Eusebia’s story with Telamon Michigan’s Migrant Head Start program started nineteen years ago with her first child, Francisco, in 2001. Following Francisco, Eusebia had five additional children: each one has been enrolled in Telamon’s Head Start program. Parents of children enrolled in Head Start participate in activities that support the ways the programs run in their local centers. Each center has a Policy Council; getting involved in this group is one of the ways that parents can get involved.

In 2014, Eusebia attended a statewide meeting of Policy Council. She was so inspired by the dynamics and commitment of the parents, that she wanted to get even more involved. She chose to run for president for the Parent Committee at her center, and won. As an immigrant farmworker with limited formal education and a single mother of six, Eusebia never thought that she could be in a leadership position. Nor did she think that she could possibly serve as a role model for other farm workers and her children. Since the beginning of her new position, she was determined to work on behalf of the families in her community. She has been cheered on and supported by Telamon staff members like State Family Services Coordinator Jorge Torres every step of the way.

This is Eusebia’s fifth year as the president for the Parent Committee in her local Head Start center. In 2019 she was elected president of the area’s Policy Council. As president she attends strategic planning meetings at the state level, and works hard to strengthen relationships with parents, agencies, and farmworker families statewide. Eusebia represented Telamon Michigan at five conferences at different states in 2019, including the National Migrant and Seasonal Head Start conference in Washington, DC. As Jorge shared Eusebia’s list of impressive accomplishments, his voice was full of admiration and pride.

Certainly, Eusebia has become a role model not only to other parents with similar backgrounds, but also to her children, who are proud of her and continue to support her in this journey.

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

At Telamon-TRC, our mission is to provide education that leads to better jobs, better lives and better communities. Whether it is through Early Childhood and Family services, Workforce Career services or Housing and Financial services, our entire organization is dedicated to helping transform the lives of every person we serve. One of the vital ways in which we help nurture an individual’s growth is through education.

The theme of our 2019 Annual Report is *Transformation Through Education.* This year, we highlight the inspiring transformation that occurs in the lives of participants in our programs. Education plays an essential role in the success of our customers during their journeys of discovery, growth and change. Each one of our programs provide education in a variety of ways, such as schooling, training, coaching and mentoring.

Wherever individuals are in their lives, we customize our services to meet their needs and empower them to make positive changes. It may be as simple as helping a person complete a degree or certification or by showing someone how to access resources in their community. It could also be coaching a family on how to establish a budget to manage their finances. Or, even teaching parents skills that will support the healthy development of their child.

In this year’s annual report, we highlight the success stories of three of our customers: Eusebia, Nathan and Zuleyka (shown below). Their remarkable stories are examples of transformations that can be achieved through personal commitment and the support of our dedicated staff. These individuals inspire us to change, and we grow alongside them every day as we share their journeys. Moreover, their enthusiastic commitment to education and strong desire to grow can have a ripple effect that leads to a profound and lasting impact on others.

We also see positive changes in our staff members. Tashia Harrison, a Telamon Workforce Development Specialist in South Carolina, shared her own inspirational story with me recently:

“No one in my home believed in me. I was a single mother of 3, homeless and counted out! But I was determined to prove my family wrong. I’m the only person in my home to get my high school diploma and the only one that has gone to college! Working at Telamon has helped me grow into the person I always aspired to become.”

Change can start with one person embracing an opportunity and it can lead to formative, transformational change in generations to come. Tashia is one of many Telamon-TRC employees who are dedicated to making positive changes in the lives of others, while working hard to learn and grow in their own careers.

I invite you all to read the inspiring success stories featured in this report that embody the spirit of transformation. Eusebia, Nathan, Zuleyka are living examples of the power of education to transform lives. We are proud to play a part in the positive changes in these individuals, their families, and their communities.

We thank everyone whose support has played a key role in making this transformative work possible.

Sincerely,

Suzanne Orozco
Executive Director
THANK YOU
to our 2019 donors and funding contributors, who make our work to strengthen communities possible.

