

Rural Alaska Community Action Program, Inc.



2022 Annual Report

Healthy People | Sustainable Communities | Vibrant Cultures

RurAL CAP's Central Office rests on the traditional lands of the Dena'ina Athabascans and has services spread across the state. For thousands of years, Alaska Natives have been and continue to be the stewards of this land. It is with gratefulness and respect that we recognize their contributions, innovations, and perspectives.

Table of Contents

Who We Are	2
Board of Directors	2
Message from Leadership	3
Economic Impact	4
What We Do	5
Client Services	6
Community Impact	7
RurAL CAP in Action	8
Strategic Priorities	10
Service Portfolio	11
Financial Summary	12
Acknowledgements	13

2 Rural Alaska Community Action Program, Inc.		
Who We Are		
Rural Alaska Community Action Program, Inc., (RurAL CAP) founde statewide, nonprofit organization working to improve the quality of lif		
Governed by a 24-member Board of Directors, we represent every r the largest and most diverse nonprofit organizations in Alaska.		
We value input from and have respect for all people. We believe tha maintain their cultural heritage and close relationship to the land whi and human potential.		
As the only Community Action Program in the state, our programs in education, and health and well-being serve to alleviate the root caus innovative, community-driven solutions in response to Alaska's most supporting vulnerable individuals and communities statewide.	ses of poverty. We deliver	
· · · · · ·		Mission
To empower low-income Alaskans through advocacy, education, affor services that respect our unique values and cultures	ordable housing, and direct	Vision
Healthy People Sustainable Communities Vibrant Cultures		
		Board of Directors 2022
Executive Committee		
President Vice President Secretary Treasurer Member Member Member Member Member Member Member	Joe Williams Walter Sampson Barb Gray Marvin Adams Mark Hoover Delbert Kadake Ashley Hicks Amanda McFarland Nikole Nelson Etta Kuzakin	
Assoc. of Village Council Presidents, Inc. Alaska Native Brotherhood Alaska Native Sisterhood Grand Camp Bristol Bay Native Association Central Council Tlingit & Haida Child Development Policy Council Chugachmiut Copper River Native Association Kawerak, Inc. Kodiak Area Native Association Maniilaq Association	Robert Hoffman Paul Johnson Paulette Moreno Ted Angasan Delbert Kadake Ashley Hicks Mark Hoover Tonilee Jackson-Goodlataw Barb Gray Margaret Roberts* Percy Ballot	
Public Representatives		
Alaska Cooperative Extension Service Office of the Governor Anchorage Council Tlingit & Haida Northwest Arctic Borough Native Village of Hooper Bay Native Village of Saxman Board Seat Board Seat	Leif Albertson Kim Kovol Marvin Adams Walter Sampson Eric Olson Joe Williams Vacant Vacant	
Private Sector Representatives		
AK Natural Scentz Alaska Legal Services Corporation Alaska Village Initiatives Management Alaska Village Initiatives Management	Amanda McFarland Nikole Nelson Robert "Bob" Hendricks Myron Naneng †§	
* served to 09/2022 § Myrna Torgramsen served to 09/2022	† Alternate	

Message from Leadership

Our progress toward alleviating poverty in 2022 was a direct result of the unified efforts made possible by our partners and community members.

Together, through collaboration and intention, we can build a sustainable future for individual Alaskans and communities.

Already, we are actively partnering to increase the delivery of comprehensive capacity development services with our new Community Action Resource Center. Through building and promoting the capacity of our communities statewide, we empower sustainable, local solutions.

Our expanded programming upholds our agency's legacy while addressing emergent community needs. Thank you for taking part in our history and sharing our vision of a healthy, sustainable, and vibrant future for Alaskans.



Sincerely,

Joe Williams President, Board of Directors

. he

L. Tiel Smith Chief Executive Officer

Following the ratification of the Economic Opportunity Act of 1964, Community Action Agencies (CAAs) were developed across the nation to address the War on Poverty. Rural Alaska Community Action Program, Inc., (RurAL CAP), has uniquely served as the state's only CAA since 1965 and has since operated with the mission to ensure the causes and conditions of poverty are effectively addressed and to strengthen, promote, represent, and serve the Community Action Network.



