

TEA (TEACH. EMPOWER. ACHIEVE.)

YEAR 2023

ANNUAL REPORT 2023

THE LATEST INFORMATION AND UPDATES
ABOUT TEA.

TEA
teach. empower. achieve.





A WORD FROM THE EXECUTIVE DIRECTOR

"Resilience" encapsulates our journey throughout 2023. Despite the challenges presented by the pandemic and its aftermath, TEA remained steadfast in its mission to empower and uplift our community. Our partnership with the City of Detroit and the Detroit Jumpstart program exemplifies our commitment to collaborative efforts aimed at fostering growth and development. The transition into our new office space marked a significant milestone, providing us with a renewed sense of purpose and the necessary infrastructure to expand our programming initiatives.

Furthermore, the success of our first fundraiser post-pandemic underscored the unwavering support of our stakeholders and the resilience of our team in navigating uncertain times. The addition of new team members brings fresh perspectives and expertise, propelling TEA towards new heights of impact and effectiveness. As we reflect on the past year, the word "resilience" resonates deeply, serving as a testament to our ability to adapt, innovate, and thrive in the face of adversity. Looking ahead, we are energized and inspired to continue our journey of empowerment, guided by our unwavering commitment to creating positive change in our community.

TEA
teach. empower. achieve.

DONOVAN M. NEAL
EXECUTIVE DIRECTOR



EXECUTIVE DIRECTOR OF TEA, DONOVAN M. NEAL SPEAKS TO A CROWD OF REPORTERS AFTER THE UNVEILING OF THE JUMPSTART PROGRAM WITH MAYOR DUGGAN AND HIS TEAM.

PROGRAM IMPACT

Year to date, TEA has enrolled 30 individuals in Jumpstart, a collaborative venture with the city of Detroit, with 9 of them receiving GED referrals, 17 were enrolled in a Detroit at Work job training program and 2 directly into Full-time employment training, and 2 in the skills refresh program. Each of these four programs provide wonderful opportunities for Detroit residents to earn well-paying jobs, complete their GED, upskill their basic and math skills, and get jobs. Those participants enrolled will collectively earn \$216,000 because of their participation in their respective programs placing much-needed funds directly into participants' and their families' pockets. Our engaging Lunch and Learn sessions have reached and benefited 118 participants so far this year, fostering a culture of continuous learning and personal and professional development. Our Lunch and Learn sessions have sparked a newfound passion for learning and skill development, leading to increased confidence and professional growth among our attendees. While prioritizing Jumpstart, we have still placed 3 individuals in jobs outside of the JumpStart Program into our employer partner Rebel Nell, paving the way for their career advancement and economic independence. Supporting our employees' growth, we disbursed \$4,760 in wage support to two deserving participants, enabling them to continue in their roles.

TEA (TEACH. EMPOWER. ACHIEVE.)

YEAR 2023

In our efforts to eliminate employment barriers and provide essential help, we have invested year-to-date \$926.00 in gas, Uber, and bus passes to ensure our participants have reliable transportation options. Our investment in transportation assistance has been a game-changer, enabling participants to access critical resources, attend workshops, and seize job opportunities with ease.

Lastly recognizing and encouraging those participants with entrepreneurial endeavors, we acquired \$6,000 in grant funding for entrepreneurial endeavors and were able to pass these funds directly to qualified participants, equally distributing \$6,000 among three participants, empowering them to pursue their dreams and build thriving businesses. An unanticipated positive result was the formation of a non-profit organization by one of the three recipients of these funds. The new non-profit was formed to assist children with autism. This will have a reverberating impact on the community, as the participant has already begun working with the Detroit School system.

In total, we have positively impacted the lives of 145 individuals this year, amplifying their potential and creating lasting change within our community. A 10x increase over our efforts in 2022!



30

In 2023, TEA enrolled 30 individuals in Jumpstart, a collaborative venture with the City of Detroit. The results of this partnership have resulted in...

9

GED referrals.

17

enrolled in a Detroit At Work job training program.

