

2022 ANNUAL REPORT



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A LETTER FROM THE ORS CEO, DUSTIN PHILLIPS

Dear Supporters,

I am thrilled to share with you the incredible accomplishments and challenges faced by ORS in 2022. Our team members continued to rise to the occasion and overcome obstacles, providing services to over 3,000 at-risk youth and adults in Dallas, Johnson, and Tarrant counties through nine federally funded programs and two AmeriCorps Vista programs.



ORS grew this year, allowing us to promote staff to new positions and add seven talented team members. The Board of Directors restructured, making ORS stronger, more focused, and more efficient. Additionally, we were honored to receive a capacity grant from RevJen and undergo a strategic planning review through Rice University's MBA program.

We remain dedicated to expanding our programming and services as we look to the future. In 2023, we will emphasize meeting our clients' mental health needs, expand our presence in area correctional facilities, and provide more services to formerly incarcerated individuals. We are also updating our three-year strategic plan and are preparing to add end-to-end services for current clients.

None of this would be possible without the support and encouragement of our stakeholders, supporters, and clients. Your hard work, advocacy, and generosity help us continue to deepen our community impact and work toward our vision of a Texas without generational poverty.

Thank you for your unwavering commitment to ORS and the people we serve. We look forward to another year of exciting and impactful work together.

Sincerely,

Dustin Phillips

2022 ANNUAL REPORT

In 2022, Opportunity Resource Services (ORS) oversaw a total of nine TRIO programs, including three EOCs, two Upward Bound Classic Programs, and two UBMS Programs, all funded by the federal government. Additionally, ORS was granted two new TRIO programs: an Upward Bound program at Southwest High School in Fort Worth, TX, and an Upward Bound Math and Science program at Lancaster High School in Lancaster, TX. In total, these programs were funded by the U.S. Department of Education for a total of \$2.2 million

ORS has successfully secured two federally-funded Americorp Vista grants, allowing us to employ two Vista team members for an entire year. Our Vista team will play a crucial role in driving our organizational success by supporting the development of community awareness and donor support systems.



Opportunity Resource Services was founded based on the idea that education is the surest path out of generational poverty. Since the beginning, ORS has served the most vulnerable populations in rural and urban North Texas communities. Every day, we connect Texans to higher education and build educated communities.

At the core of what we do is the belief that every person we encounter deserves the opportunity to achieve and live a poverty-free life. We value working with our students, clients, and communities to help promote opportunities in education and the workforce.

Our team recognizes that a four-year college degree, a two-year college degree, and trade school certifications can serve as gateways to a thriving and prosperous life. With the appropriate tools and opportunities, even the most vulnerable populations can achieve success.

Year in Review

SUMMATIVE REPORT**3,432**Participants
Served in 2022

2022 was a record-setting year for ORS. More people participated in ORS programs in 2022 than in any other one-year period in ORS history.

7.3 Million
Estimated Grant &
Scholarship
Dollars
Secured

We helped our students and clients complete more than 1,200 financial aid applications in 2022! Most of the applicants qualified for the full federal Pell Grant award for \$6,895.



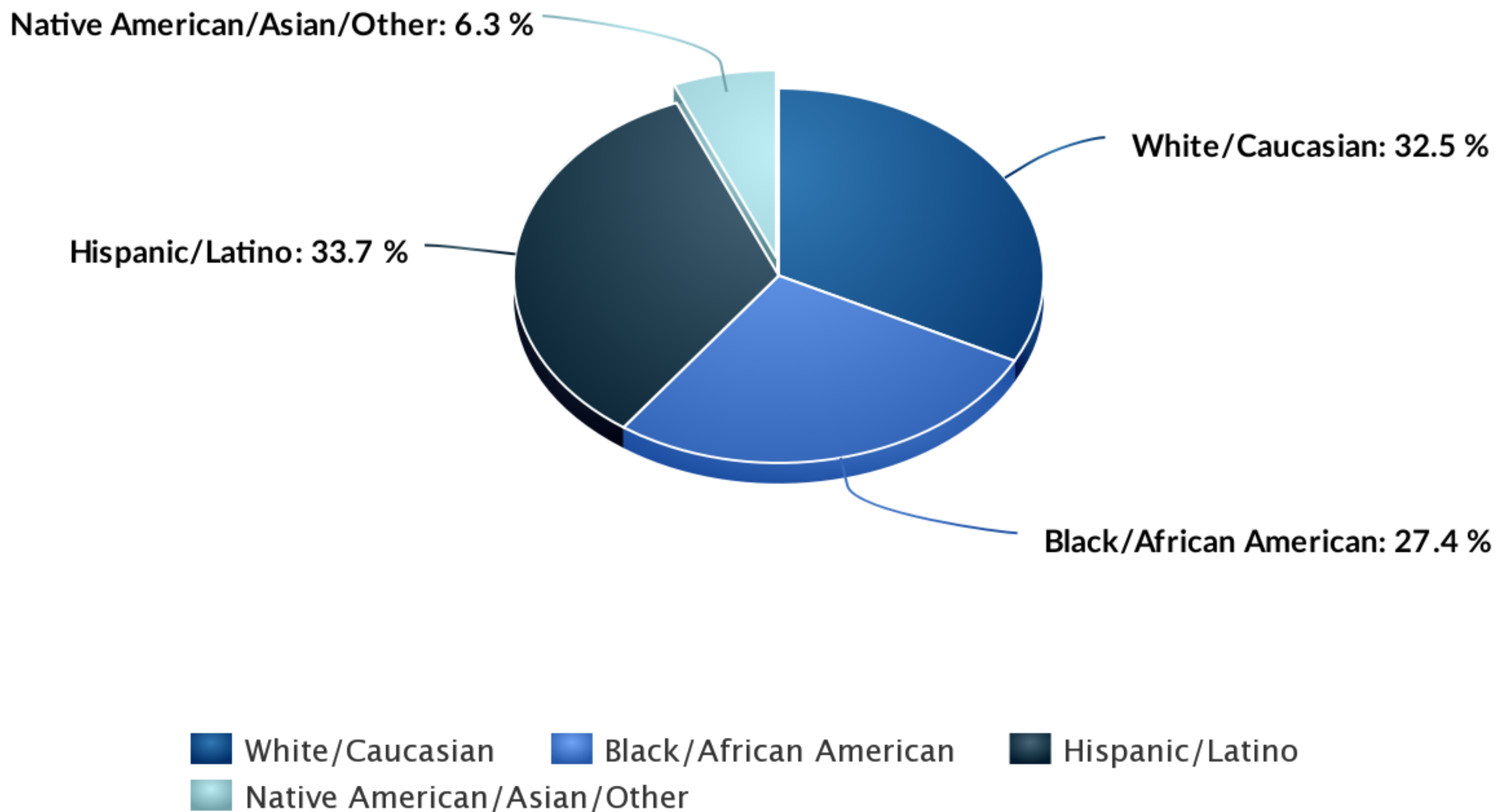
The ORS Educational Opportunity Centers, Upward Bound Classic, and Upward Bound Math & Science programs secured more than \$7.3 million dollars in scholarships and grants.

