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EXECUTIVE SUMMARY

Known first as Southend Community Services, Our Piece of the Pie®, Inc. (OPP) has served the Greater Hartford community for the best of 47 years. We have evolved, adjusted, and grown with the community and the young people we serve.

Challenging economic times, global pandemics, increased gang and gun violence, systemic barriers, and a lack of resources for the underserved, over-aged, and under-credited young people in the Greater Hartford Community have been the driving factors behind WHY OPP exists and WHY we do what we do.

WHAT IS HAPPENING IN OUR COMMUNITY?

In FY22, the gun violence in the City of Hartford rose higher than it has in decades, increasing an astronomical 10% from the previous year. 99.49% of OPP youth live in the demographic areas (zip codes) where gun violence has increased among youth under 25. Accessibility to firearms is a national issue but social and economic inequalities, including poverty, lack of opportunity/perception of hopelessness, gun violence exposure, and mental health, including PTSD and Depression, are all among the root causes of gun violence in young people.

LOOKING AHEAD

OPP sat down with youth, families, staff, and community partners to discuss our services and what we could do to become an even more effective youth-serving organization. Beginning April 1, 2023, OPP is thrilled to bring in-house clinical services to our youth. These services will allow young people to create a bond with culturally competent clinical practitioners who are knowledgeable of the systemic barriers resulting from centuries of racism, discrimination, and maltreatment that continue to affect the youth population we serve negatively. OPP strives to eradicate the stigma and systemic barriers by building a foundation of trust, cultural competence, and accessibility to behavioral therapy.
GAINING COMMUNITY, CREATING PARTNERSHIPS & CARVING NEW CAREER OPPORTUNITIES

Cultivating partnerships and opportunities for our young people is at the forefront of the work we do here at OPP. The Digital DividENDS concept was established in FY22 as a working relationship with Our Piece of the Pie, The City of Hartford, The United Way and Hartford HealthCare. This initiative will allow youth to participate in an IT/Repair certification program and upon completion, young people will have the opportunity to hold an internship with Hartford HealthCare’s IT department. Not only does this initiative allow for career exploration, but the computers on which youth will be learning will be refurbished and distributed to members of the Hartford community. OPP sees and acknowledges the economic gains technology has on our young people and in our communities and is proud to hold partnerships that allow our youth to give back to seniors and first-generation college students through our programming and services.

Every day, OPP strives to offer youth a sense of community, security, opportunity, and empowerment. Youth enter our facility knowing they will be met with open arms and a listening ear.

Together, we’re continuing to make our community better and improve the lives of the young people we serve.

Hector Rivera
President & CEO

Smitesh Dave
OPP Board Chair 2019-22
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 (DEI)

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 (DDO)

It has a deliberate focus on the people and organization development, meaning fostering a culture where development is part of the daily practice. DDOs recognize that people grow through the proper combination of challenge and support, which includes recognizing and transcending their blind spots, acknowledging vulnerability and imperfections, and internal resistance to change. Organizational leaders (People Managers) must model and foster an environment where limitations or mistakes are not viewed as failures but as their “growing edge” and the path to the next level of performance. Equally, everyone must collectively work towards establishing an environment of trust, transparency, and psychological safety.
OPPORTUNITY UNIVERSITY (OPPU)

(OPPU’s) the objective is two-fold.
1. To onboard and acclimate new members to the OPP community through interactive learning, engagement, reflection, and dialogue to anchor their knowledge.
2. To provide our Youth Development Practitioners with the tools, resources, and capacity (i.e., competence, confidence & character) necessary to effectively engage and empower our youth to succeed.

We offer a bi-weekly series of training, facilitated internally and by way of external partners (content experts across various fields of practice) to contribute invaluable knowledge and share relevant research and evidence-based practices in the areas of; Positive Youth Development, Relentless Engagement, Advocacy, Barrier Reduction, Motivational Interviewing, Emotional Intelligence, Self-Exploration/Self-Sabotage, Brain Development, Cognitive Behavioral Therapy, Urban Trauma, Implicit Bias, and more.

OPP 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 underscores 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
INTRODUCING: RASHANI SWABY
Our Piece of the Pie's new Board Chair, Installation October 2022

“I AM PROUD THAT OPP HAS CONTINUED TO POUR POSITIVITY AND GREATNESS INTO THE CITY IN WHICH I WAS RAISED.”

