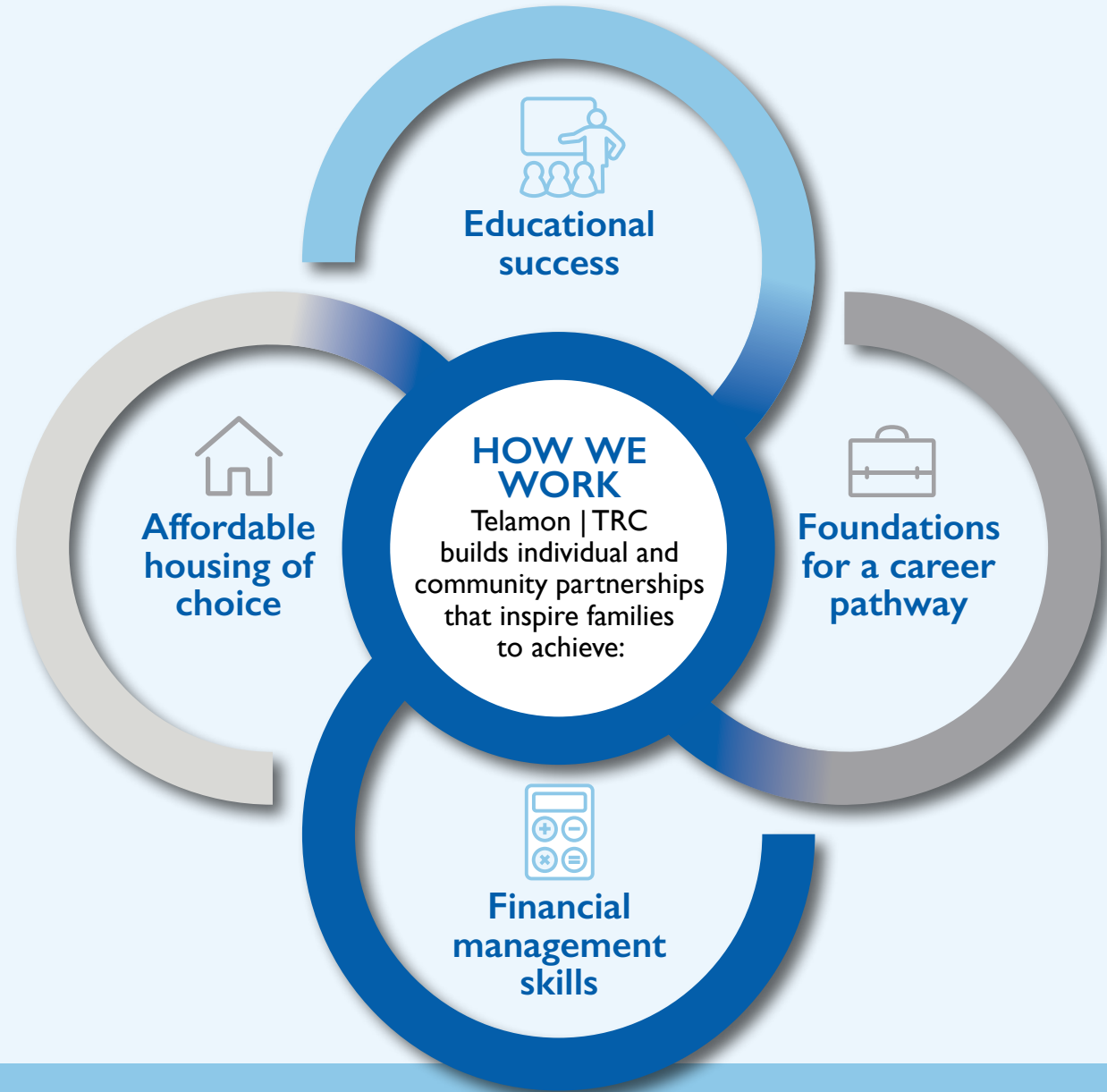




**Together
We Rise:**
Empowering
Families,
Disrupting
Poverty

TOGETHER WE RISE:

Telamon | TRC disrupts the cycle of poverty by empowering families to overcome barriers to success.



