

2024-2025 ANNUAL REPORT



TELAMON NORTH CAROLINA HEAD START PROGRAMS

The Telamon|TRC Head Start program's annual report is shared with the public to promote transparency and accountability. Electronic copies are posted on the organization's website and the program's internal SharePoint site, and programs may print copies to distribute to staff, community partners, and parents. The report is also presented at Policy Council and Governing Board meetings. This approach ensures that families, stakeholders, and the broader community are informed about the program's performance, financials, and overall impact.

Our Team

Our Mission

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


Affordable
housing of
choice


Educational
success


Foundations
for a career
pathway


Financial
management
skills

HOW WE WORK

Telamon | TRC builds individual and community partnerships that inspire families to achieve:

Our Commitment to Safety

We believe every child has the right to be safe.

- We commit to protecting the safety of all children enrolled in our program.
- We will not tolerate the mistreatment or abuse of any child in our program.
- We commit to speaking up if we believe anyone is violating our code of ethics, standards of conduct, Telamon/TRC policies, the law or has questions or concern about a child's safety and well-being.

Whom We Help

Telamon North Carolina Head Start programs provide services to children with a focus on language, literacy, social-emotional development, cognitive skills, and fine and gross motor development for school readiness. We believe parents are the first and most important teachers of their children. Our educators work closely with parents, teaching them to observe their children to understand their development. We strive, in partnership with parents and the community, to prepare every child for kindergarten and build a foundation for lifelong success.

Telamon NC Head Start programs offer center-based and home-based options to families. Our Head Start programs include preschool, primarily serving 3- and 4-year-old children, and our Early Head Start program include infants, toddlers and pregnant women. Telamon North Carolina Head Start program services are delivered in Wake, Chatham, Caswell and Sampson counties of North Carolina, funded to serve 584 children in the Head Start program and 311 children in the Early Head Start program.

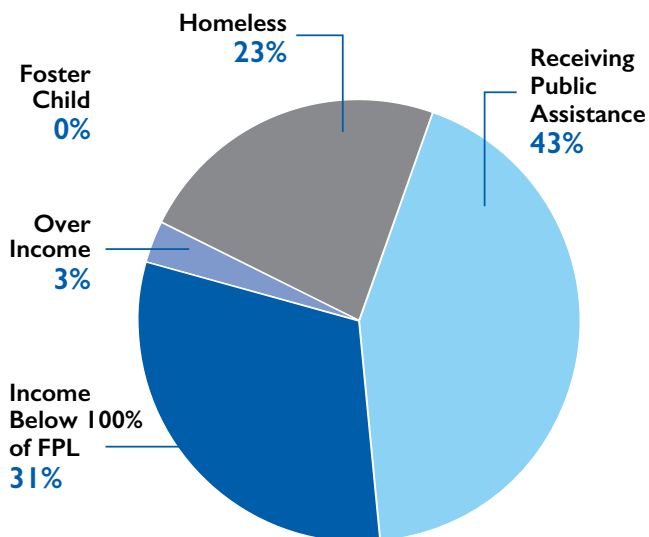
	Total # of	Children Served	Families Served	Parent Volunteers
Head Start	Home-based	28	22	622
	Center-based	610	580	
Early Head Start	Home-based	85	91	274
	Pregnant Women	0	6	
	Center-based	381	286	

		Avg. Monthly Enrollment as % of Funded Enrollment	% Served Below 100% of Federal Poverty Guideline
Head Start	Center-based	86%	31%
	Home-based	72%	
Early Head Start	Center-based	96%	14%
	Home-based	92%	
	Pregnant Women	19%	