Financial Aid
Applications
Completed**1,202**

1,032 is more than double the amount of college applications completed in the previous year! This includes Universities, Colleges, and Trade Schools!

Postsecondary
Education
Applications
Completed**1,032**

ORS Commitment to Diversity

OVERALL ETHNICITY DISTRIBUTION**DIVERSE POPULATIONS**

We take great pride in the results of our ongoing efforts to offer services and assistance to diverse communities. More than two-thirds of all our clients and students across our organization belong to minority groups. Our deliberate focus on serving underrepresented individuals has empowered our ORS team to extend our support to a diverse range of clients throughout North Texas.



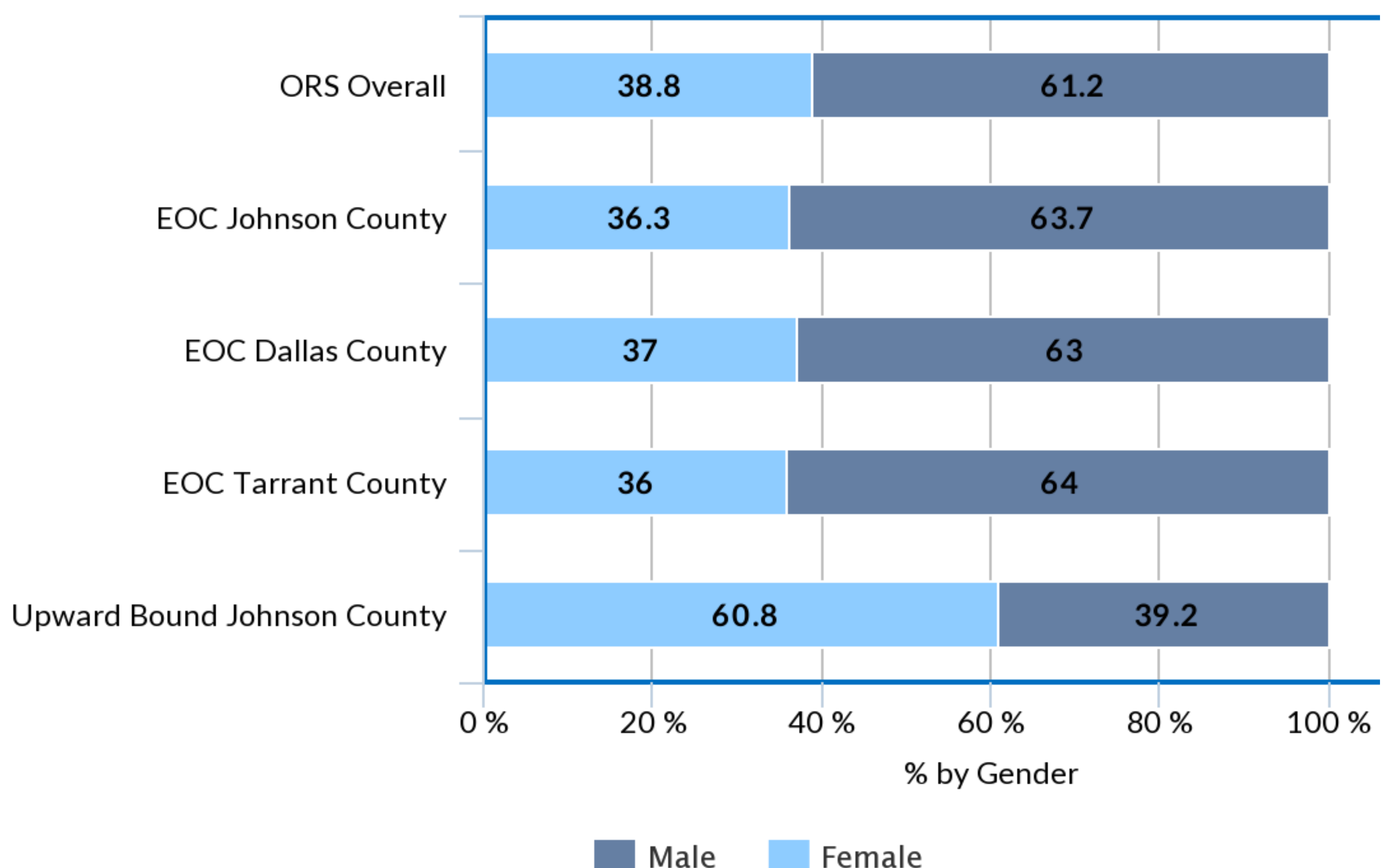
ORS Commitment to Diversity

GENDER REPORT



Traditionally the programs at ORS have assisted both females and males equally throughout the year. 2022 provided a significant increase in our male program participants, and we see this as a positive as the enrollment numbers for men in college programs are slowly declining nationwide.

We are amazed at the number of men and women participating in our programs in 2022. Our hope is that by receiving our services, everyone will create a future without generational poverty.



ORS Growth

BUILDING FOR THE FUTURE

In 2022 ORS received two capacity-building grant opportunities to help strengthen and reinforce daily operations and long-term strategy.

The RevJen Group provided our first capacity-building grant through their Fuel Series Workshops. These workshops are a facilitated, engaged learning experience designed to combat organizational revenue instability by identifying the root causes of revenue challenges and building a solid foundation of sustainable revenue procurement.

The Rice University MBA program provided our second capacity-building grant. ORS was hand selected as a successful non-profit that MBA students at Rice could study in-depth and deliver business strategies for today and the future.



Platinum
Transparency
2022

Candid.



ACHIEVEMENT & ACCOUNTABILITY

At ORS, we like to achieve our goals and work as a team to improve our working environment. 2022 provided ORS with many opportunities for us to improve individually and as an organization.

We reorganized our leadership structure, hired new staff members, and welcomed new members to our Board of Directors.