OUR VISION:

A future where families thrive and create a legacy of success and well-being.

OUR PROMISE:

Telamon | TRC is committed to embracing diversity and nurturing an inclusive and collaborative culture. Our promise is to be a catalyst for change, partnering with community resources and building on the strengths of the individuals and families we serve to create lasting, transformative change. We value and are committed to communicating with respect and transparency, and following through with our commitments. We value those who participate in our programs and strive to demonstrate outstanding work through the services we provide.

A MESSAGE FROM OUR CEO AND BOARD CHAIR

dis·rupt·or

A disruptor is someone or something that causes significant change through innovation. Innovators question the status quo and continually challenge the way things are — and strive for the way they could be — by adopting new mindsets to move toward positive change.



Suzanne Orozco,
President and CEO



Thomas Jefferson
Carmon III,
Chair, Governing Board

Dear Friends,

In this annual report, we share the stories of three clients who — each in their unique way — are disrupting the status quo, and who've successfully created positive changes in their own lives that have broken the cycles that held them back.

In 2023 the Board and staff updated Telamon | TRC's strategic plan and refreshed our mission statement. Telamon's new mission statement: **Telamon | TRC disrupts the cycle of poverty by empowering families to overcome barriers to success.** Telamon | TRC has a vision, that of a future where families thrive and create legacies of success and well-being.

We have renewed our commitment to those we serve and share this in the form of a promise. Our promise is to be a catalyst for change, partnering with community resources to build on the strengths of the individuals and families we serve to create lasting, transformative change. We are committed to communicating with respect and transparency and following through with our commitments. We value those who participate in our programs and strive to demonstrate outstanding work through the services we provide.

This promise is being lived out in the client stories included in this report. Latorya has broken barriers in three generations of her family, creating legacies of financial freedom for her mother, herself and her daughter. The first college graduate of his family, Luis lives debt-free, supports his mother, and has a stable, rewarding career. And Ashley has moved beyond her difficult past and is now a wonderful role model for her young children.

Our hardworking staff are boots-on-the-ground change agents who are integral to these life-changing transformations; you'll meet some of these committed people here, too. Working together, Telamon | TRC transforms the lives of the families we serve, improves outcomes for future generations, and strengthens our communities.

Together, we rise.

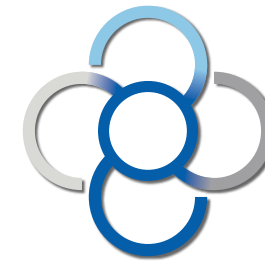
Sincerely,

Suzanne Orozco
President and CEO

Thomas Jefferson Carmon III
Chair, Governing Board

Latorya

“My dream of financial freedom has come true. And because my mindset changed, my daughter’s mindset changed. What can you do to better your life, for generations to come?”



Latorya Several years ago, Latorya attended a credit, budget, and housing workshop at Telamon. That day, she committed to breaking the cycle of poverty that had been in her family for generations.

As a single mom, Latorya was in desperate need of a change in her life. She was determined to become a better person for her daughter Kearah, who she’d had at age 18. Latorya’s mom Angela had given birth to her at age 16 and had a hard life, working in a factory and living paycheck to paycheck.

Latorya set out with the mindset: *if you want better for your daughter, you first have to be an example*. So she set out with goals. She knew she had to step out on faith and take advantage of opportunities — to go to school, get a job, and get out there.

She found Telamon. Once she started working with her coach Sally, Latorya knew she could not stay in the same cycle; she needed to turn things around. Her first step was to repair her credit. She worked three jobs to pay off her credit cards while going to school.

One of Latorya’s primary goals was to own her own house. She sacrificed time with Kearah during those hard years, but the sleepless nights and tears were worth it. It was difficult, but she had people like Sally motivating, guiding, and coaching her.

