

ANNUAL
REPORT
2019



Our Piece of the Pie.

LEADING THE WAY WITH
OPPSTRONG





ANNUAL REPORT 2019

Executive Summary	.....	3
Our Mission	.....	4
Success Stories	.....	6
Youth Justice Summit	.....	12
Alumni Corner	.....	14
Financial Summary	.....	16
Highlights	.....	18
Champions of Youth Celebration	.....	20
Funding and Support	.....	22

LETTER FROM THE CEO AND BOARD CHAIR

During the past year, OPP embarked on an intensive process of re-envisioning itself for the future. As we reflect on the past year, largely devoted to our new **Theory of Change**, it has become more and more apparent how very grateful we are to the many youth, individual donors, funders, and community partners that have helped to build the legacy of the agency for the past 40 years.

The past serves as the foundation for our future. As an agency, we have reached an important milestone, as our youth of the past are now emerging as the leaders who will help to support and steer our future. OPP stands on a solid commitment of putting youth at the forefront of all critical conversations. In doing so, there are evermore new opportunities for our young people to be heard: our Youth Justice Summit, incorporation of a Social Justice component in our Opportunity Academy school curriculum, an expanded civic engagement facet in the Youth Service Corps, the creation of a new group of leaders—the Young Legends, and the return of former OPP youth as full-fledged participating board members of the agency.

Organizationally, we are transitioning from a program delivery model to a universal enrollment model with an “open door” entry, where target youth receive the supports they need to become successful. Throughout this time of change and evolution, our service to youth has remained high quality and steadfast.

We are grateful for our dedicated staff, who display profound belief and commitment to our mission of empowering youth with the key competencies needed to overcome barriers and succeed in education and employment.

We are grateful for our Board of Directors for sharing their knowledge, generosity, and guidance on our journey.

We are grateful for partners and supporters who have given so generously of themselves, making our success possible. But most of all, we are grateful to our dedicated and determined youth who provide inspiration, and enrich all our lives and our community each and every day!

We hope to continue our conversation as we grow this next chapter of OPP, and as we work together to provide opportunity, connection, and showcase the powerful potential of all young people.

In gratitude,

A handwritten signature in black ink, reading "Enid M. Rey".

Enid M. Rey, Esq.
Chief Executive Officer
Our Piece of the Pie, Inc.

A handwritten signature in black ink, reading "Smitesh Davé".

Smitesh Davé
Board Chair
Our Piece of the Pie, Inc.

“Given the events of this year, it is particularly critical for OPP to continue to perform today while it undergoes the transformation necessary to ensure youth success into the future.”

— Smitesh Davé, Board Chair



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.



OUR WORK

Our Agency-Wide Focus & Foundational Approach is known as **OPPSTRONG**.

OPPSTRONG: Strengthening Together Results and Opportunities that Nurture and Grow youth and staff as the vehicle to transform the agency to reach its next level of development, operational quality and results for youth.

The key components of this work include:

- Theory of Change
- Race, Equity & Inclusion
- Deliberately Developmental Organization
- OPP Data Initiative



WHO WE SERVE

Our Piece of the Pie serves Greater Hartford young people ages 14-24, who have one or more of the following risk factors: under-credited and over-aged, Child Welfare involved, Justice involved, low income, and unemployed or under-employed.



CHANGE: FROM THEORY TO ACTION



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.

Race, Equity & Inclusion

A framework and competency to address issues of race 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.

OPP Data Initiative

New Data Infrastructure for real-time, integrated, youth-level data that is accessible to staff and stakeholders for analysis to support improved services, operations, policies and outcomes for youth in Hartford. This work will be aligned with the learnings from the Hartford Data Collaborative, where OPP serves on the governance committee.

TAJ / A NEW WORLD VIEW

Prior to joining Our Piece of the Pie, Inc., Taj Banks was unsure what opportunities existed for him and what he could offer his community. He connected with Our Piece of the Pie in two service areas—initially through Workforce Development, where he received guidance and the recommendation to build and refine his skills in the Youth Service Corps. The Corps is offered to youth in partnership with the City of Hartford and sponsored by the Dalio Foundation, Hartford Foundation for Public Giving, The Hartford, Travelers, Aetna, and Newman's Own Foundation.

