



PLANTING THE SEEDS FOR SUCCESS

2021
ANNUAL REPORT



2021 Annual Report | Table of Contents

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EXECUTIVE SUMMARY

Our Piece of the Pie has a vast history, serving the Greater Hartford community for over 40 years, and while we honor those core elements of our collective past, we continue to forge ahead to seek out change and advancement for our youth.

This past year we have been focused on two critical areas:

- Creating a Business Plan*, planting the seeds for future success, including the following Pillars of Excellence:
 - Leadership, Management, and Programs
 - Finances, Culture, Monitoring, and Evaluation
- Analyzing the ongoing and long-term impact of COVID-19 on our youth and adjusting our service delivery model to address the additional barriers and obstacles our youth are facing.

In this Annual Report, you will see evidence of how resilient and innovative our OPP community is, along with inspirational stories of youth success journeys at OPP.

We want to thank our entire staff, board, and the many partners who continue to see value in the work that we do. But mostly, we want to thank our young people, who allow us to be their voices, their supporters, and their facilitators of opportunities!

It is imperative for OPP to remain open-minded, agile, and adaptable to change, while staying true to our mission of empowering youth to succeed in education and employment.

We look forward to continuing this journey together!

In gratitude,



Hector Rivera
President and CEO



Smitesh Davé
Chair, Board of Directors

*Visit our new website **opp.org** for more details.



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 risk factors: under-credited and over-aged, Child Welfare involved, justice involved, low income, and unemployed or under-employed.

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. At OPP, everyone builds our culture. Mistakes are treated as opportunities for growth, and everyone is responsible to encourage others to learn and grow.

LEADERSHIP PLEDGE

To fully realize OPP's Mission "To empower youth to succeed in education and employment," we must work together toward an inclusive and diverse community; a place where everyone feels a sense of belonging. The persistent inequities across our country underscore our urgency, to address and alleviate racial and other oppressive tensions, and to promote diversity within our communities.

Guided by our mission, we pledge to cultivate diversity and inclusion among our team because we understand the necessity for a broad range of perspectives and lived experiences. We pledge to be caring and compassionate leaders, as we recognize our work and our actions have the power to change lives and the future, so we must treat that power with care and respect.

*Sincerely,
OPP Leadership Team*





PERSONAL DEVELOPMENT: AMEILIA & OPHEILIA

**Young people need support
to Develop & Succeed**

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



Ameilia and Opheilia have been a part of OPP services for just over two years. “We came here for work opportunities and assistance with getting our Permanent Resident Cards, but what we got from OPP was much more.” Ameilia and Opheilia quickly enrolled into the Youth Service Corps and clicked instantly with their Workforce Development Specialists (WDS). “During the pandemic, we worked at the COVID-19 vaccination clinic at Dunkin’ Donuts Park. While we were there, we both had the opportunity to hold leadership positions, it was great! We had more responsibility and were able to not only show other people what we’re capable of, but we were able to show ourselves.” Ameilia and Opheilia are both Youth Ambassadors, where they mentor their peers at OPP. “OPP has helped me with job placement, they helped me with my money management, and they’ve given me the opportunity to develop myself as a leader. It’s cool, they (my work supervisors and staff) trust me and believe in me. That’s an amazing feeling to be trusted and respected by the people you look up to.”

“...OPP has helped me with job placement, they helped me with my money management, and they’ve given me the opportunity to develop myself as a leader...”



1,379

Goals Completed
July 2020-June 2021



ACADEMIC ACHIEVEMENT: VICTOR

Young people need options
to Learn & Progress

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

Victor is a graduating senior in the Class of 2022. He came to OPP seeking an alternative education. With the guidance of his Youth Business Instructor and Math Teacher, Victor took an interest in the 3-D printing machine in Opportunity Academy's multimedia lab, and he has taken advantage of the technology to help him complete his senior project on the Lighthouse of Alexandria. "It's pretty cool, I'm also working on making a mockup of a coin-like design that can be used throughout the city of Hartford to inspire other young people and visitors to learn more about this great city." Victor will be interning with OPP after he graduates high school. "I want to go into engineering. By working with the 3-D printer and in the multimedia lab, I've come to realize there are so many different jobs I can get with that degree. I can make models of buildings, create 3-D animations, or just use my knowledge to fix and maintain the machines. I never knew there were so many possibilities."