In the first months of working with Sally, Latorya not only paid off nearly \$6k of debt, increased her credit score by 68 points, and financed a car with low interest and payments — she also got a new job that increased her income, *and* opened a life insurance policy for her family.

In turn, Latorya taught Kearah about building credit and saving. At age 21, her daughter has excellent credit, enabled her to secure her first apartment on her own, and is committed to saving money. Kearah is in college with no student debt. And, Angela is no longer living in survival mode. With Latorya’s guidance and support, she is working toward purchasing her own house. She’s taken Latorya’s financial advice to heart and is creating a more stable life for herself.

Latorya works full-time in a career she loves, helping educate people about money management and guiding their paths to financial freedom. She models the most positive type of disruption, every day.

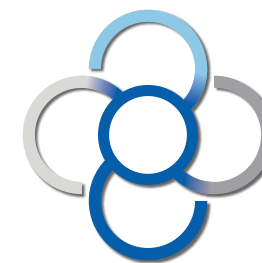


PICTURED WITH LATORYA:
Sally Rodriguez, Lead Financial Coach

Sally Rodriguez has dedicated her career to supporting families. The financial literacy courses and customized coaching services she’s provided — partnered with her depth of knowledge, kindness, and trademark optimism have helped change hundreds of lives.

Luis

“It feels good to be able to give my mom what she needs. It’s a blessing to provide for and care for her.”



Luis The story of Luis and his family is a real-life testimony of the power of education to create opportunities that disrupt poverty, and to help people to build better futures.

Agricultural workers play a vital role in supporting our economy, but their quality of life is generally not high. Many families working in agriculture struggle — financially, emotionally, and physically.

As a single mom of four children, Luis’ mom Maricela labored in tobacco and strawberry fields for years, often making less than minimum wage and working in poor conditions. She wanted more for her four children, lives with less strife and more security. Luis’ childhood was stressful. He saw that his mom — a hardworking, kind, and loving woman — wasn’t well-paid or valued. When he was 10 years old, he decided right then and there — while helping out in a peanut field — that he would not work in the fields for a living.

Telamon opened the door to opportunity for Luis and his family. His older two siblings, Felicitas and Pedro, worked with Telamon’s Workforce & Career Services program several years ago and moved into successful jobs. Watching his brother and sister achieve career success inspired Luis to seek this for himself.

Erika was the Telamon staff member who worked with Luis. She describes him as a quiet, humble, spiritual, and committed young man who knew he wanted to work in computer programming. He received financial aid, tuition support, and participated in weekly meetings during his college experience for support.

Luis was the first person in his family to graduate from college, *and* without debt. With his high GPA and BS degree, he quickly secured a full-time, high-paying job with good benefits. Within a short time, he moved into a higher position and now earns a sizable annual income. Luis is most proud of bringing his family out of financial insecurity — he and his mom no longer have to choose between buying food and paying the electric bill. Maricela has diabetes and lives with him, and Luis takes care of her medication and healthcare needs.

Luis is unstoppable, marching consistently toward positive change. He plans to pursue a master’s degree, and then a doctorate in computer science.

PICTURED WITH LUIS:

Erika Ojeda Ruiz, CWDP, Career Advisor

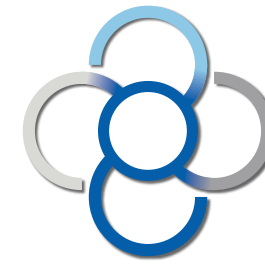
As in many Telamon success stories, there is often a backstory — the story of the staff member who works with the client. As key players in client success, the support and motivation that staff members provide is a critical component of Telamon’s program work.

Erika’s mom learned about Telamon’s programs for children of agricultural workers and enrolled her just as soon as she was eligible. Erika has been with Telamon ever since — first as a youth participant in Telamon’s Workforce & Career Services program, and now as a full-time staff member. As a former client, Erika connects immediately with her young clients, relating to their backgrounds and challenges. She strives to build relationships, trust, and to provide care for families holistically.



