

SEIZING OPPORTUNITY
FINDING PURPOSE
DEMONSTRATING PERSISTENCE

2020 ANNUAL REPORT

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LETTER FROM THE CEO AND BOARD CHAIR

Despite the trials and tribulations of this past year, we have emerged stronger, united in purpose and in our concern for one another, and ready to become a model for what a 21st century youth-serving agency can and must become!

In the midst of the pandemic, through diligent planning and collaboration, we successfully moved to a hybrid service delivery model for our youth, many times being the only sense of normalcy in an otherwise fragmented world. With testing and adherence to stringent safety protocols, we had no major outbreaks and remained together throughout this journey. Now is the time for us to move on as we establish the new normal.

Uniquely positioned to be agile, innovative, and forward thinking, we take bold steps amid a changing and highly competitive landscape in a post-pandemic world: Revitalization, as we align programs and processes with our goals; and Innovation, as we explore the possibilities of how best to prepare our youth to navigate the future of work in career paths both known and yet to be imagined.

It is with great pride and gratitude that we celebrate the numerous contributions of OPP youth in our community, which are highlighted in this annual report.

We want to thank our entire staff, board, and the many partners who make it possible for our work to be successful every day. But mostly, we want to thank our young people, who allow us to be their voices, their supporters, and their facilitators of opportunities!

Together, we must be ready to build an OPP that exceeds the needs of our youth: a local organization that is innovative, yet supportive; one with a global perspective; and a degree of real value that instills lifelong values. Through this shared vision for our future, our possibilities are unlimited.

In gratitude,



A stylized black ink signature of Hector Rivera.

Hector Rivera
Interim CEO



A stylized black ink signature of Smitesh Davé.

Smitesh Davé
Chair, Board of Directors

OUR MISSION

Our Piece of the Pie®, Inc. (OPP®) empowers youth with the key competencies needed to overcome barriers and succeed in education and employment.

WHO WE SERVE

Our Piece of the Pie serves Greater Hartford and young people ages 14-24, who have one or more of the following barriers to success: undercredited and overaged, Child Welfare involved, Justice involved, low income, and unemployed or underemployed.

THEORY OF CHANGE

Our Theory of Change is a transformational tool that connects...

WHAT OPP does,

WHO OPP targets for services,

WHY OPP does its work,

HOW OPP expects to be held accountable and achieve its results.

DIVERSITY, EQUITY & INCLUSION

A framework and competency to address issues of injustice by establishing within the agency a shared language to examine data, understand underlying conditions, and identify root causes of inequities affecting the population served.

DELIBERATELY DEVELOPMENTAL ORGANIZATION

A new way of working together to develop an agency-wide culture that demands transparency and learning where everyone is working every day on developing themselves, one another, and our youth.

OUR THREE PILLARS OF SUCCESS

PERSONAL DEVELOPMENT

Young people need support to Develop & Succeed

- Personal, Academic, and Employment Goal Setting
- Barrier Reduction
- Healthy Habits: Life Skills
- Healthy Emotion Management
- Financial Capabilities

ACADEMIC ACHIEVEMENT

Young people need options to Learn & Progress

- Alternative Education Opportunities
- Tutoring and Homework Help
- Post-Secondary Certificates
- Credentials
- Degrees

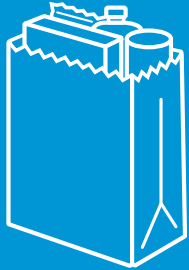
WORKFORCE READINESS

Young people need the skills to Earn & Thrive

- Career Competency Development Training
- Service Learning Projects
- Internships
- Job Placement



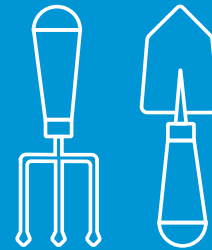
YOUTH IN THE COMMUNITY



FOODSHARE PARTNERSHIP

When the pandemic hit and the usual volunteers (senior citizens) were at a high risk for COVID-19, youth at OPP volunteered at Foodshare events throughout the city. Partnering with Foodshare, youth packaged nonperishable items, delivered them to the homebound, and managed Foodshare stations throughout the community. Due to COVID-19, there was a spike in food insecurity by 35 percent. Foodshare and OPP youth assisted in making sure those families in need got the help they were seeking.





COMMUNITY GARDEN

OPP Youth were commissioned to assist in building the community garden located on Broad Street. Youth cleared the vacant lot, built planter boxes, spread mulch and soil, installed a watering system, and built fencing around the beds. Youth learned about gardening, composting, and gained a sense of purpose in their community. The planter boxes are available for local families to plant their own gardens.



