



TEAM inc.

Strengthening Communities - Making A Difference

ANNUAL REPORT 2024

“INDIVIDUALLY WE ARE ONE DROP. TOGETHER, WE ARE AN OCEAN.” -Ryunosuke Satoro

www.teaminc.org

MISSION STATEMENT

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

VALUES

Accountability
Advocacy
Belonging
Collaboration
Empathy
Empowerment
Excellence
Integrity
Respect

VISION

TEAM envisions a thriving region, powered by strong communities delivering cost-effective, high-impact services meeting the needs of all individuals and families.

TEAM is an innovative partner and leading catalyst for change – a model agency in addressing community inadequacies and potentials.

TEAM is a national leader in not-for-profit management and program performance in the field of human services, early childhood, family support, and community engagement.

TOWNS WE IMPACT

Ansonia
Beacon Falls
Bethany
Derby
Milford
Naugatuck**
Orange
Oxford
Seymour
Shelton
Waterbury**
Woodbridge

**Early Childhood services only

BOARD OF DIRECTORS

Brian Fonck - Chair

Lula Walker - Vice Chair

Geralyn O'Neil-Wild - Secretary

Joyce Barclay - Treasurer

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John Hatfield

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Laura Mutrie

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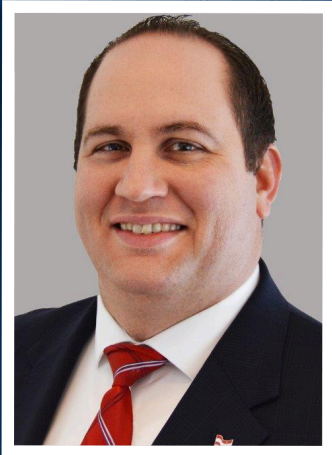
Robert Van Egghen

Leslie Youngblood

Kate Zarro

David Morgan - President & CEO

Welcome



Dear friends of TEAM,

As the Board Chair of TEAM, Inc., I want to take a moment to reflect on the impactful work we've accomplished over the past year and express our deepest gratitude to the community that makes it all possible. At the heart of everything we do is a collective effort — what we call “A Convergence for Good.”

In this report, you'll see statistics and stories of clients TEAM has served this year – whether that was help with childcare, housing, home heating assistance, elder care options, food & nutrition programs, or one of TEAM's many other programs.

TEAM cannot do this alone – and what often goes unseen is how much of our work is fueled by the generosity of and collaboration with our entire community – including business partners, civic groups & organizations, and of course, volunteers. TEAM's work goes beyond our four walls and the programs we can offer – it's about seeing the bigger picture and accomplishing something great *together*. With every donation, sponsorship, or hour spent volunteering (in our office, toy store, childcare centers, fundraisers, senior programs...) or contributing in any other way – YOU have been a pivotal part of TEAM's work and success – and YOU have played a direct role in helping your neighbors.

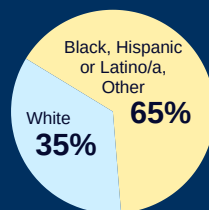
Your involvement with TEAM shows that when we come together as a community, we can create real and lasting change. We do not take your support for granted; we know that our success is a reflection of the trust you have placed in us to make a meaningful difference.

As you read through this report, see yourself in the stories of every one of the thousands of residents served - and see yourself as a part of the “Convergence for Good” that brings hope and changes lives of those most in need. You have made this possible, and with your ongoing support, we look forward to another year of serving our community and making an even greater impact. Together, we are building a brighter future for our region, and I am proud to stand alongside you in this important work.

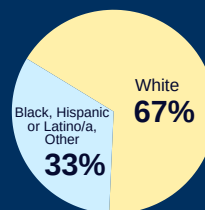
Thank you for believing in our mission and for being a part of our shared journey.

Brian Fonck
Board Chair
TEAM, Inc.

