Empowering Individuals, Improving Communities

2015 Annual Report

Our Values
Our Vision
Empowering Individuals, Improving Communities

Purpose

Belief

Core Values

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Our Values – Our Vision

In keeping with the significance of the 50th anniversary of Telamon-Transition Resources Corporation (TRC), 2015 was both a time to reflect on the incredible history and achievements of our organization as well as a time to look forward and invigorate the passion that will be needed to achieve fifty more years of success.

To guide our efforts, a Belief Statement and set of Core Values was developed and incorporated into our employment practices and service delivery methods – the way we work with each other, and with others. In representing Telamon-TRC, staff members serve as models, coaches and leaders as they assist customers to achieve their goals. It is their passion and continuous development of new skills which keep our mission on track. Whether we are preparing a child for school, training a farmworker for a new career path, teaching someone how to access community resources or providing financial education to buy or keep a home, what we do makes a difference to those we serve. As we now begin the second half of what I hope is a century of success, let us build on our history and explore new, exciting ways to motivate others to build better lives!

In this year’s Annual Report, we showcase some of the many customers, employees and partners that embody each of our Core Values. These stories highlight the impact we make in the lives of those we serve and in the heart of the communities in which we serve. They inspire us daily, and we hope that you will be inspired by reading their stories. Thank you for your part in helping to empower individuals and to improve communities!

Suzanne Orozco, Executive Director
Victor Gomez, Governing Board Chair

I believe that BETTER EDUCATION leads to BETTER JOBS
BETTER JOBS lead to BETTER LIVES which create BETTER COMMUNITIES
BETTER COMMUNITIES supply BETTER EDUCATION
And the cycle of CONTINUOUS IMPROVEMENT from individuals to communities continues

My WORD means something
I act as an OWNER of this corporation
I embrace CONTINUOUS IMPROVEMENT
I am OPEN TO LEARNING from anyone, anywhere
I communicate with RESPECT AND TRANSPARENCY

Suzanne Orozco, Executive Director
Victor Gomez, Governing Board Chair

www.telamon.org
Thank You to Our Donors...

2015 Funding Contributors

Multi-State Support
Association of Farmworker Opportunity Programs
U.S. Department of Agriculture, Child and Adult Care Food Program
U.S. Department of Homeland Security, Emergency Food Assistance Program
U.S. Department of Health and Human Services, Administration for Children and Families, Office of Head Start
U.S. Department of Housing and Urban Development
U.S. Department of Labor, Employment and Training Administration, National Farmworker Jobs Program

Individual State Support
DELAWARE
Delaware Department of Education
Delaware Department of Health and Social Services, The Delaware Financial Empowerment Partnership

GEORGIA
Coastal Workforce Services - Bulloch, Effingham, Bryan, Liberty and Long Counties
Georgia Department of Early Care and Learning

INDIANA
Ball Brothers Foundation
Delta Dental Foundation
EmployIndy

MICHIGAN
Delta Dental Foundation
Michigan Blueberry Growers Association
Michigan Department of Education
Michigan Department of Human Services
Michigan State University

NORTH CAROLINA
Cape Fear Workforce Development Board
Chatham County Partnership for Children
East Coast Migrant Head Start Project
North Carolina Department of Health and Human Services

SOUTH CAROLINA
South Carolina Housing State Housing Finance and Development Authority

TENNESSEE
Tennessee Arts Commission
Tennessee Department of Education

VIRGINIA
The Theodore H. Barth Foundation, Inc.
City of Danville
Danville Community Housing Development Organization
U.S. Department of Energy
U.S. Environmental Protection Agency
Virginia Department of Agriculture and Community Services
Virginia Department of Housing and Community Development
Virginia Department of Social Services
Virginia Housing Development Authority

WEST VIRGINIA
U.S. Department of Agriculture, Rural Housing, Mutual Self-Help Housing
U.S. Department of Veterans Affairs, Supportive Services for Veteran Families
U.S. Department of Veterans Affairs, Per Diem Program
United Way of the Eastern Panhandle
West Virginia Department of Health and Human Resources
West Virginia Housing Development Fund
West Virginia Office of Economic Opportunity

...and to our Community Partners in the states in which we serve.
“I act as an owner of this corporation.”