FOR GRANTS/PROGRAM FUNDING IN FISCAL YEAR 2019
October 1, 2018 – September 30, 2019

MULTI-STATE SUPPORT
U.S. Department of Agriculture, Child & Adult Care Food Program
U.S. Department of Health & Human Services, Administration for Children & Families, Office of Head Start
U.S. Department of Housing & Urban Development, Comprehensive Housing Counseling
U.S. Department of Housing & Urban Development, Continuum of Care
U.S. Department of Housing & Urban Development, Fair Housing & Equal Opportunity
U.S. Department of Labor, Employment & Training Administration, National Farmworker Jobs Program
U.S. Department of Labor, Employment & Training Administration; Veterans’ Employment & Training Service, Homeless Veterans’ Reintegration Program

INDIVIDUAL STATE SUPPORT
DELWARE
Delaware Department of Education, Early Childhood Assistance Program
The Delaware Financial Empowerment Partnership

GEORGIA
Georgia Southeast Health District

INDIANA
EmployIndy
Indiana Housing & Community Development Authority

MARYLAND
Community Foundation of the Eastern Shore
Lower Shore Workforce Alliance
Maryland Department of Agriculture
Maryland Department of Housing & Community Development, Community Investment Tax Credits
Maryland Department of Human Services
Maryland Emergency Food & Shelter Program
Rural Maryland Council
United Way of the Lower Eastern Shore
Worcester County Local Management Board Rural Maryland Council

MICHIGAN
Michigan Department of Education
Michigan State University, The Beginning Farmer & Rancher Development Program
Migrant Child Task Force
State of Michigan, Assets for Independence

NORTH CAROLINA
Altria Client Services
Annie E. Casey Foundation
Cape Fear Workforce Development Board
NeighborWorks
North Carolina Department of Health & Human Services, Division of Child Development and Early Education
North Carolina Housing Finance Agency
North Carolina Office of Economic Opportunity
North Carolina State Home Foreclosure Prevention Project
Philip Morris International

SOUTH CAROLINA
U.S. Department of Labor, Employment & Training Administration, YouthBuild
TENNESSEE
Art 4 Moore Fund of Tides Foundation

VIRGINIA
Association of Farmworker Opportunity Programs
City of Danville
The Theodore H. Barth Foundation, Inc.
Virginia Department of Agriculture & Consumer Services
Virginia Department of Housing & Community Development
Virginia Housing Development Authority

WEST VIRGINIA
Barth Foundation
Branch Bank & Trust (BB&T)
Family Resource Network of the Panhandle
U.S. Department of Veterans Affairs, Supportive Services for Veteran Families
U.S. Department of Veterans Affairs, Homeless Providers Grant & Per Diem Program
United Way of the Eastern Panhandle
West Virginia Community Action Partnership
West Virginia Department of Health & Human Resources
West Virginia Office of Economic Opportunity
West Virginia Veterans Administration

For more information about our programs and services, please visit:
www.telamon.org  |  www.transitionresources.org
“Telamon has helped me achieve my dreams. After obtaining my license as a Pharmacy Technician, I was able to purchase a vehicle and rent an apartment for my family. I am so grateful to Dina and Telamon for helping me to transform my life!”

—Zuleyka

Zuleyka and her family lost nearly everything after Hurricane María ravaged Puerto Rico in the fall of 2017. Destitute and homeless, the family relocated to Maryland to build new lives. Without the means to rent an apartment, they stayed with family members.

As a teenager, Zuleyka and her father worked at a nearby chicken plant that processed raw poultry in order to provide for the family. However, her health quickly declined making the intensity and physical demands of the job unbearable. It was difficult decision for Zuleyka to leave the poultry plant since her family relied on her for financial support. Due to her lack of work experience, she had to take a low paying job at a small, local pharmacy.

Zuleyka’s transformation began when she learned about the National Farmworker Jobs Program (NFJP) at Telamon. Dina Gonzalez, a Workforce Specialist, introduced Zuleyka to NFJP and the Lower Shore Workforce Alliance Out-of-School Youth Program. These programs offer training and employment services to help people become economically self-sufficient and productive members of the community. Since her father worked in the poultry plant and she met all the requirements, Zuleyka was eligible to enroll.