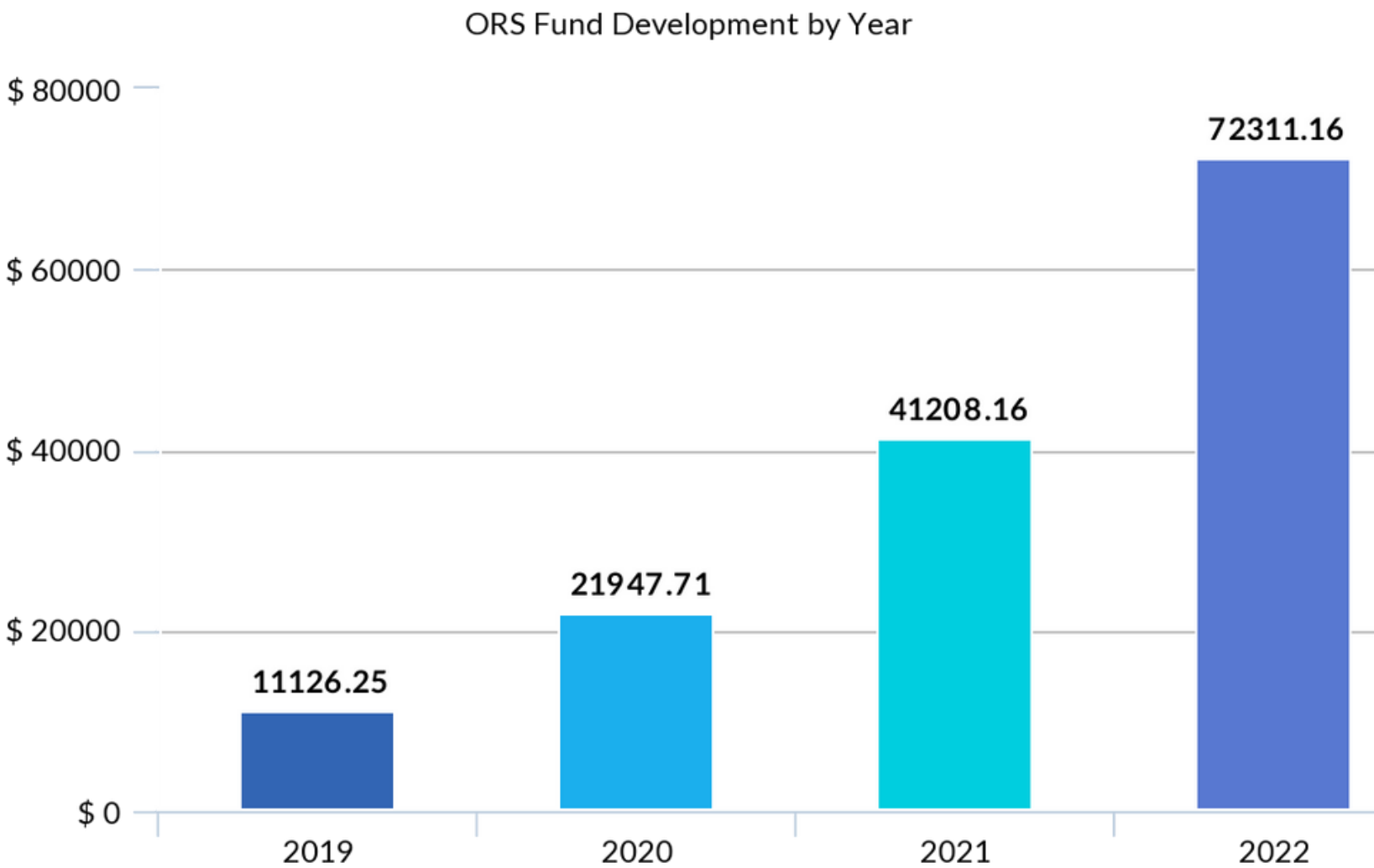
ORS was recognized with two significant awards. Firstly, we were granted the Candid/Guidestar Platinum Transparency award, the highest recognition bestowed among more than 1.8 million nonprofits. Secondly, we were proud to receive the Best Place for Working Parents award, which acknowledges companies that offer flexible work arrangements that accommodate the needs of working parents.

ORS Growth

FUND DEVELOPMENT

Fundraising is a vital activity for the operational success of ORS. Donations and gifts allow us to provide support to our staff, students, clients, and business infrastructure that are not allowable by our Department of Education TRIO Grants.

In 2022 ORS put forth a concerted effort to define how we view our fundraising and donor relations strategies. Our goals were to develop effective and respectful policies to help reinforce relationships with current donors and create new techniques to engage potential donors in the future. To accomplish this, ORS created a Development Team focusing on training, strategy, execution, and communication for fund development. To help develop and achieve these goals, the Development Team participated in the RevJen Fuel Series training and other related workshops.



In 2022 ORS participated in North Texas Giving Day. We were also blessed with a \$10,000 matching donation from Karen & Kelly Shearrer and a \$1,000 Charles Schwab Bank - Schwab Gives grant. In total, ORS raised over \$21,000 during this event. Donors included local businesses, former students/clients, ORS Board members, staff, and individuals.

Our long-time supporters at the Swalwell-Connor Family Foundation also continued their generosity with a \$12,000 donation. ORS also received an unexpected \$30,000 gift from an anonymous donor in Cleburne, TX, and over \$7,000 in individual and business donations.

What a great year of support from our local community and beyond!

ORS Growth

OUR SUPPORTERS

Our list of supporters grows every day! We are thankful for each individual, family, foundation, organization, and business supporting ORS.

Thank you for making ORS great and joining our cause to eliminate generational poverty in North Texas by connecting communities to higher education.

- Susan Heimann
Robin Hardin
Jason Hardin
Maria F Gutierrez Cansino
Maria Guillen
Jakeline Guillen
Fernando Guillen
Hannah Greenberg
Gary Graff
Tiffany Golden
Judi Glover
Matalee Gentry
Summer Fuselier
Caleb Fulton
Laura Frantum
Luis Fradera-Robles
Lauren Ferguson
Karen & Kelly Shearrer

Lorena Cantu
Alyssa Cantu
Alexander Cantu
Jerars Canada
Jennifer Butler
Ineta Bryant
Carmen Brown
Sharliese Boateng
Aiyan Blevins
Jaclyn Black
Tara Bertram
Sarah Bennett
Brent Beasley
Michael Bearden
William Beam
Jessica Bauchum
Todd Barham
- Penny Knight
Christopher Klavinski
Rosa Kiveris
Debi Kelly
Lori Kanaman
Jerry Jones
Anitra Johnson
Demarco Jeter
James Jesse
Teresa Jackson
Have Isclaw
Rebeka Humphrey
Dawn Humphrey
Brendan Hieber
Seth Hickman
Iliana Hernandez
Alura Henry
Mark Rodgers

James Ziaja
Christine Yubeta
Sharlotte Wright
Courtney Wright
Billy Wright
Renee Woodfin
Joy Winfrey
Marvin Wilson
Linda Willich
Nicole Williams
Denzel Williams
Dee Williams
Kelsley Wilkinson
Shannon Wiggins
Jesse Webb
Brandy Webb
Bonnie J Webb
Shana Washington
- Tamara Walker
Linda M Walker
Angel Walker
Robert Wagner
James Villegas
Victoria Venable
Christina Van Liew
Paul Valdez
Steven Turner
Charles Turman
Howell Tonise
Tricia Thomas-Anderson
Racheal Taylor
Carson Taylor
Novin Tayefeh
Scott Sutton
Judy Sutton
United Cooperative Services

