



**60 YEARS:**  
Honoring Our Legacy,  
Inspiring the Future

# 60 YEARS: HONORING OUR LEGACY, INSPIRING THE FUTURE



Suzanne Orozco,  
President and CEO

Thomas Jefferson  
Carmon III,  
Chair, Governing Board

What an honor it is to lead an agency with a 60-year legacy! Telamon | TRC began in 1965 as part of the North Carolina Council of Churches. Throughout our 60th anniversary year we have been looking back to honor the legacy of community impact and to use that to frame our steps forward. In researching our amazing past, it is clear how history has a tendency to repeat itself. In 1980, during the Reagan administration, the organization lost half of its funding while that Administration decided instead of supporting poverty programs, it was better for individuals to pick themselves up by their bootstraps. At that time, the Board had to make decisions about how to continue. Early in 2025, an Executive Order signed by the current Administration would have paused funding of federal grant programs. That action forced us, like our predecessors in 1980, to consider how to move forward without federal funding. Fortunately, that

pause on funding was rescinded. But it left us more concerned than ever about streamlining programming and diversifying funding.

Our history has many examples of creative service delivery, things like mobile learning labs, a residential training center, standing up against hate crimes, delivering services in fields and camps. During this year we have found ways to continue our mission while working around edicts to remove language referencing diversity, equity and inclusion, justifying what we do to draw down funds, navigating the federal staffing cuts, and supporting families who are increasingly targeted by immigration.

Throughout all this uncertainty, we have dedicated staff who demonstrate commitment to our mission, the names of which are included on the back cover of this report. The work we do embeds sixty years of lessons in providing services and it is only right that this same work helps families break the cycle of poverty and begin building a legacy of success of their own.

I want to thank our employees, volunteers, sponsors and Governing Board members for their unwavering support throughout the years. And I want to give a shout-out to all of the community members who performed Acts of Service in support of our mission this year as part of our anniversary celebration. I hope that we can continue to disrupt poverty for years to come!

Sincerely,

Suzanne Orozco  
President and CEO

Thomas Jefferson Carmon III  
Chair, Governing Board

# OUR MISSION:

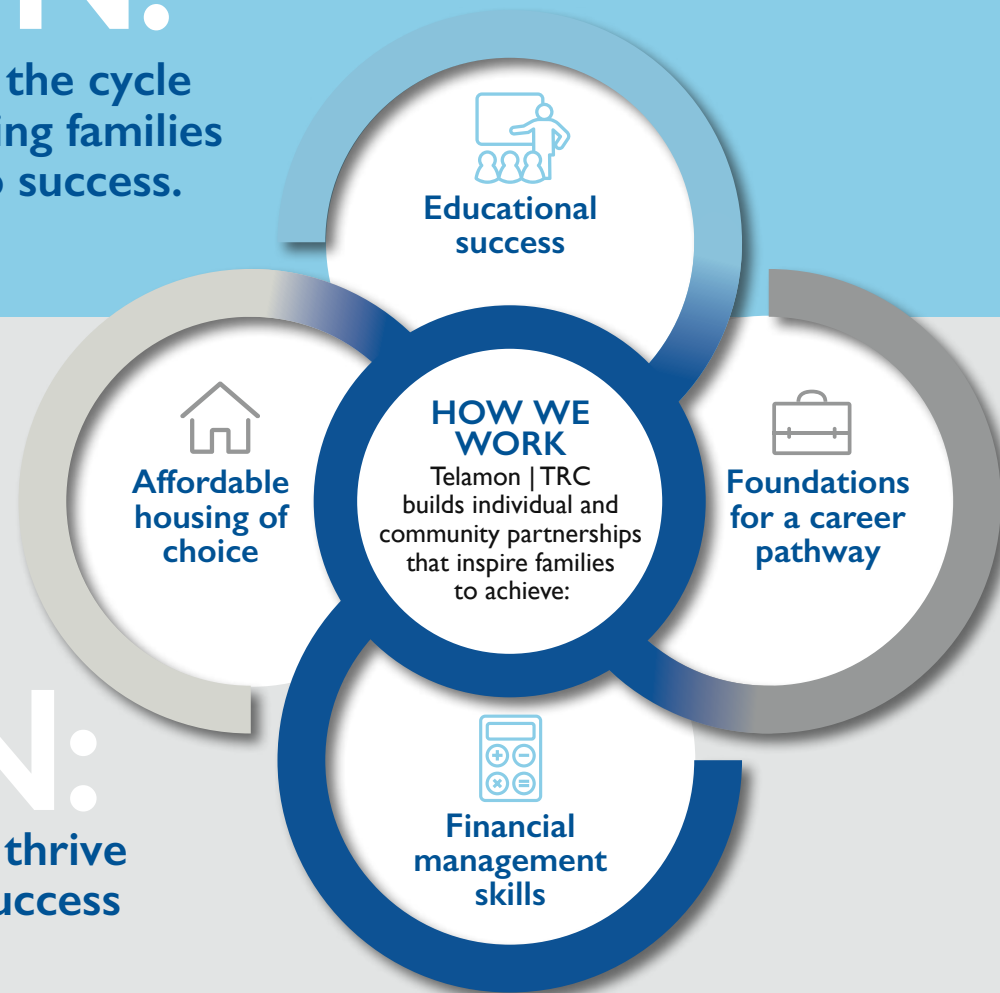
Telamon | TRC disrupts the cycle of poverty by empowering families to overcome barriers to success.