Ashley

“The people at Telamon Head Start constantly uplifted me, keeping me focused on doing what was best for my children.”



Ashley describes her pregnancy with her son James as the miracle that saved her life.

When she learned of her pregnancy three years ago, Ashley was struggling with drug addiction, and she immediately disclosed this to her doctor. She was offered medication to decrease the severity of her withdrawal, but she wanted to get clean altogether — a goal she accomplished thanks to her fierce determination to be there for her child. A community partner referred Ashley to Telamon after James was born, and he was soon enrolled in Head Start. Nine months later, Ashley gave birth to a daughter, Stevie, who also attended Head Start.

As a single mother in the early stages of recovery with limited family support, Ashley leaned on Telamon program staff. She worked closely with Lisa and Katina at the center, who describe her as a gentle, soft-spoken, caring spirit. As a new parent, Ashley was timid and unsure, lacking confidence in both parenting and life skills.

Her insecurity didn't last long. Ashley was relentless in her pursuit of knowledge, embracing all resources offered and becoming very involved in the Head Start community of parents supporting one another. She worked hard to deal with the trauma and abuse of her past, including making peace with old relationships. She set goals and competently marched in the direction of achieving them — including becoming a certified peer support counselor so that she might help others struggling with addiction. Ashley's newfound sense of confidence, inner strength, and the skills she gained set her free.

She knew that Lisa and Katina believed in her — and she beams when she talks about the positive impact they have had in her life. Over the past three years, Ashley has made tremendous progress in her personal journey. The kindness, and support provided by her Telamon team have been an integral part of her growth.

And she continues to grow, striving to be the best mother — and person — she can be. Because her work situation and childcare needs changed, James and Stevie no longer attend Head Start, but Ashley carries the formative experience of those early years with her every day. She still sends pictures of her kids to Lisa and Katina.

PICTURED WITH ASHLEY:

Lisa Bryan, BSW

Center Director, Telamon Early Head Start; Elizabethtown, TN

“We're educators, and connectors. Often, people know what they want, but aren't sure how to get to there. Telamon shows people their options. Some get stuck, but with direction and some help, they often get there. It's still up to them, but we are here to lead the way and help our clients feel supported. We are here because we love this community. It is a joy to watch the stories of families unfold...they're beautiful.”

Katina Rose

Family Services Specialist

“It has always been my hope to use my education to support the community. I love getting parents together to form their own village. Meeting them where they are and watching them grow is so rewarding.”



At-A-Glance 2023

Total number of customers served: **22,228**



EARLY CHILDHOOD & FAMILY SUPPORT **8,460** GA, IN, MI, NC, & TN

Comprehensive early childhood services are provided to eligible children and families, including migrant and seasonal agricultural workers families via Head Start Centers and home-based services. Early Childhood & Family Support programs are focused on preparing young children for school and strengthening families through education and family support services. Our services are augmented by collaborations with local community agencies and partners.



WORKFORCE & CAREER SERVICES **7,415** AL, DE, GA, IN, MD, MI, NC, SC, VA, & WV

Our Workforce & Career Services encompass a broad array of customized work readiness and job skill training programs, focusing on helping agricultural workers and youth who seek to build skills and career prospects. Work readiness and job skill development is often supplemented by language services (ESL), educational support (GED) and includes one-on-one counseling, group workshops and supportive services.



HOUSING & FINANCIAL EMPOWERMENT **6,353** DE, GA, IN, MD, MI, NC, SC, VA, & WV

Telamon | TRC Housing & Financial Empowerment programs help customers build financial security through education and to secure affordable, revitalized and safe housing options. We offer a variety of Housing & Financial Empowerment workshops and customized services, specializing in: financial management and budget counseling, credit education, pre-purchase homebuyer programs, rental education and counseling, foreclosure prevention and loss mitigation services, and personal financial coaching.