Taj credits working with his Youth Development Specialist (YDS) for a different outlook and wider view of what the world has to offer and what he can bring to his community. Currently, he is working on a project that will amplify youth voices through music. In the near future, Taj hopes to continue to grow at OPP and aims to earn increased responsibility in a Youth Ambassador role.



ADVICE TO YOUTH

"NO MATTER WHERE YOU COME FROM, OR WHERE YOU HAVE BEEN, SURROUND YOURSELF WITH PEOPLE WHO ARE GOING TO HELP YOU GET TO WHERE YOU SHOULD BE."



TYDEAH / REALIZING POTENTIAL

Tydeah (Ty) graduated from Opportunity Academy at OPP (OA) in June with a goal of pursuing a career in Nursing. Opportunity Academy is an alternative education solution offered to youth in the city of Hartford in partnership with the Hartford Public Schools. At 17, Ty arrived at OA with 14 credits, after being referred by a teacher who recognized her potential. Her teacher thought that a different learning environment would lead to Ty's academic success.

Working one-on-one with her YDS and in a smaller classroom where she received more academic support, Ty established a connection with OA teachers and mentors, and gained confidence in herself and her academic abilities.

She has taken advantage of many opportunities to complete the coursework required to graduate, and has now joined the Class of 2020.



ADVICE TO YOUTH

"STAY FOCUSED, DON'T GIVE UP,
AND SURROUND YOURSELF
WITH POSITIVE PEOPLE!"



ANGEL / COMMUNITY LEADERSHIP

Angel Cotto, a youth leader in the City of Hartford, wants to make a change in Connecticut that can have national impact. He initially became acquainted with Our Piece of the Pie, Inc. while working with a partner organization.



Photo credit: Terese Newman

Recently, Angel accepted a leadership facilitator role with the Young Legends, a leadership program launched by OPP and sponsored by the Hartford Working Cities Challenge and Generation Works in conjunction with the United Way of Central and Northeastern CT. The Young Legends collaborate with multiple organizations and community leaders to help address the needs of younger people in Hartford. Together, the Young Legends work to address the inequity that is impacting the youth of Hartford, using young people as a solution for the future.

Angel's passions have fueled his desire of completing his Bachelor's Degree and obtaining a Master's Degree in Community Psychology. He hopes his current and future work can help end youth homelessness with a focus on marginalized communities.



Photo credit:
Terese Newman

ADVICE TO YOUTH

"HARTFORD HAS A BEAUTIFUL HISTORY. ALIGN YOURSELF WITH ORGANIZATIONS AND CONNECTIONS THAT HELP YOU BE A PART OF THE SOLUTION."

ALEENA / GUIDING THE WAY

Aleena Durant wants to be someone that others can come to for help. In accepting a leadership facilitator role with the Young Legends, she received leadership training to provide additional skills to use her voice. She accomplishes this through her work with the Young Legends—focusing on decreased unemployment rates, social and racial justice advocacy, and youth-driven policies.



Photo credit: Terese Newman

Aleena's experience with the group expanded her understanding of the scope of issues faced by young people in Hartford that prevented them from achieving their goals. Part of what the Young Legends do is create awareness of local resources that youth have access to in the community.

In the future, Aleena hopes to create an organization that serves as a strong resource for youth.

ADVICE TO YOUTH

“AS A YOUNG PERSON, YOU HAVE TO OPEN YOUR MOUTH, YOU HAVE TO SPEAK UP. YOU CAN'T HOLD BACK AND GIVE INTO THE NORMS OF SOCIETY. IF YOU FEEL LIKE YOU NEED SOMETHING, THEN SAY THAT YOU NEED THAT. PUT YOUR BEST FOOT FORWARD: YOUR VOICE MATTERS, AND YOU MATTER. IF YOU SEE THAT YOU MATTER, AND BECOME AWARE OF YOURSELF AND THE PEOPLE AROUND YOU WHO LOVE AND SUPPORT YOU, THEN YOU WILL THRIVE AFTER THAT.”

YOUTH JUSTICE SUMMIT / MAY 22, 2019

Our Piece of the Pie hosted a **Youth Justice Summit**, bringing together community leaders, mentors, young people, and OPP staff to take a deep dive into justice reform by highlighting the true injustices of the system and how this inequity impacts youth of color. The Summit took place at Capitol Community College and showcased speakers and a panel of young people who shared their personal experiences with the system.