Since 2008:



1,200

young people earned their
HS diploma or equivalent

1,600

young people have enrolled
in post-secondary education





WORKFORCE READINESS ANTWANE

Young people need the skills
to Earn & Thrive

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

Antwane first came to OPP in 2018 in hopes of securing his guard card. Unfortunately, Antwane had to take a step back from his career goals to care for his elderly grandmother and younger siblings, and he left the program. Antwane knew he wanted to enroll his sister into OPP services, and he used this opportunity to re-enroll and focus on his education and career goals as well. “OPP has helped me better plan for my future. I’ve learned a lot in financial literacy, stuff about 401Ks, credit scores, even some stuff about stocks. OPP helps you learn about things you didn’t even think you needed to know. When you come to OPP, they help you to do more than just get a job. I came back to OPP because I knew it’s what I needed. I knew I’d get the support I needed and get the guidance to make good decisions about my future.” Antwane is looking forward to getting his degree in hospitality management.



482

Youth participated in
Pre-Employment Experience



134,996

Hours of Community Service
and Service Learning Projects



A YEAR IN REFLECTION

The “Fear-Less Project”

The “Fear-Less Project” was envisioned by OPP’s Youth Business students. The group came up with their project idea in response to the police brutality experienced by minorities in their community and throughout the country.



Together, they worked with a local minority-owned screen-printing shop to design and create T-shirts and stickers to sell to raise money on behalf of the cause.



All proceeds from the sales were donated to Mothers United Against Violence (MUAV). This project provided the opportunity for youth to use their voice in their community.

Class of 2021 Opportunity Academy Graduation

OPP was pleased to host in-person graduation ceremonies in October and June for the class of 2021. While social distancing, youth were celebrated in the OPP parking lot while families, friends, staff, and youth cheered on the graduates and their success.



Recognizing OPP in the Community

President and CEO Hector Rivera and youth Jacqueline Swagerty were both honored as Champions of Children by the Center for Children’s Advocacy.



TEB Journey

The First round of OPP staff completed their TEB Training (Thoughts, Emotions and Behavior). TEB* is based in Cognitive Behavioral Therapy (CBT) principles. These skills can be used to support youth anytime, anywhere.

TEB Strategies

- Impact the way youth processes emotions
- Help youth respond to reminders of trauma (triggers)
- Lead to improved sleep, concentration, daily social life, and increased resiliency

*Developed by Community Psychiatry PRIDE at Massachusetts General Hospital

REMEMBER ME?

MARY

In 2018, Mary was highlighted in OPP's annual report as a Youth Service Corps Youth Ambassador and was a freshman enrolled at the University of Connecticut (UConn). Since you last heard from Mary, she has graduated from UConn with a Bachelor of Arts in Human Rights and Political Science, and is excited to continue her education, pursuing her Master's Degree!