Economic Impact

In fiscal year 2022, the agency operated on \$46 million, which included \$28 million for nonprofit sources and \$17 million for its for-profit subsidiaries: Rural Energy Enterprises; RC 325 Third, LLC; and RC Muldoon Road, LLC. Although RurAL CAP's Central Office is located in Anchorage, more than half of its employees, as well as the majority of its Board members, live and work in rural Alaska. During 2022, RurAL CAP employed 550 Alaskans in 64 communities statewide.

Maniilaq Region \$4,602 4 Employees Kawerak Region Tanana Chiefs \$193,368 15 Employees Conference Region \$224,586 11 Employees Nome Association of Village Council Presidents Region Copper River Native Association Region 204 Employees \$122 815 Hooper Bay 10 Employees Chugachmiut Region Bristol Bay Native Association Region Cook Inlet Tribal Sitk Council Region \$9,242,194 \$59,865 \$45,034 4 Employees 3 Employees 244 Employees Kodiak Area Native Central Council Tlingit & Haida Indian Tribes of Alaska Region \$561,444 42 Employees Association Region \$188,792 King C 13 Employees 1 32 Jan Communities represented by Board members

Economic Impact

of Wages Paid FY 2022



Proudly informed by an agency-based Diversity, Equity, & Inclusion Committee

What We Do

Early Education



We serve prenatal women, children, and families through early childhood education. Promoting socio-emotional development, healthy practices, cultural richness, and school readiness, our programs include the Child Development Center, Head Start, Early Head Start, and Parents as Teachers.

Housing



Our housing programs address the physical, mental, and financial needs of individuals and families through Homeless, Housing, & Shelter Services; Homeownership; and Home Improvement services.

Health & Well-Being



Through community-driven programming and services, we find solutions for locally identified needs via youth development, community wellness, and healing. We also provide Training & Technical assistance, Wellness, and National Service programs throughout the state.

Client Services

					Early Education
Child Developmer	nt Center				
<u> </u>	Anchorage				
Head Start & Early	y Head Start				
	Akiak*	Kake		Nunapitchuk*	
	Alakanuk	Ketchikan		Pilot Station*	
	Anchorage	Kluti Kaah		Savoonga	
	Chevak	Kodiak		St. Mary's*	
	Emmonak	Kwethluk*		Stebbins	
	Haines	Marshall		Sterling	
	Homer	Mountain V	illage*	Tok/Tanacross	
	Hooper Bay*	Napaskiak*		Toksook Bay	
	*Also an Early Head Start S	Site			
Parents as Teache	ers				
	Anchorage		Kodiak		
	Chevak		Mounta	ain Village	
	Haines		Toksoo	k Bay	
					Housing
Homeless Housin	ng, & Shelter Services				
	Affordable Housing		Homele	ess Outreach	
	Supportive Housing			ven Domestic Violence &	
	Supportive Housing		Sexual	Assault Shelter	
Homeownership	Mutual Calif Llain Llaur		Llausia	e /Ore dit Course alie e	
	Mutual Self-Help Hous Certified Loan Packag	-	Housin	g/Credit Counseling	
	Certined Loan Fackag	Jing			
Home Improveme	nt				
	Weatherization		Mobile	Home Repair	
	Home Modifications &	Upgrades	Senior	Access	
					Health & Wall Daing
					Health & Well-Being
National Service					
	Elder Mentor Program	1	RAY Ar	meriCorps Program	
	AmeriCorps VISTA Pro	ogram			
Wellness					
	Youth Development &	Culture		Beginnings	
	Grants	ation	-	r Bay Wellness Program	
	Youth Tobacco Prever	IUON	Rural F	Providers' Conference	
Training & Technic					
	The Resource Basket			Tribal Victim Services g & Technical Assistance	
	Alaska Tribal Justice F Center	Resource	nannn	y v roomioai Assistante	

Community Impact

658 families received early childhood and parent education services, totaling 811 children across 22 communities statewide.

210 homes were made safe, affordable, and accessible to Alaskans.

National service members provided antipoverty support to **5,978 low-income Alaskans**.

Affordable and supportive-transitional housing units provided homes to **534 COMMUNITY MEMBERS** in Anchorage.

Emergency shelter services were provided to 92 Alaskans seeking refuge from domestic violence and sexual assault in rural Alaska.

Garden projects in **10 rural Communities** set foundations for locally based food security systems.





RurAL CAP in Action



The RurAL CAP Weatherization program kept their promise of the 'things' that would be done to my home and even more. I am tearing up with happiness and gratefulness because the RurAL CAP crew did all that was needed to be done.

Thank You, RurAL CAP for the work done on my home!"