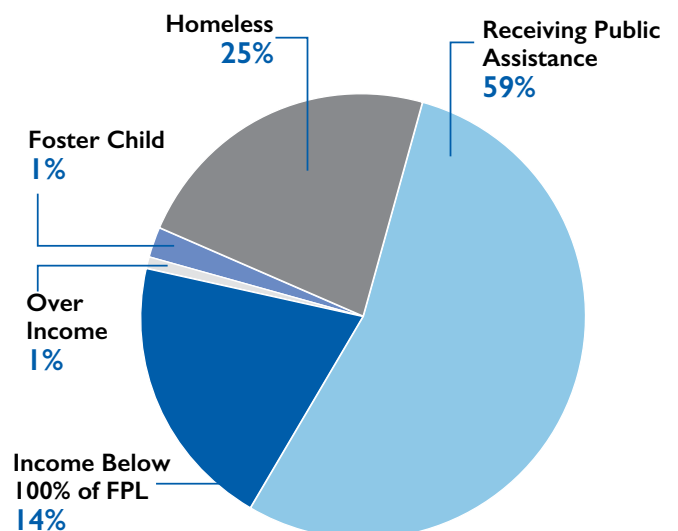
Enrollment By Eligibility



Head Start



Early Head Start



What We Believe

GUIDING PRINCIPLES

- **Each child is unique** and can succeed.
- **Learning occurs** within the context of relationships.
- **Parents are children's first** and most important caregivers.
- **Children learn best** when they are emotionally and physically safe and secure.
- **Children learn many concepts** and skills at the same time.
- **Teaching must be intentional** and focused on how children learn and grow.
- **Every child has strengths** rooted in their culture, background, language, and beliefs.



Success Story

Family Success Story: A Journey of Hope and Empowerment

In the heart of summer 2024, Nicoyia, a devoted mother living in North Carolina, stood at a crossroads. Her acceptance into the Advanced Standing Program for a Master's in Social Work was a dream realized, yet the excitement was shadowed by anxiety. "I wanted so much for my son and myself, but the path felt overwhelming," she recalls. Nicoyia faced the daunting task of balancing rigorous academics, household expenses, and the constant demands of motherhood. The uncertainty was heavy, and her greatest concern was finding reliable childcare and meaningful work that aligned with her career ambitions, all while nurturing her family's well-being.

The turning point came unexpectedly on her son's birthday, March 17, 2024. Nicoyia received a life-changing call from Ms. Ana Nieves Baez at Telamon, offering a coveted childcare slot for her son. The relief was immediate and profound. "It was as if everything I had prayed for was finally happening," Nicoyia shares. The Telamon team didn't stop there; they also supported her professional journey by connecting her with a job opportunity within the organization. With their guidance, Nicoyia secured a position that matched her aspirations and allowed her to grow both personally and professionally.

Since joining the Telamon program, Nicoyia's life has blossomed. She successfully completed her degree, found fulfilling employment, and participated in parent trainings that strengthened her skills and confidence. The stable foundation Telamon provided not only empowered her as a mother, but also as a future social worker dedicated to helping others. "God is with her, she will not fail," Nicoyia often says, drawing strength from faith and the support she's received. The journey has been one of

transformation, moving from uncertainty to hope, and from struggle to empowerment.

Looking ahead, Nicoyia's future shines brightly. She plans to apply for her Licensed Clinical Social Worker Associate (LCSW-A) before the end of 2025, continuing her passion for making a difference. Her commitment to her son's development and her own professional growth remains steadfast. With Telamon's continued support and her unwavering faith, Nicoyia believes the possibilities are limitless. "Thanks to Telamon, I have the confidence to pursue my dreams and build a better future for my family," she declares.



How We Make A Difference

Transforming Children's Lives Through Health & Nutrition

At Telamon | TRC NC Head Start, we are dedicated to creating meaningful, lasting change for children and families by delivering comprehensive health and nutrition services. Our commitment ensures every child receives the support they need for a healthy start and a bright educational future.

Comprehensive Health Care — Eliminating Barriers, Ensuring Access

We believe every child deserves quality health care. That's why our program offers regular health screenings, dental checkups, and vision and hearing assessments, catching concerns early and preventing future challenges. Through innovative partnerships with local providers, we bring care directly to our centers:

- Smile NC Mobile Dentists and CommWell Dental deliver on-site dental exams, fluoride treatments, x-rays, and sealants. By removing obstacles like transportation and clinic access, we ensure every child gets the care they need.
- Advanced Community Health provides on-site physicals and lead testing, detecting health risks early and connecting families without a regular doctor to ongoing support.

Our team goes beyond screenings, we help families stay up to date with health checks, immunizations, and dental care, and we guide those without a healthcare provider to local resources—including assistance with Medicaid or CHIP enrollment. When health needs are identified, our staff coordinate follow-up care, making sure no child is left behind.