**“DON’T THROW THEM
AWAY BECAUSE THE
SYSTEM ALREADY
THREW THEM AWAY.”**

This quote from Keynote Speaker, **Mysonne “The General,”** resonated with the mission of our Youth Justice Summit.



Mysonne was joined by **Dr. Maysa Akbar**, who spoke about Urban Trauma, focusing on empowering young people to overcome the barriers that might seem too difficult at first try.

Dr. Danielle Cooper used the example of Kalief Browder to explore youth injustice; **Dr. Wendy Waithe Simmons** and **Camara Stokes** spoke about the school to prison pipeline and the exclusionary practices that are used, which have a huge impact on the trajectory of school children; and **Matthew Sagacity Walker** used dialogue to brainstorm ways to initiate community change.



OPP youth held a panel to give the summit attendees the youth perspective on the effects of experiencing urban trauma, the juvenile justice system, and the child welfare system. Stay tuned for future events.

#JUSTICE

ALUMNI CORNER / KEVIN BURGOS

Hartford resident, former OPP youth, and current OPP Board Member
Kevin is the second OPP alumnus who has joined the Board of Directors this past year!

A little over a decade ago, Kevin was in a situation where he needed to care for his sister, and as a result, he withdrew from high school. But his mother was determined that Kevin attain a high school diploma and sought out the OPP Diploma Plus program. Kevin shared, “My YDS was Brenda Colon, and between her and my mom there was no way that I wasn’t going to graduate. Ms. Colon would even show up at my job—she never gave up on me!”

Kevin’s path to opportunity was when he was placed at his first job at Dunkin’®. He soon became the youngest manager at 18—yet, the minimum wage was unlivable. His passion for organizing and mobilizing led to his work on the *Fight for 15 Movement* in Connecticut, taking the issue to the Supreme Court in Washington, D.C. He also taught classes on Social Justice, worked for the Service Employees International Union (SEIU), and was a part of the team for Bernie Sanders.

Although Kevin has traveled the United States, his commitment to Hartford remains steadfast. “I love Hartford—I won’t give up on it. It’s my neighborhood, and I won’t give up on my people.” Eventually, Kevin would like to run and serve in public office—the perfect opportunity to make change.

ADVICE TO YOUTH

“FAILURE IS HUMBLING AND CAN MAKE YOU STRUGGLE—FIGHT HARDER!
THERE ARE ALWAYS GOING TO BE OBSTACLES—YOU JUST NEED TO NAVIGATE
AROUND THEM. IT’S UP TO YOU!”

Ask for help from the community: “People should be living in safe neighborhoods, working decent jobs to pay their bills, and spending time with their family. If you see something wrong, speak up!”



ALUMNI CORNER / RASHANI SWABY

Former Hartford Resident and OPP youth and current OPP Board Secretary
Talent Partner, Operations at Pratt and Whitney
M.B.A. from Florida Institute of Technology



Rashani is a longtime member of the OPP family. She began her OPP journey as a young person in our workforce readiness program. Currently, Rashani is an operations talent partner at Pratt and Whitney, as well as an active mom and member of our board!

ADVICE TO YOUTH

“TAKE ADVANTAGE OF OPPORTUNITIES TO MOVE YOUR LIFE FORWARD,
YOU DESERVE THE BEST!”



CALLING ALL OPP ALUMNI!

We want to reconnect with you. There are so many great stories to be told about your journey that can help support the work that we are doing with youth today.

OPP values the contributions you have made, and we are committed to supporting Alumni—once OPP family, always OPP family!

Please contact externalaffairs@opp.org to learn more about sharing your story and becoming more involved.



Rashani with her former YDS, Hector Rivera Jr, current OPP COO.