# OUR VISION:

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

# OUR PROMISE:

Telamon | TRC is committed to embracing and nurturing a collaborative work environment. 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.



President Lyndon B. Johnson signing the Voting Rights Act into law in Washington, D.C., on August 6, 1965



Telamon support



Telamon TN staff provide relief after Hurricane Helene devastated East Tennessee in 2024

## 1965

Amid the civil rights movement and the War on Poverty, the North Carolina Council of Churches received its first federal Office of Economic Opportunity grant to launch the Migrant Project.

## 1984

We adopt the name Telamon, from the Greek term meaning “column of support” shaped like a human — reflecting the strength, resilience, and the role of community in lifting one another.

## Present Day

The collaboration between our teams and the communities they support has been inspiring. Working collaboratively is a long-standing pillar of Telamon|TRC and is embedded in our Core Values.

# WHO WE ARE

**FOUNDED IN 1965 • SERVING 10 STATES • EVOLVING TO MEET COMMUNITY NEEDS**

The history of Telamon | TRC is rooted in a pivotal moment of social action — one defined by courage, collaboration, and an unwavering belief in dignity and opportunity for all.

Our origins trace back to the North Carolina Council of Churches, founded in 1935 as one of the nation’s first interracial coalitions of faith-based leaders working together as equals. At a time when such collaboration carried real risk, the Council asserted that faith demanded civic responsibility. It advocated for equality, workers’ rights, and social justice, laying a foundation of moral courage that would later shape Telamon | TRC.

As the civil rights movement and the War on Poverty reshaped the national landscape in the 1960s, the urgent needs of rural communities, particularly migrant and seasonal farmworker families, could no longer be ignored. In 1965, the Council received its first federal Office of Economic Opportunity grant to launch the Migrant Project, serving rural families in four North Carolina counties who faced unstable wages, unsafe housing, and limited access to basic services.

What began as a church-led initiative soon grew into a dedicated service organization. In 1972, the Migrant and

Seasonal Farmworkers Association was incorporated as an independent nonprofit, allowing the mission to expand while maintaining church–state separation. Over time, services reached families across as many as 12 states.

In 1984, amid major federal funding shifts, the organization adopted the name Telamon, from the Greek word meaning a column of support shaped like a human figure. The name reflects strength, resilience, and the role of community in lifting one another. In Indiana, where the name Telamon was already in use, the organization operates as TRC (Transition Resources Corporation). Together, we are known today as Telamon | TRC.

