Our mission is to provide educational services that lead to better jobs, better lives, and better communities.

I embrace continuous improvement.

The year 2016 has embodied this Telamon Core Value and provided us an opportunity to celebrate the innovation and changes that continue to move us forward in support of our Mission.

The year began with the Governing Board and leadership working to update the Corporation’s Mission Statement and strategic plan. The stories featured in this year’s annual report illustrate various elements of this new statement.

Our mission is to provide educational services that lead to better jobs, better lives and better communities.

The new Mission has focused our services and made us think more strategically about new growth opportunities. I have been asked what “educational services” means in relation to what we do. It’s easy to think of education in the context of children in a preschool classroom or a workforce customer attending classes. But there are many types of education that our dedicated staff provide every day—such as teaching someone how to access resources in their community, how to overcome barriers to employment, how to manage their finances or how to get and maintain a home.

While not every service we provide will lead directly to better jobs and better lives, what we do often lays the foundation upon which our customers can build.

For example:

**Early Childhood and Family Support** – We know that children with exposure to high quality educational experiences at an early age are more likely to stay in school, graduate and in turn are more likely to have a better job.

**Workforce and Career Services** – We help customers gain skills not only to get an initial job placement but to help them see a career pathway that leads to additional credentialing and promotion opportunities far into their future.

**Housing and Financial Empowerment** – We empower people by providing them with the knowledge to manage their finances. This allows them to set and achieve goals that lead to financial stability. And that financial empowerment leads to stable housing.

We also know that we cannot be alone in providing support to customers. An important part of our Mission is to be an engaged partner that contributes to the local community. Our staff are committed to working in collaboration with a wide network of community service providers to ensure our customers have the support they need to thrive.

So as we look ahead, it is more important than ever for us to embrace change. We continue to explore fresh, new ways to offer our customers what they need today. Thank you for your part in this journey with us.

Suzanne Orozco, Executive Director
Thank You to Our Donors...

2016 FUNDING CONTRIBUTORS

Multi-State Support
Association of Farmworker Opportunity Programs
Delta Dental Foundation
U.S. Department of Agriculture, Child & Adult Care Food Program
U.S. Department of Homeland Security, Emergency Food Assistance Program
U.S. Department of Health & Human Services, Administration for Children & Families, Office of Head Start
U.S. Department of Housing & Urban Development
U.S. Department of Labor, Employment & Training Administration, National Farmworkers Jobs Program
U.S. Department of Labor, Employment & Training Administration, Veterans' Employment & Training Service, Homeless Veterans' Reintegration Project

Individual State Support

DELAWARE
Delaware Department of Education
Delaware Department of Health & Social Services
The Delaware Financial Empowerment Partnership

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

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INFORMA...
Our Mission is to provide educational services that lead to better jobs, better lives, and better communities. At Telamon-TRC, we believe that education is key to empowering people to create better lives. We also believe in a cycle of continuous improvement, in which education unlocks the potential for an individual to build and create his or her own destiny. Education which begins in early childhood and continues throughout the course of a lifetime, with positive outcomes spreading throughout the entire community – a community which in turn nurtures the potential of individuals within.

Our stories tell the story of this optimistic vision, and we are so thankful to you – our generous supporters – who make this life-affirming work possible.

We are proud to be long time providers of early childhood education through our Head Start programs. We support the parents of the children we serve in Head Start with an array of educational services, from child development to financial coaching. We connect youth and adults to educational opportunities that help them to obtain better jobs through our Workforce and Career Services programs. We provide Housing and Financial Empowerment support to individuals and families which leads them toward better jobs through our Workforce and Career Services programs.

We are also proud to be long time providers of early childhood education through our Head Start programs. We support the parents of the children we serve in Head Start with an array of educational services, from child development to financial coaching. We connect youth and adults to educational opportunities that help them to obtain better jobs through our Workforce and Career Services programs. We provide Housing and Financial Empowerment support to individuals and families which leads them toward better jobs through our Workforce and Career Services programs. We provide Housing and Financial Empowerment support to individuals and families which leads them toward better jobs through our Workforce and Career Services programs.

Better Jobs.

