



TEAM inc.

ANNUAL REPORT

*You don't have to
see the whole staircase.
Just take the first step.*
-Dr. Martin Luther King, Jr.

2026





WELCOME

A MESSAGE FROM OUR BOARD CHAIR



Each year, I have the privilege of reflection on TEAM's impact and looking ahead to where we are headed as an organization and as a community. And every year, I am reminded that the work is not accomplished alone. To our partners, donors, and volunteers who make our mission possible: this report is, in so many ways, a reflection of you.

Over the past year, TEAM served more than **18,000** of our neighbors across our region, helping families build brighter futures by providing the tools and resources they need to accomplish their own unique goals. Whether through housing assistance, education, access to food or healthcare, affordable childcare, senior services, or something else - TEAM is committed to walking alongside people on their path to success.

Behind every number is a person, a family, and a story. These are individuals facing challenges with courage and determination and resilience. We are continuously inspired by the strength of our neighbors and hope you will take the time to read a few of their stories.

As we reflect on this past year, we are also looking ahead with excitement. TEAM is entering a new chapter with new leadership. We are proud to welcome our new Chief Executive Officer, Tim Makris, who brings with him a deep commitment to the communities we serve and a vision for how TEAM can continue to grow its impact in the years to come.

Thank you for your continued support and dedication to TEAM. Let's continue to walk this path together, bringing support and hope to our neighbors.

Sincerely,

Brian Fonck

Board Chair, TEAM, Inc.

MEET OUR NEW CEO

TIM MAKRIS



I became TEAM's Chief Executive Officer in February, which makes me the newest steward of a promise this community made to itself in 1965.

That promise has held through recessions, turmoil, a pandemic, an awful flood, and every change that has created hardships for individuals and families. TEAM has been where Valley families turn when there is nowhere else. That record belongs to the staff who show up every day and to a community that trusted them with its hardest moments. It is not mine. My job is to protect it and build on it.

I came to this work because I believe a child's readiness for kindergarten, an older neighbor's hot meal, a mother's path to an education or a job, or a family's need for housing should not come down to luck. My career was built elsewhere, co-founding Sandy Hook Promise and, earlier, in leadership roles at Procter and Gamble, Thule and Kellogg. What brought me here was simpler. At TEAM you see the result in a person's life, in the same week, in the same town. None of it is luck. It is compassion, and a desire to help. And that is what I bring.

What I did not expect was the welcome. From my first week this community greeted me with something closer to a warm hug than a handshake. Introductions became conversations, and conversations became partnerships. People gave me room to listen, to learn, and to make mistakes (yes, mistakes), rather than asking me to arrive perfect. I have also used that room with an incredible mission-driven staff who know these programs better than any report can describe them, with partners who have carried this work for years, and with the people we serve, who are the only honest measure of whether it is working.

I want to recognize David Morgan, who led TEAM for a decade before me. He strengthened this agency and built a reputation across Connecticut that opened doors for me before I walked through them. Much of what you will read here rests on work done under his leadership. We are grateful, and we wish him every success.

To our donors, volunteers, partners and neighbors: thank you. None of this happens without you. If we have not met, I would like to hear your story: how you found TEAM, what it has meant to someone you love, what you believe it should be ten years from now. Please share yours with me.

Appreciate you and all you do for our community,

A handwritten signature in black ink, appearing to read 'Tim Makris', written in a cursive style.



TEAM inc.

COMMUNITY IMPACT

Program year October '25 - September '26

Community Services



18,882

individuals supported by TEAM programs agency-wide

58

homes with **152** individuals received emergency assistance to maintain or obtain safe, affordable housing

5,080

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

67,295

meals (~80,754 lbs) of healthy foods distributed to food pantries

1,176

tax returns were filed returning nearly **\$2 million** to individuals including child, education & earned income tax credits

45

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



Elderly Services

485

older adults working with TEAM maintained their independent living

39,077

incontinence products provided

12,018

meals served through Community Cafés

8,129

medical transportation rides provided

81

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



68,492

meals served through Meals on Wheels

1,825

hours of homemaking services provided





JAIME GONGORA

A New Chapter, on His Own Terms



More than forty years ago, Jaime left Bolivia and built a life in the United States. When the chance came to move closer to his son and grandson in the Valley, he took it. For Jaime, family has always come first.

Staying active and independent matters deeply to Jaime. But managing serious medical conditions that require dialysis three times a week takes planning and resources. He was already using Valley Transit District (VTD) to get to his appointments when he discovered that TEAM had a program to help seniors like him ride VTD to medical appointments at no cost. He came to TEAM, enrolled in the Medical Transportation Program, and just like that, a significant financial burden was lifted.

Through his new connection to TEAM, Jaime quickly realized that TEAM offered more than transportation. He was connected with a TEAM Family Support Specialist who sat down with him to understand his situation: a fixed income, a need for support with his health, and a goal of having his own space — somewhere he could be independent without being alone. Together, they got to work.

