



THRIVING

EARLY CHILDHOOD & FAMILY SUPPORT



IN TIMES OF

WORKFORCE & CAREER SERVICES



TRANSITION

HOUSING & FINANCIAL EMPOWERMENT



to **THRIVE:**
to grow toward a goal despite circumstances — and further, to flourish and prosper.

Your support has helped hundreds of clients to change the course of their lives in positive ways, to grow and thrive in a post-pandemic world.

Telamon | TRC is dedicated to empowering individuals and strengthening communities — and to being part of the important work that leads to the kind of positive, systemic change that moves people out of poverty and toward prosperity.

Thank you.



A Message from Our CEO and Board Chair

THRIVING IN TIMES OF TRANSITION



Suzanne Orozco,
President and CEO



Thomas Jefferson
Carmon III,
Chair, Governing Board

Dear Friends,

In the aftermath of the Covid-19 pandemic in 2022, we found ourselves continuing to adjust and transition to a new world, adapting and shifting in ways we could not have anticipated.

Each client that makes the choice to walk into a Telamon | TRC workforce office, Head Start center, or financial management workshop desires a change in the course of their life. They're at a crossroads, facing a transition — a transformative change that may lead them in a new direction.

In 2022, Telamon | TRC clients and staff have risen to the challenges they've faced in a post-pandemic world. They've worked to transcend the circumstances of their lives — including poverty and strife — and our programs have helped them to not only survive, but to thrive.

In this report you'll read some of their extraordinary stories. Like that of Myron, a man with a history of trauma and crime who is now a successful businessman and soon-to-be homeowner. You'll meet Ana, a young woman from a farmworker family determined to fulfill her dream of a career in the dental field. And Brianna, a dedicated single mom of a child with special medical needs and a survivor of domestic abuse. Surrounded by the skilled and holistic support of Telamon | TRC staff, these clients are now thriving in their jobs, in their personal lives and communities.

We are proud of the work we have done in the past year, and over the course of our work for more than 5 decades. Looking toward the future, Telamon | TRC's vision is expanding. While we have always focused on empowering individuals and strengthening communities, in 2023 we will be introducing an updated mission statement that illustrates how we'll be looking at ways to break cycles of poverty that lead to long term, positive impact — the kind of sustainable change that moves people out of poverty and toward prosperity.

Each client we serve represents change. Positive changes in individual lives are small steps toward larger societal change. As each person rises above challenges and makes positive change within their own families, a ripple effect is set into motion that makes broader change within communities possible. Telamon | TRC 's new strategic direction represents an intentional approach to support families holistically, and we are excited about this new direction. Our legacy of service provides a strong foundation for this work, and we look forward to sharing more with you in the future.

At Telamon | TRC, we are proud of the work we do supporting people to change the course of their lives in positive ways, to grow and thrive. Thank you for being a part of this important work

Sincerely,

Suzanne Orozco
Suzanne Orozco
President and CEO

Thomas Jefferson Carmon III
Thomas Jefferson Carmon III
Chair, Governing Board



Brianna

Brianna is the single parent of two sweet children. Since she became a mother, her goal was to make sure her children lived beautiful, safe, and healthy lives.

When Brianna began living with her children's father things were good at first. However, as time passed, he began to abuse her physically and emotionally. After being struck and injured, she found the strength to walk away from the relationship and never looked back.

Brianna moved back into her mother's home with her kids. Her caring mother had taught her the value of hard work; Brianna quickly found a job at a fast-food restaurant and enrolled Serenity and Kyson in a daycare close by. Although employed, she still was not making enough money to afford to rent an apartment for her family.

Brianna's mother Tina, manager of the cafeteria department at Anderson Community Schools, was aware that TRC's Head Start program had classrooms within the school. Tina knew firsthand how well TRC employees teach and care for children in the Head Start program and wanted her grandchildren to have this opportunity. Brianna worried about how one-year-old Kyson would do in the classroom, as he has septo-optic dysplasia, a rare vision disorder he has had since birth. Tina encouraged Brianna to complete the applications, and both Kyson and 4-year-old Serenity were enrolled in the TRC Head Start program.