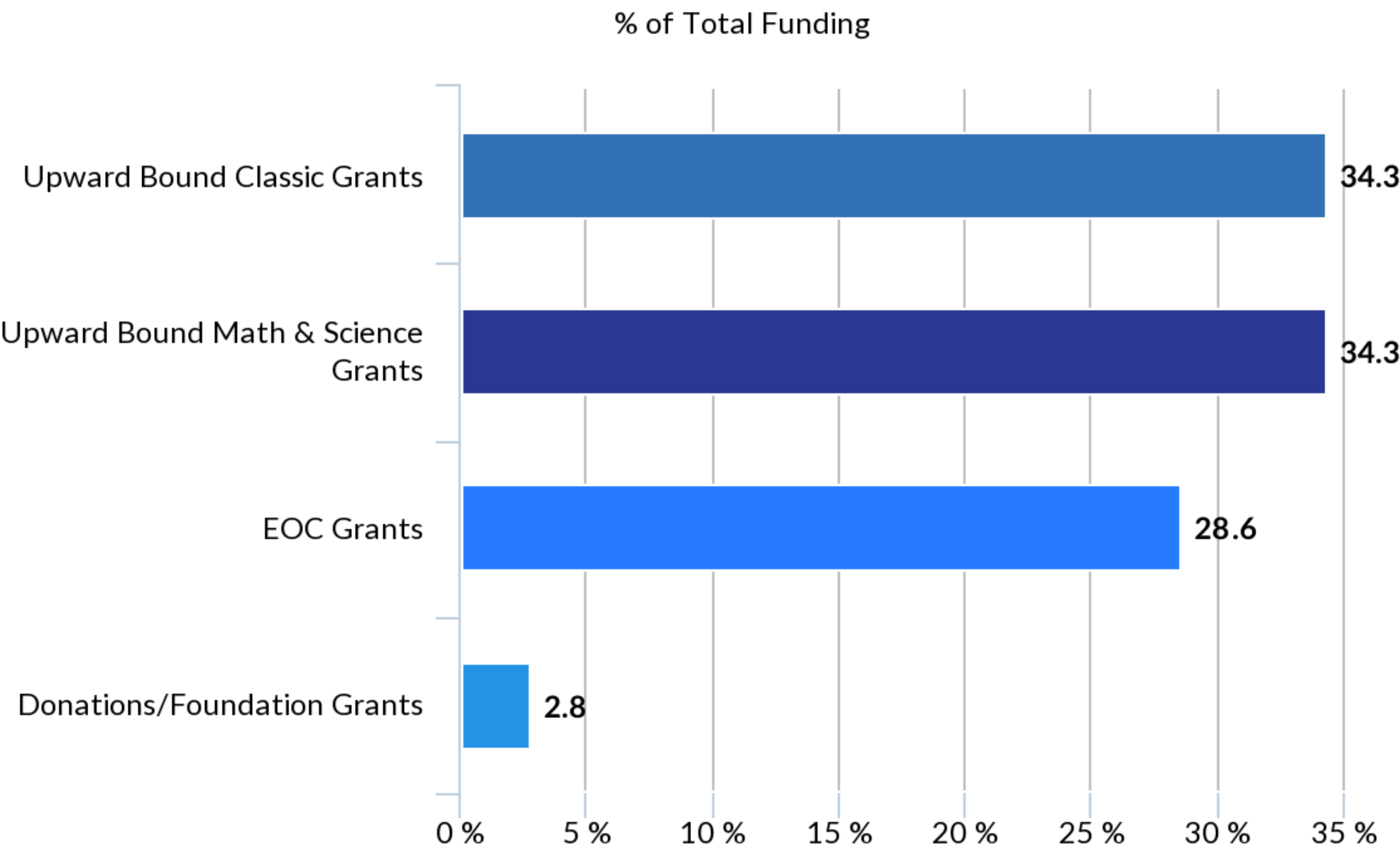
Ronni Davis
Ronald Davis
Alysha Davis
Kirklin Cross Jr.
Ikisha Cross
Jamie Cox
Karen Cowan
Joseph Cowan
Bradley Cowan
Veleria Coley
Brian Coley
Angel Clark
Janet Christman
Guadalupe Castillo
Ann Carroll
Adrian Carroll
Marco Cantu
Michelle Marti
- Rebekah Scott
Colton Scott
Kara Saunders
Leesa Sandoval
Benjamin Saint-Jean
Derrick Rybka
Lee Ann Rose
Hortensia Rodriguez
Vance Roberson
Sarah Robbins
Joshua Riggsby
tarvis Ridges
Leron Redus
Diana Quiles
Diana Puga Ruiz
Judith Plante
Marisa Phillips
Marcus Phillips

Dustin Phillips
Bruce Perelman
Lela Pennington
William J Peery III
William Peery
Karen Perry
Kenneth Parker
Jason Norman
Jason Nicholas
Jaszmiaina Nesmith
Jennifer Nelson
Belkis Neighbors
Susana Munguia
Chelsea Molin
Ravin Milton
Kristen Miller
Jesus Meza
Walter Storm
- Erin Mayer
Olivia Martinez
Athena Martinez
Michael Maione
Liz Lopez Liz Lopez
Quientella Lister
Nina Kruzan
Ravin Ellis
Matt Dugan
Erin Dugan
Stephanie Diaz Vazquez
Laura Delgado
Arturo Delgado
Susan Davis
Savannah B
Roberto Almaraz
Melissa Almaraz
Terri Adams

LeAnzar Stockley
Samantha Stephenson
Lynette Slaton
Ann Slaton
Edgar Sifuentes
Lauren Shook
Patric Sheridan
Adrienne Sharp
Peggy McCready
Robin Mayhew
Deidra Summerfield
Kelley Strona
Jonathan Estrada
William Enright
Jeanette Balderas
Anne Jesse Baker
Lydia Abney
Michael Cody

ORS Financials

TOTAL FUNDING



The primary source of funding for ORS is received in the form of United States Department of Education TRIO program grants. We administer nine grants, three Educational Opportunity Center grants, three Upward Bound Classic grants, and three Upward Bound Math and Science grants. Each grant is funded yearly for the following amounts:

EOC Johnson County Grant	\$272,753
EOC Dallas County Grant	\$232,050
EOC Tarrant County Grant	\$232,050
Upward Bound 1 Grant	\$297,601
Upward Bound 2 Grant	\$297,601
Upward Bound 3 Grant	\$287,535
Upward Bound MS 1 Grant	\$297,601
Upward Bound MS 2 Grant	\$297,601
Upward Bound MS 3 Grant	\$287,535