Jaime's Family Support Specialist helped him navigate senior housing and assisted living options in the Valley, placing him on several waitlists while keeping in close contact. It took time and patience, and eventually, a room opened at Smithfield Gardens, an assisted living community in Seymour, and Jaime moved in.

Today, Jaime has exactly what he set out to find: a safe, supportive place to call his own. Aides check on him regularly, making sure he has what he needs and that his medications are on track. VTD still takes him to his dialysis appointments — free of charge, thanks to TEAM. And on the weekends, that same bus takes him to cheer on his grandson, a standout soccer player at Derby High School.

Jaime is social, connected, and active at Smithfield Gardens. He still sees his family regularly, and he maintains his independence.

TEAM helped Jaime build a solution unique to his goals. With the right support at the right moment, Jaime was able to achieve independent living, strong health supports, and the family and community connections that make life full. For TEAM, this is what it means to walk alongside someone through every stage of life.

"TEAM is doing a great job making a difference in the community - they made a difference in myself."



TEAM inc.

COMMUNITY IMPACT

Early Childhood Programs

Program year September '25 - August '26

691

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

1,416

children improved their nutrition via healthy meals & Family Childcare partnerships



196,455

diapers provided to children and their families

249

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



88

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

2,108

children received holiday toys via TEAM Toys 4 Kids



92

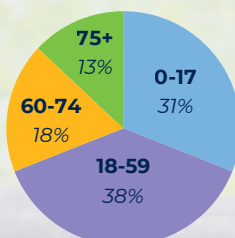
children with special needs & disabilities were provided critical services to ensure school readiness & success



TEAM CLIENT DEMOGRAPHICS

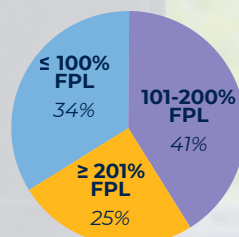
Across all programs & services

AGE

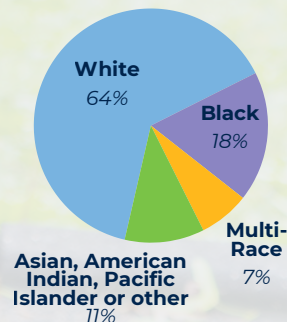


HOUSEHOLD FEDERAL POVERTY LEVEL

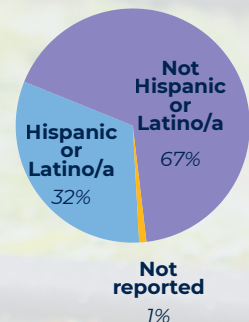
Federal Poverty Level = FPL



RACE



ETHNICITY





THE SAUNDERS-JENKINS FAMILY

*More Than a Program -
A Community*

For Annessia and her children, TEAM's Head Start program has been a consistent source of support through several stages of their family's journey. Her three youngest children, Ameeleah, Prince, and Mateo attended TEAM's Early Childhood center while also receiving developmental services through Birth to Three and/or the public-school special education system.

Seven-year-old Ameeleah participated in shared services between TEAM and the public schools and is now thriving in second grade. Her brother Prince, almost five, follows a similar model, traveling between his public-school special education classroom and TEAM's preschool each day. Annessia and Prince's TEAM preschool teacher, Jennifer, has witnessed tremendous growth in his development, confidence, and comfort in the classroom. Prince has had the benefit of remaining with Jennifer in a mixed-age classroom from age three through age five, allowing him to build familiar routines and strong relationships with his teacher and peers as he has grown.

Annessia's youngest, Mateo, received and successfully completed Birth to Three services. Annessia credits much of his growth in language and social-emotional development to his infant/toddler teacher at TEAM, Kathryn, who worked closely with his Birth to Three providers and incorporated their strategies into the classroom. Mateo had been in Kathryn's classroom since he was 10 months old, so when the time came to transition upstairs to preschool, it's wasn't easy. Annessia remembers Kathryn walking upstairs with a reluctant Mateo, supporting and reassuring him along the way and talking with him about how much he would love his new classroom. **For Annessia, that moment reminded her that Mateo was surrounded by a whole program of people who knew him, cared about him, and had his well-being in mind.**

TEAM's partnership with the Saunders-Jenkins family has extended beyond the classroom. When the family outgrew their apartment, TEAM's Family Support staff assisted Annessia in seeking appropriate housing, searching for affordable housing options, and navigating the moving process. The family ultimately moved into a larger home that better meets their needs. From developmental support and trusted relationships, to advocacy and housing stability, the Saunders-Jenkins family's experience reflects the profound impact of an ongoing partnership between TEAM and a family.



KIRK HANIFIN

Fueled by Hope



Years before he ever needed TEAM, Kirk knew TEAM was there. He had clipped a small TEAM ad from the back of a local newspaper and taped it inside his kitchen cabinet, just to keep on hand.