George White, North Carolina

Telamon staff took the time to develop a relationship with George to work through issues from his past, supporting him in his journey to the job of his dreams, working as a barber in his community. Since the age of 12, George White wanted to be a barber. While he had learned much growing up from watching local barbers in Edenton and practicing on friends, Mr. White lacked the formal training needed to work at a barber shop, let alone to open his own shop. Growing up in a family that struggled financially, peer pressure and poor judgement led to Mr. White making choices that ultimately resulted in his becoming an offender. With limited options and multiple barriers like a criminal record and no high school diploma, Mr. White was enrolled into Barber Training at Pitt Community College, in partnership with Altitude Academy, a program that not only teaches barbering skills, but also instills business and life skills essential for success. Mr. White was assisted by Telamon with tuition fees and books, as well as other supportive services such as transportation costs and needed tools and equipment.

Jose Anaya Sanchez’s journey is an inspiring one. A migrant worker from Mexico (with family still in Mexico), Jose had been working in a Michigan nursery when he found himself being laid off. He was unable to find housing or employment due to limited English, and was not able to drive for lack of a Michigan driver’s license or insurance. When he came to Telamon, he was frightened, shy, and very hesitant to seek services but was in dire need of glasses, hygiene items—even food. Despite his fear and hesitancy to seek services, Jose was open and interested in learning more about what Telamon had to offer after hearing a presentation. With the compassionate support and guidance from staff member Salvador Chavez in Telamon’s Holland office, Jose pursued the education he needed.

Better Lives.

Sandra Martinez and family, Michigan

With Telamon’s help, Sandra moved from work in the fields to college. Sandra’s four children attended Michigan Migrant Head Start and have all grown up to graduate from college and have professional employment in management positions within the banking, healthcare, and landscaping/construction industries. Sandra herself is now bilingual and is working on finishing her degree in Early Childhood Education.

Telamon has changed my life…making my dreams come true.

Jose Anaya Sanchez, Michigan

Sandra’s four children attended Michigan Migrant Head Start and have all grown up to graduate from college and have professional employment in management positions within the banking, healthcare, and landscaping/construction industries. Sandra herself is now bilingual and is working on finishing her degree in Early Childhood Education.

Telamon has changed my life…making my dreams come true.

Felicitas Guillen, South Carolina

Telamon’s support with coaching, transportation, and tuition assistance enabled Felicitas to move from substandard housing to successfully completing a Certified Nurse’s Aide Certification and achieving financial stability. From a life with “a tunnel with no light at the end” to today, she shares, “Telamon has changed my life…making my dreams come true.”

Telamon has changed my life…making my dreams come true.

Bethany Harrison, TRC/NC (see story on p.4)

Telamon has changed my life…making my dreams come true.

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Telamon has changed my life…making my dreams come true.
Bethany Harrington, Indiana

Bethany Harrington — aspiring medical paraprofessional — JAG, Indiana: received the competitive JAG state award for Outstanding Senior. As an incoming high school junior, Bethany had 2.34 GPA, high absenteeism, and reading and math levels at the 56th grade levels. She had dreams of working in the medical field, inspired from the time she had a childhood illness and received care at Riley Children’s Hospital. When she entered TRC’s Jobs for America’s Graduates (JAG) program three years ago, Bethany was quiet and cautious. Raised by an unemployed mom with only a high school diploma, Bethany aspired to go to college. Once she enrolled in JAG, she never looked back. Bethany’s inner confidence emerged and she took on leadership and mentor roles, leading her peers in service work. Bethany plans to attend Ivy Tech Community College for two years and work part time throughout college as an EMS paraprofessional. After her two years at Ivy Tech Bethany plans to pursue her bachelor’s degree in nursing, radiology or pathology. With Telamon-TRC’s support, she is well on her way to a better life!

Chelsie Jamarillo, Indiana

Chelsie Jamarillo’s children started in Head Start six years ago, and she been actively involved, serving on the Policy Council for three consecutive years. From her start as a recipient of Home Based services via TRC in Indiana. Chelsie values the comprehensive nature of Head Start programs, which support families with everything from developmental resources to nutrition education. During her time with children in TRC Head Start, Chelsie was able to obtain a Bachelor’s, then Master’s degree; she is currently employed as the Community Wellness Coordinator for the Purdue Extension in Delaware County. Bringing the story full circle, Chelsie loves how she can continue working with Head Start as a community partner.