Rashani Swaby is no stranger to Our Piece of the Pie. Rashani is a Hartford native and former OPP Youth. Rashani first joined OPP the summer before high school and has stayed in contact with her YDS (now President and CEO, Hector Rivera) through college and into her professional career. Rashani joined the board in 2019 and quickly made an impact by offering Women’s Empowerment Workshops to the young women enrolled in OPP services. We are grateful for Rashani’s dedication to the City of Hartford and her willingness to continue to give back to the community and the organization that helped her see her potential.

“OPP PROVIDED ME A SECOND FAMILY. IT WAS A PLACE WHERE I KNEW NO MATTER HOW I SHOWED UP, NO MATTER WHAT I WORE, WHAT MY HAIR LOOKED LIKE, I WOULD BE WELCOMED WITH OPEN ARMS CREATING THAT TRUE SENSE OF BELONGING. I HAD THE OPPORTUNITY AND PLEASURE OF ATTENDING OPP PROGRAMING, ABSORBING WORKFORCE READINESS AND ETIQUETTE THAT I’VE TAKEN WITH ME THROUGHOUT THE ADVANCEMENT OF MY CAREER WITH RAYTHEON TECHNOLOGIES. I CONTRIBUTE MY SUCCESS TO THE SUPPORT OF THIS ORGANIZATION. IT IS AN HONOR TO GIVE BACK TO OUR PIECE OF THE PIE IN MY CURRENT POSITION AS BOARD CHAIR.

—RASHANI SWABY, RAYTHEON TECHNOLOGIES; OPP BOARD CHAIR

Rashani was featured in OPP’s 2009 Annual report. She was a recent grad of Trinity College and was working at Otis Elevator.

RASHANI HALL
At OPP, we believe young people need support to Develop & Succeed

- Barrier Reduction
- Healthy Habits & Life Skills
- Healthy Emotion Management
- Financial Literacy

Each youth that enters OPP services is paired with a caring adult (Youth Development Specialist). Together, they identify the young person's goals and create an individualized success plan.

1,041 GOALS SET BY YOUTH AND THEIR YOUTH DEVELOPMENT SPECIALIST THAT WERE COMPLETED.

809 YOUTH ENROLLED IN OPP SERVICES IN FY22
SERVICE AREA SPOTLIGHT: FINANCIAL LITERACY

Through OPP’s Financial Literacy program and asset-building workshops, youth learn about money management, credit, loans, and interest and get assistance saving for their future. Through OPP’s IDA match program, qualifying OPP youth can open a money-matching account. These funds can be used to purchase items of equity such as a car, assist youth with applying for housing, or school tuition/supplies. Through financial literacy, youth learn how to grow and develop into financially independent adults.

“I have been saving for a car for two years... it’s been a really long road but, OPP helped me get there. Because of the financial literacy classes I have been taking, I have been able to budget my spending, work on establishing credit and saving for my future. So many doors have been opened because of OPP and I’m so grateful for all the services and programs I’ve gotten to be a part of.”

-Donovan
ACADEMIC ACHIEVEMENT

At OPP, we believe young people need support to

**Learn & Grow**

- Tutoring
- Post-Secondary Certificates
- Credentials
- Degrees

Students **explore** their opportunities, **discover** their potential, and **grow** their vision for their future.

OPP's post-secondary specialist helps guide youth on their education journey post high school.

113

YOUTH EARNED A HIGH SCHOOL OR EDUCATIONAL CERTIFICATION

215

YOUTH MADE EDUCATIONAL PROGRESS
OPPortunity Academy (OA) is the academic center of excellence at OPP. OA is a unique alternative high school program in Hartford, CT, that uses mastery-based progression, a high level of teacher:student engagement, student-led learning, independent projects, and subject areas curated with students. Youth enrolled in OPPortunity Academy have access to all of OPP’s programs and wrap-around services.

Students attending OPPortunity Academy have several barriers that have kept them from making educational progress in traditional school settings. Many OA youth have been disengaged from their schools, have academically fallen behind, need additional support, or are at risk of aging out of the Public School system.

“I knew I needed a change and OPPortunity Academy was it. It was hard— I was down credits and had missed a lot of school. I’m glad I fought for myself and my education. OPP and OA gave me the chance to finish school and allowed me to do it at my own pace. They believed in me and supported me. I can’t wait to see what my future holds.”

-Arlenys
WORKFORCE READINESS

Preparing OPP Youth for their Future Careers

At OPP, we believe young people need skills to

Earn & Thrive

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

Youth explore various career avenues, develop skills with on-the-job training, and learn to successfully secure and retain employment.