Brianna shared her concerns about Kyson with TRC staff. Kyson's condition causes underdevelopment of the optic nerve, pituitary gland, and certain parts of the brain. TRC teachers assured Brianna that Kyson would get the medical assistance and therapies he needed— and they

did. It takes a village — and Head Start provides just that. All staff members — from classroom teachers to the Center's family services and resource specialists — work together to support a family and get them what they need to succeed and grow.

A kind-hearted, loving and committed mother, Brianna always put her children first. With the support of TRC's Head Start team, her mother, and babysitter, Brianna was able to accept a manager position with her current employer. She can now save money and plans to move her family into their own home in the near future. Kyson's teachers report that he is doing well and learning new skills every day. The TRC Head Start program provides a safe and secure environment in which Brianna's children receive high quality education which helps them thrive. With TRC's support, Brianna was not only able to overcome the trauma of domestic violence — but to rise above and to grow alongside her children — and to build the beautiful life she envisioned.

To learn more about our Early Childhood & Family Support programs: www.telamon.org/what-we-do#EARLY



Pictured with Brianna and her children: Alicia A. Pugh, Family Service Specialist (left) and Elli Ferguson, Health Specialist (right)

Family Service Specialist Alicia Pugh has been instrumental in building a support team for Brianna's family within TRC Head Start. In her words, "At Head Start, everyone works together to provide the resources a family needs...that's our philosophy and what we do best. It takes a village for sure; it is all of us. To see a child and family succeed with the support of all of those hands is a beautiful thing."

“When I met Ms. Alicia to share the story of my experience with TRC Head Start, we both cried. The team she assembled — from our wonderful teachers to an array of specialists — take care of every little thing to support our family. TRC's staff has worked wonders with my children, especially my little boy with special medical needs. They really care and have made a huge impact. I couldn't have done it without them!”



Ana A person with a “thriving mindset” continually challenges oneself, ever reaching for better things and looking to build a better life.

Throughout middle and high school, Ana spent hours working in the fields with her mom Aucencia, a single mother of three. A dedicated and supportive daughter, Ana put her dreams of higher education and a career aside to work to help make ends meet for her family. She watched her peers plan for college after graduation while she remained in the fields.

Ana never thought that education beyond high school could be a reality. But Aucencia did. Aucencia worked in tobacco fields for more than a decade, and it was a hard life. She wanted more for Ana — a career that would bring her stability. One day Aucencia came home from working the fields with news: she had met a Telamon staff member who told her that Telamon helped children of farmworking parents to go to college.

When Aucencia and Ana met with Telamon staff member Leticia, Ana was not sure what she wanted to do with her life. Several years out of high school, she was anxious to keep working to help pay the bills and did not see a career as important. She did not yet see a career as a long-term investment that could change their lives.

One of the incredible supports that Telamon’s Workforce and Career Services program offers is in-depth career assessment and ongoing coaching. With Leticia’s support, Ana decided that she would like to become a Certified Dental Assistant; however, she still had concerns about how to pay for her tuition and how to make her career goal happen. Growing up with parents who worked in blueberry fields herself, Leticia related to Ana’s concerns and helped her to work through them by sharing her lived experience. She herself had been helped by Telamon, inspired by staff who believed in her when she did not believe in herself.

Leticia arranged tuition assistance and supportive services for Ana as she pursued her training. Once Ana identified her goal, she was off and running! While she worked two jobs, at a local restaurant and local plant nursery on weekdays, she dedicated weekends to her coursework and became a certified dental assistant within two years—even during the COVID-19 pandemic. Telamon organized on-the-job training at a dental practice and Ana was soon offered full-time employment. She has been working full-time with Springs Village Dentistry for more than two years, and recently purchased her own car. She enjoys her job and appreciates the amazing opportunities that Telamon has given her.



Ana is pictured here with Leticia Solar, Career Advisor

From a farmworker family herself, Leticia connected easily with Ana. Similarly, Leticia once received Telamon’s support services, and shares that her mentor believed in her when she didn’t believe in herself. In her work with Ana and others, Leticia passes on support and motivation to her clients, believing wholeheartedly that people can always make positive changes in their lives.

“I had my doubts. When I started out, I didn’t realize how much my life would change! To all the people that helped my dream come true... I can’t thank you enough.”

