

Chairperson  
Vic Baker



President and CEO  
Rudolph A. Johnson, III

## A Message from the President and CEO

### Thank You for a Successful Year – Year End Review

July 30, 2014

Dear NHA Team Member:

Thanks to each of you who were key in providing high-quality services to the more than 24,000 families we served this year through our 12 programs. The ability of The Neighborhood House Association (NHA) to improve the quality of life for those underserved is only as strong as our employees. Each and every one of you are directly responsible for the significant achievements and organizational milestones realized during the fiscal year ended June 30, including:

- Award of five (5) year Head Start Federal grant
- Award of seven (7) year San Diego County grants to four (4) NHA Behavioral Health programs
- Improved Safety Record which has reduced employee accidents and kept employees safe
- Nationally Recognized Nutrition Program

As NHA celebrates its 100<sup>th</sup> year of serving the community, we are also renewing our employee engagement efforts known as, **Lift, Learn & Serve**, which is built on the premises that all employees must provide service excellence using the “ICARE” motto: **I**ntegrity; **C**ourtesy; **A**ttentiveness; **R**esponsiveness; & **E**xcellence. By your continued focus on providing excellent services to those we serve, NHA has been able to provide fair and generous wages and benefits for our employees, including:

- 13 paid Holidays
- 2 paid personal days
- Generous paid vacation and sick time
- NHA pays up to 94% of employee-only health and medical premiums
- NHA 6% match on employee 401(k) contributions of 3%
- Average pay for classroom teachers in the top 25% of kindergarten readiness educators<sup>1</sup>
- 2.5% annual step increases (for the majority of staff over the past 8 years)
- Additional 1.3% COLA awarded July 1, 2014
- NHA Wellness Program which encourages life balance through education and healthy choices

Again, thank you for your continued excellent level of service and dedication to those we serve. Your efforts allow NHA the ability to provide fair and generous benefits. **Our employees are the greatest asset we have.**

Sincerely,

Rudolph A. Johnson III  
President and CEO

<sup>1</sup> Center for Nonprofit Management. *2014 Compensation and Benefits Survey of Southern & Central California Nonprofit Organizations*