Staff Demographics



Board Demographics



WHO WE SERVE

CHILDREN & FAMILIES

571

young children accessed childcare, developed school readiness skills, and obtained medical & dental care

86

children with special needs & disabilities were provided critical services to ensure school readiness and success

141

individualized child health referrals & supports made possible as a result of preventative health screenings

274,745

diapers provided to 704 children & families

1,246

children improved their nutrition via healthy meals & Family Child Care partnerships

373

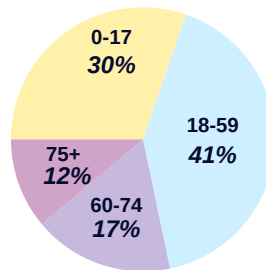
Family Child Care providers strengthened their business management operations & expanded quality childcare access

1,959

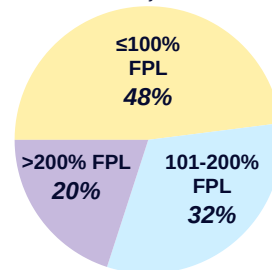
children received holiday toys via TEAM Toys 4 Kids



Age Demographics*



Household Federal Poverty Income Level*
Federal Poverty Level - FPL



OLDER ADULTS

8,790

meals served to 372 older adults through Community Cafés

90,452

meals served to 411 older adults through Meals on Wheels

422

older adults (65+) working with TEAM maintained their independent living

35,215

incontinence products provided to 150 older adults

115

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

6,850

medical transportation rides provided to 221 older adults

3,221

hours of services provided to 193 older adults - including homemaking, and volunteer services such as shopping, chores, outdoor work, telephone reassurance, transportation rides & friendly visits

WHO WE SERVE



SUPPORT & EMPOWERMENT

16,367

individuals and 7,785 households connected to community and state supports

5,638

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

199

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

970

tax returns were filed returning \$1.8 million to CT's economy including child, education & earned income tax credits

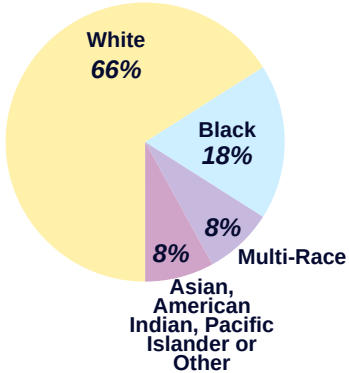
91

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

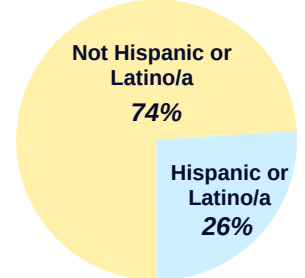
1,346

households avoided crisis with drinking water & wastewater assistance supports

Race Demographics*



Ethnicity Demographics*



*Client Demographics - Across All Programs & Services

PROJECT MANNA

Mobilizing Action for the Nutritional Needs of All

TEAM's Project MANNA provides significant shipments of fresh, healthy foods to our local partner food pantries each month. TEAM orders nutritious food items from wholesale distributor, Bozzuto's Inc., including fresh produce, dairy, proteins, etc. that are sorted and delivered to our partner pantries' shelves the same day for Valley residents to take home to feed themselves and their loved ones.



226,843

Pounds of healthy food provided since 2020

189,036

Meals provided since 2020

2,263

Average number of individuals served by our partner food pantries each month

679

Approximate number of children served by our partner food pantries each month

340

Approximate number of seniors served by our partner food pantries each month



TEAM, INC.



WHY?

By increasing access to healthy foods for the most vulnerable residents of our region, we can positively impact the long-term health and well-being for thousands of people.

PROJECT MANNA

How It Works



TOGETHER WE CAN ELIMINATE FOOD INSECURITY IN THE VALLEY!

Businesses: If you and your employees would like to join us for one of our twice-monthly food drops, please reach out to Lillian McKenzie at lmckenzie@teaminc.org. It is just a two hour commitment, and is a meaningful team-bonding activity!



TO DONATE:

www.givebutter.com/teamdonate and select "Project MANNA"

IMPACT STORY

Luz

Luz, a single mother of one daughter, Marianys, courageously moved herself and her daughter out of an unsafe living situation shortly after her daughter was born. It was difficult for Luz to obtain employment without reliable, affordable childcare. Luz came to TEAM's Slocum Center in June of 2023 to learn more about TEAM's early childhood program. It was upon her first visit that Luz felt she had found a program that would not only be the right fit for her daughter, but would provide support to her as well. During the enrollment process, Luz was able to express concern for her daughter's development and shared that she struggled with meeting basic needs. Before leaving the enrollment appointment, Luz was enrolled in TEAM's Diaper Bank and had a full understanding of the program's approach to partnering with mom and the local Birth to Three agency for her child's developmental evaluation.



