. This program is designed to increase employment, as measured by entry into unsubsidized employment, retention in unsubsidized employment after entry into employment, and earnings.

As of May 13, 2011 the nine county region has written 479 ARRA Adult and Dislocated Worker Individual Training Accounts, and 27 ARRA Adult and Dislocated Worker On the Job Trainings. Without these extra funds we would not have been able to help these individuals through training and help them achieve their job placements.



"I really like and appreciate this program and the chance it gave me to work."

- PA Way to Work Participant

"I truly appreciate the opportunity to work through CSO and the Way to Work Program. As a father, husband and student, making a living has been tough in the recent economy. Thanks CSO!"

- PA Way to Work Participant

The PA CareerLink® Helps Prove Skills

The PA CareerLink® helps individuals obtain a Career Readiness Certificate which is used to measure the skills required for any occupation and seen by employers as crucial basic skills. In the Central Region, over 4,050 job seekers and incumbent workers have earned their WorkKeys® Career Readiness Certificate (CRC), and over 500 employers recognize, request, or require the CRC.



FIT 4 Careers Series

The FIT 4 Careers Series is designed to help job seekers to plan and prepare for a career by focusing on the entry-level skills needed to obtain employment in a specific industry. The Series provides the foundational industry training for entry-level employment in the industry, conducts career exploration, and/or pursues additional training opportunities, such as on-the-job training or post-secondary education. Training is available at no cost to the participant in the following areas:

- Natural Gas Industry (Funded by ShaleNET)
- Health Care (Funded by CPWDC)
- Building and Construction (Funded by PA Center for Energy and Green Careers – State Energy Sector Partnership)*
- Advanced Manufacturing (Funded by PA Center for Energy and Green Careers – State Energy Sector Partnership)*

"This workforce solution was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration. The solution was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The U.S. Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This solution is copyrighted by the institution that created it. Internal use by an organization and/or personal use by an individual for non-commercial purposes is permissible. All other uses require the prior authorization of the copyright owner."

Job Fairs in Spring

Springtime is synonymous with job fairs in the PA CareerLink® Sites held Spring Job Expos during the months of April and May, and each hosted between 250 and 360 job seekers. The job expos included between 20 - 30 employers/training providers. In addition to these, sites host employers for individual or industry-specific recruitments throughout the year, as well as holding various events showcasing Health Careers Awareness Expos and Temporary Seasonal Employment Expos.



Summer Youth Employment Program

Youth ages 16-21 were offered a summer employment experience in 2010 funded by the PA Departments of Labor and Industry and Public Welfare under the American Recovery and Reinvestment Act of 2009. Over 700 youth throughout the 9 county region were placed at various government, private sector and public sector employers. In addition to their 8 week work experience, youth also were exposed to academic enrichment activities, career exploration, and skill assessments. Youth staff matched eligible individuals with worksites based on their skills, abilities and goals. As a result of the successful program, 54 youth were offered employment, 21 entered training and 478 were determined “work ready”.



“...having the Summer Employment Experience workers here this past summer was a blessing...without the SEE workers this past summer to help supervise and plan activities for the children we would have had a constant state of chaos.”

- Rob Hutchinson, Executive Director, NCCC

Tyler entered the Youth “SEE (Summer Employment Experience) Central PA” Program in June 2010. Tyler was placed at Conestoga Wood Specialties Corporation in a maintenance position because the experience matched his skills and interests. Tyler thrived in this job and had perfect attendance. He was offered the opportunity to extend his SEE assignment there until the end of September on one condition; he was required to attend GED training two mornings each week and do his best to earn his diploma. Tyler tackled the GED challenge and attended both classes and his SEE assignment with enthusiasm.

On September 14, 2010 Tyler earned his GED. On September 30, 2010 Tyler completed the SEE 2010 program and was offered a full-time benefits eligible position with Conestoga Wood Specialties Corporation.



Bridges to the Future

Bridges to the Future Youth Program serves eligible In School youth and Out Of School youth ages 16-21 with the academic and career readiness preparation to help them succeed in today’s job market. The goals of the program are to attain basic skills, a degree, certificate or GED or placement in employment, post secondary education or the military. In the 2010 program year we served 976 active and follow up youth.