FINANCIAL STATEMENT

For the Year Ended June 30, 2019

FINANCIALS

Net Assets (beginning)	\$2,105,635
Total Revenue	7,808,385
Program Expenses	7,028,750
Supporting Services	1,104,401
Interest, Depreciation and Building Impairment	3,643,622
Total Expenses	11,776,773
Change in Temporary Restricted Net Assets	\$(53,094)
Net Assets (ending)	\$(1,915,847)

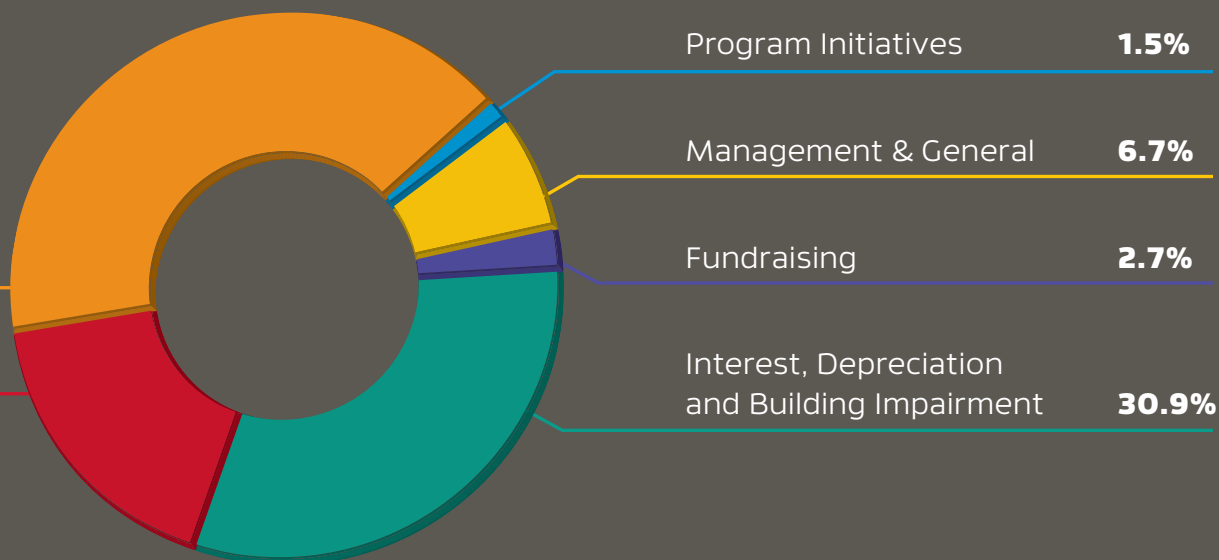
EXPENSES

OPP in the Community	40.8%	\$4,801,547
OPP in Schools	17.4%	2,047,101
Program Initiatives	1.5%	180,102
Management & General	6.7%	788,674
Fundraising	2.7%	315,727
Interest, Depreciation and Building Impairment	30.9%	3,643,622
Total Expenses		\$11,776,773

OPP EXPENSES

40.8% OPP in the Community

17.4% OPP in Schools



OPP COMMUNITY FINANCIAL IMPACT MAP

FY18-19



Our Piece of the Pie is the largest employer of youth in the City of Hartford.

