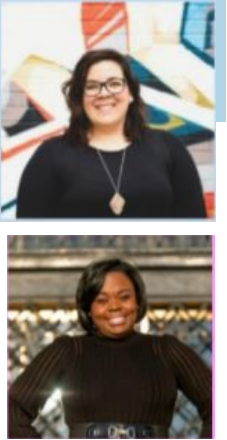
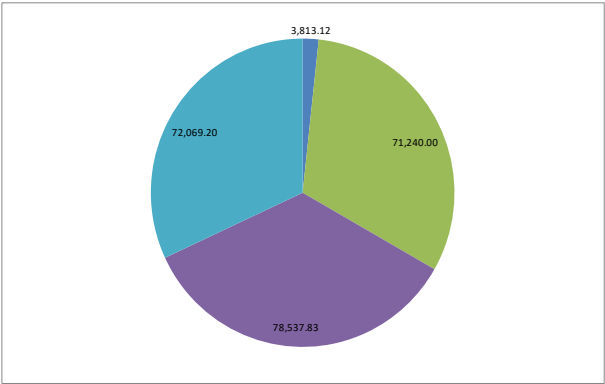


The 2021 Fiscal Year

Special thanks to T.E.A.'s former Executive Director Keri Gallagher And Crystal Sims Program Director For all of their hard work this past year and we wish them the best in their new endeavors!

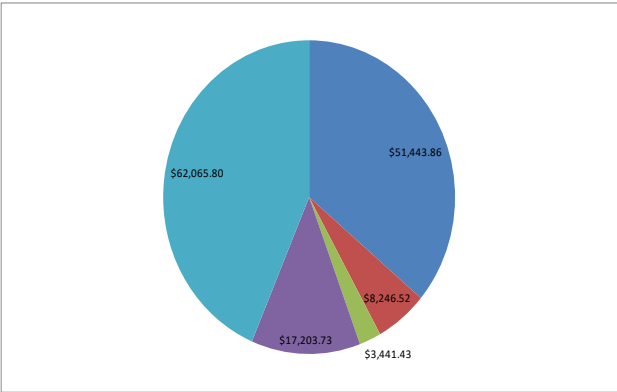


1314 Holden St
Detroit, MI 48222



2021 Revenue

Corporate Contributions	\$	3,813.12	2%
Restricted Donation	\$	71,240.00	32%
Individual	\$	78,552.83	35%
Unrestricted Donation	\$	72,069.20	32%



2021 Expenses

Direct Services	\$	51,443.86	36%
Facilities and Equipment	\$	8,246.52	6%
Fundraising	\$	3,441.43	2%
Operations	\$	17,203.73	12%
Payroll Expenses	\$	62,065.80	44%

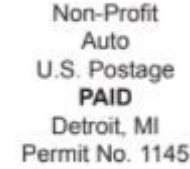
Our Board of Directors

- Board Chair: Diana Roginson
- Vice Chair: Trish Dewald
- Treasurer: Tim Fisk
- Secretary: Carrie Jones
- Director: Amy Peterson
- Director: Carl Bentley
- Director: Angie Kelly
- Director: Katie Marinelli
- Director: Julia Rhodes
- Director: Karen Hopes

Words from our founder!
Amy Peterson (Founder / Director)



This is an exciting time for T.E.A. As an organization we are primed and ready to grow. We are looking forward to doing our part to provide a solution for the growing demand of assisting those with barriers find employment as well as support the businesses that want to have a social impact.



2021 Annual Report

T.E.A., like many of us, entered 2021 into a new normal. For T.E.A., this has meant resetting in a way to better position ourselves to provide services moving forward. In 2021 T.E.A. focused on strengthening itself administratively. T.E.A. accordingly is happy to report the following accomplishments.

- Organizational Wins!
- Hired T.E.A.'s first-ever full-time Executive Director.
 - Worked with Chase Bank and a trained Financial Social Work instructor to provide our participants with financial literacy classes. The tentative launch date is March 2022.
 - A new mission statement was crafted to help everyone understand T.E.A's purpose.
 - A new vision statement was crafted.
 - A 3-5-year strategic plan was completed in Q4 of 2021.
 - T.E.A. stress-tested its donor email list and completed its first newsletter fundraising campaign in Q4 of 2021.
 - Created a T.E.A. Facebook page to better connect with external stakeholders and its participants.
 - Secured from the TPS Accounting LLC our 2020 990 and updated our Michigan License to Solicit.

- Program Impacts!
- T.E.A. dispersed \$2,900 in microloans to two participants.
 - Provided Christmas toys to three participant households.
 - Provided weekly 1:1 participant check-ins via a self-sufficiency coach. These weekly check-ins were instrumental in keeping participants on track.
 - Provided business coaching through Lifeline Global Consulting to one of its participants to pursue starting her photography business.