Program Highlights:

- 143 youth obtained unsubsidized employment
- 5 youth entered the military
- 86 youth obtained their GED
- 75 youth entered post-secondary education

Employment and Retention Network

CSO operates the Employment and Retention Network (EARN) Program in Clinton, Columbia, Lycoming, Montour, Northumberland, Snyder, and Union counties. The EARN Program is comprised of two separate components: Career Development Component (CDC) and Work Support Component (WSC). EARN is designed to provide comprehensive education, training, work activities, job placement and retention, and supportive services when needed to recipients to enable them to move from welfare to work.

Stephanie has two sons ages, 17 and 11. She was taking care of her father and enrolled in the EARN program in January 2011. She attended a job fair in Lewisburg for the Conductor Trainee position at Norfolk Southern that was advertised on the CareerLink system. Stephanie did extremely well in her interview and was chosen from many applicants. She went through extensive background checks and medical evaluations as part of the pre-employment screening process and several weeks training in Georgia for the position. She is currently working as a Conductor Trainee and is the only woman in Norfolk’s history to work in the Strawberry Ridge Region.



What is Community Action?

CSO, Inc was designated the Community Action Association in 2004 to serve Columbia, Montour and Northumberland Counties. Today CSO, Inc. is 1 of 1,100 Community Action Agencies in the United States and 1 of 43 in the State of Pennsylvania. Partnership with the state and federal Community Action Agency organizations, such as the Community Action Association of PA and the National Community Action Foundation which serves as advocates and lobbyists for program, help us to continue to serve the low-income residents of Columbia, Montour and Northumberland Counties.

In 1964, President Lyndon B. Johnson passed the Economic Opportunity Act which gave birth to Community Action. This act was to eliminate the causes and consequences of poverty in the United States. Community Action Agencies today still strive to help clients reach goals that include: securing and maintaining employment and/or adequate education, managing income, securing adequate housing, creating links to other community agencies and most importantly, achieving self sufficiency. CSO Community Action Agency served 3605 individuals and provided 13,842 services. The programs and services below reflect how CSO, Community Action Agency is doing its part to combat the war on poverty in Columbia, Montour and Northumberland Counties.



Cover Our Kids!

This year, on January 17th, AmeriCorps VISTA held the annual Martin Luther King Day of Service. CSO Community Action posted flyers requesting new and gently used items for the children in our community. Thirteen different sites were used as drop off locations for the Cover our Kids Project, and the Marketing and Outreach VISTA met with Bloomsburg University to start a drive on campus. There was a good response from the public. Clothing, blankets and other warm wear items were generously donated. Seniors from the Nottingham Village Retirement Center and other community members volunteered to knit hats, gloves and scarves. Two distribution sites were utilized for distribution on MLK Day of service at no charge; they were the Shamokin CareerLink and the Bloomsburg YMCA.

Press releases were sent to 3 local newspapers, which led to a \$1,000 donation of new coats from Emmanuel United Methodist Church of Tharptown. The public was well informed by newspaper and television. The Cover Our Kids Project caught the attention of two news stations, WBRE and WNEP. This project was showcased on both stations; providing the information to the public helped to make the public aware of the distribution. The CSO Community Action Agency continued to give the left over items to those in need through the end of spring; thus far, over 180 items have been given to families in need.



VITA Program A Success!

Central Susquehanna Opportunities, Inc. is pleased to announce another successful year sponsoring the Volunteer Income Tax Assistance (VITA) Program throughout Columbia, Montour, and Northumberland Counties. The VITA Program, a critical anti-poverty initiative of the IRS, relies largely upon community volunteers to prepare and e-file basic federal and state income tax returns for low- to moderate-income individuals and families at no cost. VITA helps working families, seniors, young adults, and others avoid paid preparers' fees and refund anticipation loans while ensuring they receive the tax credits for which they are eligible, like the Earned Income Tax Credit (EITC) and the Child Tax Credit.

For the 2011 tax season, 10 community volunteers and 3 CSO, Inc. staff members prepared 694 Federal, 695 State, 13 amended, 8 prior-year, and uncounted local returns, saving taxpayers up to \$133,913 in paid preparers' fees and returning to them over \$696,791 in income tax refunds. 163 Federal returns were eligible for a total of \$200,658 in EITC, an average of \$1,231 per return. The 694 returns prepared represent an increase of nearly 36% over the 511 returns prepared during the 2010 tax season.