2

placed directly into full-time employment training.

2

starting in the skills refresh program.

In 2023, the organization served a population where 77% identified as female and an overwhelming 97% were African American, highlighting the focused and impactful outreach efforts within this demographic.



Ethel Rucker addresses a crowd, discussing TEA's impact, while Tim Fisk, the Chair of the TEA Board, listens in the background.

\$6,000

In grant funding from TEA to participants to start or assist in their business aspirations

\$216,000

In learn to earn stipends made available to TEA referred Jumpstart participants.

Mission Statement

TEA (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. TEA works in close collaboration with existing businesses to identify employment needs and job development solutions that support and provide resources for participants' pathways toward self-sufficiency.

FINANCIAL HIGHLIGHTS

TEA has secured a five-year lease at the Dreamtroit location at a sustainable cost, allowing it to house its programming efforts and provide services from its new location. The organization moved into its new home in July.

Additionally, TEA has successfully contracted with the city of Detroit to offer referral and coaching services. This new funding source will provide approximately \$60,000 in additional funding for the organization, along with \$5,000 in in-kind support for furniture in TEA's new office and training space.

Furthermore, TEA has completed all of its financial audits and brought its financial record-keeping and reporting up to date. This includes but is not limited to, annual financial statements, audited financial statements, 990s, licenses to solicit, and initial applications with the state to obtain raffle licenses to support fundraising efforts. These combined efforts have elevated TEA from a Bronze ranking to a Gold ranking on GuideStar. Achieving a Gold rating signifies a high level of transparency and openness for the non-profit, enhancing TEA's credibility and trustworthiness in the eyes of donors, funders, and the public. Donors often reference GuideStar ratings when evaluating non-profits to ensure their contributions are directed towards a reputable and well-documented organization.

Finally, TEA is delighted to announce its first post-pandemic fundraiser, the Rendezvous. This in-person event was hosted at the Detroit Public Theater and provided an opportunity for attendees to enjoy each other's company, meet the board, and hear from a program participant who has been positively impacted.



TEA (TEACH, EMPOWER, ACHIEVE)

YEAR 2023

THANK YOU TO OUR MANY 2023 PARTNERS



DANIEL KENNEDY
JOHN SIMON
JOSEPH HANDLEMAN, I BELIEVE IN YOU TRUST
FOUNDATION
LINZIE VENEGAS
TRISH DEWALD
TRI-STAR TRUST
TIM FISK
CARL BENTLEY
RALPH AND WINEFRED POLK FOUNDATION
BANK OF AMERICA CHARITABLE GIFT FUND
MAX AND MAJORIE FISHER FOUNDATION
FIRESIDE CAPITAL MANAGEMENT
CHRISTOPHER ARVANTES
CLANNAD FOUNDATION
DTE

AND SO MANY MORE!





In the summer of 2023 TEA moved into a suite within the 90,000-square-foot Dreamtroit complex which opened as a haven for Detroit's arts and culture community, an anchor for economic and community development in its neighborhood, and a model for a more sustainable future in the city.

TEA's new office is located at 1331 Holden St. Suite 233. Detroit, MI 48202 across the street from Rebel Nell

TEA
teach. empower. achieve.





Margaret Kowal
Program Manager



Gail Perry-Mason
Senior Director-Investments at
Oppenheimer & Co. Inc.
Board Member

TEA celebrates a year of remarkable growth, buoyed by the invaluable contributions of our new board members and staff.

Their expertise and dedication infuse our mission with renewed vigor as we unite in purpose to propel our vision forward.



MiVida Burrus
Senior Director of
Development for Avalon
Healing Center
Board Member



John A. Simon
Partner Foley & Lardner LLP
Board Member



PARTICIPANT IMPACT



Alexandra

Alex is a 19-year-old participant who came to TEA from Covenant House in Detroit. At 18, Alexandra was transported from Kentucky to Michigan and was dropped off at 18 years of age with Covenant House shelter. While receiving services at Covenant House, Alexandra was connected to TEA through their workforce development program personnel.