Roberto Quintero is a stellar example of a Telamon employee who personifies integrity—the quality of being honest and fair, adherence to a code of moral values. When Roberto was hired for his job as Workplace Safety Pesticide Trainer for the state of Virginia, he had no experience. He believes he was hired because of his community connections and ability to relate to people—and this has served him well. Roberto trains hundreds of farmworkers each year throughout the entire state of Virginia about ways to stay healthy while working in harsh conditions in the fields—exposure to high heat and dangerous pesticides. He has developed a support network with skeptical farm owners, promoting the benefits of this training—workers who are healthier and more safety conscious are at lower risk for on-the-job accidents and thus farmers may secure lower insurance rates. Roberto believes that his job goes beyond pesticide and heat stress training—it’s about the holistic health of the farm workers. He takes pride in his ability to “open conversation” to refer workers to other health services they may need through his connections to the customers he serves, and considers the needs of entire farmworker families. He is passionate in his belief that “information is power” and in his desire to help people. Last year, a special award was bestowed upon Roberto by the Association of Farmworker Opportunity Programs in honor of his dedication and hard work. While he was absolutely happy to receive this honor, he humbly stated, “my best reward is the smiles I receive from the people I work with every day.” Roberto feels it’s life changing for people to know that there is someone who cares about them, and we’re honored to have him as an employee.

“I embrace continuous improvement.”

Telamon’s Maryland state office exemplifies the spirit of continuous improvement, in the development of new and innovative programming. One wonderful example is their social enterprise program, the One Stop Café and FAST program in Salisbury—which celebrated its first full year of successful operation within the community in February, 2016. Designed to empower individuals to achieve self-sufficiency, Telamon Corporation’s Food and Service Training (FAST) program is a 12-16 week intensive full time training program for entry level employment into the food service industry. Hands-on food service training is in an operational on-site kitchen as well as wrap around classroom instruction to prepare students for work readiness and job retention. Students enrolled in the FAST program actively operate a full service café under the supervision of able staff members Wayne Knapp and Jeremy Tyler, serving breakfast and lunch weekdays to paying customers. Fresh favorites are prepared, utilizing local produce and ingredients, and all proceeds support the FAST program. The One Stop Café is a community-based, innovative example of an effective social enterprise program in action. In 2015, four cohorts of students graduated from the FAST program. Of these, 23 of the 24 graduates were gainfully employed in local food service positions within a short period of graduation from the FAST program. Each graduate has his/her own success story. Maudeline, Victoria, and Gerline are among the large group of graduates out happily pursuing their career goals. "There is a huge gap in training services for individuals who aren’t yet ready for local community colleges. The bridge program at Telamon’s FAST program at the One Stop Café strives to help trainees simultaneously improve their education levels while learning critical hands-on entry level food service employment skills. Graduates are ready to join the local workforce and are on the pathway to self-sufficiency." —Jennifer Shahan, State Director

Meet Maudeline. She participated in a National Farmworker Jobs Program (NFJP), in which she gained training in a culinary arts program. Married with six children, she aspires to work as a cook at the local hospital. Telamon is helping her to achieve her goal. Just a short while ago, Maudeline thought she was destined to spend her entire life working on a farm. Empowered by the job training and classroom skill-building sessions provided by Telamon, Maudeline is now well on her way toward the bright future she envisions. "To be in the (NFJP) program…is the most important step in great step someone can take toward their dream. I feel like I have a bright future ahead of me! I can use all of those new learning strategies from the program. I can now support my family. I can now support my children. I can’t wait to graduate and start working.”
“I am open to learning from anyone, anywhere.”

Henry Heard’s story is a fascinating one. Formerly incarcerated, he worked short stints in fast food and in the Flowerwood Nursery in Loxley, Alabama. After being laid off, he learned about Telamon from his probation officer. Excited by his vision of a brighter future, he enrolled in the CDL program, the Driving Premier Academy in Theodore, Alabama. Henry’s commitment to the program was clear; he drove more than an hour each way to attend training classes. He completed the program early and passed his exams with flying colors, achieving a near-perfect score. Henry was employed immediately by the Mobile Lumber Company as a driver and currently earns $13/hour. Henry was fortunate to have wonderful family support as well as the dedicated assistance of his Workforce Development Specialist. He has been described as very nice, well mannered, respectful and dependable—he is really excited about what he is now doing with his life. This customer demonstrates the concept of “openness to learning” in action. Henry’s transformation—from a man with no freedom to one with a stable job and bright future—is an inspiration to all he meets.