Through Telamon’s NFJP program, Zuleyka received career counseling and services, and Dina played a key role. Zuleyka discovered that she wanted to become a certified Pharmacy Technician. With the assistance of her case managers, she registered for an online Certified Pharmacy Technician program. After 12 difficult months working and studying at the same time, Zuleyka completed the certification program with honors. Plus, she passed the exam required by the Maryland Board of Pharmacy. Now working as a certified Pharmacy Technician, she is a happy and successful wage earner, supporting her family and contributing to her community.

To learn more about our Workforce & Career Services programs: www.telamon.org/what-we-do#WORKFORCE
Total number of customers served: 19,577

Some customers receive services through more than one line of business & program.

### Early Childhood & Family Support

- **5,417**
  - Customers served in the states of DE, 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. Our 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

- **5,027**
  - Customers served in the states of AL, DE, GA, IN, NC, SC, VA, & WV

Telamon-TRC’s 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

- **5,957**
  - Customers served in the states of 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, veterans 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.

### Community Services

- **3,176**
  - Customers served in the states of DE, MD, VA, & WV

Community services are those supportive services we provide to customers participating in our programs. These include health and nutrition services such as food pantries, mental health screening and referrals. We also help immigrants and others with language skill development, emergency and supportive services.
Following his discharge from prison, Nathan was determined to build a new life with his boys. He summoned courage and took a chance: he walked into Telamon’s West Virginia office and asked for help.

At his first appointment at Telamon, Certified Housing Counselor Jennie Shriner set him up with a personalized financial education resources and one-on-one support from Financial Coach Amanda Heck, to assist him with budgeting, credit basics, and pre-purchase counseling. His goals were ambitious: to purchase a home within 6 months, improve his credit score and increase his savings. Working with his counselors, Nathan developed a specific plan of action which included tracking all monthly expenses, disputing a collection account, settling a collection account.

Eager to purchase a home and stay the course, Nathan returned for a follow up appointment two weeks ahead of schedule. He had completed all his action steps plus more. In as little as one month, he followed all guidance from the Telamon staff and further reduce his expenses, allowing him to pay off debt and reducing his credit card balance, thus increasing his credit score substantially.

Within just 3 months of working with Telamon, Nathan began looking for a property to purchase. He attended one of Telamon’s Homebuyer Education workshops, and Jennie walked him through the process of establishing additional credit and together, they researched loan options.

A mere nine months since walking through the doors at Telamon, Nathan learned that his financial situation had improved enough to qualify for a home loan. In a little more than a year after beginning counseling services at Telamon, Nathan and his three boys moved into their first home.

To hear Nathan’s story in his own words, please visit bit.ly/HFESuccessStory

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

“At Telamon, I was welcomed with open arms, receiving a credit counselor and a housing coach, Jennie and Amanda. With their help, I was able to fix my credit and raise it a hundred points in six months! I was approved for a loan and purchased a home for me and my sons.”

—Nathan

Housing & Financial Empowerment customer
Nathan is pictured with Jennie Shriner, MBA, AFC; Director of Community Programs, Telamon West Virginia.
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 and Youth
- English as a Second Language
- Career Path Development
- Case Management
- Migrant Farmworker Program
- Job Retention
- On-the-Job Training
- Pesticide & Safety Training
- Positive Youth Development
- School-to-Career Programs
- STEM Experiences for Youth
- Summer Youth Enrichment
- Supportive Services
- Veterans’ Reintegration Programs
- Work-based Learning Experiences
- Workforce Development Services for Veterans
- Youth Development & Training

HOUSING & FINANCIAL EMPOWERMENT
- Fair Housing Education & Counseling
- Financial Coaching
- Home Purchase Counseling
- Homebuyer Education Programs
- Housing Rehabilitation & Weatherization
- Loss Mitigation & Foreclosure Prevention Counseling
- Money Management & Credit Counseling
- Mortgage & Foreclosure Assistance
- Rental Education & Counseling
- Services for the Homeless
- Transitional & Supportive Housing
- Weatherization Services