To learn more about our Workforce & Career Services programs:
www.telamon.org/what-we-do#WORKFORCE



Myron

“Before I came to Telamon’s Victory House, I was very nervous, afraid, and overwhelmed most of the time. In due time, I learned that Telamon was here to help me succeed in life. Without Telamon staff, I would not be where I am today. There is so much support through Telamon, to help you turn your life around. To everyone at Telamon, thank you so much!”

Myron’s story is that of a man who has transcended the harsh circumstances of his past life and has not only survived, he thrives and continues to grow. A 43-year-old combat veteran, Myron has seen a world of trouble within the past two decades.

An intelligent young man, he graduated high school with a near-perfect GPA and four years of ROTC training. He joined the army at age 19 and was deployed to Kosovo and Iraq in the Persian Gulf War. While he was deployed, he lost his wife and young daughter in a tragic car accident.

To cope with the trauma from serving active duty and his heartbreaking personal loss, Myron turned to drugs. Eventually, his substance use caused legal issues and he found himself incarcerated. Upon his release from prison, he immediately admitted himself into a PTSD program at the local Veterans Affairs Medical Center. Myron left prison a changed man — in recovery and dedicated to helping himself and to changing his life.

After completing the PTSD program, Myron came to live at Telamon’s Victory House. The Victory House program offers temporary, safe, and affordable housing to veterans experiencing homelessness or barriers to obtaining and maintaining permanent housing.

Within days of living at Victory House, Myron found a job on the production line at Proctor & Gamble. A hard worker, he worked with Telamon’s housing counselors to address his financial goals of decreasing his debt and increasing his savings and credit score. Beginning with a meager amount in his savings account, he increased his balance exponentially within a short time. In addition to paying off more than five thousand dollars in debt, he now has a reputable credit score. Myron completed both Telamon’s Successful Renter and Homebuyer Education

programs. Within a few months, Myron was promoted to a leadership position at work, and purchased a car.

Myron’s dream had always been to have a home of his own and has recently been approved by a lender. Responsible and insightful, he’s decided to put the purchase of a home on hold until he successfully completes additional financial training at Telamon and a transition program to equip him with life skills to ensure his success.

Amidst his struggles, Myron made the conscious choice to pursue a positive path for his life.

His team at Telamon — Sabrina, Leslie, and Samantha — cannot speak highly enough about his dedication and childlike zest for life. Once arrogant and hardened, he is goal-oriented, hard-working, and full of humility. With the support of his team, Myron continues to thrive. They’ve marveled in his transformation and look forward to working with him during his upcoming homebuying journey.

To learn more about our Housing & Financial Empowerment programs:
www.telamon.org/what-we-do#HOUSING



Above (Top–Bottom): Leslie Hill, Housing Family Mentor; Samantha Heltzel, Housing Advisor; Sabrina Reese, Housing Program Coordinator

Leslie, Sabrina, and Samantha have been key members of Myron’s support team, each one playing an important role in his success. They’ve seen incredible growth and change in him, and marvel at his goal-oriented ambitions and now humble, responsible outlook — dedicated to helping himself and serving others.

At-A-Glance 2022

Total number of customers served: **18,379**



EARLY CHILDHOOD & FAMILY SUPPORT **3,154** GA, IN, MI, NC, & TN

Comprehensive early childhood services are provided to eligible children and families, including migrant and seasonal farmworker 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 **3,832** 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 farmworkers 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 **11,393** 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 Farmworker 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.