Sixty years later, our mission endures: to disrupt the cycle of poverty by empowering families to overcome barriers to success. While community needs have evolved, our commitment has not. Through direct services and strong partnerships, we walk alongside families as they pursue education, financial stability, meaningful employment, quality childcare, and safe, affordable housing across 10 states.

**At Telamon | TRC, we don’t just imagine a brighter future — we help families create it.**

# 60 YEARS OF IMPACT

## HONORING OUR LEGACY, INSPIRING THE FUTURE

For six decades, Telamon | TRC has evolved alongside the communities we serve — responding to changing needs while remaining grounded in a singular purpose: empowering families to overcome barriers and build lasting stability. What began as a modest, church-led initiative in rural North Carolina has grown into a multi-state organization with national reach, trusted partnerships, and a proven record of impact.



### 1960s–1970s

#### A Mission Is Born

##### Responding to Urgent Need

In 1965, amid the civil rights movement and the War on Poverty, the Migrant Project of the North Carolina Council of Churches received federal funding to address the unmet needs of migrant and seasonal farmworkers. Early services included sanitation education, childcare, housing support, rest stop development, and summer school programs — meeting families where they were, at a moment when few others would.

By 1972, the initiative formally incorporated as the Migrant and Seasonal Farmworkers Association (MSFA), governed in large part by farmworkers themselves — an early example of community-centered leadership and systems-level advocacy.

*“From the beginning, our work was about dignity — recognizing the humanity and strength of the families we served.”*

— Longtime staff member, Jennifer S.



“We’ll See That Day Come ‘Round”

### 1980s

#### Expanding Reach and Identity Strengthening Infrastructure and Scale

As services expanded across the East Coast and into the Midwest, Telamon deepened its role in employment and early childhood programs. Migrant Head Start services launched in multiple states, including Georgia, Delaware, and North Carolina.

In 1984, the organization adopted the name Telamon, symbolizing a “column of support” — a reflection of its growing role as a stabilizing force for families facing economic uncertainty. In Indiana, the organization incorporated as Transition Resources Corporation (TRC) to establish a distinct identity while carrying forward the same mission.



### 1990s

#### Investing in Children and Families

##### Early Learning as a Pathway to Opportunity

Throughout the 1990s, Telamon | TRC expanded Migrant and traditional Head Start services, serving thousands of children across multiple states. By 1996, more than 2,200 children were enrolled in Telamon-operated Head Start programs in five states, demonstrating a strong commitment to early learning as a foundation for long-term success.

Geographic growth continued, with Tennessee becoming the tenth state served, and Michigan emerging as a key hub for both child and adult farmworker services.

### 2000s

#### Workforce Innovation and Systems Impact

##### Preparing Families for Economic Mobility

Entering the new millennium, Telamon | TRC broadened its focus to include workforce development for youth and adults. Through Workforce Investment Act initiatives and National Farmworker Jobs Program grants, the organization supported farmworker youth ages 14–21 and adults seeking education, training, and career advancement.

In 2009, Telamon | TRC achieved Multi-State Organization certification from the U.S. Department of Housing and Urban Development, enabling the expansion of housing counseling and foreclosure prevention services across nine states, addressing housing instability at both the family and systems level.

*“Telamon helped pay for my trade classes and that was a huge relief. They didn’t just help me find a job, they helped me believe I could build a future.”*

— John L. Program participant



### 2010s

#### Innovation, Partnerships, and Growth

##### Meeting Families Where They Are

The 2010s marked a period of significant growth and innovation. Telamon | TRC expanded Early Head Start through home-based services, family literacy initiatives, and Early Learning Mentor Projects. In 2015, Telamon and TRC were awarded four Early Head Start — Child Care Partnership grants, expanding access to high-quality care for more than 322 infants and toddlers across four states.