51,700+

HOURS OF COMMUNITY SERVICE PROJECTS COMPLETED IN FY22

$1.8 MILLION

PAID OUT IN YOUTH WAGES IN 2022
SERVICE AREA SPOTLIGHT:
HARTFORD YOUTH SERVICE CORPS

The Hartford Youth Service Corps (HYSC) was envisioned by Hartford Mayor Luke Bronin to address the lack of community connection and employment opportunities for Hartford Youth. Since its installation in 2016, OPP has paid out over $6.3 million in wages to youth enrolled in HYSC and served over 2,000 young people. Youth participate in FoodShare events, assist the city in canvassing efforts and CENSUS reporting, perform yard cleanup services to the homebound and elderly, and participate in various beautification projects throughout the city. Youth gain a sense of community and belonging all while earning a paycheck and soft skills that will allow them to be successful in their future careers.

“When I first started at OPP, I was working with the Youth Service Corps. I helped with cleaning up parks, in the winter we would help out with snow removal, and recently, I have been helping the city with their DominGO! events. Being a part of Youth Service Corps has helped me learn that I love giving back to my community and I love that I could be a part of serving others and spreading kindness.”

-Chanel
A YEAR IN REFLECTION...

2021 CHAMPIONS OF YOUTH

On November 4th, 2021, OPP was pleased to celebrate the 2021 Champions of Youth after a year hiatus due to COVID-19. Champions of Youth celebrated five years of the Hartford Youth Service Corps (HYSC) and highlighted the programs, key partners, and supporters.

HONOREES INCLUDED

The City of Hartford and Mayor Luke Bronin
Dalio Education
The Hartford Foundation for Public Giving
The Hartford
Travelers
Newman’s Own Foundation
2022 OPPORTUNITY ACADEMY GRADUATION

On June 10th, OPPortunity Academy graduates enjoyed an afternoon full of pomp and circumstance as they walked to receive their diplomas.

EASTERN, CT OPEN HOUSE

In June of 2022, OPP Eastern, CT moved to its new home at 114 New Park Ave, Franklin! The building is modern and boasts ample space for Youth Business classes, Empowerment Groups, and Workshops!
WHO WE ARE

Program Participants Age Group

- 14-15: 36%
- 16-18: 42%
- 19-21: 5%
- 22+: 17%

OPP YOUTH GENDER
- Male: 51%
- Female: 47%
- Non Binary/Trans Male/Female: 2%

OPP YOUTH ETHNICITY
- Hispanic or Latino of any race: 39%
- Black or African American (non-Latino): 48%
- White (non-Latino): 6%
- Multi-racial (non-Latino): 1%
- Unknown/Other: 6%

OPP STAFF ETHNICITY
- Asian: 2%
- Black/African American: 38%
- Hispanic or Latino: 26%
- Multiracial: 3%
- White: 29%
- Unknown/Other: 2%

OPP BOARD ETHNICITY
- Asian: 8%
- African American: 42%
- Hispanic or Latino: 8%
- White: 42%
# Financial Summary

For the year ending June 30, 2022

## Financial Summary

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Revenue</td>
<td>7,248,907</td>
</tr>
<tr>
<td>Program Expenses</td>
<td>6,073,171</td>
</tr>
<tr>
<td>Supporting Services</td>
<td>1,193,455</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>7,266,626</strong></td>
</tr>
<tr>
<td>Revenues and Support Over/(Under) Expenses</td>
<td>(17,719)</td>
</tr>
<tr>
<td>Other Income/(Expenses)</td>
<td>821,555</td>
</tr>
<tr>
<td><strong>Change in Net Assets</strong></td>
<td><strong>929,488</strong></td>
</tr>
<tr>
<td>Net Assets (Deficit) at Beginning of Year</td>
<td>157,942</td>
</tr>
</tbody>
</table>

- Net Assets (Deficit) at End of Year: 1,087,430

## Details of Expenses

- Personal Development: 1,392,601
- Employment: 2,951,440
- Education: 1,331,773
- Data and Accountability: 355,503
- Organizational Capacity: 41,854
- Management and General: 787,800
- Fundraising: 405,655

**Total Expenses**: 7,266,626

## OPP Expenses

- Employment: 40.6%
- Personal Development: 19.2%
- Education: 18.3%
- Management/General: 10.8%
- Fundraising: 5.6%
- Data/Accountability: 4.9%
- Organizational Capacity: 0.6%
COMMUNITY PARTNERS