- Matilda Bogdanski Weatherization Client St. Mary's



^{II} I don't know the odds and ends or the tricks and trades of building a house, but you tell me what I need to do, and I can hammer, I can cut. I was taught a lot of the cutting and techniques. You tell me, and I can learn. I can do it.

[It] is demanding, but, to me, I kept looking down at end of the road: 'This is my house. This is my house for me and my family.' My family was able to celebrate

Thanksgiving in our new house. Rural Development made it possible. This program is such a blessing to me and my family."

> -Tai Lepule Mutual Self-Help Housing Client Soldotna

With guidance from RurAL CAP's construction supervisors, Tai Lepule helped construct "everything except for the concrete, electrical, plumbing, and the shingle things that go on the top of the roof" as he built his own home in Soldotna, Alaska. USDA Rural Development's Mutual Self-Help Housing Technical Assistance Grants provide funding to qualified organizations like RurAL CAP to supervise groups of low-income individuals and families as they construct their own homes in rural areas.

"[We chose RurAL CAP] because they are Alaska-based, and the providers understand our needs, situations, and challenges in the village. They help us find solutions our own way and I appreciate the one-on-one TTA I have received from Victim Services. They are available, easy to contact, support our ideas, and do not try to change them.

Being an Alaska Native, I'm learning to appreciate who I am, and in the process, all the training and people involved in my life have given me the confidence to share what I have learned with my people. I really like to encourage people to take advantage of the resources and services that are available and run with them!"

- Helen Gregorio

Togiak Program Coordinator & active participant in RurAL CAP's monthly Victim Services Peer-2-Peer Cohort Toaiak



The Nome Community Center (NCC) successfully expanded and improved the Nome Community Garden during the Spring and Summer of 2022 with the support and funding of the RurAL CAP Growing Rural Opportunities for Wellness (GROW) Program. This garden expansion project was a large success due to community support as well as the leadership displayed by local food security hero, Myra Scholze. Through funding provided by the GROW program, NCC was able to build new garden beds and outfit them with rich Alaskan compost and soil, which resulted in an abundant and bountiful harvest. They also used funds to pay a local laborer to build a new shed and complete other garden improvements that made the space a welcoming place that community members could enjoy. The garden beds were

quickly rented out, while a few were set aside to grow food that would be donated to the food bank. In July, the GROW team led workshops and worked with the Boys and Girls Club- who were integral in the garden's success.

The Nome Community Garden is a great example of the importance of communitydriven projects that truly engage the community and involve all age groups in rural Alaska. This project brought the community together and created a safe and positive space for people to gather."

- Sinead Morris-McHugh Wellness Program Coordinator

"A husband and wife with three school-aged children came to Safe Harbor Muldoon after being the victims of a renter scam. They had essentially lost all their savings, so could not afford the initial cost associated with moving into a new home. During this family's [roughly four months] at Safe Harbor Muldoon, they took advantage of what was offered and chose to engage in services fairly regularly.

A month or so after this couple moved out and into their own apartment, I was invited to their new home. When I walked into the apartment, I was struck by how much care and concern had gone into decorating the home. The place was immaculate. No clutter. Very neat, very orderly. His wife greeted me with a huge smile, a hug, and then she said, "Welcome to our home! Can you believe it!?"

What truly struck me was the care, pride and attention given to the decorating of the house. Everywhere were fun pictures on the walls of their children. Randomly but carefully displayed were art projects from school and poems written about camping taped to the side of the bookshelf. And little "home-y" touches – everywhere there were family pictures and little treasures.

I felt a palpable sense of pride here. Pride in their family, in their arduous journey to finding a home. Pride in making it, their home. Pride in their love for each other. Pride in their resiliency, their strength; their fortitude to withstand a storm and stay together."

- Erich Walter Supportive Housing Mental Health Clinician Anchorage

Children develop empathy and sense of purpose through experiences that allow them to observe and care for living things. They learn that living things need water and food just like them, and they learn that they can be botanists and biologists."

> - Terri Mach Head Start Education Coach Homer

Children at the Stebbins Head Start explored plants and worms delivered to their site by Mach for hands-on learning.





Strategic Priorities 2023-2028

Alaska is at a pivotal moment in time with substantial economic and infrastructure opportunities within reach for our rural communities. Intentional capacity building and partnerships will enhance rural Alaskans' equitable access to the opportunities at hand to bolster self-determination and create a sustainable economic future across Alaska. In response, RurAL CAP's Board of Directors has identified Strategic Priorities through 2028 to provide the framework to integrate our existing statewide collaborations and direct our new initiatives. This unified approach will bring our vision of **Healthy People, Sustainable Communities, and Vibrant Cultures** to life.