Nutrition That Fuels Learning and Growth

Nourishment is at the heart of our program. We serve balanced meals and snacks that meet (and often exceed) the standards set by the Child and Adult Care Food Program (CACFP) promoting healthy eating habits that lay the groundwork for physical, cognitive, and emotional development.

Our menus reflect the diversity of our community, allowing children to savor familiar dishes and discover new flavors. Our Registered Dietitian collaborates with the health coordinator, state health specialist, food service managers, and families to instill lifelong healthy habits.

The Preschool Education in Applied Sciences (PEAS) program brings nutrition education to life in the classroom. Each month, children engage with a featured fruit or vegetable through engaging stories, hands-on activities, and simple snack-making, sparking curiosity and encouraging families to embrace healthy habits at home.

Empowering Families, Building Brighter Futures

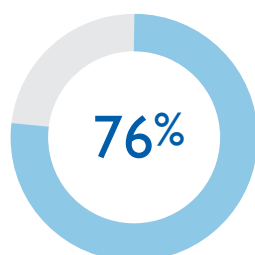
We don't just serve children, but empower entire families with education on wellness, nutrition, and preventive care, enabling them to build and maintain healthy lifestyles for life.

Our Lasting Impact

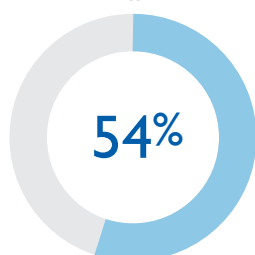
By focusing on prevention, closing gaps in care, and cultivating healthy habits, Telamon | TRC NC Head Start removes barriers to learning and lays the foundation for lifelong success. Our holistic approach promotes not only physical health but also social-emotional growth and family empowerment, helping every child reach their full potential.

HEAD START

% of Children
Received
Medical Exam

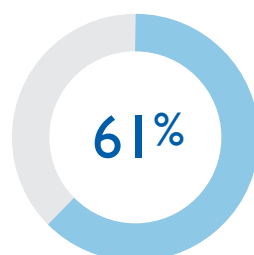


% of Children
Received Dental
Exam

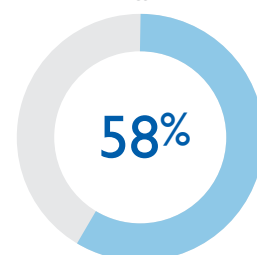


EARLY HEAD START

% of Children
Received
Medical Exam



% of Children
Received Dental
Exam



Parent Engagement

Engaging Parents: Creating Lasting Impact through Meaningful Involvement

At Telamon NC Head Start, we believe that empowering parents is essential to nurturing successful children and thriving communities. Our programs offer a robust array of engagement opportunities that invite parents to connect, learn, and lead. From joining Parent Committees and participating in Policy Council elections, to volunteering in classrooms and attending socialization events, families are encouraged to interact with staff and each other in positive, supportive environments.

Our dedicated family services team works tirelessly to show parents how their active involvement directly benefits their child's development, school readiness, health, and overall family wellbeing. We provide resources and guidance to help parents advocate for early childhood education, build leadership skills, navigate technology responsibly, and ensure a smooth transition as their child moves into kindergarten.

A cornerstone of our parent engagement is the Conscious Discipline curriculum. This highly interactive program brings parents together to share

experiences, learn from one another, and strengthen positive parenting skills. We also host a variety of special events designed to foster connections, including Muffins for Mom, Donuts for Dad, Fatherhood Engagement events, Spirit Week, Child Safety workshops, Literacy Nights, Health Fairs, and Fall Festivals. These gatherings create inclusive spaces for families to celebrate, learn, and support one another.

Parents who serve on our Policy Council extend their impact, participating in Strategic Planning sessions, contributing to our Self-Assessment process, attending Pre-Service training, joining HSAC meetings, and representing our communities at NHSA conferences. Through these leadership opportunities, parents help shape the future of our programs and ensure every child's success.

By prioritizing parent engagement, Telamon NC Head Start builds bridges between families, staff, and the broader community, removing barriers to learning and laying the foundation for lifelong achievement. We invite stakeholders and donors to partner with us in supporting these transformative programs, making a lasting difference in the lives of children and their families.