SNOW REMOVAL AND LANDSCAPING

OPP has provided over 375,000 hours of community service through the Hartford Youth Service Corps since 2016. Every year, youth provide seasonal assistance to the elderly and homebound, including snow and leaf removal, and general yard cleanup. At the height of the pandemic, many services to the elderly were temporarily put on pause. The dedication from OPP youth to their community lifted spirits as they became a beacon of hope during a time of social distancing and decreased visits.



TREMAINE

SEIZING OPPORTUNITY



● ● ● ● Tremaine came to OPP in 2016 when he was looking for a summer job. During his time at OPP, he held internships, earned his associate's degree, and then began to pursue additional educational opportunities. Tremaine has always felt supported by the OPP staff, especially his Youth Development Specialist. He recalls a few years ago, "There was an opportunity for me to receive a scholarship at Central Connecticut State University. I couldn't get a ride to campus, so my YDS drove me. I was accepted into the program of my choice, all because of her willingness to believe in me and go above and beyond to help me and see me succeed." Tremaine now studies sociology and is minoring in psychology at CCSU. Last year, during the pandemic, Tremaine was having a difficult time adjusting. "I have to tell you, this last year has been rough. The transition to remote school was difficult—almost impossible. That first remote semester was my worst ever. The math classes were overwhelming. I wanted to give up. The support of OPP helped me through, and last semester was one of my best." Tremaine now has even more skills and tools for success. "OPP has helped me to get to where I am today. I'm just a dude from the community. Without OPP, I'd be like many others in my neighborhood. I go outside of my house, I don't see people going to work, I don't see people with direction, I see poverty. You can't learn from that. I'm looking forward to graduating next year and to seeing where my future leads."

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***"I WANTED TO GIVE UP. THE SUPPORT
OF OPP HELPED ME THROUGH, AND
LAST SEMESTER WAS ONE OF MY BEST."***

SHIAN

FINDING PURPOSE



Shian came to OPP prior to the pandemic. “In 2020, I got kicked out of my house, I was in trouble with the authorities, I had no job, no money. I was food insecure. I was skinny—I think that scared me the most, I thought I was going to die. Everything was so uncertain.” After couch-surfing for several months, Shian found Our Piece of the Pie on Facebook. “It said they offered support in helping people like me find jobs and assistance in other life areas. I called OPP right away.” Shian was immediately matched with her YDS (Youth Development Specialist) and the pair set forward to create a success plan for Shian. With the help of OPP, she was able to get her Social Security card, which turned out to be a four-month process because of the COVID-19 crisis. She began a job at Walmart, improved her credit score, bought a car and was able to earn and save enough money to be eligible for her own apartment. “I never took myself seriously enough until the pandemic because now, I had all this time to work on me. I decided to hone in on my skills and improve my life.” During the pandemic, Shian started her own business and launched a jewelry, accessories, crafts, and cosmetics company. “It’s flashy, nice and sassy—it’s all about fun.” That’s exactly what Shian needed, an escape where she could create and express herself. Currently, Shian is working toward her bachelor’s degree. “I want to help people, especially kids. I want to give back. Who knows, maybe I’ll even become a YDS here at OPP.”




***“I WANT TO HELP PEOPLE, ESPECIALLY KIDS.
I WANT TO GIVE BACK. WHO KNOWS,
MAYBE I’LL EVEN BECOME
A YDS HERE AT OPP.”***



ALEX

DEMONSTRATING PERSISTENCE

Alex has been at OPP for just over a year. He is a very outgoing young man with a drive to grow and learn. During the first few months of the pandemic, Alex was homebound, attending classes on Zoom, and not able to earn any money. He was bored and wanted to challenge himself and take up a new hobby. Alex decided to teach himself how to crochet and began selling his creations during the COVID-19 crisis. He hopes to open up his own online business selling hats, scarves, and blankets. "I even tried to make a poncho...that didn't turn out well, but I like it. It has given me something to do during the pandemic. It's helped me earn some money and has been a way for me to keep busy. The pandemic has been hard. I miss my friends, school, just being out. It's lonely." Alex began working with OPP at the COVID-19 clinics at Dunkin' Donuts stadium. "I'm grateful for OPP. I enjoy working here (at the COVID-19 clinic). It's nice to have some normalcy. Even though we are all wearing masks and staying socially distant, seeing people and getting a chance to talk to them has been nice. It's been hard being stuck at home; I'm looking forward to when we get back to normal."