Henry Heard,
Telamon Customer, Employment & Training; Theodore, Alabama

Respectful, Clear Communication.

Octavia McKoy’s first contact with Head Start came in 2011 as she enrolled her first daughter, Zyia Ray in a Sampson County center. A turning point came when teachers referred her daughter for speech therapy. Octavia saw the benefits of the intervention immediately, as her daughter became more confident in expressing herself through words. Today as a kindergartner, Zyia is strong in language and enjoys dancing, coloring, arts and crafts. Octavia’s younger twin girls are now enrolled in Early Head Start. As a work-from-home mom with a cosmetology license, Octavia volunteers at the center almost every day, and does everything from supporting the reception desk to helping children work through activities in the classroom. As she talks with families in her community about Telamon-TRC Head Start, she recognizes that some parents have misdirected concerns about child care and centers and do not understand the benefits that early education offer for children. She helps parents overcome their fears and encourages families to contact Telamon-TRC and learn more, and asks family services staff to reach out when families are still reluctant. She advocates that all families enroll their 3-year-old in some form of early childhood program, whether it is home or center based, full or part time. She promotes Telamon-TRC’s Early Childhood and Family Support programs on Facebook and Twitter. She works to get all parents to attend meetings and workshops at the center—relentlessly committed in her communications with parents. In her first year as President of NC’s Policy Council, Octavia actively recruits parents to participate on the Council to assist in the governance and management of the program. She educates her Congressional representatives, visiting them on Capitol Hill as well as hosting them at the Clinton Center. Octavia was nominated by NC Head Start Association as Parent of the Year in 2015.

Octavia McKoy,
Telamon Customer, Early Childhood & Family Support, Parent Advocate; Clinton, North Carolina

As part of federal funding requirements, each state which receives a Head Start grant is required to have active Policy Councils, which are the governing bodies of Head Start programs and act as the parents’ voice in making major decisions for the program.

Octavia McKoy is the parent of 2 children currently enrolled in Early Head Start and one former Head Start child. In her role as Policy Council President, she represents children and families from across the state of North Carolina.
Telamon-TRC’s Early Childhood and Family Support line of business provides comprehensive early childhood services for eligible children and families, including migrant and seasonal farmworker families via Head Start centers and home-based services. Our programs focus on preparing young children for school and upon strengthening families through education, family support, and via collaborative community partnerships.

5,636 Customers Served (4,612 Families)
in the states of IN, NC, DE, TN, MI and GA

Telamon-TRC’s Employment and Training program provides a broad array of customized work readiness and job skill training with a primary focus upon helping migrant and seasonal farmworkers seeking to build their skill sets beyond agricultural labor. Work readiness and job skill development is often supplemented by language (ESL), educational (GED) support and includes one-on-one counseling as well as training via topic-specific workshops.

5,294 Customers Served
in the states of AL, DE, GA, IN, MD, MI, NC, SC, VA, and WV

Telamon-TRC’s Housing and Financial Empowerment services are centered around helping customers to secure affordable, revitalized and safe housing options in the communities we serve. The array of services offered includes housing rehabilitation, energy assistance, transitional and permanent housing support. Our financial empowerment programs encompass one-on-one counseling, coaching and topic-specific workshops, such as mortgage protection, homebuyer and renter education.

3,670 Customers Served
in the states of AL, DE, GA, IN, MD, MI, NC, SC, VA, and WV

Within many of our states, an array of supportive services are provided to customers to supplement those received through one or more of our core program areas – including health and nutrition (immunizations, mental health screening and referral), language skill development, immigration counseling, emergency and supportive services.