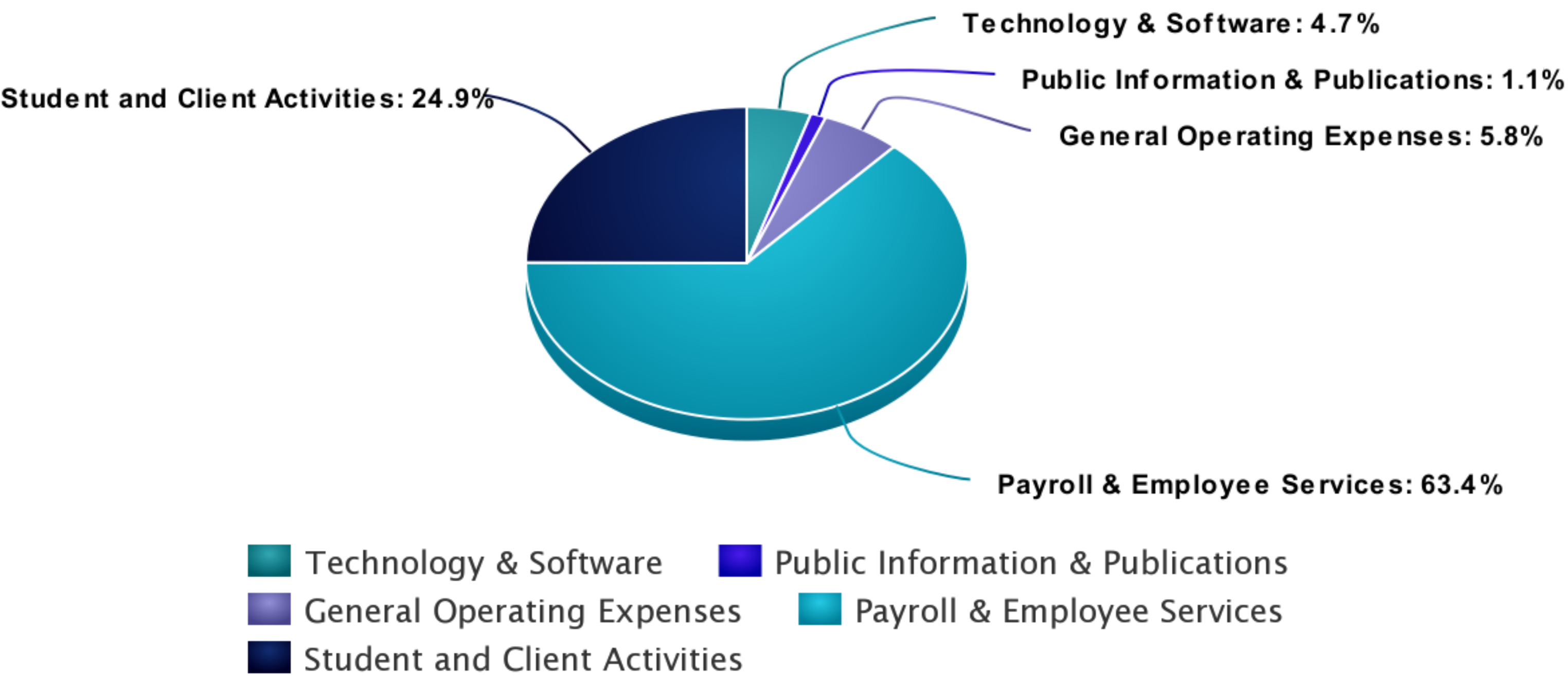
Additionally, ORS received \$72,322.16 in individual donations, business donations, and grants from foundations.

ORS Financials

OVERALL SPENDING

Every dollar we spend at ORS is meant to enrich and support the lives of our clients and students. We've written all grant proposals to reflect our commitment to transparency and meaningful services. ORS has a fiscally responsible culture that focuses on high-quality services provided by well-trained staff. Our budget prioritizes:

- Hiring skilled program staff
- Engaging curriculum
- Developing hand on stem activities
- Transporting students & clients to colleges for college exploration
- Partnering with like-minded organizations
- Providing test waivers, GED materials, and free testing administration
- Exposing our students to cultural experiences
- Mentorship in accessing trade school and university opportunities





2022 EOC PROGRAMS

EOC

Educational Opportunity Center

A TRIO Program

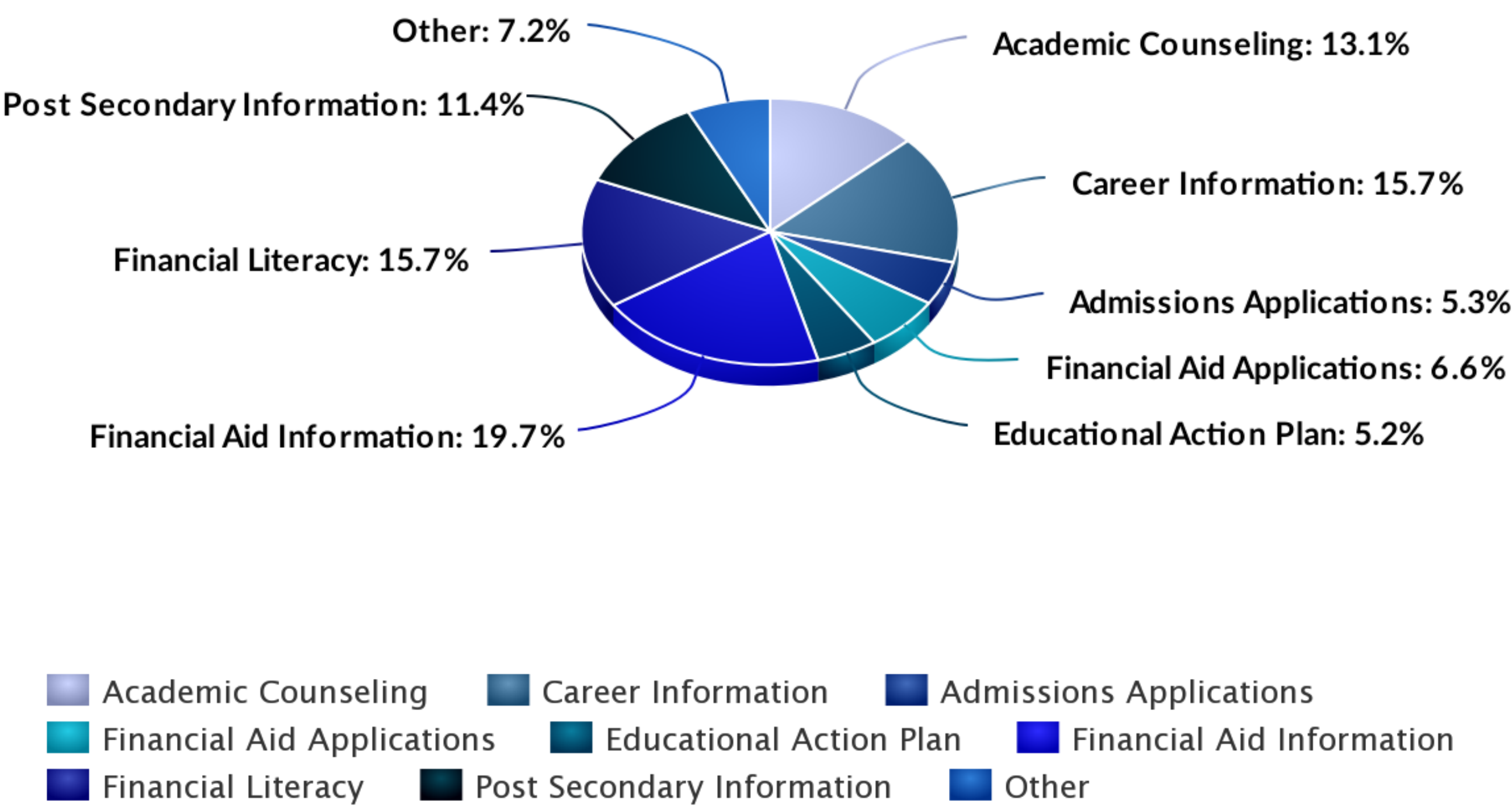
Educational Opportunity Center

SERVICE SUMMARY

2022 has presented challenges and accomplishments for our Educational Opportunity Centers (EOC) programs. Our newly launched EOC programs in Dallas and Tarrant Counties successfully completed their first full year, while our EOC program in Johnson County marked its sixth year of operation. Our dedicated EOC teams have relentlessly tried to ensure access to various higher education opportunities and establish strong collaborations with organizations throughout the DFW metroplex.