Dolores Meza, Georgia

“My name is Dolores Meza, and I’m 19 years old and a student at Valdosta State University. My parents and my five siblings were living in our van, because we were struggling financially and were homeless. We found work at a farm, picking blackberries, but I only lasted 30 minutes in the hot sun before I gave up. I felt like I had let my family down, but this motivated me to work harder; I wanted to make my family proud of who I was, and of who I would become. I spent the following summers working at the blackberry farm, slowly making my way up from a field worker to working in the packing shed. We were finally able to purchase a small home. I worked every summer in the fields and in packing sheds for minimum wage until I graduated from high school, but I was determined to not go back to field work. I contacted Telamon, and enrolled in the program, and I learned there was an opening for a part time field service representative in the Telamon office. I also worked full time at Lowe’s Distribution on weekends and attended Georgia Military College in the evenings. I was then offered the full-time position in the Telamon office. This program has benefited me and my family, and I have become self-sufficient.”

Better Communities.

Literacy in Tennessee

Telamon Corporation Volunteer Recognized for Contributions to Early Literacy

Vaiden Taylor, a dedicated volunteer for Telamon Tennessee Head Start Programs, received the Governor’s Award for Excellence in Promoting Early Literacy in recognition of her contributions made to the program. Mrs. Taylor received the award in March as part of the Tennessee Commission on Children and Youth (TCCY) Children’s Advocacy Days. Mrs. Taylor has donated extensive time and effort since 2013 to coordinate an annual book drive for low-income children and families enrolled in Telamon Tennessee Head Start Programs, with the support of elementary schools, parents, and volunteers. An example of partnership in action, the annual book drive supports Telamon’s school readiness goals by promoting opportunities for children to develop literacy, communication, and listening skills. Telamon emphasizes the philosophy that the parent is the primary teacher for each child. This project puts books in the hands of parents and children to promote learning and school readiness at home. These literacy materials encourage parents to become more engaged in their child’s education and make it possible for reading to become part of the daily routine. With this most recent book drive in 2016, more than 2,000 books and counting have been donated since 2013. Working together, we achieve great things.

Family Financial Literacy Program in North Carolina

Late in 2016, Telamon celebrated the accomplishments of adults, middle-high school aged youth, elementary school children, and preschool children who completed a 10-week Family Financial Literacy Workshop, funded by the W.K. Kellogg Foundation and conducted in partnership with the North Carolina Head Start Center in downtown Raleigh. The Building Financial Futures program is designed to empower individuals and families in the Telamon Head Start service area to build financial capability, increase access to financial products and services, and to develop long-term assets.

The educational services provided by this Family Financial Literacy Workshop series have empowered the individuals who participated—from adults to children—to make changes that will improve the course of their lives. Telamon customer Keisha Speller summed it up: “When you go through a financial crisis, you can’t ignore it, you have to take the first step. This class helped me to get back on track; it’s given me the skills, motivation to do that. It helped me to restructure everything. I’m not in collections, I’m current on all my bills, I have money saved, I am back on track. Before this class, I fell into a hardship, but this class gave me the motivation I needed to get back on track and to develop my goals, aspirations, vision.”

Partnerships with funders like Kellogg enable us to provide life-changing services to hundreds of customers each year.

Cultural Enrichment in Virginia

For the past several years, the Theodore H. Barth Foundation, Inc. has provided funding to Telamon Virginia to help provide cultural enrichment activities for farm worker youth. Generous grants from The Theodore H. Barth Foundation, Inc. each year enables Telamon to provide farmworker children with opportunities and experiences that promote cultural enrichment, activities that include art, music, dance, reading, This past year, Telamon Virginia surpassed its enrollment goal, serving 119 children. This partnership enables children to explore new talents, promotes positive behavior, and brings joy not only to the children, but also to the Telamon staff who work and “play” with them in this program.
Telamon-TRC –at–a–Glance

**5,979 Customers Served**  
in the states of DE, GA, IN, MI, NC, and TN

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.