The volunteers of the VITA Program, as well as two additional volunteers, Lindsay Rumberger and Peggy Delorso, both of Shamokin, also prepared 374 Pennsylvania Property Tax/Rent Rebate forms during the first six months of 2011, returning \$149,139 to those individuals, an average of nearly \$399 per rebate. The Pennsylvania Property Tax/Rent Rebate Program refunds all or a portion of one's property taxes or rental payments for those Pennsylvanians age 65 or older, widowed and age 50 or older, or permanently disabled and age 18 or older.

The CSO, Inc. VITA Program delivered its services at 19 locations throughout the three-County area including: 2 East Arch Street, Shamokin, and 114 Mill Street, Danville; Danville Area Community Center; Montgomery House Warrior Run Area Public Library; Mt. Carmel Area Public Library; PA CareerLink Columbia/Montour Co.; Priestley-Forsyth Memorial Library; Ralpho Twp. Public Library; Shamokin/Coal Twp. Public Library; and the Senior Action Centers in Elysburg, Kulpmont, Millville, Milton, Mt. Carmel, Northumberland/Point Twp., Shamokin/Coal Twp., Sunbury, Trevorton, and Upper Northumberland County (Dewart).

S.N.A.P.

The Supplemental Nutrition Assistance Program (SNAP) helps low and fixed income households buy the food they need for good health. Formerly known as the Food Stamp Program, the new name reflects changes that make it easier to qualify for nutrition benefits. Since the beginning of this program year, which began July 1, 2010, CSO, Inc. has assisted 436 households throughout Northumberland, Montour and Columbia Counties apply for SNAP benefits through the on-line system known as COMPASS. In addition to SNAP benefits, many of these households were also assisted with applying for other benefits which include Cash Assistance, Medical Assistance and LIHEAP Heating Assistance.



Job Shadow Program

It is our goal at CSO, Inc. to present the region's youth with many opportunities to learn about life and the working world. We have partnered with the Central Susquehanna Intermediate Unit Teens in Innovative Educational Structures (CSIU/TIES) to offer job shadowing experiences to students in local high schools with the help of our businesses. This program allows students to better prepare themselves for a career and offers students the chance to see what each career entails. Students learn a great deal of information through personal experience and by working with someone in the field. These valuable opportunities give students a better perspective when choosing a career path.

The purpose of job shadowing is to help students explore a range of career options. For this to be a meaningful experience, students shadow someone in their career path interest area for one day. The employee who is hosting the student is called an adult mentor. It is the mentor's job to escort the student around the company location to allow the student to learn about a particular occupation or industry, observe activities, and gain valuable information about their chosen career. This has helped each student to gain an insight of the academic, technical, and personal skills required by a particular occupation.

During the school year, 59 students in the Sophomore classes in the Mount Carmel and Shamokin Area School Districts and the Lourdes Regional High School students that reside in those districts, have participated in the Job Shadowing Program with outstanding results. Feedback from both the students and employers has demonstrated the importance of allowing students the opportunity to understand the "real world" career experience. These students will also be offered the opportunity to shadow a different occupation during the summer months. By doing so, students will be able to make a comparison between occupations which will enable them to make informed decisions regarding their future.



Self Sufficiency Award Winner

Philip Belk's presence was requested on March 23, 2011 to receive the Community Action Association of Pennsylvania's Self-Sufficiency Recognition Award on behalf of CSO. Philip was enrolled in the JUMPS (Join Us to Make Positive Steps) program through CSO's Community Action Agency. Because of the JUMPS program, Philip received his GED, began working at a local convenience store, and dreams of running his own business. Phil said, "CSO gave me the incentive to start it, see it all through, and finish it."



Graduating YouthBuild Class in Central Pennsylvania

Central Pennsylvania YouthBuild, based in Shamokin, PA, recruits young men and women from Columbia, Montour, Northumberland, Snyder and Union Counties between the ages of 18 and 24 who have not received a high school diploma. The YouthBuild model combines hands-on vocational training with individualized instruction to provide an unique opportunity to young women and men who require support and a flexible learning environment.

On December 2, 2010, ten trainees graduated from the Central PA YouthBuild Program.