Advanced Behavioral Health
Bethany Lutheran Church
Carmon Community Funeral Homes
Center For Children’s Advocacy, Inc.
CHC Creating Healthier Communities
East Woodstock Congregational Church
Elizabeth Park Conservancy
Southside Institutions Neighborhood Alliance, Inc.
United Way of Central and Northeastern CT
United Way for Middlesex County
United Way Suncoast

FOUNDATIONS

Alan and Peggy Mendelson Fund
AmazonSmile Foundation
Anna F. and David C. Clark Fund at HFPG
Annie E. Casey Foundation
Barnes Group Foundation, Inc.
Benevity Community Impact Fund
Berkshire Bank Foundation
Blackbaud Giving Fund
Budd Family Fund at HFPG
Charles Nelson Robinson Fund
Chelsea Groton Foundation
Colt Park Foundation
Dalio Education
Dollar General Literacy Foundation
Farmington Bank Foundation
Fidelity Charitable Gift Fund
H.A. Vance Foundation
Hartford Foundation for Public Giving
J. Walton Bissell Foundation
Jackson Lewis Foundation
Kate Family Foundation
Lewis Family Charitable Fund
Liberty Bank Foundation
Peoples United Community Foundation
SBM Charitable Foundation
Schwab Charitable Fund
Scripps Family Fund
TD Bank Charitable Foundation
The Wireless Zone Foundation for Giving
TisBest Philanthropy
Tow Foundation
Travelers Foundation
Turner Family Foundation
Verizon Foundation

GOVERNMENT

Bloomfield Public Schools
Capital Workforce Partners
The City of Hartford
The Connecticut Department of Children & Families (DCF)
The Connecticut Court Support Services Division (CSSD)
Family Health International (FHI360)
Hartford Public Schools
Office of Juvenile Justice Delinquency Prevention (OJJDP)
United States Department of Justice (US DOJ)
United States Department of Labor (US DOL)
CORPORATIONS
American Eagle Federal Credit Union
Gibb’s Wire & Steel Company
Jackson Lewis LLP
Philadelphia Indemnity Insurance Co.
Pratt & Whitney
Prudential Financial
The Hartford
Webster Bank
Workers Compensation Trust

INDIVIDUALS
Joseph Alamo
Drew Andrews
Michael Bailin
Tom O. Barnes
Robert H. Berman
Erin T. Bolduc
Si Sreevani Boycaooally
Helen Brand
Daniel Browne
Peter Brzezicki
Samantha Burgon
Claire Burns
Dr. Noel Casiano
Stephen X. Coates
Andrew J. Cohen
Troy Damboise
Smiteh Davé
Alden Davis
Girard Dawes
Michael DeCarlo
Denise deFiebre
Lynn Dolan
Jennifer L. Dowd
Julie Feidner
Joel Freedman
Bruce Gifford
Jennifer Gifford
Paula Godman
D Scott Golder
Patrick Graziosi
Larry Greenberg
Jeffrey Gross
Karen (Kaley) Gross
Carl Harding
Patricia Hoppin
Sara Houldcroft
Amy Johnston
Stephanie Klewicki
Dr. Bernard and Gale S. Kosto
John N. Little
Michael Longo

Keith Merritt
Meghann Michalak
Joanna Mitchell
Candace Montagnon
Joanne Murley
Patrick J. Murray
Jeffrey Myshral
Kimberly Napp
Robert H. Naylor
Kim Oliver
Marcus Ordonez
Michael Parkin
Mayank Patidar
Brewster and Judith Perkins
Rosa Plaza
Raphael L. Podolsky
Amber Popovitch
John Rannestad

Bob & Marilyn Rath
Abhiram Ravivanti
Marc and Karen Reich
Chelsea Reis
Sue Rickard
Philip Rigueur
Hector M. Rivera
Nancy Rivera
Paige Rivera
Chanda Robinson
Edward Ruddock
Jacquelyn Santiago
Rutuja Shrikant Sawant
Stephanie Scott
James F. Shea
Carey Shea
Sarah Simonelli
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Abby Williamson
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Tom Barnes
Jerry Franklin
Joel Freedman
Mickey E. Herbert
Peter Kelly
Karl Krapek
John N. Little

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Erin Bolduc- Board Vice Chair
Jeffrey Myshrall- Treasurer
Sue Rickard- Secretary
Dwight Bolton
Dr. Noel Casiano
Meghann Michalak
Rashani Swaby
Nathan Swaim
Steve Coates
Margot Early
Carl Harding
JT Foster
Kevin Rivera

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Larry Greenberg
Frank Scalise

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