4,385 Customers Served
in the states of IN, MD, MI, NC, TN, VA, and WV

Telamon-TRC’s Employment and Training program provides a broad array of customized work readiness and job skill training with a primary focus upon helping migrant and seasonal farmworkers seeking to build their skill sets beyond agricultural labor. Work readiness and job skill development is often supplemented by language (ESL), educational (GED) support and includes one-on-one counseling as well as training via topic-specific workshops.
Early Childhood & Family Support
- Center-based Head Start and Early Head Start
- Family Literacy Services
- Home-based Early Head Start
- Health, Mental Health and Nutrition Services
- Migrant and Seasonal Head Start
- Parent, Family and Community Engagement
- Volunteer Initiatives

Housing & Financial Empowerment
- Fair Housing Assistance
- Home Purchase Counseling
- Homebuyer Education Programs
- Housing Rehabilitation and Weatherization
- HUD-certified Multi-State Organization
- Loss Mitigation and Foreclosure Prevention Counseling
- Mobility and Relocation Counseling
- Money Management and Credit Counseling
- Mortgage Delinquency and Default Resolution Counseling
- Renters Assistance
- Services for the Homeless
- On-Farm Housing Grant Program
- USDA Farm Labor Housing Program

Employment & Training
- Employment and Training for Adults and Youth
- English as a Second Language
- Career Path Development
- Case Management
- Job Retention
- On-the-Job Training
- Pesticide and Safety Training
- School-to-Career Programs
- Supportive Services
- Work-based Learning Experiences
- Workforce Development
- Youth Development and Training

Community Services
- Immigration Counseling (BIA)
- Financial Empowerment
- Nutrition Programs
- Community Outreach
- Volunteer Initiatives

For more information about the specific programs and services offered in individual states, please visit: www.telamon.org

These photos represent just a few of the customers who inspired us in 2015. Please visit our website to read their Success Stories. They’ll also be on Facebook - please “LIKE” Telamon today.

Thank you...to Marie, Keenya Rose, Alejandro, Iwona, Ana, Christina, Danny...and to Maria, Susan, Brina, Edna, Euclides, Jane, Michael, India, Jon and Mirely. Your hard work and dedication is an inspiration to our staff and to all of our community partners.
2015 Financial Report

Support and Revenue

- Federal Grants: $66,370,508
- Non-Federal Grants: $2,141,922
- Investment Income: -$230,389
- Donations: $68,166
- Miscellaneous Program Income: $997,298
- Total Support & Revenue: $69,347,505

Program vs. Administrative Expenses

- Program Expenses: $68,954,598 (93.7%)
- Administrative Expenses: $4,418,591 (6.7%)

Expenses by Program Area (Line of Business)

- Early Childhood & Family Support: $51,807,213
- Community Services: $1,327,950
- Housing & Financial Empowerment: $1,257,249
- Employment & Training: $11,562,386

For Telamon Corporation’s full financial report, please visit www.guidestar.org

Telamon-TRC’s Governing Board

Victor Gomez, Chair – Cross Junction, VA
Craig Umstead, Vice Chair – Wilmington, NC
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Mary Wedgeworth – Montgomery, AL
David A. Whitaker – Martinsburg, WV
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5560 Munford Road, Raleigh NC 27612 | 919.851.7611

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Delaware: 26351 Patriots Way, Georgetown, DE 19947 | 302.934.1642
Georgia: 230 Northside Crossing, Macon, GA 31210 | 478.254.7773 (Early Childhood & Family Support)
Georgia: 102 Corporate Square, Suite G Dublin, GA 31021 | 478-353-1157 (Employment & Training)
Indiana – Transition Resources Corporation (TRC): 600 Corporation Drive, Pendleton, IN 46064 | 765.221.1005
Maryland: 31901 Tri-County Way, Suite 112, Salisbury, MD 21804 | 410.546.4604
Michigan: 416 N. Cedar Street, Lansing, MI 48912 | 517.323.7002
North Carolina: 5560 Munford Road, Suite 103, Raleigh NC 27612 | 919.851.7611 (Early Childhood & Family Support)
North Carolina: 5560 Munford Road, Suite 107, Raleigh NC 27612 | 919.239.8137 (Employment & Training)
North Carolina: 5560 Munford Road, Suite 109, Raleigh NC 27612 | 919.239.8157 (Housing & Financial Empowerment)
South Carolina: 2000 Park Street, Suite 103, Columbia, SC 29201 | 803.256.7411
Tennessee: 6424 Baum Drive, Knoxville, TN 37919 | 865.212.4011
Virginia: 808 Moorefield Park Drive, Suite 106, Richmond, VA 23236 | 804.355.4676
West Virginia: 67 Aikens Center, Martinsburg, WV 25404 | 304.263.0916

For additional field office locations and specific information on programs and services, please visit: www.telamon.org/locations.aspx