External Strategic Priorities 2023-2028



As Alaska's only Community Action Agency, we focus our efforts to deliver services in all aspects of the fight against poverty and strive to instill individual empowerment. We rally behind the core of our mission – **to empower lowincome Alaskans through advocacy, education, affordable housing, and direct services that respect our unique values and cultures** – we align our service areas to uphold our agency pillars of respect for people and continuous improvement through Rural Housing, Family Services, and Community Development.

Service Portfolio

Respect for People

Rural Housing

Home Improvement Energy Home Ownership Loan Packaging Construction Community Planning

Continuous Improvement

Mission

Community Development

National Service Programming Wellness Workforce Development Tribal Justice Broadband Tribal Capacity

Family Services

Housing Services Affordable Housing & Central Leasing Office Shelter Services Clinical Services Early Childhood Education

Training & Technical Assistance Advocacy

Financial Summary

Nonr	brofit	Eupoli	na S	ources
NOIL	лоп	ruiui		Juices

RC 325 Third, LLC RC Muldoon Road, LLC Change in Net Assets Total		
RC Muldoon Road, LLC		584,959 956,358
		584,959
RC 325 Third, LLC		
		344,564
Rural Energy Enterprises		14,874,363
Nonprofit Use Subtotal		29,148,257
Other Programs		985,669
Supportive Housing		6,895,560
Planning & Construction		4,998,536
Community Development		4,392,444
Child Development		11,876,048
Total		45,908,501
RC Muldoon Road, LLC		266,630
RC 325 Third, LLC		186,751
Rural Energy Enterprises		17,167,146
Nonprofit Source Subtotal		28,287,974
Other Revenue	2,839,802	
Corporation, Foundation & Individual Support	235,521	
Local Grants	1,513,061	
Other		4,588,384
State of Alaska		4,434,161
		8,619,015
Federal - State & Other		10,646,414

Fiscal year ending September 30, 2022

The FY2022 audit was conducted by Moss Adams. RurAL CAP's federally approved indirect rate of 10.2% of direct costs covers administrative expenses such as those for the executive, accounting, purchasing, and human resources departments, corporate insurance, annual audit, and Board of Directors.

Subsidiaries

Rural Energy Enterprises

Rural Energy Enterprises (REE), a wholly owned subsidiary of RurAL CAP, is a wholesale distributor of energy-efficient and money-saving products. REE began in 1987 after receiving a federal grant to evaluate the feasibility of engaging in energy-related for-profit activity.



Low-Income Housing Tax Credit Properties

RurAL CAP used the US Department of Housing and Urban Development's Low-Income Housing Tax Credit (LIHTC) to acquire and develop 325 East 3rd Avenue and Muldoon Garden. These two properties provide permanent supportive housing and affordable housing, respectively, to low-income individuals and families in Anchorage. RurAL CAP's ownership interest of these LIHTC properties is less than 0.1%.

Sleetmute Traditional Council

Acknowledgements Thank you for collaborating to fulfill our vision of

Healthy People | Sustainable Communities | Vibrant Cultures

Abused Women's Aid in Crisis (AWAIC) Access Alaska Administration for Children & Families (ACF) - Office of Child Care ACF - Office of Head Start ACF - Administration for Native Americans Agape Electric Akiachak Native Community Akiak Alakanuk Alaska Afterschool Network Alaska Association for the Education of Young Children Alaska Behavioral Health Alaska's Best Water & Coffee Alaska Center for Children and Adults Alaska Children's Trust Alaska Community Foundation Alaska Community Services Alaska Dept. of Commerce, Community and Economic Development Alaska Dept. of Education and Early Development Alaska Dept. of Environmental Conservation Alaska Dept. of Health and Social Services Alaska Dept. of Justice Alaska Dept. of Labor & Workforce Development Alaska Dept. of Public Safety Alaska Dept. of Veterans Affairs Alaska Division of Behavioral Health Alaska Division of Juvenile Justice Alaska Division of Public Assistance Alaska Early Childhood Advocacy Group Alaska Early Childhood Coordinating Council Alaska First Realty Alaska Food Policy Council Alaska Forum on the Environment Alaska Head Start Association Alaska Housing Finance Corp. Alaska Humanities Forum Alaska Industrial Hardware Alaska Marine Lines Alaska Mental Health Trust Authority Alaska Mental Health Consumer Web Alaska Native Justice Center Alaska Native Medical Center Alaska Native Tribal Health Consortium Alaska Native Women's Resource Center Alaska Network on Domestic Violence and Sexual Assault Alaska Psychiatric Institute Alaska Regional Hospital Alaska Safety Alaska School Activities Assoc. Alaska Seeds of Change Alaska System for Early Education Dept. (SEED) Alaska Waste Aleut Community of St. Paul Island Tribal Government Aleutian Pribiliof Islands Assoc. Amazon Smile AmeriCorps American Cancer Society American Lung Assoc. American Non Smokers Rights