Programs & Services

EARLY CHILDHOOD & FAMILY SUPPORT

- Center-based Head Start & Early Head Start
- Child Care Partnerships
- Disability Services
- Financial Literacy Services
- Home-based Early Head Start
- Health, Mental Health & Nutrition Services
- Migrant & Seasonal Head Start
- Parent, Family & Community Engagement
- Transportation
- Volunteer Initiatives

WORKFORCE & CAREER SERVICES

- Adults & Youth
- English as a Second Language
- Career Path Development
- Case Management
- Migrant & Seasonal Agricultural Worker Program
- Job Retention
- On-the-Job Training
- Pesticide & Safety Training
- Positive Youth Development
- School-to-Career Programs
- STEM Experiences for Youth
- Supportive Services
- Work-based Learning Experiences
- Youth Development & Training

HOUSING & FINANCIAL EMPOWERMENT

- Fair Housing Education & Counseling
- Financial Coaching
- Home Purchase Counseling
- Homebuyer Education Programs
- Housing Rehabilitation
- Loss Mitigation & Foreclosure Prevention Counseling
- Money Management & Credit Counseling
- Mortgage & Foreclosure Assistance
- Rental Education & Counseling
- Services for the Homeless
- Services for Veterans
- Transitional & Supportive Housing

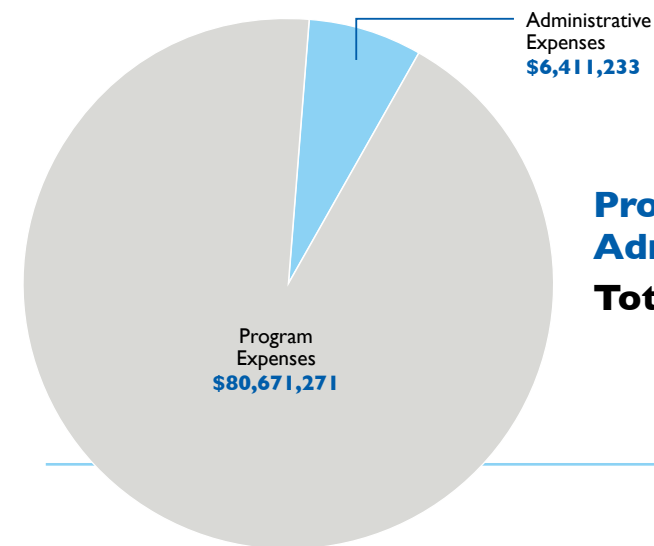
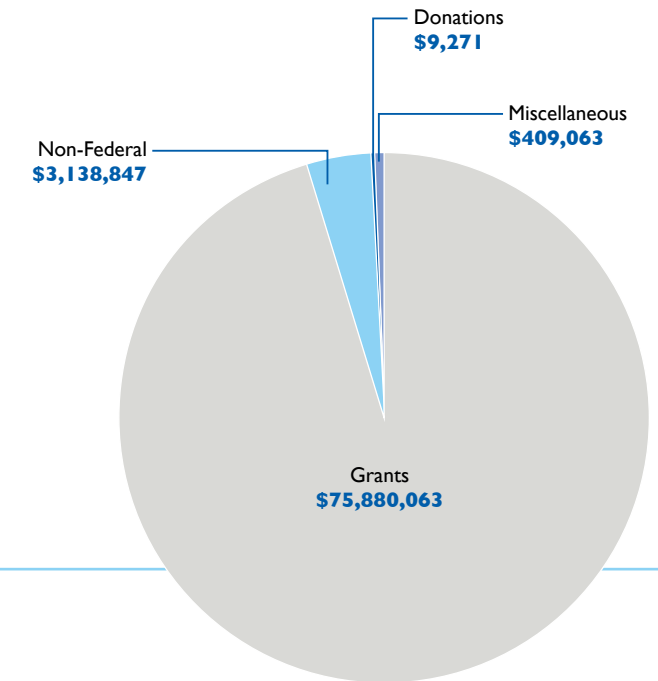
Not all programs and services are available in every state. For more information, please visit www.telamon.org or www.transitionresources.org.