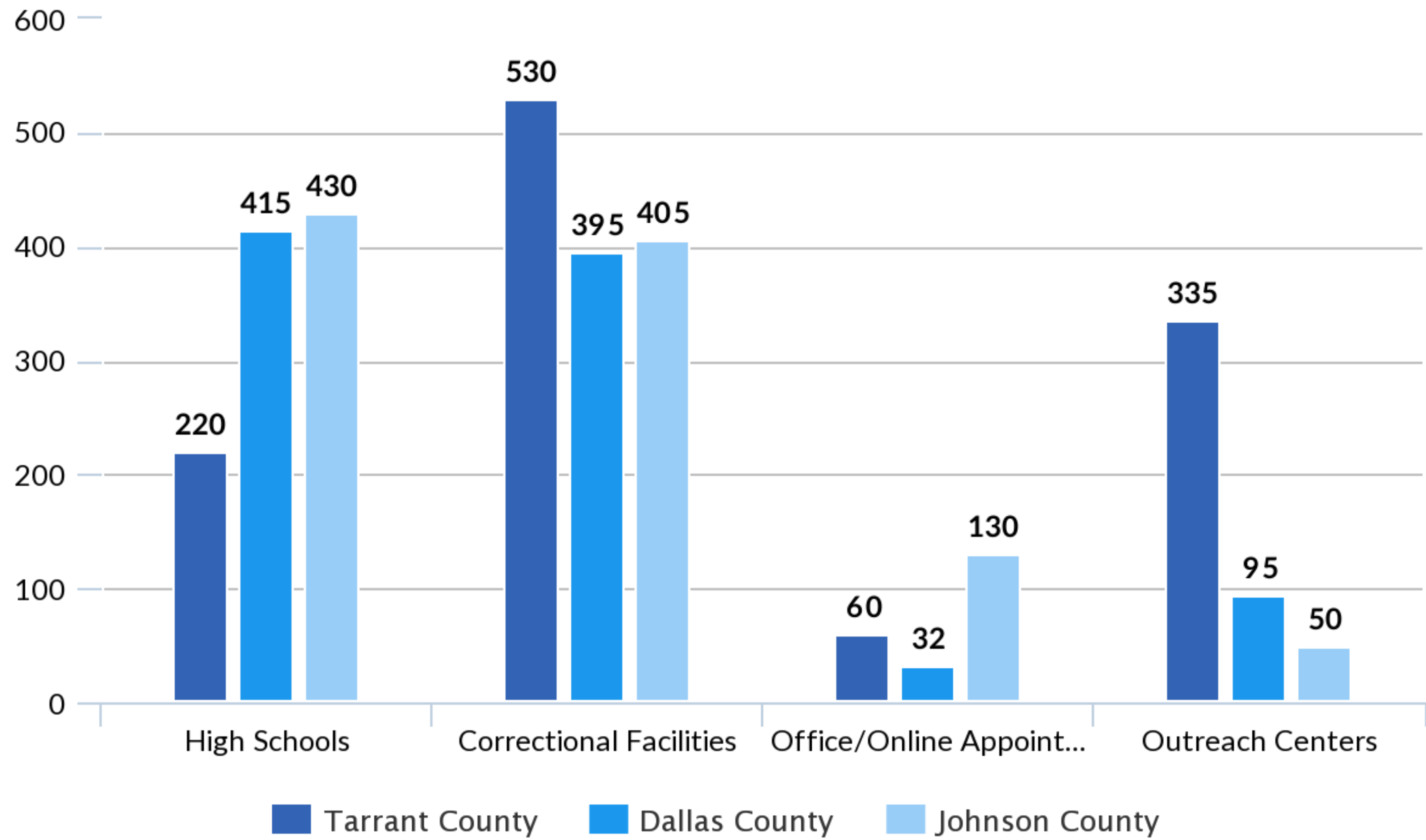
From financial literacy & career information to admission applications and academic counseling, our EOC team provides a whole gamut of services to help clients succeed in higher education. Our services allow our clients to create a foundation for their future.



Educational Opportunity Center

CLIENT SUMMARY

Number of EOC Client by Location



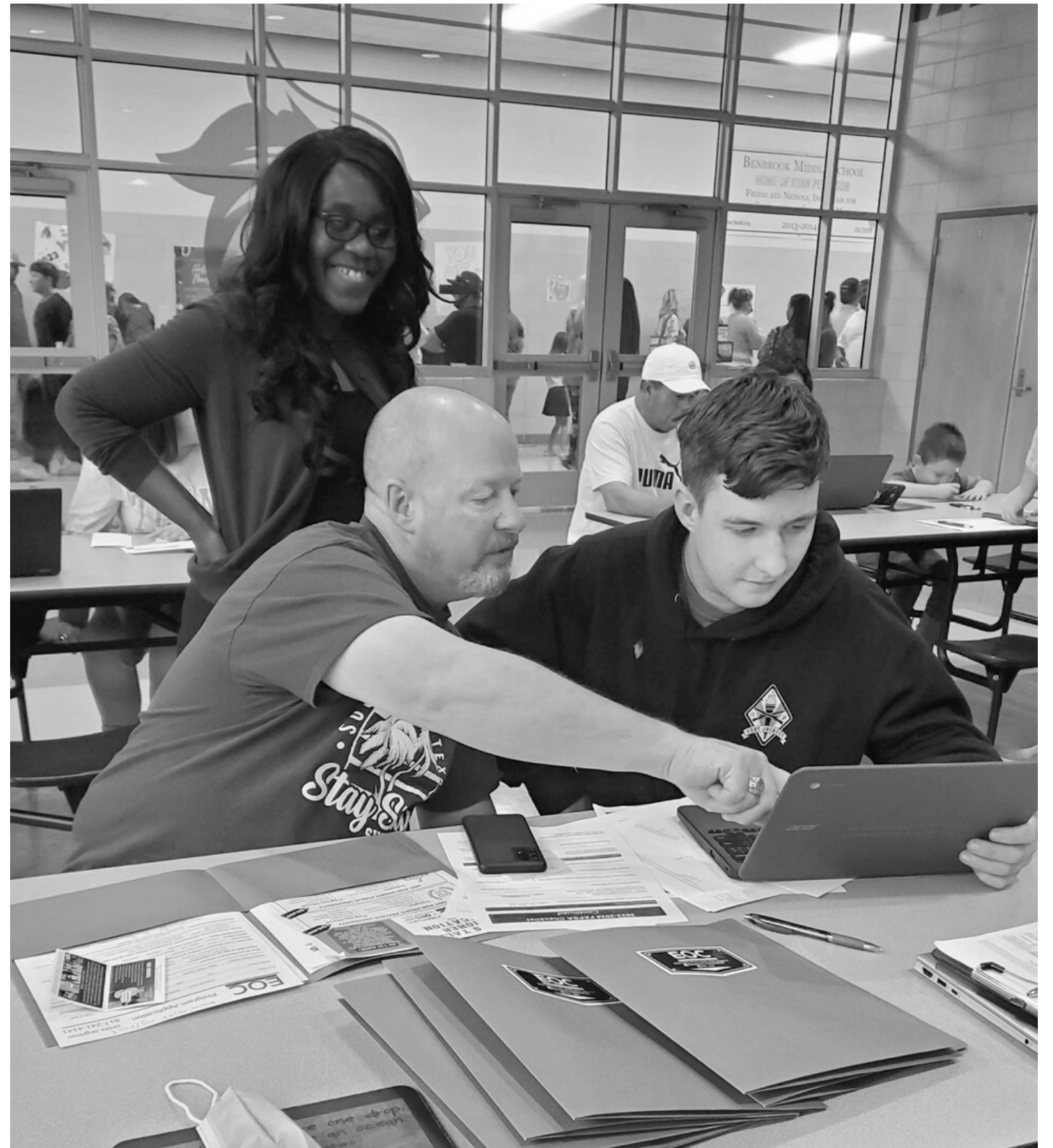
Our EOC programs travel year-round to where ever our help is needed. You will often see our College Access Advisors at high schools, outreach centers, correctional facilities, and even at your local coffee shop, providing needed support to the Dallas-Fort Worth Metroplex.