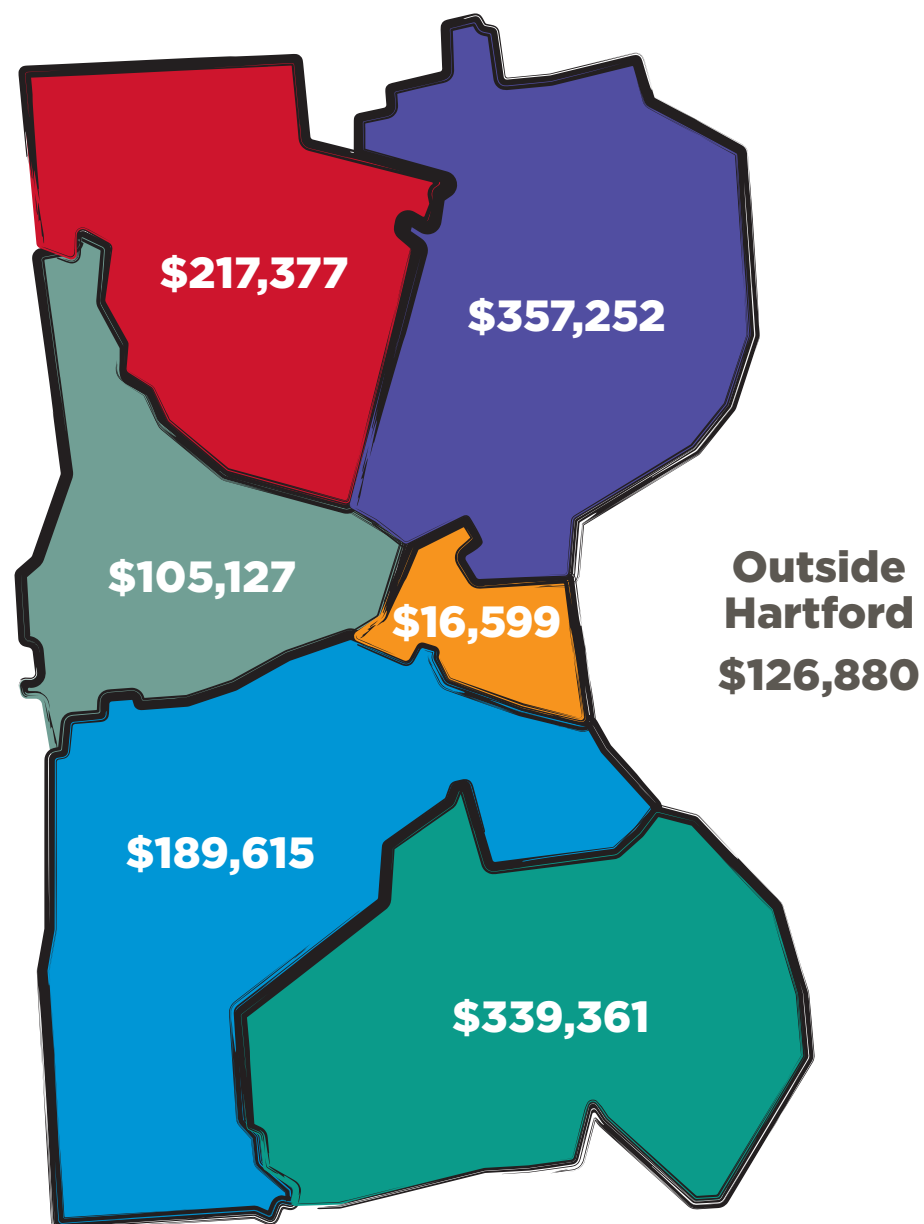


Youth wages of **\$1,352,211** were paid to **769** youth.



68,954 service hours were completed.

ZIP CODE	PAYROLL
06103	\$16,599
06105	\$105,127
06106	\$339,361
06112	\$357,252
06114	\$189,615
06120	\$217,377
GRAND TOTAL	\$1,225,331
OUTSIDE HARTFORD	\$126,880
TOTAL PAYROLL	\$1,352,211



OPP AT A GLANCE FY2018-2019

1,055 YOUTH WERE ENROLLED AT OPP
SETTING AND ACHIEVING GOALS FOR THEIR FUTURE.