TELAMON | TRC

Financial Report 2023

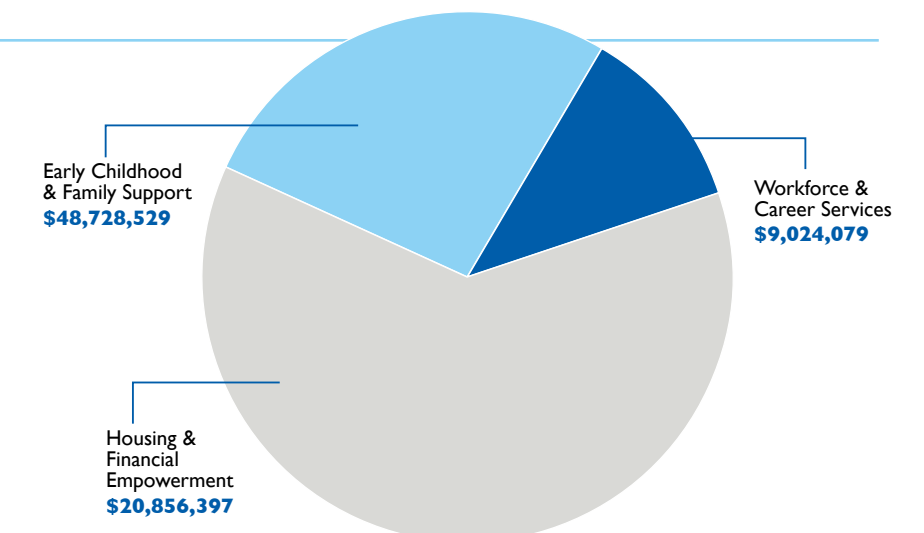
Support & Revenue Total \$79,437,244

Grants.....	\$75,880,063
Non-Federal	\$3,138,847
Donations.....	\$9,271
Miscellaneous Revenue	\$409,063
Total Support & Revenue.....	\$79,437,244