CSO C.A.R.E.S. for Savings Program

CSO, Inc. Community Action Agency has created an expansion to the CSO C.A.R.E.S. program. This new program is called CSO C.A.R.E.S. for Savings and it benefits residents of Northumberland, Columbia and Montour Counties. The goal of the CSO C.A.R.E.S. for Savings is to encourage households to save money throughout the year to put toward heating costs during the winter. Households who are able to reach this goal will become less dependent on assistance programs such as LIHEAP and will be less likely to face heating emergencies. This is especially important given the unpredictable nature of the amount of energy assistance available through programs such as LIHEAP from year to year.

The program includes financial literacy while promoting saving on a regular basis. Each saver is required to attend three energy efficiency workshops and one budgeting workshop. Ten savers increased savings this past season; seven enrollees cashed out thus far with a savings of \$2073.35 and received a match of \$2040. During the program, they learned how to save to reduce home heating costs, and in turn were matched dollar for dollar up to \$300.

Good Year for Membership

This has been a good year for membership in the Brush Valley Regional Chamber of Commerce. The Chamber has welcomed many new members to the organization and has seen an increase in the participation by members in many of our events. Our Chamber currently has 242 members. The Chamber strives to help promote the region and its members on many different levels.

So what are the benefits of belonging to the Brush Valley Chamber? Business contacts and exposure, communications and advertising, recommendations and referrals, seminars and workshops, group savings on health insurance, group savings on energy costs, savings on your residential energy bill, communications services and copies, a dedicated leadership and professional staff, government and business relationships, available commercial and industrial listings, the factbilt credit reporter of the area, as well as numerous monthly membership events. From networking to your gross margin, the Brush Valley Regional Chamber of Commerce is there, 'serving' our members.



Our Chamber is also involved in many other initiatives such as community wellness projects, economic and infrastructure development and growth, strategic planning, partnerships with other organizations in order to improve the quality of our life in our communities, keeping business and the community informed on current legislation and most importantly, keeping our youth in the area.

The Brush Valley Regional Chamber of Commerce is an organizational network of several hundred valley businesses whose focus is the advancement of the area's business and economic interests. The Brush Valley Regional Chamber of Commerce continues to grow into one of the largest business organizations in Northumberland County, thanks to an involved Board of Directors and many dedicated and committed chamber member volunteers.

Every day our chamber is striving to help preserve and strengthen the Brush Valley's business environment and quality of life by providing programs and services which promote civic, social, business and economic growth and development. We are a catalyst and advocate for these endeavors all while providing positive leadership throughout the region and aggressively promoting its people and thus insuring the highest quality of life for everyone. That is our mission.

Please view our Chamber website www.brushvalleychamber.com for meetings and Chamber/Community events to be held in the future. The Chamber is striving to offer benefits for our members. For a listing, please click on "Members" and then "Member Benefits" to see how the chamber can help your business grow.



Financial Statements



Statement of Financial Activity Fiscal Year ended June 30, 2011

Revenue:

Federal, State and Local Grant funding	\$	6,425,233	98.14%
Donations - public support	\$	48,355	0.74%
Fees, contracts and other revenue	\$	67,419	1.03%
Investment Income	\$	1,905	0.03%
Restricted Grant revenue	\$	4,000	0.06%
Total Revenue	\$	6,546,912	100.0%

Expenses:

Program Services:

Workforce Investment Act - Adult	\$	447,947	7.07%
Workforce Investment Act - Youth	\$	1,010,107	15.94%
Workforce Investment Act - Dislocated Worker	\$	503,854	7.95%
Workforce - American Recovery Reinvestment Act (ARRA)	\$	1,252,268	19.76%
Transportation	\$	122,826	1.94%
Department of Public Welfare - EARN program	\$	1,570,965	24.79%
YouthBuild program	\$	98,868	1.56%
Way to Work program	\$	44,711	0.71%
Community Opportunity Grant	\$	104,337	1.65%
Pre-Employment program	\$	42,129	0.66%
Industry Partnership programs	\$	11,509	0.18%
Drexel Internship - Green Energy projects	\$	24,150	0.38%
Department of Public Welfare - Work Ready program	\$	123,305	1.95%
Community Service Block Grant (CSBG)	\$	377,922	5.96%
CSBG - American Recovery Reinvestment Act (ARRA)	\$	392,437	6.19%
Food Stamp Participation program	\$	64,199	1.01%
Family Savings program	\$	12,368	0.20%
School to Work initiatives	\$	2,849	0.04%
CSO CARES - Emergency Energy Assistance program	\$	12,674	0.20%
Volunteer Income Tax Assistance (VITA) program	\$	1,857	0.03%
Other	\$	4,903	0.08%