TEA then took the time to interview Alexandra, and she was immediately placed with a coach and provided support through TEA's lunch and learn program. She was immediately referred to TEA's employment partner, Rebell Nell, for an employment interview.

Due to the efforts of TEA, Alexandra was interviewed and became employed with TEA's employment partner, Rebell Nell. TEA provided her with transportation assistance so she could get back and forth to work and assisted her with direct financial assistance while she waited for her regular wages to kick in. Alexandra now earns a living wage, has her own place, is now engaged to be married, and is continuing her journey toward self-sufficiency.

Alexandra is responsible for all the jewelry that Rebell Nell produces.



KIM

KIM, A SINGLE MOTHER OF THREE, WAS INITIALLY REFERRED TO THE ORGANIZATION VIA COTS. SHE WAS ALREADY EMPLOYED WITH TEA'S EMPLOYER PARTNER REBEL NELL WHEN SHE WAS FIRST EXPOSED TO THE TEA PROGRAM. TEA RECEIVED A REVERSE REFERRAL FROM HER EMPLOYER. KIM WAS GIVEN CUSTOMER SERVICE TRAINING AND PROVIDED FOR FREE HER OWN LAPTOP TO ASSIST HER IN DOING HER WORK.

DUE TO A DEATH IN HER IMMEDIATE FAMILY AND THE PRESSURE AND RESPONSIBILITY TO ADDRESS THIS. SHE FOUND HERSELF ONCE MORE PRECARIOUSLY CLOSE TO HOMELESSNESS AND HER EMPLOYMENT ENDANGERED. TEA STEPPED IN AND KIM RECEIVED DIRECT FINANCIAL ASSISTANCE THROUGH MICRO-LOANS, RENTAL ASSISTANCE, AND LEGAL ASSISTANCE, WHICH ELIMINATED ISSUES IMPACTING HER ABILITY TO DRIVE. COLLECTIVELY, THESE SUPPORTS HELPED KIM TO STABILIZE HER FINANCIAL SITUATION.

IN 2023, KIM APPLIED FOR TEA TIER 4 GRANT MONIES TO START HER OWN NON-PROFIT. SHE WAS AWARDED \$2,000 IN GRANT FUNDING FROM TEA AND WAS ABLE TO SET UP HER NON-PROFIT TO WORK WITH AUTISTIC CHILDREN AND HAS SECURED A PARTNERSHIP WITH THE DETROIT PUBLIC SCHOOL SYSTEM. CURRENTLY, SHE SERVES AS THE EXECUTIVE DIRECTOR OF SAFE4AUTISM AND WAS MOST RECENTLY FEATURED AS THE GUEST SPEAKER FOR DTE'S DETROIT'S WINE DOWN AFTER WORK TO TALK ABOUT HER EXPERIENCE WITH TEA AND ITS IMPACT ON HER LIFE.





2024 here we come!

Join us in fueling empowerment and fostering equitable opportunities! T.E.A. (Teach. Empower. Achieve.) stands as a beacon of hope, dedicated to breaking barriers and building brighter futures for individuals, especially women, striving for economic independence.

As a 501c3 workforce development organization, T.E.A. acts as a catalyst for change, partnering with businesses to bridge the gap between talent and opportunity. Together, we identify employment needs and craft tailored solutions, empowering participants to chart their course toward self-sufficiency. Your support fuels this mission of empowerment. Whether through donations, volunteering, or advocating for our cause, you play a pivotal role in transforming lives and communities. Together, let us create a world where everyone has the chance to thrive.

Visit our website to learn more about how you can make a difference today.



teachempowerachieve.org

LOCATION: 1331 HOLDEN ST., SUITE 233, DETROIT, MICHIGAN 48202 | MAILING ADDRESS: 60 E. MILWAUKEE ST #2754,
DETROIT, MICHIGAN 48202

501(C)(3) NONPROFIT ORGANIZATION | #81-2507397