FINANCIAL SUMMARY

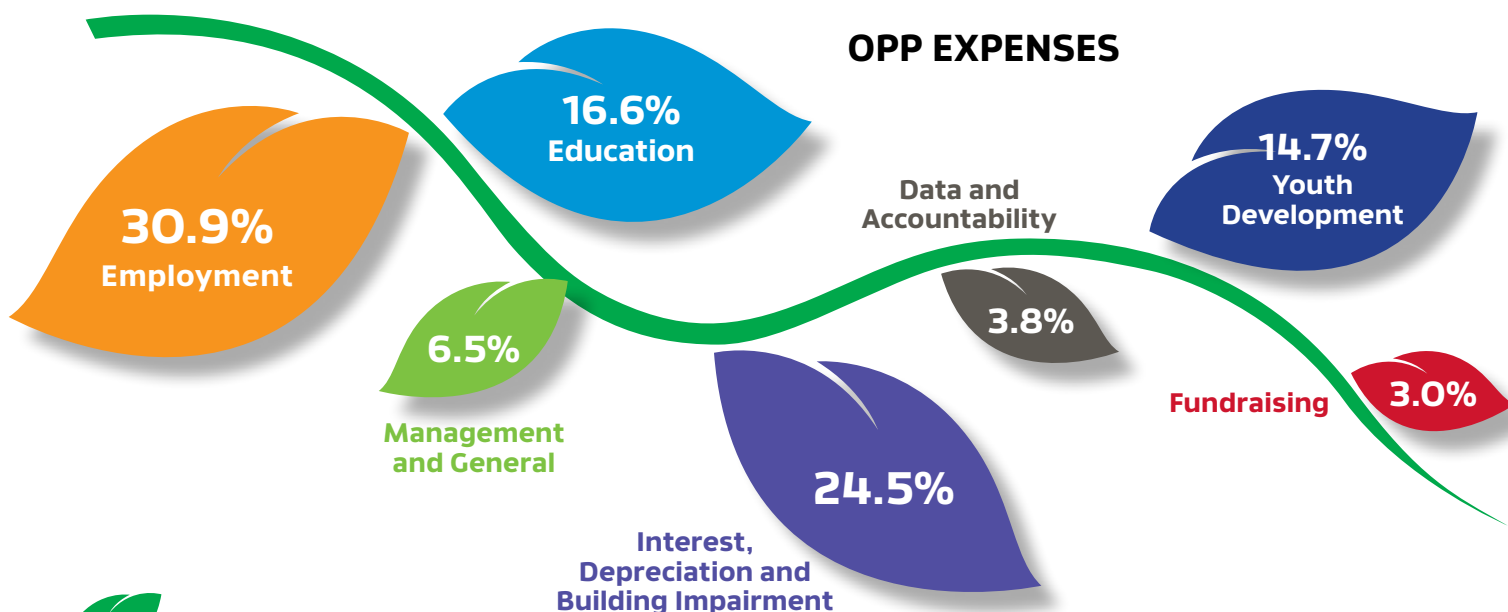
For the year ending June 30, 2021

FINANCIAL SUMMARY

Net Assets (deficit) at beginning of year	\$(1,266,891)
Total Revenue	7,714,341
Program Expenses	6,557,944
Supporting Services	938,627
Interest, Depreciation and Building Impairment	2,440,830
Total Expenses	9,937,401
Change in Temporary Restricted Net Assets	\$(478,927)
Net Assets (ending)	\$912,782

DETAILS OF EXPENSES

Youth Development	14.7%	\$1,464,930
Employment	30.9%	3,072,627
Education	16.6%	1,645,602
Data and Accountability	3.8%	374,785
Management and General	6.5%	645,462
Fundraising	3.0%	293,165
Interest, Depreciation and Building Impairment	24.5%	2,440,830
Total Expenses		\$9,937,401







WHO WE ARE

OPP STAFF ETHNICITY



Asian	1.4%
Black/African American	37.7%
Hispanic or Latino	32%
Multiracial	1.4%
White	27.5%

OPP BOARD ETHNICITY



Asian	8.33%
African American	41.67%
Hispanic or Latino	8.33%
White	41.67%

OPP YOUTH ETHNICITY



Hispanic or Latino of any race	42%
Black or African American (non-Latino)	46%
White (non-Latino)	5%
Multiracial (non-Latino)	7%

OPP YOUTH AGE

11%	14-15 years
41%	16-18 years
33%	19-21 years
15%	22+ years

OPP YOUTH GENDER

49%	Male
48%	Female
1%	Non-Binary
2%	Trans (Male/Female)



FUNDING AND SUPPORT July 2020-June 2021

INDIVIDUALS

Sonia Asare
Michael Bailin
Joseph Beale
Evan Berns
Erin Bolduc
Chris Bolduc
Dwight Bolton
Kimberly Brainard
Ryan Browne
Edward Budd
Dr. Noel Casiano
Andrew Cohen
Andy Cohen
Gina Cote
Troy Damboise
Jeff Dan
Smitesh Davé
Aida Calderon Deary
Denise deFiebre
Katy Diamond
Deborah Dooley
Jennifer L. Dowd
Vincent Dowling
Corrie Faille
Christopher Gagnon