Educational Opportunity Center **EPIC PARTNERSHIPS**

Community partnerships help connect us to over 90% of our clientele. From homeless shelters to high schools, our EOC team focuses on quality relationships with other organizations to help bring quality services to those in need.

At ORS, we search for partners that look to improve and support the lives of the people they serve. Below is a list of just some of our partners in the DFW metroplex.



Educational Opportunity Center **CLIENT TESTIMONIALS**

My name is Brian Marquez, and I am extremely happy to tell you that I have received a second chance to rebuild my life after almost 12 years of incarceration. Hannah's professionalism, knowledge, time, and patience put me back on track to get t my FAFSA and ready to attend College. I am so grateful to Hannah and ORS. She has done an outstanding job making my integration into society easier. Thank you, Hannah.

-Brian Marquez



Robin Hardin has helped walk me threw the FAFSA. As well as getting my applications for college done. Working with Robin has helped this process be less stressful and more fun. Robin has kept me up to date, very organized, and fast working. It has been a pleasure having her help me with this chapter of my life. Thank you, Robin !!

-Tessa Webb

The team at EOC has always been there for our clients and me. The team is a pleasure to work with and is such a blessing and a great partner organization!

-Ross Woods - Union Gospel Mission



A background photograph of three students in a library setting, overlaid with a blue tint. A young woman on the left wears a dark jacket and has sunglasses on her head. A young woman in the center wears a light-colored hoodie and holds a brochure titled 'GO TO COLLEGE'. A young man on the right wears a quilted vest over a hoodie and has a bag strap across his chest. They are all smiling at the camera.

2022 PRE-COLLEGE PROGRAMS TRIO

UPWARD BOUND

Pre-College Programs

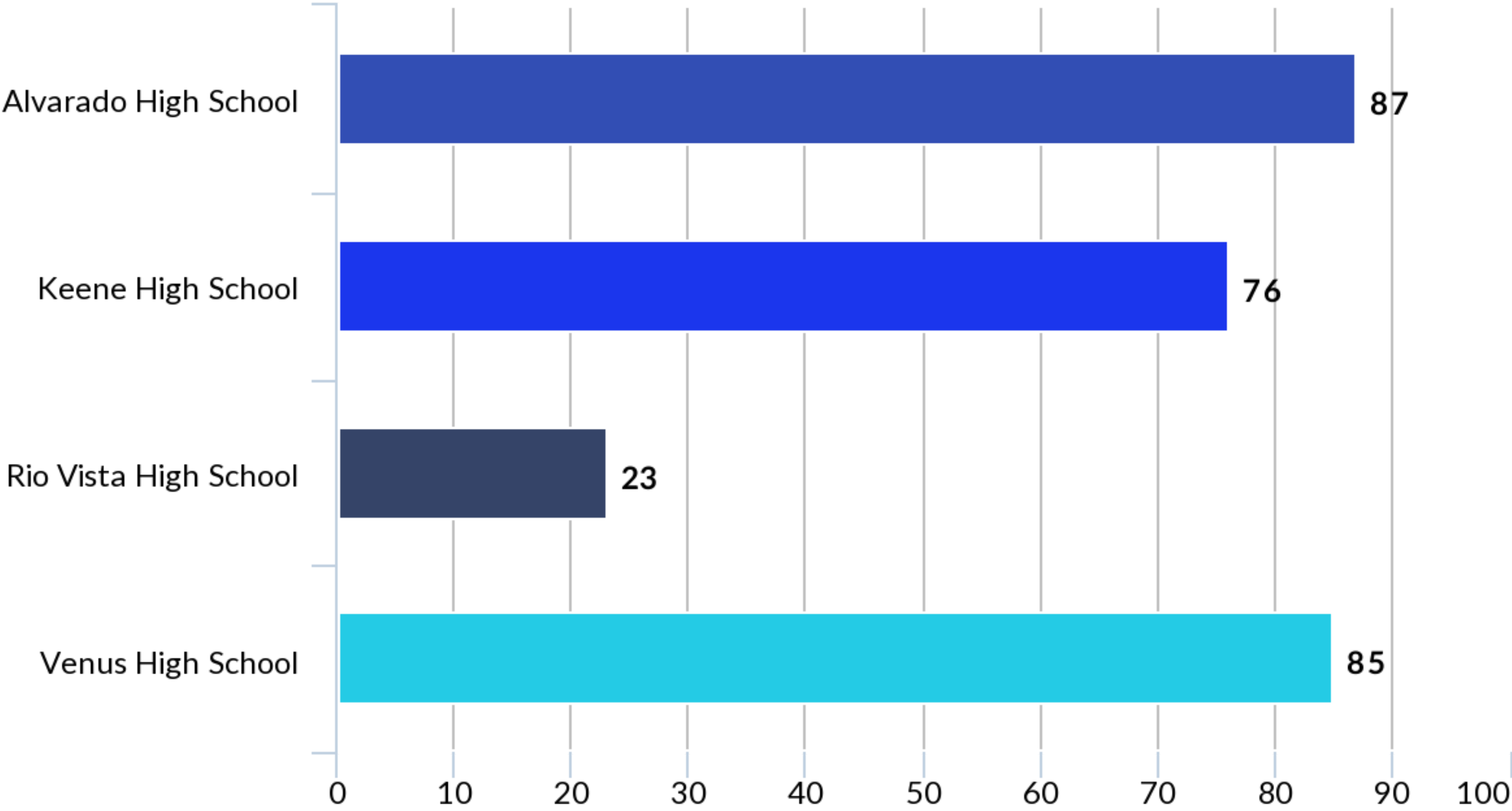
POPULATION SUMMARY

The ORS Upward Bound Pre-College high school programs had a fantastic year at Alvarado, Keene, Lancaster, Rio Vista, Southwest, and Venus high schools in 2022. Many of our students continued to recover their grades and learning objectives from COVID closures and the online learning environments. Our Pre-College program staff focused on ensuring student success through tutoring and individualized mentorship.