907 Heating and Plumbing

Foundation Anchorage Association for the Education of Young Children Anchorage Coalition to End Homelessness Anchorage Community Land Trust Anchorage Museum Anchorage Neighborhood Health Center Anchorage Safety Patrol and Center Anchorage School District Anchorage Youth Courts Arctic Access Arctic Office Supply Arctic Slope Native Assoc. Association of Village Council Presidents Association of Alaska Housing Authorities Barnes and Noble Barrow Child Care Beans Café Bering Straits Native Corp. Bering Straits School District Bering Straits Regional Housing Authority Best Beginnings **Bethel Community Services** Foundation **Bethel Family Clinic Bethel Library Big Dog Construction** Boys and Girls Club Brian Saylor and Associates Bristol Bay Health Corp. Bristol Bay Native Assoc Brother Frances Shelter Brown's Electric Builders Millwork and Supply Campfire Alaska Consortia of Administrators for Native American Rehabilitation (CANAR) Capitol Glass Carlisle Catholic Social Services Central Council of the Tlingit and Haida Indian Tribes of Alaska Charlotte Martin Foundation Chevak Chevak Traditional Council Child and Adult Care Food Program Chilkat Indian Village Chilkat Valley Community Foundation **Chilkat Valley Preschool** Chugachmiut Cities of Hooper Bay, Kenai, Mountain Village, Quinhagak, Sand Point, and Soldotna Clare House Clare Swann Early Learning Center Coastal Villages Region Fund **Community Connections** Cook Inlet Housing Authority **Cook Inlet Lending Center** Cook Inlet Tribal Council Copper River Native Assoc. **Copper River Native Association** Child Care Copper River School District Copper Valley Learning and Day Care Center Covenant House Alaska **Curyung Tribal Council DAM Roofing** Denali Commission

Desert Air Service

Digital Blue Print Disability Law Center Donlin Gold Downtown Soup Kitchen Hope Center Emmonak **Emmons Mechanical** Enstar Environmental Protection Agency **Eva Foundation** Ferguson Federal Home Loan Bank First Alaskans Institute First American Title First Bank of Ketchikan Four A's Frontier Supply Co. GCI Gateway School District Gensco Grainger Haines Haines School District Help Me Grow Alaska Historic Ketchikan Holiday Stationstores Home Depot Home for Good Homer Homer Electric Homer Foundation Hooper Bay Housing Assistance Council Howard Valentine Coffman Cove School Huslia Tribal Council Integrity Services Ionia, Inc. J-B Stor n' Lok Joy and Tom Save the World Kake Kake City Schools Kashunamiut School District (Chevak) Kasiqiluk Tradition Council Kawerak, Inc. Keller Supply Kenai Peninsula Home Builders Kenai Peninsula School District Kenai Peninsula Borough Kenaitze Kenaitze Indian Tribe Ketchikan Ketchikan School District Kids Corp. Kluti Kaah Kobuk Valley Consulting Kodiak Kodiak Area Native Assoc. Kodiak Community Foundation Kodiak Island Borough Kodiak School District Konica Minolta Kroger Corp. **Kuspuk School District** Kwethluk Learn and Grow Learn to Return Lions Club Local Initiatives Support Corp. Lower Kuskokwim School District Lower Yukon School District Lowe's Lutheran Social Services Lvnn Canal