This decade also underscored the power of community support. In 2011 alone, volunteers and donors contributed the equivalent of \$7 million in time, facilities, and services, an extraordinary demonstration of shared commitment.

## Today & Beyond: Inspiring the Future

Today, Telamon | TRC serves families across 10 states, offering integrated services that address education, career pathways, housing stability, financial confidence, and early childhood care. With deep expertise and trusted partnerships, we continue to adapt — responding to emerging challenges while remaining rooted in the belief that every family deserves opportunity.

As we celebrate 60 years of impact, we look ahead with purpose — committed to empowering communities in new ways and strengthening systems that support families for generations to come.



*“Telamon has always grown with intention — never losing sight of why they exist or who they serve. Everyone is on the same team.”*

— Enrique S.  
Rouge River Farms  
Community partner and  
nominated for the AFOP  
Employer Excellence Award

# TELAMON | TRC IMPACT AT A GLANCE 2025

SERVED **10,293** PEOPLE ACROSS **50** COMMUNITIES



## EARLY CHILDHOOD & FAMILY SUPPORT

GA, IN, MI, NC, & TN

**3,103**

Comprehensive early childhood services are provided to eligible children and 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.



## HOUSING & FINANCIAL EMPOWERMENT

DE, GA, IN, MD, MI, NC, SC, VA, WV & TN

**4,271**

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.



## WORKFORCE & CAREER SERVICES

DE, MD, VA, & WV

**2,919**

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

# TELAMON | TRC PROGRAM HIGHLIGHTS



Numbers help us measure our reach, but they don't capture the courage it takes to ask for help, the relief of finding stability, or the pride that comes with a new opportunity.

In 2025, 10,293 people across 10 states in 50 communities turned to Telamon | TRC during moments of transition, uncertainty, and hope. Each number represents a person navigating real challenges, parents striving to give their children a strong start, families working to stabilize housing and finances, and individuals building skills for meaningful, sustainable careers.

Behind the data are families supported through Early Childhood and Family Services, parents gaining confidence and stability through Housing and Financial Empowerment, and workers opening doors to new futures through Workforce and Career Services. These outcomes are not isolated successes — they are connected steps along a larger journey toward long-term security and generational change.

The stories that follow offer a closer look at what these numbers truly mean. They show how support becomes momentum, how partnership progresses, and how opportunity becomes lasting impact.

# HONORING OUR LEGACY, INSPIRING THE FUTURE: STORIES OF LONG-TERM IMPACT



**Juan Garcia grew up in Moultrie, Georgia**, watching his parents work tirelessly as farmworkers. Every summer, his family traveled to Immokalee, Florida, to harvest tomatoes under the hot sun. These early years taught Juan the value of perseverance and the importance of family support. His parents believed in the power of education and worked hard so that Juan and his brother could have better opportunities.

In 2008, Juan and his brother joined Telamon | TRC's Migrant Head Start program at the Norman Park Center in Georgia. For their parents, this program was more than just childcare — it was a lifeline. It gave them peace of mind knowing their children were safe, learning, and growing in a positive environment.

The support Juan received from Telamon | TRC helped him build a strong educational foundation and gain the confidence to pursue bigger dreams. As he grew older, Juan returned to Telamon programs, participating in the National Farmworker Jobs Program (NFJP). Through NFJP, Juan received career counseling, job readiness training, and financial support for college expenses. He also benefited from mentorship and internship opportunities, which helped him gain valuable work experience and expand his professional network. This opened doors for him to continue his education and develop professional skills.

Today, Juan is a student at Valdosta State University, working toward a degree in Interpersonal Communication and a minor in Sociology. He has taken on leadership and advocacy roles, supporting organizations like the United Farm Workers, the Latino Community Fund, and Student Action with Farmworkers. Juan also serves in student government and helps nonprofit groups communicate vital resources to agricultural workers across the Southeast. Recently, Juan completed an internship with the National Migrant and Seasonal Head Start Association in Washington, DC, where he contributed to policy discussions that impact communities like his own.