Total program services	\$	6,226,185	98.26%
General and Administrative	\$	97,211	1.53%
Fundraising	\$	13,282	0.21%
Total Expenses	\$	6,336,678	100.00%

Change in Net Assets	\$	210,234
Net Assets - Beginning of Year	\$	31,703
Net Assets - End of Year	\$	241,937

Expense Breakdown:

Program services	\$	6,226,185	98.26%
General and Administrative	\$	97,211	1.53%
Fundraising	\$	13,282	0.21%
Total Expenses	\$	6,336,678	100.00%

Statement of Financial Position Fiscal Year ended June 30, 2011

Assets:

Cash and cash equivalents	\$ 382,999	29.32%
Accounts receivable	\$ 814,983	62.39%
Prepaid client expenses	\$ 108,210	8.28%
Total Revenue	\$ 1,306,192	100.0%

Liabilities and net assets:

Liabilities:

Accounts payable	\$ 24,066	1.84%
Unearned advances on contracts	\$ 322,856	24.72%
Unearned revenue	\$ 118,979	9.11%
Accrued expenses	\$ 328,988	25.19%
Line of Credit	\$ 125,000	9.57%
Accrued leave	\$ 144,366	11.05%
Total Liabilities	\$ 1,064,255	81.48%

Net Assets	\$ 241,637	18.52%
Total Liabilities and Net Assets	\$ 1,306,192	100.00%

Corporate Officer

Stephen Cook Chief Financial Officer



Central Susquehanna Opportunities, Inc. Locations



CSO Central Office and Community Action Agency
2 East Arch Street
Shamokin, PA 17872
(570) 644-6575



Community Action Agency
114 Mill Street
Danville, PA 17821
(570) 275-3161



CareerLink® Columbia/Montour Counties
351 Tenny Street
Bloomsburg, PA 17815
(570) 387-6288



CareerLink® Clinton County
8 North Grove Street
Lock Haven, PA 17745
(570) 893-4022



CareerLink® Northumberland/Snyder/Union Counties of Sunbury
225 Market Street
Sunbury, PA 17801
(570) 988-7300



CareerLink® Lycoming County
329 Pine Street
Williamsport, PA 17701
(570) 601-5465

Thank You!



Thank you to all of our partners who have financially supported our agency! Your contributions have enabled us to serve our communities to further our mission to serve as a catalyst for economic, educational, social, and workforce development in our communities. Thank you for your support and sharing in our vision.

If you would like to support CSO, Inc. please visit www.censop.com and click on the 'donate' button or contact our corporate office at (570) 644-6575 for more information on how you can help.

6th Annual CSO Golf Classic

July 19, 2010 was the 6th Annual CSO Golf Classic. It was a great success. Thank you to the following major sponsors for the event:

- WEALTH PROFESSIONALS
- PC WORKS PLUS, INC.
- ROB'S ROOFING/PESARCHICK'S COAL HAULING
- D.G. YUENGLING & SON
- ZELENKOFKSKE AXELROD LLC
- NICHOLAS P. GORETSKI III
- MEMORY OF NICHOLAS GORETSKI SR.
- M&T BANK



Central Susquehanna Opportunities, Inc., a Community Action Agency, is a private non-profit 501 (c) (3) organization that relies on the generous support of individuals, corporations, foundations, churches, civic organizations and the community in order to serve and assist those in need. All contributions to CSO, Inc. are eligible for Federal tax deductions. To make a financial contribution or to participate in the Memorial Gift Program visit www.censop.com or contact the corporate office at 570-644-6575.



This Project was financed in part by a grant from the Commonwealth of Pennsylvania, Department of Community and Economic Development.

The official registration and financial information of Central Susquehanna Opportunities, Inc. may be obtained from the Pennsylvania Department of State by calling toll free, within Pennsylvania (1-800-732-0999). Registration does not imply endorsement.



Helping Communities Bridge Gaps