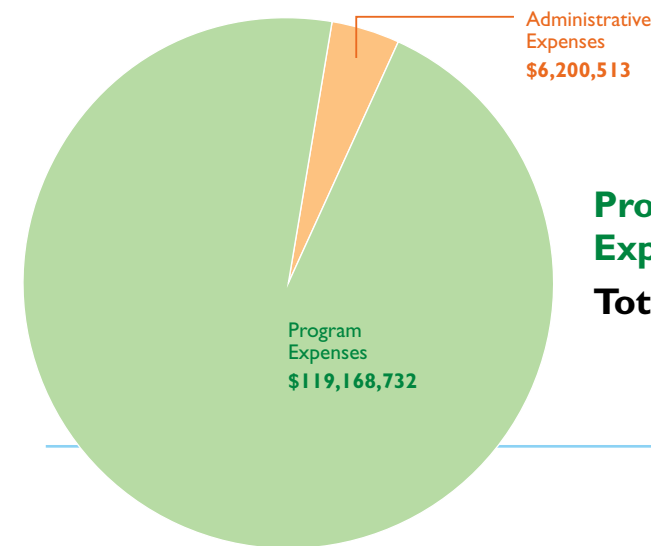
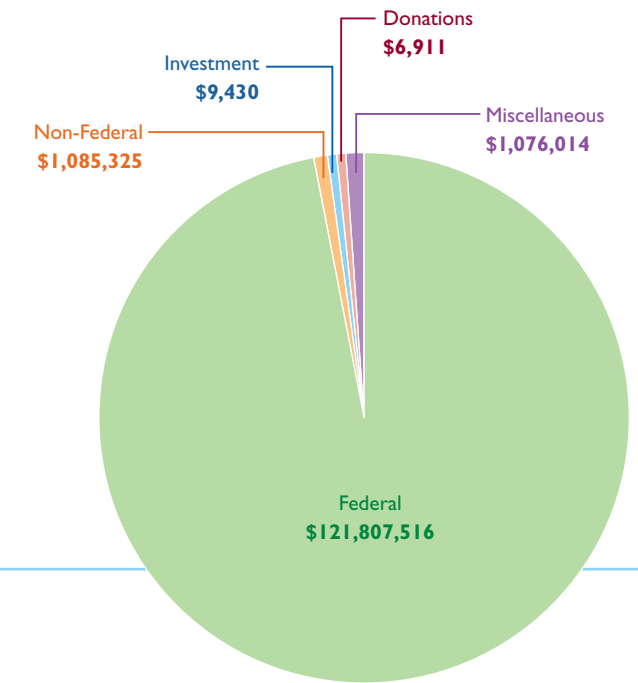
TELAMON-TRC

Financial Report 2022

Support & Revenue

Total \$123,985,196

Federal	\$121,807,516
Non-Federal	\$1,085,325
Investment	\$9,430
Donations.....	\$6,911
Miscellaneous Program Income.....	\$1,076,014
Total Support & Revenue	\$123,985,196