Juan's journey, from the fields of Immokalee to the halls of leadership, shows the lasting impact of early support and educational opportunities. Telamon | TRC gave his family hope for a brighter future, and Juan has turned that hope into real progress. He continues to give back, helping others find their own path forward.

Stories like Juan's are possible because of your support. By investing in Telamon | TRC, you help children thrive today and become leaders tomorrow. Juan's experience is proof that a strong foundation and community support can build success that lasts for generations.

*“I may still be exploring what path to take professionally,” Juan says, “but I know with certainty that my purpose lies in creating space for those who are often left out of the conversation.”*

— Juan Garcia

JUAN

**Freddy Figueroa Orengo didn't just come to the United States looking for work**, he came to build a future that would last.

When he arrived in the Shenandoah Valley of Virginia in 2005, he carried with him something deeply personal: a dream shaped in his childhood in Puerto Rico, where he watched his father run an auto mechanic shop. That dream stayed with him, even as he spent long days working in the fields at Shenandoah Growers, doing whatever it took to provide for his family.

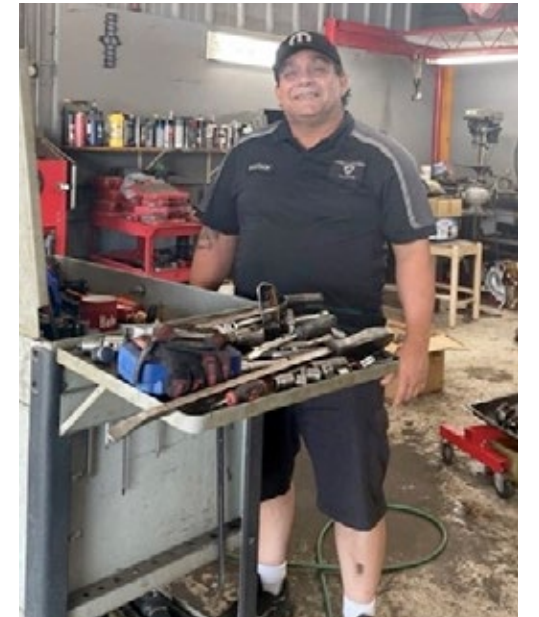
For years, the vision of owning a shop of his own felt out of reach, but that began to change when Freddy connected with Telamon | TRC.

Through Workforce and Career Services, Freddy found more than a program; he found a pathway. He enrolled in English Speakers of Other Languages (ESOL) classes at James Madison University, building the language skills he needed to navigate business ownership. He participated in entrepreneurial training, learning how to turn an idea into something sustainable. Step by step, he gained not only knowledge, but confidence. Telamon's Workforce and Careers Services introduced Freddy to local resources and training programs that matched his aspirations. Telamon | TRC provided personalized guidance and encouragement, helping him overcome challenges and move closer to his goals.

What once felt distant started to feel possible. In 2016, Freddy opened Freddy Auto Service in Harrisonburg, Virginia. It wasn't an overnight success. He built it the way he built everything in his life — with consistency, care, and pride in his work. Over time, his shop became known for honesty and quality. By 2024, it had earned a 5-star reputation, providing stability for his family and something even more meaningful: ownership over his future.

But Freddy's story doesn't stop with his own success. Today, the impact of that journey continues to grow. Freddy still runs his business, but he also maintains his father's shop in Puerto Rico — honoring the legacy that first inspired him. And when Telamon | TRC approached him about hosting a Work Experience (WEX) participant, he didn't hesitate. He said yes! In welcoming a young trainee, Jesus, into his shop, Freddy became something he once needed himself — a mentor. He teaches not just technical skills, but what it means to stay committed, to build something over time, and to believe that a different future is possible. That moment — standing in his own shop, mentoring the next generation — captures the true impact of Freddy's journey. It's not just about one business. It's about a cycle being changed.