***"I'M GRATEFUL FOR OPP. I ENJOY WORKING
HERE (AT THE COVID-19 CLINIC).
IT'S NICE TO HAVE SOME NORMALCY...
SEEING PEOPLE AND GETTING A CHANCE
TO TALK TO THEM HAS BEEN NICE."***

FINANCIAL STATEMENT

For the year ending June 30, 2020

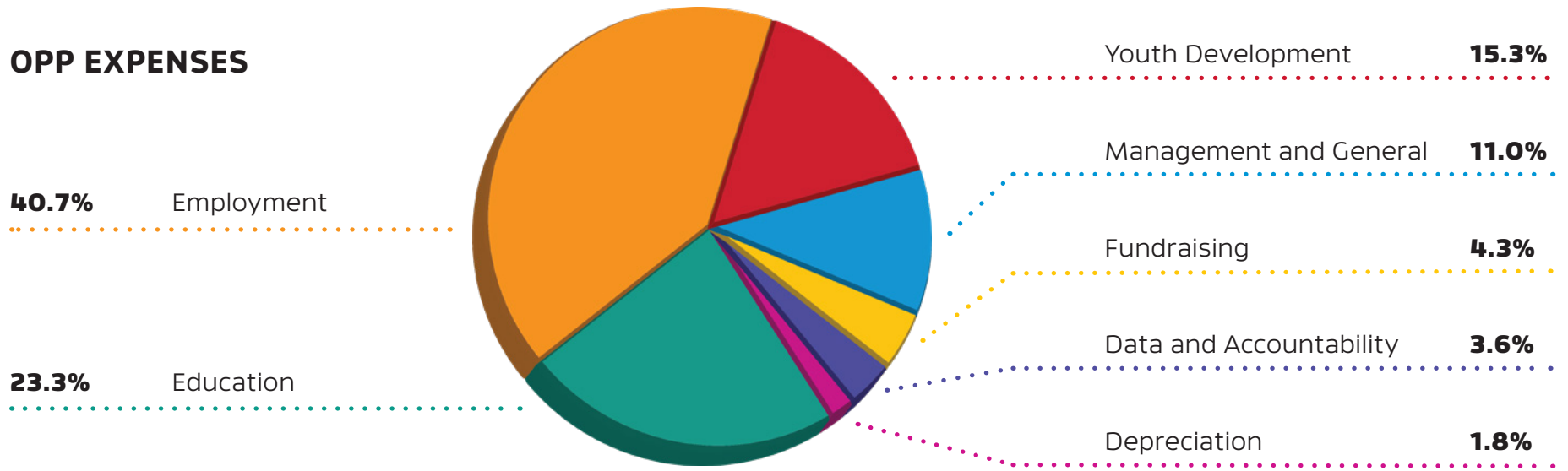
FINANCIAL SUMMARY

Net Assets (beginning)	\$(1,915,847)*
Total Revenue	8,434,754
Program Expenses	7,169,892
Supporting Services	1,319,120
Interest, Depreciation and Building Impairment	158,252
Total Expenses	8,647,264
Change in Temporary Restricted Net Assets	\$861,466
Net Assets (ending)	\$(1,266,891)*

DETAILS OF EXPENSES

Youth Development	15.3%	\$1,319,935
Employment	40.7%	3,517,427
Education	23.3%	2,014,718
Data and Accountability	3.6%	317,812
Management and General	11.0%	949,531
Fundraising	4.3%	369,589
Depreciation	1.8%	158,252
Total Expenses		\$8,647,264

OPP EXPENSES



* In FYE 2019, OPP realized a loss of value for their Windham building (impairment) in the amount of \$3,233,250. This impairment is reflected in the beginning net assets as a deficit. As of FYE 2021 OPP has sold the building.



HARTFORD

YSC HARTFORD
YOUTH SERVICE CORPS

YSC HARTFORD
YOUTH SERVICE CORPS

NASA

YSC HARTFORD
YOUTH SERVICE CORPS

YSC HARTFORD
YOUTH SERVICE CORPS

HIGHLIGHTS July 2019-June 2020

OPP Youth accomplished the following goals in the midst of the COVID-19 pandemic:

1,309

YOUTH ENROLLED, SETTING AND
ACHIEVING GOALS FOR THEIR FUTURE



85

ELIGIBLE YOUTH
ATTAINED
HIGH SCHOOL
DIPLOMAS

1,070

GOALS SUCCESSFULLY COMPLETED



33

YOUTH EARNED
VOCATIONAL OR
POST-SECONDARY
DEGREES

57,208

HOURS OF COMMUNITY SERVICE/
SERVICE LEARNING PROJECTS COMPLETED SINCE 2016



167

YOUTH
OBTAINED
EMPLOYMENT

572

YOUTH COMPLETED CAREER
COMPETENCIES DEVELOPMENT TRAINING



560

YOUTH PARTICIPATED
IN INTERNSHIPS
OR WORK-BASED
LEARNING



FUNDING AND SUPPORT July 2019-June 2020

COMMUNITY PARTNERS

Advanced Behavioral Health
Annie E. Casey Foundation
Discovery Museum
East Woodstock Congregational Church
Jim Casey Youth Opportunities Initiative
New Haven Symphony Orchestra
NewAlliance Foundation
United Way of Middlesex
United Way of Southeastern CT
Wantastiquet Trout Club



CORPORATIONS

AECF Credit Line
American Rigging
Bank of America
Berkshire Bank Foundation
Berlin Batting Cages
Carmon Community Funeral Homes
ConnectiCare
Farmington Bank Community Foundation
Forge City Works
Frank Pepe's Development Co.
Legrand/Electrical Wiring Systems Division
Liberty Bank Foundation
Lincoln Financial Foundation
Network for Good
People's United Community Foundation
Prudential Financial
Rotary Club of Wethersfield/Rocky Hill
The Hartford
Travelers
United Technologies
United Way of Central and Northeastern CT
United Way of Coastal Fairfield County
Walmart
Webster Bank
Workers' Compensation Trust

FOUNDATIONS

Aetna Foundation
AmazonSmile Foundation
Anna F. and David W. Clark Fund
Benevity Community Impact Fund
Budd Family Fund at HFPG
Charles Nelson Robinson Fund



Cornelia T. Bailey Foundation
Dalio Foundation
Dime Bank Foundation
Fidelity Charitable Gift Fund
H.A. Vance Foundation
Hartford Foundation for Public Giving
J. Walton Bissell Foundation
Kate Family Foundation
Legacy Foundation Hartford
Lewis Family Charitable Fund
SBM Charitable Foundation
Stanley D. and Hinda N. Fisher Fund at HFPG
The Community Foundation of Eastern CT
The Tow Foundation
Wells Fargo Foundation
William Caspar Graustein Memorial Fund

GOVERNMENT

Bloomfield Board of Education
Bloomfield Public Schools
Capital Workforce Partners
City of Hartford
Hartford Public Schools

FUNDING AND SUPPORT July 2019-June 2020

INDIVIDUALS

Veronica Airey-Wilson
Drew Andrews
Michael Bailin
Rebecca Barrieau
Djuana Beamon
Deborah & Ken Bibbins
Erin and Chris Bolduc
Dwight Bolton
Ryan Browne
Edward Budd
Michelle Buswell
Noel Cassiano
Troy Damboise
Smitesh Davé
Michael DeCarlo
Denise deFiebre
Jennifer Dowd

Vincent Dowling
Bruce Gifford
Valerie Gittens
Sheila Glackin
Joanne Hastings
Amilcar Hernandez
Sara Houldcroft
Karen Kakley
Dr. Bernard and Gale Kosto
Kyle Krieger
Chris Lewis
Mr. Robert E. and
Mrs. Stacy T. Malecki
Sam Markowski
Keith Merritt
Meghann Michalak
Patrick Murray

Jeff Myshraill
Kimberly Napp
Michael Parkin
Brewster and Judith Perkins
Joanna Perricone
Rosa Plaza
John Rannestad
Bob Rath
Marc and Karen Reich
Enid Rey
Sue Rickard
Hector Rivera
Elizabeth Schiro
LaWanda Scott
Katherine Senerth
Theodore Sergi
Jonathan Seymour



Vi Smalley
Heather Smith
Janet Stulting
Jack Sullivan
John Sundean
Rashani Swaby
Rebecca Taddei
Anne M. Thibeault
Dawne Westbrook
Judith Wildfeuer
Kimberly Williams-Rivera
Paige Williams-Rivera

CHAMPIONS COUNCIL

Edward Budd
Tom Barnes
Jerry Franklin
Joel Freedman
Mickey E. Herbert
Peter Kelly
Karl Krapek
John N. Little

LEADERSHIP

Hector Rivera
INTERIM CEO
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BOARD MEMBERS

Smitesh Davé
CHAIR

Erin Bolduc
VICE CHAIR

Jeffrey Myshrall
TREASURER

Sue Rickard
SECRETARY

Dwight Bolton
Dr. Noel Casiano
Brandon Jubrey
Meghann Michalak
Vi R. Smalley
Rashani Swaby
Nathan Swaim

BOARD EMERITUS

Andy Cohen
Larry Greenberg
Frank Scalise

Our Piece of the Pie

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