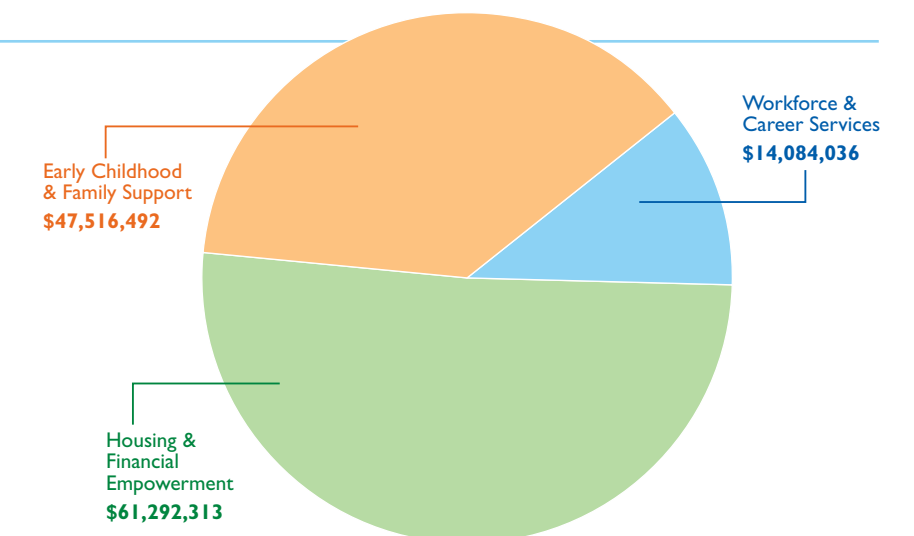


Program vs. Administrative Expenses

Total \$125,369,245

Expenses by Program Area

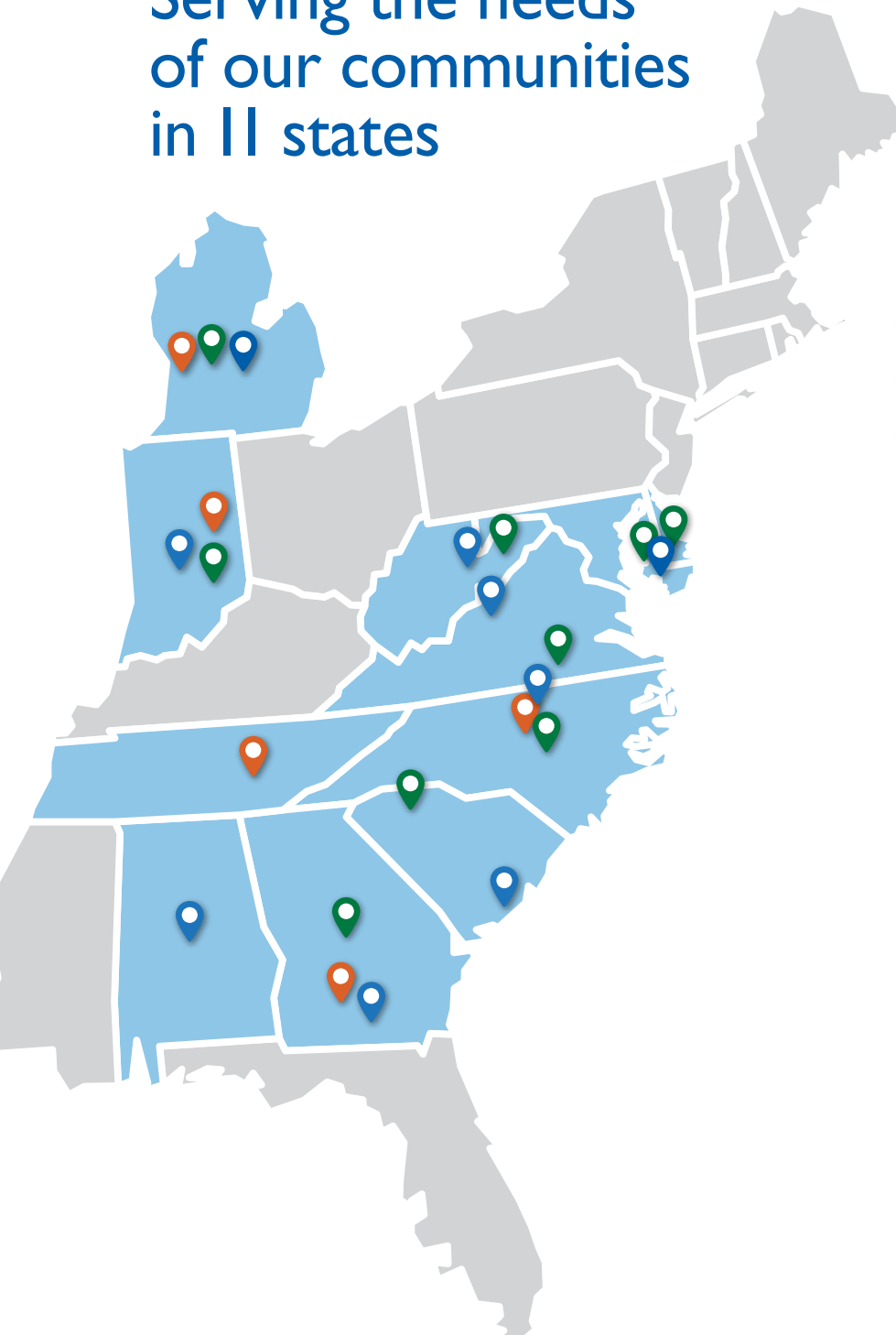
Total \$122,892,841



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

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WHERE WE ARE LOCATED

Alabama

WCS Birmingham, Montgomery, Mobile

Delaware

HFE Seaford
WCS Georgetown

Georgia

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

Indiana

ECFS Muncie, Anderson, Pendleton
WCS Indianapolis, Beech Grove
HFE Greensburg, Pendleton

Maryland

WCS Salisbury
HFE Salisbury

Michigan

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

North Carolina

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

South Carolina

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

Tennessee

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

Virginia

WCS Onley, Harrisonburg, Warsaw
HFE Danville

West Virginia

WCS Moorefield
HFE Keyser, Martinsburg



www.telamon.org | www.transitionresources.org

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