Bruce Gifford
Kyle Halloran
Joanne Hastings
Lisa Henderson
Amilcar Hernandez
Walter Hewitt
Jinelle Hooker
Sara Houldcroft
Corinne Johnson
Brandon Jubrey
Karen Kakley
Stephanie Klewicki
Dr. Bernard and Mrs. Gale Kosto
William Labrecque
Debra Lewis
Deborah Malone
Kayla Manville
Jeffrey Martone
Tammie McClure
Keith McHale
Lauren McMahon
Meghann Michalak
Joanne Murley
Patrick Murray
Jeffrey Myshrall

Kimberly Napp
Rosa Plaza
John Rannestad
Marc and Karen Reich
Guillermo E. Rey
Sue Rickard
Diane Ritucci
Hector Rivera
Chanda Robinson
Abigail Rosenbaum
Stephanie Scott
Theodore Sergi
David Sink
Vi R. Smalley
John Sundean
RashaniSwaby
Nathan Swaim
Karen Talbot
Anne Thibeault
Erin Vogel
Lindsay Watkins
Kimberly Williams-Rivera
Harriet Winograd



COMMUNITY PARTNERS

Advanced Behavioral Health
Capital Workforce Partners
First Church of Christ, Simsbury
Jim Casey Youth Opportunities Initiative
United Way of Central and Northeastern CT
United Way of Middlesex
United Way Suncoast

CORPORATIONS

American Rigging
Bank of America
Gibb's Wire & Steel Company
The Prudential Foundation
The Hartford
United Technologies
Workers' Compensation Trust

FOUNDATIONS

Aetna Foundation
AmazonSmile Foundation
Anna F. and David W. Clark Fund
Benevity Community Impact Fund
Blackbaud Giving Fund
Blum Shapiro Foundation
Budd Family Fund at HFPG
CDW Direct
Chelsea Groton Foundation
Community Foundation of Eastern Connecticut
Community Health Network of CT Foundation
Dalio Education
Dime Bank Foundation
Duncaster
Ensworth Charitable Foundation
Farmington Bank Foundation
Fidelity Charitable Gift Fund
George A. & Grace L. Long Foundation
H.A. Vance Foundation
Hartford Foundation for Public Giving
Kate Family Foundation
LaMattina Family Fund
Legacy Foundation Hartford
Liberty Bank Foundation
Lincoln Financial Foundation
Marjory B. and Laurence P. "Jim" Smith Fund
Morgan Stanley Global Impact Funding
Network for Good
Newman's Own Foundation
People's United Community Foundation
Roehr Family Foundation
SBM Charitable Foundation
Schwab Charitable Fund
Scripps Family Fund

Stanley D. and Hinda N. Fisher Fund at HFPG
Tow Foundation
Travelers Foundation
Turner Family Foundation
Webster Bank Foundation

GOVERNMENT

Berlin Board of Education
Bloomfield Public Schools
City of Hartford
The Connecticut Department of Children & Families
Connecticut Court Support Services Division (CSSD)
Family Health International (FHI360)
Office of Juvenile Justice Delinquency Prevention (OJJDP)
United States Department of Justice (USDJ)
United States Department of Labor (USDOL)



LEADERSHIP

Hector Rivera

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Karen Kakley, Senior Director Development and Engagement

CHAMPIONS COUNCIL

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

BOARD MEMBERS

Smitesh Davé
CHAIR

Erin Bolduc
VICE CHAIR

Jeffrey Myshrall
TREASURER

Sue Rickard
SECRETARY

Dwight Bolton
Dr. Noel Casiano
Steve Coates
Margot Early
JT Foster
Carl Harding
Meghann Michalak
Kevin Rivera
Rashani Swaby
Nathan Swaim

BOARD EMERITUS

Andy Cohen
Larry Greenberg
Frank Scalise