Marianys was enrolled at TEAM shortly thereafter, and as a result of mom being proactive and partnering with our program for an evaluation, she began receiving services for a developmental delay and speech. Luz was thrilled that her daughter was thriving in a safe, high quality learning environment. Luz knew it was time to work on stabilizing her living situation. She and Marianys were splitting time between living at a friend's house and a relative. While working with TEAM, Luz disclosed that she and her daughter were homeless.

Through the "Head Start on Housing" initiative, a partnership with the Office of Early Childhood, National Center for Housing & Child Welfare, CT Dept. of Housing & TEAM, Luz qualified for and became the recipient of an accelerated housing assistance voucher. Shortly thereafter, she and her daughter moved into their very own apartment. TEAM's client support fund assisted Luz with household items and furnishings to start them off in their new place. Feeling safe and stable in her own apartment while knowing her daughter is making major strides with her development has brought about an immense sense of pride and reassurance to Luz; one she hasn't experienced before.

"Being part of TEAM has changed my life. The teaching staff communicate with me about Marianys' development and she has learned so much. I see a big difference in her development, behavior and language. I am very grateful for all the staff. I feel safe, happy and at peace in my apartment. I feel confident that I can continue to make my life better. Thank you, TEAM, for everything." -Luz

IMPACT STORY

John

TEAM Elderly Services is dedicated to addressing senior isolation & nutrition, and ensuring that older adults have services and resources that they need to avoid institutionalization and maintain independence & dignity in their home, where they want to be.

In the last year alone, TEAM provided daily meals, friendly visits, and safety checks to more than 400 older adults in our communities. With fixed incomes & economically disadvantaged amidst rising cost-of-living inflation, the majority are considered at-risk of institutionalization, and one in five (19%) are 90 years of age or older. Priority is for frail, homebound, and most vulnerable seniors – TEAM Meals on Wheels provides demonstrated psychological & metaphysical benefits beyond basic nutrition. The daily social contact and safety check for our region's older adults creates added value by reducing concerns about isolation, in addition to delaying and preventing the need for more costly institutional services.

John, age 71, is an Oxford resident who has been accessing TEAM's Meals on Wheels program since January 2024. Suffering from Parkinson's disease and living with his son, TEAM Meals on Wheels has helped John remain independent with dignity and happiness. However, they then experienced the devastating impacts from the August 18th flooding disaster upon Oxford and a large region of Connecticut – forever changing our communities and John's home.

In dire need of assistance, TEAM rapidly responded & deployed direct flood relief assistance that restored power to John's home via a propane-operated generator and immediate access to fresh water. John's home and many others experienced a brief suspension in TEAM Meals on Wheels deliveries. Yet, TEAM continued to provide daily check-ins until we were able to resume all TEAM Meals on Wheels deliveries within days of the horrifying floods that devastated bridges & roads throughout Oxford and beyond. With the generosity of the communities at-large, TEAM was able to provide additional direct assistance that ensured health & safety, and essential access in and out of the home for John & his son as they continue to rebuild and recover from the flood impacts.



IMPACT STORY

Booker

A longtime member of the contractor's union, Booker unfortunately suffered a job-related injury that left him disabled and not able to return to the trade. Shortly thereafter, Booker found out that he was going to be entering a new chapter in his life - becoming a single dad to his beautiful newborn daughter, Nova. Booker dedicated each day to caring for Nova and as she approached her first birthday, a family member shared about the "outstanding early childhood program" that her children attended — TEAM's center-based, infant/toddler option in Ansonia. Booker immediately inquired about the program and shared that he "fell in love with the school. Everyone I worked with from the start made me feel like family at a time that I often felt alone". Booker completed the center's enrollment process and enrolled in TEAM's Diaper Bank.