- Participants were able to establish individual service goals with timelines to execution, and with realistic follow-up.
- T.E.A. sent our staff to receive training in Personal Finance from the Center of Financial Social Work and with the assistance of Wayne State University developed the foundation to offer Financial Literacy Classes.
- T.E.A. was able to provide Tax filing services via our community partner LMR & Associates, PLLC is a Certified Public Accounting (CPA) firm that provides a full range of financial services for individuals and businesses.
- T.E.A. provided educational exposure and personal development to our participants and members of the community via six lunch and learn events in 2021. These events covered some of the following topics.
 - A homebuyer education program at Southwest Economic Solutions and with Realtor Andre Finley.
 - Positive Male Examples - Self Love & Relationships
 - Healthy Family Relationships & Breaking Toxic Patterns
 - Resources offered through Wayne Metro Community Action Agency

T.E.A. is fortunate to have wonderful supporters who believe in the mission of the organization and have given their financial backing to the cause. T.E.A. is happy to report on a \$120,000,00 grant from the Walters Foundation, \$5,000 in support from the Polk Foundation, and \$15,000.00 from the Community Foundation of Southeast Michigan.

As we enter 2022, we find ourselves better staged to relaunch even more diverse and expanded programming. We encourage your partnership with us in this endeavor and wish you the best in this new year!

Donovan Neal
Executive Director



Spring 2022

Our mission | T.E.A. (Teach, Empower. Achieve.) is a 501c3 workforce development organization that serves as a partner for people, primarily women, facing barriers to employment and aims to be a driver of equitable change. T.E.A. works in close collaboration with existing businesses to identify employment needs and job development solutions that supports and provides resources for participants' pathways towards self-sufficiency.

Meet our New Program

Manager: Colleen Jones!



Colleen comes to T.E.A. with an energy and enthusiasm matched only by her skills. She possesses a Bachelor of Science, in Business Administration and majored in Business Management.

An innovative and passionate individual with over 10 years in the non-profit sector in program implementation and management, community/youth advocate, education, mentorship, and project/event curation.

She says what makes her say, "YES!?" "Reaching my goals and helping others do the same!"

We are pleased to have her on the team!

Colleen can be reached at colleen.jones@teachempowerachieve.org or via phone at 248.313.8721



Lunch and Learns

Good eats, tasty treats and learning!

Our February featured speaker for T.E.A. was Dr. Waymond Hayes, Director of Early Learning & Youth Development at Focus Hope.

Dr. Hayes grew up in Detroit, and still lives in the city. His entire life has been about helping black men be in their children's lives. A great example of an educated black man he shared how his mother didn't graduate high school, but went back to school to get her GED after her children grew up. She eventually went on to received her master's degree and is now a licensed counselor.

Dr. Hayes discussed Focus Hope's fatherhood program and how to engage fathers in their children's lives, particularly if the parents were not together. He gave youth development and parenting advice from the male perspective as well as how to engage the fathers in their children's lives. He also talked about how men could support women in pregnancy and breastfeeding, education, and overall motivation.

Everyone loved Dr. Hayes and he was asked to stay in touch and come back.

P.S. Your gift today of \$75 helps T.E.A. to continue to offer wonderful programming like this to our participants.

Thank you for making a difference to women in Detroit!



Why the name T.E.A.?

T.E.A. is the acronym for Teach, Empower and Achieve, which reflects the mission of the organization. When T.E.A. was in its infancy the participants and support staff would come together and share their thoughts and concerns over a warm cup of T.E.A.

Drinking T.E.A. promotes calmness and relaxation, making it the perfect catalyst for conversation. This activity allows for building trust and rapport.

Additionally, the co-founders of T.E.A. have an affinity for the American social justice warrior and women's rights pioneer, Eleanor Roosevelt. One of her more notable quotes is that "A woman is like a T.E.A. bag. You never know how strong she is until she's in hot water."

Money Relationships: Me, My Money Story & Basic Money management

Sponsored by:

T.E.A.

March 14 4:30pm



THIS MONTH AT T.E.A.

You don't need to know everything about money; but you do need to know certain things about it. Money Relationships will be held over an eight-week period on Mondays from 4:30pm to 6:00pm. The sessions are free and open to the public. A donation is requested but not required. We will hold this in-person event at Chase Bank at 1620 Michigan Ave Ste 121, Detroit, MI 48216. (corner of Michigan Ave, and Trumbull) The first 10 attendees will receive a free workbook! (Maximum seating for this event is 25)

About Our Programming

T.E.A. has four-tier programs participants go through. Each tier expounds on our goal to teach, empower, and achieve. In this issue, we will talk about Tier 1. TIER 1 activities comprise intake, assessment, exposure to self-esteem, building group educational opportunities and wrap-around services. Wrap-around services cover a plurality of areas including but not limited to direct financial support, legal help, mental-health referral, etc. The goal of wrap-around supports is to identify and eliminate barriers to participant employment and self-sufficiency.

We create individualized goals with the participants and their self-sufficiency coach, and we then track weekly the agreed-upon goals to show progress.

During this time, we evaluate participants to determine what employer partners we may place them with and we also introduced them to other aspects of the complete T.E.A. program.

Lastly, T.E.A. attempts to provide mentors to its participants; pairing its

participants with persons who can help add to their personal and professional development.



A key component of TIER 1 are Lunch and Learns.

Lunch and Learns are monthly group educational opportunities that participants

may experience alongside participants from other referral agencies or the public at large.

Participants are exposed to prominent individuals who speak on subjects such as relationships, entrepreneurship, available community resources, and a host of other topics. Sessions occur monthly during the day and last for approximately 90 minutes.

The TIER 1 programming is facilitated through a series of in-person group and individual sessions, guest speakers, and bi-weekly one-on-one coaching.

Be Your Best Version