Years later, Kirk had been injured in a construction accident, and being out of work, needed to find a new way to take care of his bills. He knew where to turn: he opened his cabinet, and made the call.

Kirk lives in a mobile home park in Beacon Falls with his partner, Barbara. After his accident, Kirk and Barbara now lived on a fixed income, and keeping up with everyday costs became difficult. His furnace was getting older and often in need of repairs. With a call to TEAM, TEAM's Energy Program helped Kirk offset the cost of his oil deliveries and manage his electric costs. Each time something broke down on his system, TEAM had someone there.

But the furnace kept aging, and one day, it gave out entirely, releasing a cloud of soot through the home. Now, Kirk was facing a costly replacement, and his stress level was higher than ever. After discussing with a close friend and advisor at his church - Johanna at Beacon Falls Congregational - she advised him to reach out to TEAM again. Kirk thought it might be a long shot, but with Johanna's encouragement and support, placed another call to TEAM.

TEAM staff helped Kirk navigate the application process for a full system replacement – at no cost to him. It required documentation, quotes from multiple vendors, and approvals from the mobile home park. Kirk remained hopeful and TEAM staff kept him updated every step of the way. The mobile home park's new guidelines required propane over oil, and TEAM made it happen, fully covering the complex conversion and installment.

The difference is palpable, and extends beyond simply having a warmer and cleaner home. Kirk and Barbara are healthier and happier. Kirk no longer wakes up with irritated eyes from the old system's soot. Barbara, who used to be cold even in warm weather, now is able to relax comfortably. She wakes up singing. Kirk smiles when he says it.

"I had so much hope. I always just kept on praying and said, 'You know what? This is really going to work,'" Kirk shared.

For Kirk and Barbara, TEAM's Energy Program didn't just fix a furnace. It replaced years of daily stress with priceless peace of mind, and created room for new joy, knowing they're going to be okay.

FINANCIALS

TEAM's fiscal year runs May 1, 2025 - April 30, 2026

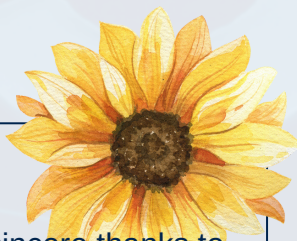
GRANT/CONTRACT REVENUE

Federal	\$16,724,496
State	\$3,176,096
Local	\$342,081
Program	\$703,221
Other	\$801,560
In-Kind	\$1,047,971

Total	\$22,795,425
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THANK YOU

We would like to offer sincere thanks to you, our community, for making TEAM's work possible. Your generosity — through donations, volunteerism, and meaningful partnerships — makes it possible for TEAM to be a helping hand for all of us. Together, we are strengthening our community and building towards something special: a place where all individuals and families have the resources and opportunities they need to thrive. With you beside us, TEAM will continue to show up with a steadfast commitment to our community and the people who count on us.



CATEGORICAL EXPENSES

Salary & Benefits	\$9,184,555
Specific Assistance	\$8,046,311
Delegate Agencies	\$1,170,225
Occupancy	\$871,294
Professional Fees & Contract Services	\$775,681
Materials & Supplies	\$492,647
Travel & Transportation	\$76,830
In-Kind	\$1,047,971
Other Expenses	\$365,702
Depreciation Expense	\$948,472

Total	\$22,979,688
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EXPENSES BY PROGRAM

Early Childhood	\$13,630,045
Community Services	\$6,688,278
Elderly Services	\$962,942
Depreciation	\$948,472
Fundraising	\$442,154
Management (1.3%)	\$307,797

Total	\$22,979,688
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OUR GUIDING PRINCIPLES

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.

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.

VALUES

Accountability
Advocacy
Belonging

Collaboration
Empathy
Empowerment

Excellence
Integrity
Respect

NEIGHBORS HELPING NEIGHBORS

This is what our community is all about.

WAYS TO GIVE

MAKE A DIRECT GIFT

Every dollar you give goes directly to programs that make a meaningful difference in the lives of your neighbors. Whether you give online, by check, or through your Donor Advised Fund, your contribution supports the children, families, and seniors who depend on TEAM every day. Scan the QR code to the right to make a secure donation.



PLANNED GIVING & TEAM'S LEGACY SOCIETY

A planned gift is one of the most meaningful ways to ensure TEAM's work endures for generations to come. By including TEAM, Inc. in your will, trust, or beneficiary designations, you become a member of our Legacy Society — a community of visionary supporters whose generosity will shape the Valley region long into the future. We would be honored to work with you in creating a lasting impact that reflects your values. Contact LegacySociety@teaminc.org to connect with us.

CHARITABLE CONTRIBUTION

TEAM is proud to partner with the Valley Community Foundation, which connects generous donors with the causes that strengthen our region. Through VCF, you can establish a fund, make a charitable contribution, or explore giving other options tailored to your goals. Visit teaminc.org/donate or contact the Valley Community Foundation to learn more.





STAY IN TOUCH:



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