435

YOUTH EMPLOYED DURING
SUMMER YOUTH EMPLOYMENT



100

ELIGIBLE YOUTH
ATTAINED
HIGH SCHOOL
DIPLOMAS

125

YOUTH EARNED
VOCATIONAL OR
POST-SECONDARY
DEGREES



254

YOUTH COMPLETED
CAREER COMPETENCIES
DEVELOPMENT TRAINING

\$1,352,211

TOTAL YOUTH WAGES PAID



68,954

HOURS OF COMMUNITY
SERVICE/SERVICE LEARNING
PROJECTS WERE COMPLETED



250

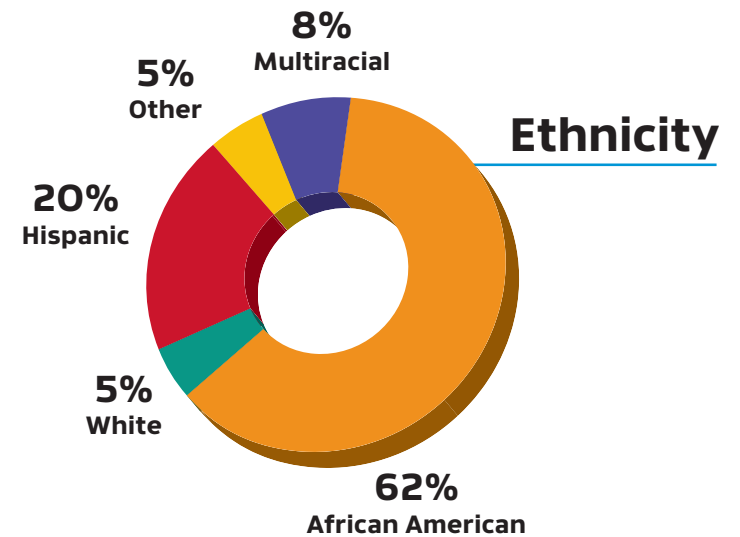
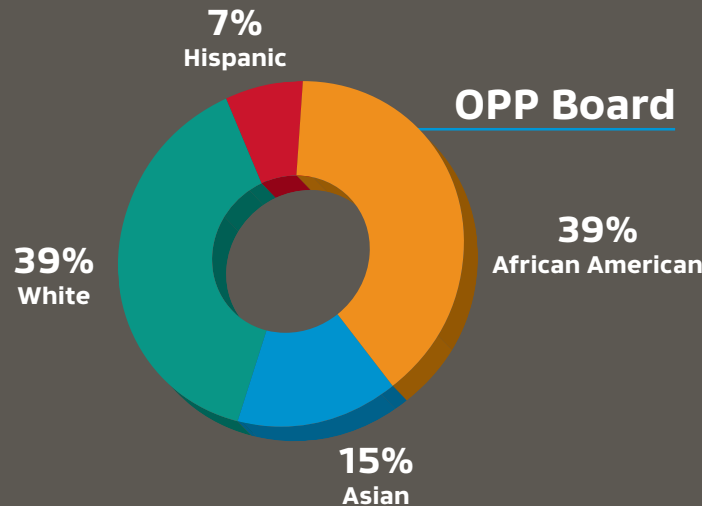
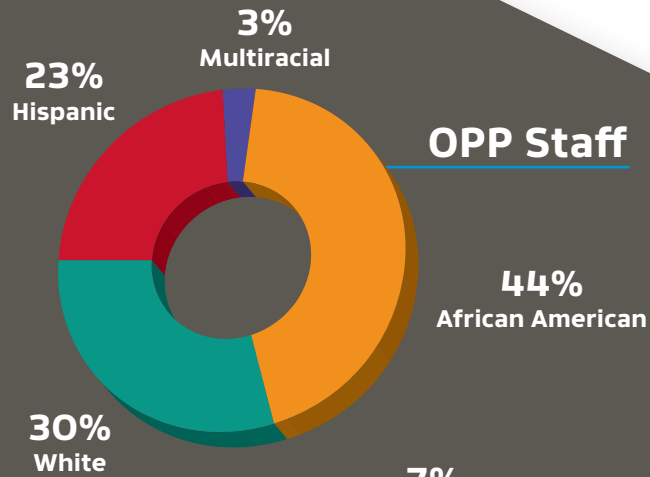
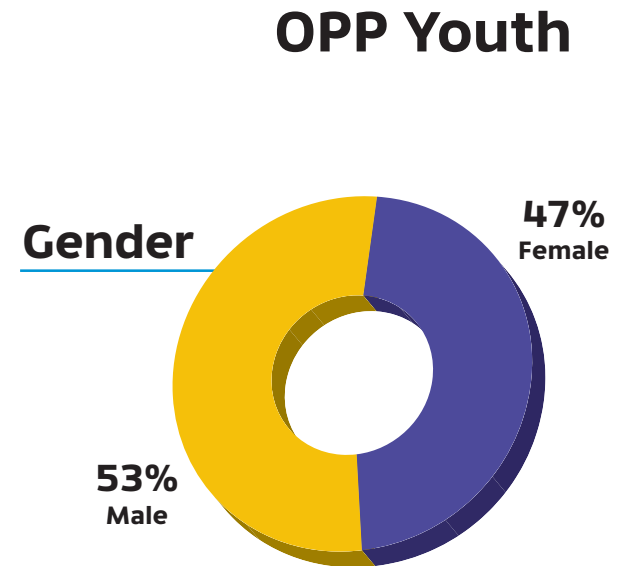
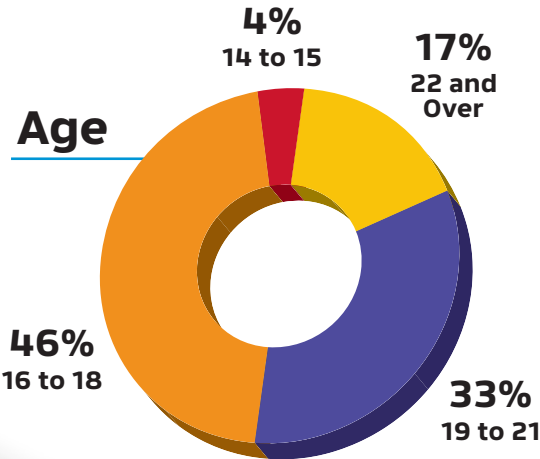
YOUTH PARTICIPATED IN INTERNSHIPS
OR WORK-BASED LEARNING