Looking into the future, we can continue providing quality college preparation services to all our program participants. Our Pre-college staff is continuously searching for quality educational experiences for the healthy development of all our students.

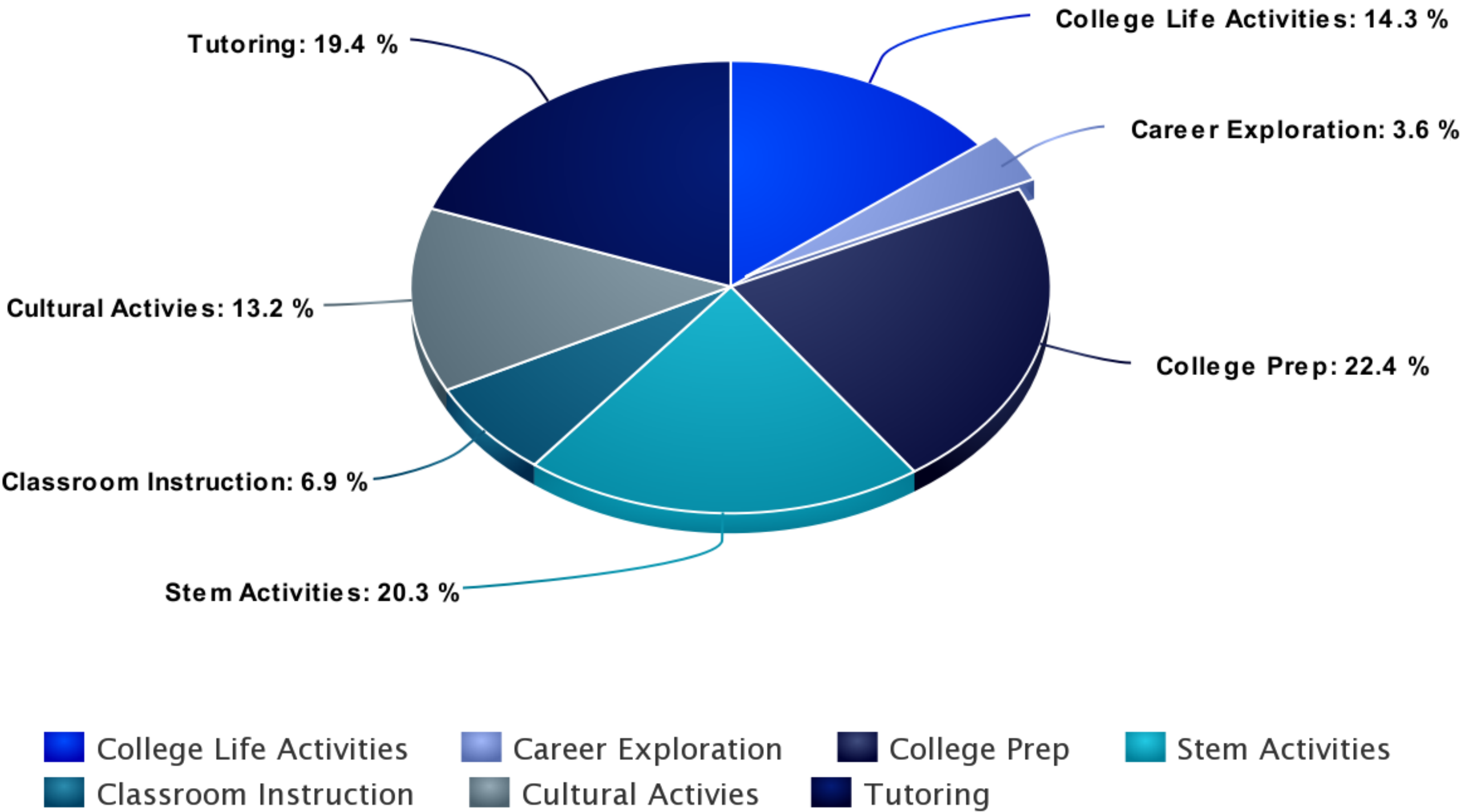


Students Per School - 2022



Pre-College Programs

STUDENT ENGAGEMENT



Preparing our high school students for college is far more involved than filling out a few college applications. In 2022 our students received more than 28,000 hours of combined services that included tutoring, career exploration, college tours, stem activities, cultural field trips, TSI testing, mental health workshops, classroom instruction, and more.

2022 saw the largest attended 6-week summer program in ORS Pre-College program history. 180 students from Alvarado, Keene, Rio Vista, and Venus high schools attended college-style courses in Math, Science, Language Arts, & Civics. Students also experience college life by living in the dorms for three days, participating in intramural-esque sports, financial literacy workshops, and many other first-year activities often experienced by collegegoers.



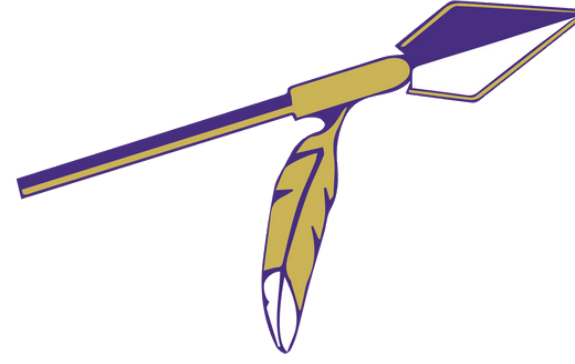
Pre-College Programs **EPIC PARTNERSHIPS**

Our Pre-College programs engage students by holding an after-school program Monday thru Thursday at Alvarado, Keene, Lancaster, Rio Vista, Southwest, and Venus high schools during the regular school year. Each school has provided our programs with a secure and safe location for students to achieve optimal success in tutoring, career exploration, college research, scholarship essays, learning activities, college applications, and more!

The administration, guidance counselors, and library staff have been constant components in student recruitment, development, and program promotion for our Pre-College programs. We even employ staff and teachers as after-school tutors and mentors.

An immeasurable amount of credit needs to be given to each school for their flexibility and dedication to our successful Pre-College programs.

**ALVARADO
HIGH
SCHOOL**



**KEENE HIGH
SCHOOL**



**VENUS
HIGH
SCHOOL**



Every Summer, our Pre-College programs hold a six-week program fondly called Upward Bound University. Students and staff dedicate this time to simulate the college-going experience on the campus of Southwestern Adventist University in Keene, Texas.

Our first week is focused on dorm life, and activities students would participate in during their early days on campus. Weeks two through five focus on Science, Language Arts, Mathematics, and Civics. Our sixth week allows our students to visit multiple colleges and museums and participate in various STEM-related activities.



**SOUTHWESTERN
ADVENTIST UNIVERSITY**

Pre-College Programs
2022 IN PICTURES



Support ORS **HELP US GROW**

Our growing nonprofit incurs operational expenses not supported by our Federally funded programs. The following are examples of how every precious donation contributed to ORS is used to support our services:

- Securing supplies and equipment to support client services that are not allowed to be expensed by the Federally funded programs
- Contracting with grant writers to develop Federal grant proposals
- Purchasing essential software and equipment to manage facilities and human capital
- Consulting with experienced accountants to ensure proper fiscal management and oversight





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