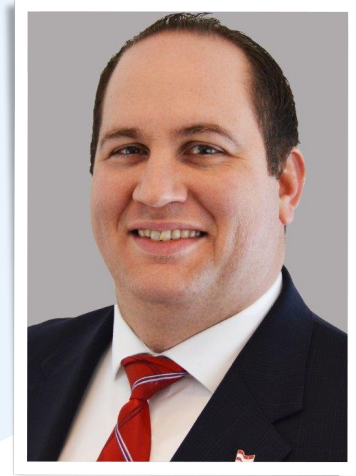




ANNUAL REPORT *2023*

***"To plant a garden
is to believe in tomorrow."***
- A. Hepburn



WELCOME

Dear friends,

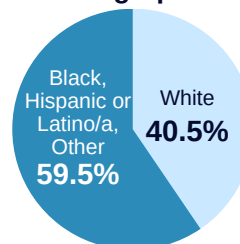
When we think of these recent years, our motto is: Response, Recovery, Renewal. Although we want to put the COVID-19 pandemic in the rear-view mirror, the reality is, its impacts will remain for many years to come. In 2023, TEAM experienced yet another major increase (14%) in the number of residents seeking our help, and as federally funded support programs are receding, that number is continuing to climb fast. I am proud to say the TEAM board, staff and leaders have stepped up to address every new and ongoing challenge that we encounter, and we continue to walk the balance beam of Recovery - while never losing TEAM's historical commitment to addressing the current conditions and root causes of poverty.

But TEAM is more than just resilient - still standing after weathering a major storm - but still standing *stronger than ever*. TEAM has not only served a record 17,666 residents of our region, but continues to do so in creative ways that are responsive to the needs and wants of our communities. This year, TEAM built a brand new program: the Community Health Worker program. These staff members will conduct coordinated outreach efforts to identify and build trusting relationships with hard-to-reach clients in need, and work hand-in-hand with residents to determine how TEAM can improve their lives with support and empowerment, all through the lens of health equity. This unique program has already made significant impacts for-and-with residents in just a few short months. In addition, TEAM has incorporated new language services across all our programs, to be able to better communicate with and serve an ever-growing, diverse population. TEAM is also making significant facilities improvements at our Child Care & Head Start locations, and we welcome any community partner to come and tour our upgraded buildings and playgrounds.

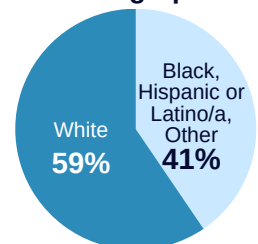
With new programs and our eyes on the horizon, I am proud to say TEAM, Inc. is in the midst of a Renewal. We are ever-committed to our mission and will continue to serve and empower every client who comes through our doors, as we simultaneously identify systems-level changes needed to end poverty as we know it. Thank you for standing alongside us in this work.

Brian Fonck, Chair

**Staff
Demographics**



**Board
Demographics**



BOARD

Brian Fonck - Chair
Lula Walker - Vice Chair
Geraldyn O'Neil-Wild - Secretary
Joyce Barclay - Treasurer
Len Duffus
Ken Gurin

John Hatfield
Beatriz Lugo
Kevin McDuffie
Laura Mutrie
Brian Riley
David Morgan, President & CEO

Yalitza Senquiz
Ron Sill
Stephane Skibo
Robert Van Egghen
Leslie Youngblood
Kate Zarro

WHO WE SERVE

Support & Empowerment Services

17,666

individuals and 8,363 households connected to community & state supports

5,657

households avoided crisis with home heating assistance supports including household repairs & replacements

202

homes received emergency assistance to maintain or obtain safe, affordable housing

994

tax returns were filed returning over \$1.9 million to CT's economy

74

individuals were provided employment services and enrolled in education & training toward gainful employment

1,337

households avoided crisis with drinking water & wastewater assistance supports including disconnected services or financial arrearages

Services for Children & Families

489

young children developed school readiness skills and obtained medical and dental care

62

children with diagnosed special needs served

1,746

children received holiday toys via TEAM Toys 4 Kids

111

child referrals made as a result of preventative health screenings

164,414

diapers provided to 469 children and families

1,214

children improved their nutrition via healthy meals & snacks (CACFP program) & TEAM Family Child Care partnerships

377

Family Child Care providers strengthened business management operations and improved quality early childhood access

WHO WE SERVE

Services for Older Adults

9,240

meals served to 256
older adults through
Community Cafés

99,243

meals served to 401
older adults through
Meals on Wheels

37,579

incontinence products
provided to 131 older
adults

242

seniors received elder care
options, care management
including intake &
assessment, services &
referrals, goals & follow-up,
and continued supports and
action-planning