After starting the program, TEAM staff began working through a series of child development screenings with Nova. With dad's full support and the assistance of TEAM's Behavioral Health & Disabilities Coordinator, a referral to Birth-to-Three (B23) was facilitated, and after receiving an Individual Family Service Plan (IFSP), Nova began receiving 1:1 services to strengthen her development while at the center. Booker fully embraced the process and communicated often with both TEAM's teaching staff and B23 clinicians. While working closely with TEAM's Family Support staff, Booker enrolled in and completed the Circle of Security parenting curriculum cohort. Booker's experience was exceptional as he shared "it not only strengthened my bond with my daughter, but it also taught me things about myself."

Booker continued to work intensely with the Family Support staff. After sharing how difficult it had become to maintain rising rent costs and utility payments on his fixed income, he began working with staff to become an active participant in the Head Start on Housing initiative, a partnership with the Office of Early Childhood, National Center for Housing & Child Welfare, CT Dept. of Housing & TEAM. Booker has recently been approved and is awaiting an accelerated housing assistance voucher; one that will allow him and Nova to stay in their current rental property while providing a rental subsidy.

Booker's journey with TEAM's early childhood program continues, as his daughter has recently entered a preschool classroom. Nova continues to make great strides with her development and is currently supported by TEAM and the local Board of Education's special education department to support her Individualized Education Plan (IEP).

"The gratitude I have for TEAM is beyond words. Each staff member has been on a journey with me and has made me feel like I am not alone. I don't know where Nova or I would be without TEAM—I have trusted the process, and they have been a support net like none other."
— Booker

FINANCIALS

GRANT/CONTRACT REVENUE

Federal	\$18,161,085
State	\$2,998,309
Local	\$247,501
Program	\$838,815
Other	\$117,084
Net Assets Released from restrictions	\$588,953

CONTRIBUTIONS

In-Kind	\$934,794
Fundraising	\$149,919
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Total	\$24,036,460

CATEGORICAL EXPENSES

Salary & Benefits	\$9,208,406
Specific Assistance	\$8,248,744
Delegate Agencies	\$1,166,897
Occupancy	\$931,446
Professional Fees & Contract Services	\$842,864
Materials & Supplies	\$728,549
Travel & Transportation	\$74,395
In-Kind	\$934,794
Other Expenses	\$423,729
Depreciation Expense	\$795,945
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Total	\$23,355,769

EXPENSES BY PROGRAM

Early Childhood	\$13,806,819
Elderly Services	\$1,103,850
Individual/Family/Community Services	\$6,919,798
Other	\$1,130,345
Management (1.7%)	\$394,957
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Total	\$23,355,769

TEAM INC FY2024 FINANCIAL AUDIT; STATE & FEDERAL AWARDS IN ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS

Material Weakness(es) Identified? **NONE**

Significant Deficiency(ies) Identified? **NONE**

Noncompliance Material to Financial Statements? **NONE**

Financial Statement Findings: **NONE**

Any Audit Findings / State Single Audit Act? **NONE**

Any Audit Findings / Federal Regulations? **NONE**

State Financial Assistance Findings & Questioned Costs: **NONE**

Federal Awards Findings & Questioned Costs: **NONE**

CohnReznick  - Independent Auditor's Report 9/2024
ADVISORY • ASSURANCE • TAX



Plan Today, Impact Forever



LEAVE A LEGACY WITH TEAM, INC.

TEAM, Inc. has been a steady light in our community for nearly 60 years, responding to the ever-changing needs of our region, and with continued support, we can continue this life-changing work in perpetuity. As long as there is a neighbor in need, we want to ensure TEAM is around to respond.

When you begin to think about what kind of legacy you want to leave behind, making plans for your assets is vital (and these plans are important for folks of all ages). We hope our dedicated donors and supporters will consider leaving a lasting mark on our community through a planned gift to TEAM's Legacy Fund, which is a safeguarded fund designed to help TEAM respond to our community's needs long after you & I (the staff and supporters of 2024) are gone. In short, what TEAM is able to do today – we want to make sure is possible forever. Contact your trusted advisor to learn about the many ways a planned gift can be made.

To Learn More about the TEAM Legacy Fund and how to become a member of the TEAM Legacy Society, please contact LegacySociety@teaminc.org or David Morgan directly at DavidMorgan@teaminc.org.



Special thanks to Peralta Design for the photos on pages 1, 4, 5, 6 & 9 of this report.

TEAM, INC.

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