With the right support at the right time, Freddy moved from uncertainty to stability, from worker to owner, from participant to mentor. And now, his story is creating new opportunities for others to follow. This is what long-term impact looks like — when one person's progress becomes a pathway for many.



*At Freddy's Auto Service, every repaired car carries a bigger message: “This shop is more than my dream, it's my father's legacy, my family's future, and now a place where others can learn and grow.”*

— Freddy Figueroa Orengo

FREDDY

# TELAMON | TRC FINANCIAL REPORT 2025

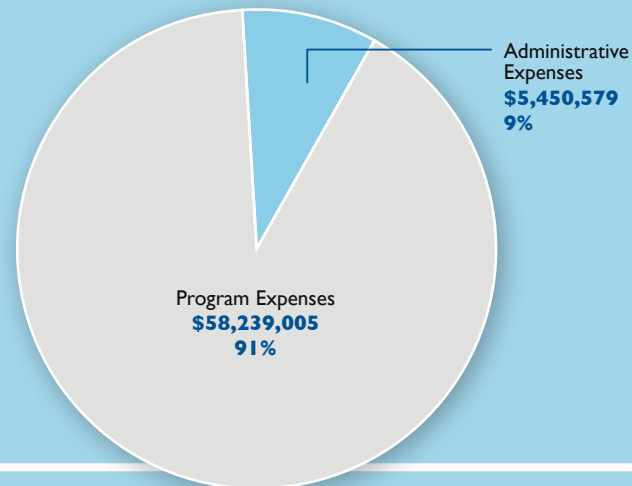
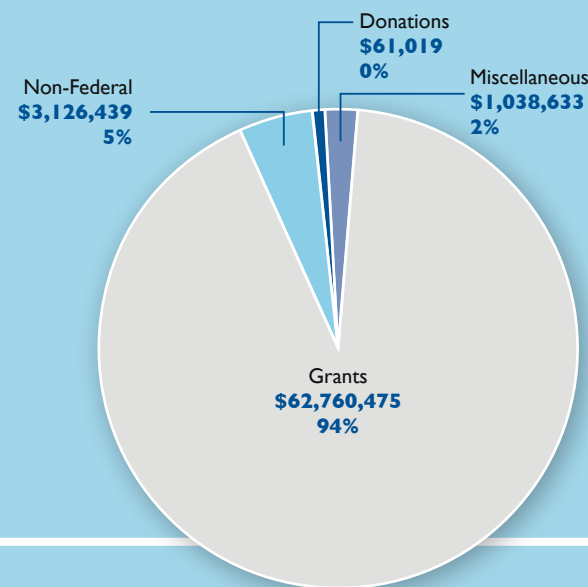
## STEWARDSHIP & ACCOUNTABILITY

Telamon | TRC is committed to responsible stewardship and transparent financial management. Guided by board oversight and strong internal controls, we direct resources where they have the greatest impact — supporting families, strengthening programs, and meeting rigorous federal and state compliance standards. Our disciplined approach ensures efficiency, accountability, and long-term sustainability in service of our mission.

### Support & Revenue

**Total \$66,986,566**

Grants.....	\$62,760,475
Non-Federal.....	\$3,126,439
Donations.....	\$61,019
Miscellaneous Revenue.....	\$1,038,633
<b>Total.....</b>	<b>\$66,986,566</b>