5,539

medical transportation rides
provided to 210 older adults

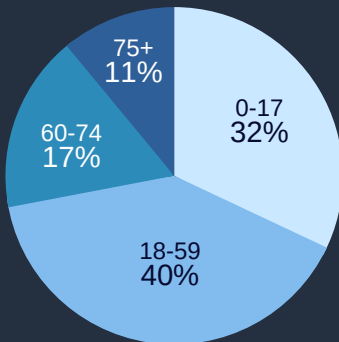
3,021

hours of services provided
to 243 older adults -
including homemaking,
and volunteer services
such as shopping, chores,
outdoor work, telephone
reassurance,
transportation rides and
friendly visits

CLIENT DEMOGRAPHICS

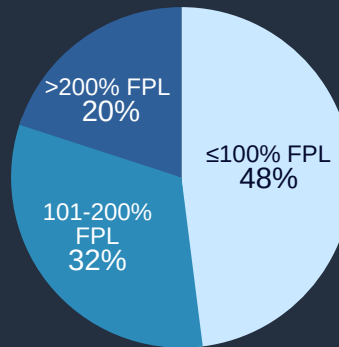
ACROSS ALL PROGRAMS & SERVICES

Age Demographics

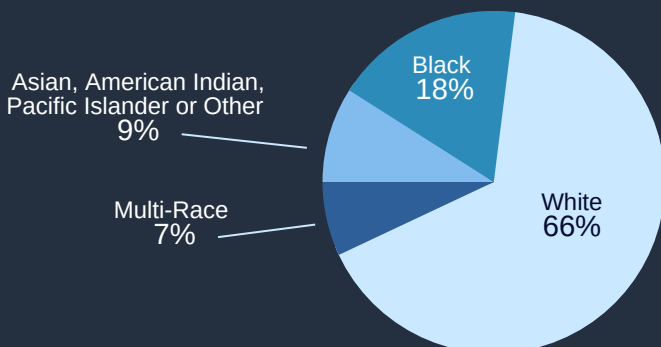


Household Federal Poverty Income Level

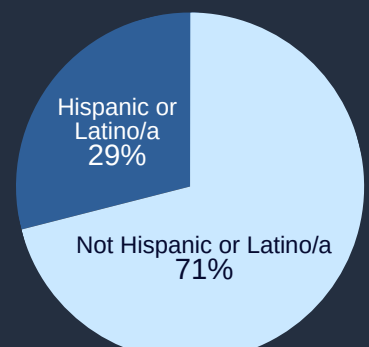
Federal Poverty Level - FPL



Race Demographics



Ethnicity Demographics



REAL STORIES

Meet Kayla...

Kayla and her son, Lance, came to TEAM in March of 2020 at the onset of the pandemic to take part in TEAM's pandemic childcare for hospital staff program, Project 26. At the time, Kayla knew her son would be with TEAM for care for approximately 3 months as the program would end in June. Little did Kayla know that her time with TEAM's early childhood program was just beginning.

Lance had such success in TEAM's toddler classroom during Project 26, that Kayla inquired about enrolling him into the full day/full year Early Head Start option. Upon enrollment, Kayla was connected to a Family Support Specialist that would assist Kayla to set personal goals and work towards increased self-sufficiency as she shared that she had ongoing medical issues, a change in employment, had recently become a single mom and had little to no support system to lean on.

Kayla bravely embraced every aspect of TEAM's Head Start program, as she participated in and completed the Circle of Security parenting curriculum cohort, enrolled in TEAM's GAIN (Gaining Access to Independence Now) job training certification program, as well as became an active member of the Head Start Parent Policy Council; actively participating in monthly program governance meetings and presenting to reviewers on TEAM's behalf during a federal monitoring review. During her son Lance's enrollment, he suffered a traumatic and unfortunate accident outside of the program. Upon his return to the program, Kayla partnered with TEAM staff to ensure her son was surrounded with a team of professionals, including the local Board of Education and staff from Yale that would assist Lance in his recovery. This ultimately led to Lance receiving a formalized 504 plan that supported him throughout preschool and will follow him into the public school.

Throughout Kayla's active participation in the program, it became evident that her housing was unstable and ultimately not a safe environment for her or Lance. Through the Head Start of Housing initiative, a partnership with the Office of Early Childhood, National Center for Housing & Child Welfare, CT Dept. of Housing & TEAM, Kayla qualified for and became the recipient of an accelerated Section 8 housing voucher; one that would give her and Lance the opportunity to move into the newly developed, state of the art apartment complex in Shelton. Safe, affordable housing was one of Kayla's initial goals for herself and her son when she came to TEAM and yet again, she achieved a success that she had often doubted she had the inner strength to do.



"Being a part of TEAM has been life changing. The staff provided me constant support and gave me the strength to hang on and look forward to a better tomorrow during some of my toughest times. They were the support system day in and day out that I didn't have and desperately needed to move me and my son into a better situation. Their support is unconditional and I am forever grateful." – Kayla Skinner

REAL STORIES



Meet Dorice...