232

YOUTH
OBTAINED
EMPLOYMENT



WHO WE ARE



CHAMPIONS OF YOUTH CELEBRATION



On Thursday, November 8, 2018, Our Piece of the Pie hosted the **Champions of Youth** event honoring these three “Champions of Youth” who have exemplified work in the Hartford Community.

Alex Johnson, President of Capital Workforce Partners

Joette Katz, Commissioner of the Department for Children and Families

Emily Tow Jackson, Executive Director of the Tow Foundation

Champions of Youth celebrates individuals, partners, and supporters who have played a key role in the success of our youth.

We are looking forward to celebrating our partners and youth successes next year!

CHAMPIONS OF YOUTH CELEBRATION



FUNDING AND SUPPORT July 2018-June 2019

COMMUNITY

Annie E. Casey Foundation
Boys & Girls Club of Hartford
Real Art Ways
Southern New Hampshire
University
Southside Institutions
Neighborhood Alliance, Inc.
United Way of Middlesex
United Way of Southeastern CT
Washington Middle School

FOUNDATIONS AND CORPORATIONS

American Rigging
Bank of America
Berkshire Bank Foundation
C&C Janitorial Supplies, Inc.
Carmon Community
Funeral Homes
Casiano Clinical Service LLC
Chase
Colliers
ConnectiCare
Connecticut Public
Broadcasting, Inc.
Conning
Duncaster
Facebook
Farmington Bank Community
Foundation
Forge City Works
Gibb's Wire & Steel Company
Gouveia Vineyards
Hartford Steam Boiler
Inspection & Insurance Co
IFG Companies
Jackson Lewis LLP
KTI Group
Legrand/Electrical Wiring

Systems Division
Lincoln Financial Foundation
Meredith Corporation
Minuteman Press
My Value Tree
People's United Bank
Polish National Credit Union



Prudential Financial
Pue, Chick, Leibowitz
& Blezard LLC
Suburban Stationers
The Hartford
Travelers
UBS
United Technologies
Walmart
Webster Bank
WFSB - Channel 3
Whittlesey & Hadley, P.C.
Anna F. and David C. Clark Fund
at HFPG
Beatrice Fox Auerbach
Foundation Fund at HFPG
Jeamel Family Charitable Fund
Newman's Own Foundation
Schwab Charitable Fund
Aetna Foundation
AmazonSmile Foundation

Associated Black Charities
Benevity Community Impact
Fund
Bob's Discount Furniture
Charitable Foundation
Charles Nelson Robinson Fund
Chelsea Groton Foundation
Cigna Foundation
Dallo Foundation
Dime Bank Foundation
Ensworth Charitable Foundation
Fidelity Charitable Gift Fund
Frank F. Davidoff Trust
George A. & Grace L. Long
Foundation
H.A. Vance Foundation
Hartford Foundation for Public
Giving
J. Walton Bissell Foundation
Lowe's Charitable & Educational
Foundation
Nutmeg Foundation
SBM Charitable Foundation
The Tow Foundation
United Way of Central and
Northeastern CT
United Way of Coastal Fairfield
County
Wells Fargo Foundation

GOVERNMENT

Bloomfield Board of Education
Capital Workforce Partners
City of Hartford
Town of Windham-Board
of Education
Treasurer of The City of St. Louis

INDIVIDUALS

Syed Aamer Abbas Zaidi
Stephen Adams
Xena Aixa-Greene
Tyler Alberts
Drew Andrews
Anonymous
Michael Bailin
Tom Barnes
Djuana Beamon
Rebecca Bellhorn
Deborah and Ken Bibbins
Erin Bolduc
Dwight Bolton
James Boucher
Helen Brand
Daniel Browne
Ryan Browne
Peter Brzezicki
Edward Budd
Jonathan Cabral
Jessica Carhuahuanca