COMMUNITY SERVICES
- Health & Nutrition Services
- Emergency Food & Support Services
- Emergency Repairs
- English in the Workplace Programs
- Community Resource & Referral Services
- Financial Empowerment Services
- Services for Veterans
- Volunteer Initiatives

Note: Not all programs and services listed here are available in every state where we work. Please visit www.telamon.org or www.transitionresources.org for complete information about the programs and services available in each state.
Support & Revenue
Total $75,536,445

Federal .......................................................... $71,502,018
Non-Federal ............................................... $2,978,924
Investment ..................................................... $95,598
Donations ...................................................... $73,081
Miscellaneous Program Income ....................... $886,824

Total Support & Revenue ...................... $75,536,445

Expenses by Program Area
(Line of Business)
Total $71,455,787

Program vs. Administrative Expenses
Total $74,793,264

For Telamon-TRC’s full financial report, please visit www.guidestar.org
Since 1965, Telamon-TRC has helped individuals to access educational services that lead to better jobs, better lives and better communities. Through our community partnerships, we provide an array of services that help strengthen individuals and families. Our committed team of staff and board members also strive to collaborate as partners to support and empower our customers in all the different communities in which we serve, so that their lives can be transformed.

**Officers:**

Mary Wedgeworth, Chair .................................................. Montgomery, AL
Delores Dixon, Vice Chair ........................................... Greensboro, NC
Juana Rivera, Secretary .................................................. New Era, MI
Herbert Williams, Treasurer ......................................... Valdosta, GA

**Members:**

Tyler Boyd ................................................................. Jenison, MI
Annie Graham ............................................................ Roxboro, NC

Esther Graham ............................................................. Wyoming, DE
John R. Landry, Jr. ....................................................... Raleigh, NC
Lorena McDowell ....................................................... Raleigh, NC
Jennifer McEntire ...................................................... Durham, NC
Jewell Moore ................................................................. Vidalia, GA
Brandy Smith ............................................................... Magnolia, DE
Craig Umstead ............................................................. Wilmington, NC

Telamon-TRC’s Governing Board membership represents a cross section of the states and lines of business in which we operate. Members include community members, experts from our lines of business, legal and financial professionals, and former recipients of Telamon-TRC services. **Pictured above (left to right):** Jenny McEntire, John Landry, Delores Dixon, Herbert Williams, Juana Rivera, Craig Umstead, Mary Wedgeworth, Lorena McDowell, Brandy Smith. **Not pictured:** Tyler Boyd, Ann Graham, Esther Graham, Jewell Moore.
We 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 empowering individuals and improving communities continues.

**TELAMON-TRC**

**CORPORATE, REGIONAL & STATE OFFICE LOCATIONS**

<table>
<thead>
<tr>
<th><strong>CORPORATE OFFICE</strong></th>
<th><strong>REGIONAL WORKFORCE OFFICES</strong></th>
<th><strong>STATE OFFICES</strong></th>
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<tr>
<td>Headquarters</td>
<td><strong>Mid-Atlantic</strong></td>
<td>Alabama</td>
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<tr>
<td>5560 Munford Road, Suite 201</td>
<td>(DE, MD, VA, WV)</td>
<td>Workforce &amp; Career Services</td>
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<tr>
<td>Raleigh, NC 27612</td>
<td>31901 Tri-County Way, Suite 245</td>
<td>Southeast Regional Office</td>
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<td>919-851-7611</td>
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<td>410-546-4604</td>
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<td>25448 Prime Hook Road, Suite 400</td>
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<tr>
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<td>2150 Northside Crossing</td>
<td>416 North Cedar Street</td>
<td>Lansing, MI 48912</td>
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<tr>
<td>Macon, GA 31210</td>
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<td>269-459-2300</td>
<td>Paw Paw, MI 49079</td>
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<td>33 Market Point Drive, Suite 2019</td>
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<tr>
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<tr>
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<tr>
<td>Indianapolis, Indiana 46226</td>
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</tbody>
</table>

**Telamon Corporation**

Transition Resources Corporation

We 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 empowering individuals and improving communities continues.

[www.telamon.org](http://www.telamon.org) | [www.transitionresources.org](http://www.transitionresources.org)