**4,903 Customers Served**  
in the states of AL, DE, GA, IN, MD, MI, NC, SC, VA, and WV

Our Workforce & Career Services 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; as well as to special populations which include veterans and youth. 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.

**6,096 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.

**7,224 Customers Served**  
in the states of IN, MD, MI, NC, TN, 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.

Some customers receive services via more than one line of business.
Our Programs and Services

Early Childhood & Family Support
- Center-based Head Start & Early Head Start
- Family Literacy Services
- Home-based Early Head Start
- Migrant & Seasonal Head Start
- Parent, Family & Community Engagement
- Services for Children with Disabilities
- Volunteer Initiatives

Housing & Financial Empowerment
- Fair Housing Assistance
- Home Purchase Counseling
- Homebuyer Education Programs
- Homeless Prevention
- Housing Rehabilitation & Weatherization
- HUD-approved National Intermediary Organization
- Loss Mitigation & Foreclosure Prevention Counseling
- Money Management & Credit Counseling
- Mortgage Delinquency & Default Resolution Counseling
- Permanent Supportive Housing for the Chronically Homeless
- Rapid Re-Housing
- Rental Education & Counseling
- Supportive Services for Veteran Families
- Training & Support Services to Local Housing Counseling Affiliates
- Transitional Housing

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

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

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

Please visit our website and Facebook pages to read the inspiring stories of our customers throughout the year!

www.telamon.org
www.transitionresources.org
2016 Financial Report

Support and Revenue
Total $65,686,258

- Federal Grants $63,064,309
- Non-Federal Grants $1,888,847
- Investment Income -$28,794
- Donations $90,607
- Miscellaneous Program Income $671,289

Total Support & Revenue: $65,686,258

Fiscal year: October 1, 2015 - September 30, 2016

Program vs. Administrative Expenses
Total $65,833,601

Expenses by Program Area
(Line of Business)
Total $60,318,098

- Workforce & Career Services $10,517,503
- Community Services $1,428,994
- Early Childhood & Family Support $46,880,048
- Housing & Financial Empowerment $1,691,547

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

Telamon-Transition Resource Corporation’s Governing Board

Dolores Dixon, Chair – Greensboro, NC
Mary Wedgeworth, Vice Chair – Montgomery, AL
Herbert Williams, Treasurer – Valdosta, GA
Theresa Muellenberg, Secretary – Muncie, IN
Tracey Bethel – Danville, VA
Tyler Boyd – Jenison, MI
Mary Brown – Kearneysville, WV
Araceli Bueno – Tyley, GA
Lori Canup – Elizabethton, TN
Maria Febres-Alvira – Salisbury, MD
Victor Gomez – Cross Junction, VA
Esther Graham – Wyoming, DE

Margaret Hill – Midway, AL
Leila Krouse – Mardela, MD
Nicole Mance – North Augusta, SC
Jewell Moore – Vidalia, GA
Taylor Morst – Indianapolis, IN
Ernestine Payne – Danville, VA
Samuel Puckett – Goodlettsville, TN
John Shelton – Houston, DE
Brandy Smith – Magnolia, DE
Craig Umstead – Wilmington, NC
David A. Whitaker – Martinsburg, WV
Telamon Corporate Headquarters and State Office Locations

Corporate:
5560 Munford Road, Suite 201, Raleigh NC 27612 | 919.851.7611

Alabama: 51 Wisteria Place, Millbrook, AL 36054 | 334.303.0231

Delaware: 26351 Patriots Way, Georgetown, DE 19947 | 302.934.1642

Georgia: 2150 Northside Crossing, Macon, GA 31210 | 478.254.7773 (Early Childhood & Family Support)
102 Corporate Square, Suite G, Dublin, GA 31021 | 478.353.1157 (Workforce & Career Services)

Indiana: (dba Transition Resources Corporation)
600 Corporation Drive, Suite 105, 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 | 919.747.7853/.7858 (Early Childhood & Family Support)
5560 Munford Road, Suite 107, Raleigh NC 27612 | 919.239.8137 (Workforce & Career Services)
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: 4713 Papermill Drive N., Suite 203, Knoxville 37909 | 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, www.transitionresources.org