Dr. Noel Casiano
Sandra and Joseph Chessey
Patricia Christiana
Tami Christopher
Joshua Clark
Jordan Cohen Coe
Sherry Coelho

FUNDING AND SUPPORT July 2018-June 2019

INDIVIDUALS (continued)

Antonette Colon
John Curley
Troy Damboise
Rita Dattola
Smitesh Davé
Gloria Davis-Delancy
Denise deFiebre



Enriquez Delrosa
Lynn Dolan
Jennifer Dowd
Charles Duvall
Evan Flaschen
Robert Frederick
Sandra Fry
Philip Gagnon
Sandra Gasca Gonzalez
Jennifer Gifford
Valerie Gittens
Robert Glasspiegel
Paula Godman
Vanessa Goncalves
Zoe Gonzalez
Harvey Greenberg
Meredith and Jon Hargreaves
Gregory Harris
Joanne Hastings
Renata Hayes

Gregory Hayes
Gina Herboldt
Amilcar Hernandez
George Hernandez
Julio Hernandez
Jinelle Hooker
Patricia Hoppin Mohler
Sara Houldcroft
Syed Hussain
Angela Jimenez
Alex Johnson
Katara Jones
Karen Kakley
Edward Karl
Joette Katz
Stephanie Klewicki
Kyle Krieger
Michael Lambert
Frank Leone
Chris Lewis
William and Theresa Lindberg
Michael Longo
Robert and Stacy Malecki
Nancy Mendez
Matthew Mercer
Keith Merritt
Christopher Moreno
Fernando Muniz
Patrick Murray
Jeff Myshrall
Kimberly Napp
Robert Naylor
Jonathan Ney
Samuel Otchere
Michael Parkin
Margaret Patricelli
Richard Pearson
Brewster Perkins
Joanna Perricone
Rosa Plaza
Raphael Podolsky

Sean Preece
Bruce Putterman
Lauren Raffia
John Rannestad
Susan Ransden
Herman Raphael
Bob Rath
M. Frances Reese
Marc and Karen Reich
Guillermo Rey
Enid M. Rey and
Freddie Valentine
Hector Rivera
Jose Rivera
Morgan Roane
Diondra Robertson
Nydia Roman
Benjamin Sanchez
Elizabeth Schiro
Stephanie Scott
LaWanda Scott
James and Kirsten Shea
Vi Smalley
Heather Smith



Donna Sodipo
Rashani Swaby
Rebecca Taddei
Pamela Tonello
Martin Torres

Kim Tran
Wanda Traverso
Freddie Valentin
Oscar Velazquez
Francis Walter
Julie Watson
David Weiner
Uniqua Welborn
Stephen Wells
Richard Whalen
Judith Wildfeuer
Patricia Williams
Abby Williamson
Kimberly Williams-Rivera
Jamarqus Winbusb
Pedro Zayas
James Ziglar

CHAMPIONS COUNCIL

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

LEADERSHIP

Enid M. Rey
CHIEF EXECUTIVE OFFICER
Enid.Rey@opp.org

Hector Rivera
CHIEF OPERATING OFFICER
Hector.Rivera@opp.org

BOARD OF DIRECTORS

AS OF JULY 1, 2019

Smitesh Davé
CHAIR

Erin Bolduc
VICE CHAIR

Jeffrey Myshrall
TREASURER & AUDIT COMMITTEE CHAIR

Rashani Swaby
SECRETARY

Deborah Bibbins
DEVELOPMENT COMMITTEE CHAIR

Dwight Bolton
Noel Casiano
Jennifer Dowd
LaWanda Scott
Vi R. Smalley



Our Piece of the Pie
Administrative Office
20-28 Sargeant Street
Hartford, CT 06105
860.761.7300

WWW.OPP.ORG

BOARD EMERITUS

Thank you to all of our former
Board Members who have lent to our
vision—with recognition of over 10 years
of dedication from former Vice Chair
Dan Browne and Chair Jordan Coe.

Design by The CauseWay Agency | Photography by Allegra Anderson Photography

Content by: Karen Kakley, Senior Director Development and Engagement,
Joanna Perricone, Development and Engagement Specialist
Ryan Browne, Development and Engagement Intern