Maniilag Assoc. March of Dimes Mark's Drywall Marshall Marshall Architecture Mat-Su Borough School District Mat-Su Health Foundation Mentasta Traditional Council Mountain View Health Center Mt. Stanford Tribal Consortium Mt. Village Municipality of Anchorage Nanwalek IRA Council Napaskiak Napaskiak Tribal Council National Asian Pacific Center for Aging National Institute of Health Native Villages of Ambler, Bill Moore's Slough, Chuathbaluk, Eyak, Hooper Bay, Kluti-Kaah, Ninilchik, Port Heiden, Selawik, Tetlin, Tyonek, and Venetie NeighborWorks Alaska New Stuyahok Traditional Council Nine Star Ninilchik Traditional Council North Slope Borough Northern Air Cargo Northwest Strategies Norton Sound Norton Sound Health Corp. Nuiqsut Child Care Nunapitchuk NW Inupiat Housing Authority **OPT-In Kiana** Pacific Rim Building Products Parents as Teachers National Center Parker Smith & Feek Inc. Peninsula Overhead Door Peninsula Plumbing Pilot Station Planned Parenthood Polar Pediatrics Premera Blue Cross Blue Shield of Alaska Prince William Sound Science Center Providence Alaska Foundation Providence Hospital Public Health Nursing **Railbelt Mental Health** RainTech RainGutters **Rasmuson Foundation** REACH, Inc. Recover Alaska Redoubt Realty **Reliant Advisory Services Rug Bones Flooring** Salamatof Native Assoc Salvation Army Savoonga Schrock Construction Scott's Flooring SE Alaska Independent Living Sea Lion Corp. Sealaska Corp Sealaska Heritage Institute Seaview Senco of Alaska Serve Alaska Seventh Generation Fund for Indigenous People Shageluk Native Village Sherwin Williams Sitka School District

Small Business Administration Smith Well Drilling Social Security Administration South Central Alaska Area Health Education Center (SCAHEC) Southcentral Foundation Southeast Alaska Association for the Education of Young Children Southeast Alaska Independent Living Southeast Alaska Regional Health Consortium Southeast Island School District Southwest Region School District Special Education Service Agency Spenard Builders Supply Springhill Suites St Mary's St Mary's School District Standing Together Against Rape (STAR) Stantec Architecture Inc. Stebbins Stebbins Community Assoc. Sterling Stone Soup Group Stony River Traditional Council Sultana New Ventures/Recover AK Tanacross Tanaina Child Development Tanana Chiefs Conference **Target Circle Giving** Tanacross Village Council Tauriainen Engineering The Energy Conservatory thread Tlingit Haida Regional Housing Authority Tok Tok local churches Toksook Bay Traditional Council of Togiak Trustworthy Hardware Tundra Women's Coalition Tyonek Child Care United Way of Anchorage University of Alaska Anchorage University of Alaska Center for Economic Development University of Alaska Center for Human Development University of Alaska Fairbanks University of Alaska Southeast US Corp. for National Service US Department of Agriculture US Department of Education US Department of Energy US Department of Health and Human US Department of Housing and Urban Development **US** Department of Justice **US** Treasury US Treasury - CARES Act Funding Villages of Illiamna, Northway, Rampart and Solomon Walters and Associates Washington State Community Action Program Waterworks Plumbing Wells Fargo Wisdom and Associates Yukon-Kuskokwim Health Corporation Yupiit School District YWCA Alaska

Rural Alaska Community Action Program, Inc.

731 East 8th Avenue Anchorage, AK 99501

907.279.2511 info@ruralcap.org

www.ruralcap.org

Toll Free 800.478.7227 (within Alaska only) TTY toll-free assistance 800.877.8339





USDA Nondiscrimination Statement

Nondiscrimination Statement ordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA ms are prohibited from discriminating based on race, color, national origin, sex, disability, age, or reprisal or retallation for prior civil rights activity in any program or activity conducted or funded by USDA. In with disabilities who require alternative means of communication for program information (e.g. Braille, large print, audicape, American Sign Language, etc.), should contact the Agency (State or local) where they applied for ts. Individuals who are deaf, hard of hearing or have speech disabilities may contact USDA through the Federal Relay Service at 800-877-8339. Additionally, program information may be made available in languages other than

English. To file a program complaint of discrimination, complete the USDA Program Discrimination Complaint Form, (AD-3027) online and at any USDA office, or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call 866-632-9992. Submit your completed form or letter to USDA by: 1. mail: U.S. Department of Agriculture 2. fax: (202) 690-7442; or Office of the Assistant Secretary for Civil Rights 1400 Independence Avenue, SW 3. email: program.intake@usda.gov Washington, D.C. 20250-9410;

This institution is an equal opportunity provider.