Preparing for Kindergarten

Empowering Children and Families for a Bright Start

At Telamon | TRC NC Head Start, preparing children for kindergarten goes beyond academics, it's about equipping families and educators to ensure every child's transition is successful and joyful. Our commitment to school readiness follows the proven Head Start approach, which centers on children's holistic development, family involvement, and seamless collaboration with local schools.

We actively partner with local education agencies to host kindergarten registration sessions and provide informative opportunities for parents. These events demystify the registration process and empower families with practical insights to support their child's transition. Our collaboration with the NC Pre-K program, which serves young learners in Sampson, Wake, and Chatham counties, ensures continuity of care and learning. By sharing comprehensive assessment data, including detailed transition reports from TeachingStrategies Gold, our preschool teachers give kindergarten educators a clear understanding of each child's strengths and growth areas, paving the way for personalized support from day one.

At the outset of each program year, every child receives thorough developmental and social-emotional screenings. Utilizing the ASQ-SE, ASQ-3, and Brigance tools, our

educators identify individual needs and tailor instruction to nurture growth across all domains. Children showing signs of needing additional support are promptly referred to early intervention services, demonstrating our proactive approach to student success.

As the program year draws to a close, our teachers lead the "Getting Ready for Kindergarten" study, a unique, hands-on curriculum designed to familiarize children with the kindergarten experience. Through engaging activities and open discussions, children review key skills, learn what to expect, and discover the similarities between preschool and kindergarten, easing any anxieties and building excitement for the next chapter.

Parent-teacher conferences play a pivotal role in our transition strategy. These meetings focus on each child's progress and readiness goals, equipping parents with actionable strategies to support learning at home and keeping families actively engaged in their child's educational journey. Conversations center on the transition to kindergarten, ensuring families are informed and confident as their children take this important step.

With these comprehensive, evidence-based supports, ranging from screenings and assessments to collaborative partnerships and targeted transition activities, Telamon | TRC NC Head Start ensures every child is academically, socially, and emotionally prepared for kindergarten.



School Readiness

Children are assessed in five broad areas of early learning, referred to as central domains.

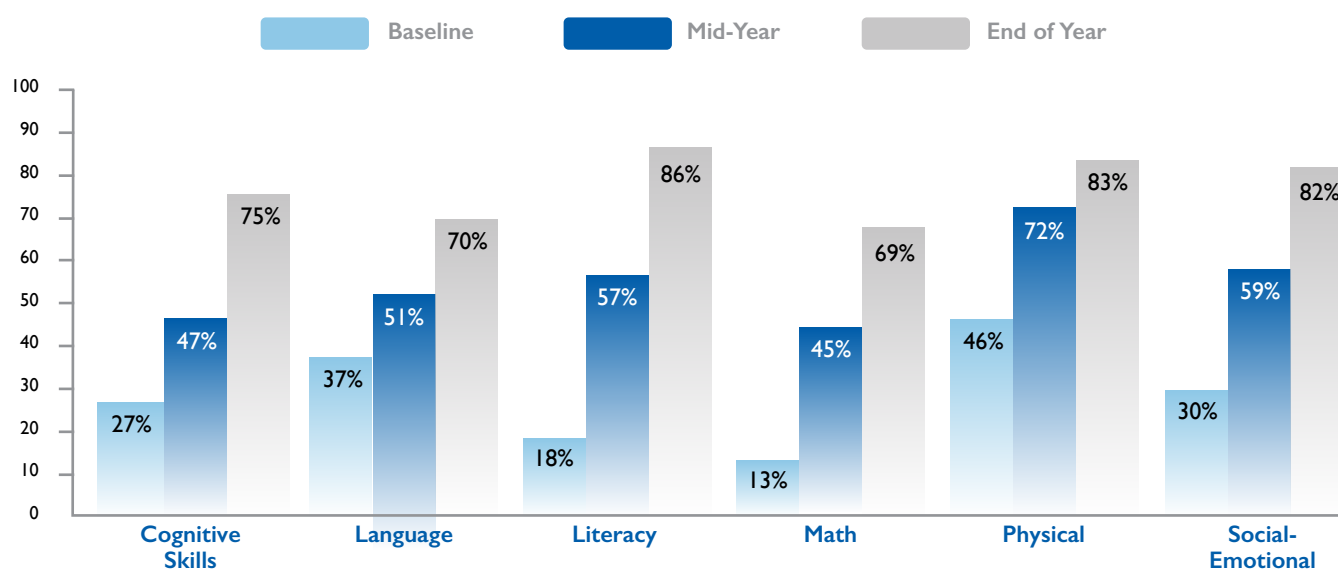
School readiness means children are prepared for school, families are prepared to support their children's learning, and schools are ready for children. Telamon | TRC views school readiness as children possessing the skills, knowledge and attitudes necessary for success in school and for later learning and life. Children are assessed in five broad areas of early learning, referred to as central domains. The domains are:

- Approaches to learning
- Social and emotional development
- Language and literacy
- Cognition – mathematics and scientific reasoning
- Perceptual, motor and physical development

Telamon | TRC measures children's progress towards school readiness three times during the school year: at the beginning to determine the developmental level of children as they begin the program, midway to determine progress, and at the end to determine how much progress children made while receiving Head Start and Early Head Start services. Telamon | TRC uses the information to individualize teaching strategies for children and to make improvements in our approach.

The school readiness outcomes chart identifies progress in each domain for the children who went on to kindergarten in fall 2025.

Percent of 4-Year Old Children Meeting or Exceeding Widely Held Expectations



*The term widely held expectations describes the range of knowledge, skills and abilities that children of a particular age typically demonstrate from the beginning to the end of a program year. These widely held expectations are based on the latest research in early childhood education, are demonstrated in the progressions for GOLD® Objectives for Development and Learning 1–23, and are used to help determine if a child's (or group of children's) knowledge, skills and abilities are below, meeting or exceeding their age's expected range of knowledge, skills and abilities.

How We Fund Our Program

Financial Audit

Annually, Telamon | TRC engages an independent, external audit firm to conduct a comprehensive review (Single Audit) of the nonprofit's financial statements and compliance with federal award requirements. The resulting Single Audit report is submitted to the

Department of Health and Human Services and the Federal Audit Clearinghouse after review by the Governing Board. The 2024 audit included no findings. The single audit found that Telamon | TRC employs systems, procedures, and processes that comply with the Office of Management and Budget Uniform Guidance 2 CFR Part 200 Uniform Administrative Requirements, Cost Principles, and audit Requirements for Federal Awards.

Telamon | TRC Head Start Funding Landscape: Program Year 2024–2025

Funding Source	Funding Amount		
Head Start	\$9,790,405	USDA Food Program	\$646,748.87
Early Head Start	\$8,055,358	In-Kind Contributions	\$1,037,600.15
Training and Technical Assistance	\$298,135	Sub Total	\$1,684,349.02
Sub Total	\$18,143,898	TOTAL FUNDING	\$19,828,247.02

Budgets & Expenditures: Program Year 2024–2025

Budget Category	04CH011996 Regional & Early Head Start		04CH012961 Sampson Early Head Start		04HP000583 Child Care Partnerships	
	Budget	Expenses	Budget	Expenses	Budget	Expenses
Salaries	7,260,042	6,599,625	514,203	475,487	267,305	317,805
Fringe	3,702,621	3,364,402	262,244	242,310	136,323	162,080
Travel	53,206	151,832	0	13,934	7,000	12,648
Equipment	0	4,933	0	12,226	0	0
Supplies	592,776	673,540	148,609	54,946	134,022	127,742
Contractual	4,500	0	0	0	1,318,268	0
Other	1,966,763	2,893,992	25,512	172,463	144,819	196,670
Sub Total	13,579,90	13,688,626	950,568	971,346	2,055,550	2,114,421
Indirect	1,337,444	1,332,827	94,727	94,589	125,701	79,826
TOTAL	14,917,35	15,021,150	1,045,29	1,065,935	2,181,251	2,194,247



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The opinions, findings, conclusions, and recommendations expressed are those of the author(s) and do not necessarily reflect the views of the Administration for Children and Families and the Head Start or CSBG Program, the Department of Labor, the Department of Veteran Affairs or the Department of Housing and Urban Development.