Today, Dorice is a 69-year-old woman happily residing in Seymour – but back in 2019 everything changed for Dorice after her husband passed away and their home went into foreclosure. Dorice ended up living out of a motel from 2019 to 2022, until the daily motel rates jeopardized her ability to remain temporarily housed, and she ended up being evicted from the motel. In connecting with TEAM, Dorice acquired a number of critical supports and opportunities including numerous senior housing & assisted living options that fit her situation, clothing & furniture vouchers, assistance with applying to the Medicare Savings Program, SNAP food assistance, and financial assistance toward a security deposit. TEAM and Dorice worked together and Dorice is now in a comfortable, affordable Seymour home where she maintains her income, health, and personal pursuits.

Dorice continues to work with TEAM staff, ensuring she can stay safe and healthy in her home, with the ongoing supports she needs. Dorice is a daily recipient of TEAM Meals on Wheels, which delivers nutritious meals, and provides friendly visits and safety checks that support older adults to live nourished lives with independence, dignity, and happiness. Designed to meet the nutritional and social needs of older adults – allowing seniors to age in place within their home & their community (where 90% report they want to be), TEAM Meals on Wheels delays and prevents the need for more costly institutional services. Dorice is also able to attend her appointments with TEAM's Medical Transportation services, and receives ongoing supports and check-ins with TEAM's Elderly Case Management, with regular assessment and response to her needs.

"I can always put my trust in TEAM! I don't know where I would be right now without TEAM." - Dorice



REAL STORIES

Meet Yvette...

Yvette's story highlights TEAM's promise of empowerment, education, and support amidst significant challenges and opportunities, including the intersection of education & employment, health & overall wellbeing, and the pursuit toward a home & happiness for oneself and their family. Yvette had worked as a Nurse Assistant for the NYC Health & Hospital Corporation since she was 19 – and later in life as a single mother of a 15-year-old son and young adult daughter aged 23, Yvette aspired to move her family to Connecticut “for a better life and left everything behind in New York.”

Upon moving to Ansonia, Yvette continued to commute back and forth to New York while seeking employment in the Valley region with her Nurse Assistant experience. Yvette submitted multiple applications, but was informed that she needed certification in order to be a qualified candidate as a Certified Nursing Assistant (CNA). Upon contacting TEAM, Yvette learned about TEAM's Gaining Access to Independence Now (GAIN) program which empowers individuals to attain knowledge and skills for employment, while also reducing and eliminating barriers to employment. In addition to providing comprehensive case management, TEAM's activities include assistance to individuals in acquiring the skills and support that promote opportunities for employment including job placement assistance.

With the support and empowerment of TEAM, Yvette pursued a 17-week certification program at Griffin Hospital's School of Allied Health Careers, where she was able to become a Certified Nurse's Assistant (CNA) – and received additional certifications in both Patient Care Technician (PCT) as well as in Phlebotomy.

Yvette states that she's always had a passion for working with individuals who struggle with behavioral & mental health, and due to these newly acquired certifications and gained employment skills, she has now been able to secure gainful employment in a full-time position at Carrington Elementary School in Waterbury working with the school's Nursing Program and the individualized health and special needs of students. With increased wages and benefits stacked upon Yvette's fulfillment of her dreams – Yvette thrives and remains true in her convictions of personal and economic wellbeing for herself and her family.



Make a lasting impact.

You can make stories like Kayla, Dorice, and Yvette's possible for countless other residents in need right here in our communities. By making a gift today, or coordinating a planned gift, you will ensure the work of TEAM can continue in perpetuity. To learn more about TEAM's Legacy Fund and the TEAM Legacy Society, please contact David Morgan or Lillian McKenzie at davidmorgan@teaminc.org, lmckenzie@teaminc.org.





OUR MISSION

To ensure the causes and conditions of poverty are being addressed and the communities, families, and individuals we serve are empowered and strengthened through education, support, and opportunities.

FINANCIALS

GRANT/CONTRACT REVENUE

Federal	\$19,000,050
State	\$2,654,695
Local	\$254,283
Program	\$1,002,381
Other	\$160,672
Net Assets Released from restrictions	\$520,182

CONTRIBUTIONS

In-Kind	\$816,646
Fundraising	\$134,782
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Total	\$24,543,691

CATEGORICAL EXPENSES

Salary & Benefits	\$7,755,352
Specific Assistance	\$10,153,634
Delegate Agencies	\$1,341,862
Occupancy	\$1,154,892
Professional Fees & Contract Services	\$564,600
Materials & Supplies	\$829,137
Travel & Transportation	\$85,381
In-Kind	\$807,799
Other Expenses	\$374,794
Depreciation Expense	\$877,735

Total	\$23,945,186
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EXPENSES BY PROGRAM

Early Childhood	\$12,640,452
Elderly Services	\$1,067,258
Support Services	\$8,536,488
Management/Other (7.1%)	\$1,700,988

Total	\$23,945,186
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