Program vs. Administrative Expenses Total \$87,082,504

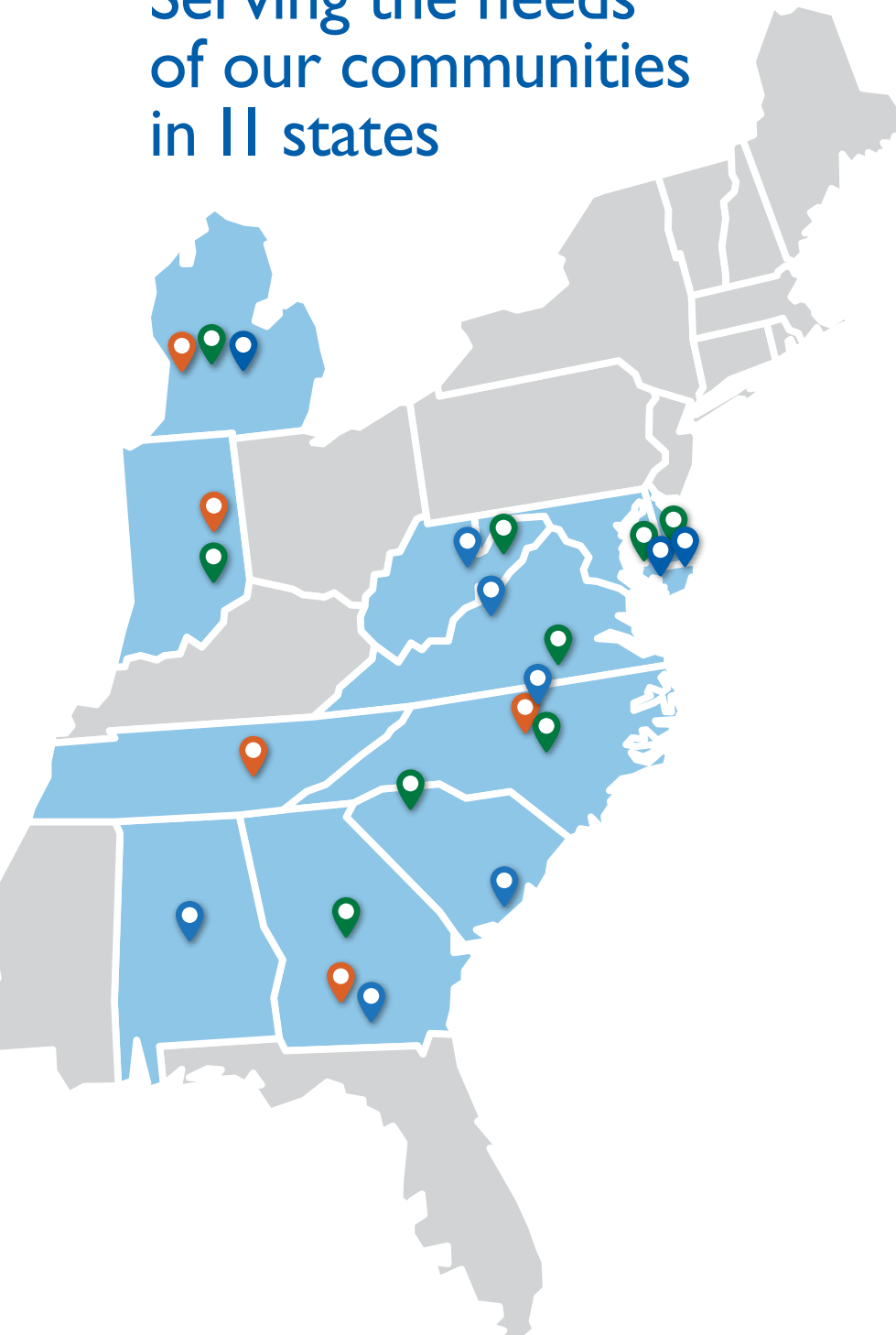
Expenses by Program Area Total \$78,609,005



For Telamon | TRC's full financial report, please visit www.guidestar.org

TELAMON | TRC

Serving the needs of our communities in 11 states



-  Early Childhood & Family Support
-  Workforce & Career Services
-  Housing & Financial Empowerment

CORPORATE OFFICE

Headquarters
5560 Munford Road, Suite 201
Raleigh, NC 27612
919-851-7611

WHERE WE ARE LOCATED

Alabama

WCS Birmingham, Dothan, Mobile

Delaware

HFE Georgetown
WCS Georgetown

Georgia

ECFS Norman Park, Glennville, Lyons, Macon, Douglas
WCS Valdosta, Tifton, Douglas, Vidalia
HFE Macon

Indiana

ECFS Muncie, Anderson, Pendleton
HFE Indianapolis, Pendleton

Maryland

WCS Salisbury
HFE Salisbury

Michigan

ECFS Pullman, Sodus, Watervliet, Kent City, Bear Lake, Hart, New Era, Conklin, Decatur, Hartford, Lansing
WCS Sparta, Hart, Holland, Paw Paw, Lansing
HFE Paw Paw, Holland

North Carolina

ECFS Yanceyville, Siler City, Clinton, Newton Grove, Dunn, Roseboro, Raleigh, Knightdale, Cary
WCS Reidsville, Whiteville, Clayton, Clinton, Wilson, Raleigh, Winston Salem, Lumberton, Greenville
HFE Raleigh

South Carolina

WCS Johns Island, Florence, Greenville, Sumter, Kingstree, Columbia
HFE Spartanburg

Tennessee

ECFS Pikeville, Elizabethton, Newport, Bulls Gap, Unicoi, Knoxville

Virginia

WCS Onley, Harrisonburg, Warsaw, Danville, Salisbury
HFE Danville

West Virginia

WCS Moorefield
HFE Martinsburg



www.telamon.org | www.transitionresources.org

To find a location near you, visit
www.telamon.org/where-we-work