### Program vs. Administrative Expenses

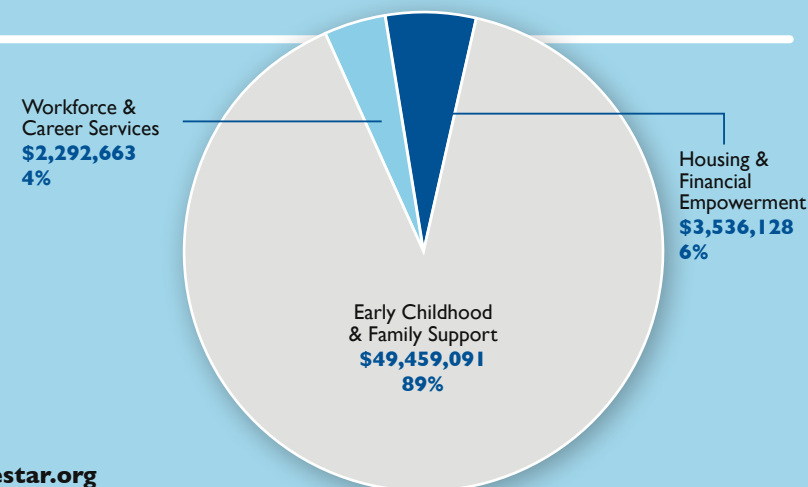
**Total \$63,689,584**

Administrative Expenses.....	\$5,450,579
Program Expenses.....	\$58,239,005
<b>Total.....</b>	<b>\$63,689,584</b>

### Expenses by Program Area

**Total \$55,287,882**

ECFS.....	\$49,459,091
WCS.....	\$2,292,663
HFE.....	\$3,536,128
<b>Total.....</b>	<b>\$55,287,882</b>



Audited or reviewed financials available upon request

For Telamon-TRC's full financial report, please visit [www.guidestar.org](http://www.guidestar.org)

# LOOKING AHEAD: THE FUTURE OF TELAMON | TRC

As Telamon | TRC looks toward the future, our focus is clear: strengthening the foundations that allow families to thrive — education, meaningful work, safe housing, and financial confidence. These pillars are deeply connected, and progress in one creates momentum across all.

We know that education, beginning in early childhood, shapes a child's lifelong opportunities, shielding them from hardship and opening doors to college, careers, and economic stability. We will continue expanding access to high-quality early learning and family supports that set children on a path toward success from the very start.

For youth and adults, education and career training are gateways to living-wage employment and long-term mobility. By partnering with employers, community colleges, and workforce systems, we will help individuals discover their strengths, earn credentials, overcome barriers, and build careers that sustain their families and futures.

We also recognize that housing stability is essential to everything else. A safe, affordable home reduces stress, supports health, and allows families to focus on growth rather than survival. Through housing counseling, resource navigation, and long-term coaching, we will continue helping families secure and sustain stable housing, turning shelter into a platform for opportunity.

Across all our work, financial literacy remains a powerful thread, transforming how families plan, save, build credit, and navigate economic systems. When people understand how money works, they gain confidence, resilience, and the ability to break cycles of hardship for generations to come.

The challenges families face are complex, but the solutions are within reach when communities stand together. As we enter our next chapter, Telamon | TRC remains committed to walking alongside families, listening, adapting, and investing in what works — to help build a future defined not by barriers, but by possibility.



## INVESTING IN THE NEXT 60 YEARS

### YOUR INVESTMENT, THEIR FUTURE

For 60 years, Telamon | TRC has helped families move from crisis to stability — and from stability to opportunity.

As community needs continue to grow, so does our responsibility to innovate, expand, and respond with compassion and effectiveness. Your support ensures that families across our service areas have access to the tools, coaching, and resources they need to thrive.

Together, we can build the next chapter of opportunity.

- Make a gift
- Become a monthly supporter
- Explore legacy and planned giving
- Partner with us as a corporate or foundation supporter

**DONATE  
ONLINE**





# LOOKING FORWARD WITH GRATITUDE

## Honoring Our Shared Journey and Future Together

As we close this chapter and look toward the future, we do so with deep gratitude. To the families who place their trust in us, the staff who lead with compassion and dedication, the partners who walk beside us, and the donors and sponsors who invest in possibility - thank you.

For 60 years, your belief in the power of community has made progress possible and hope tangible. Together, we have built a legacy of impact — and together, we will continue shaping a future where opportunity is within reach for all.

