



MUM

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MADISON-AREA  
URBAN MINISTRY

ANNUAL REPORT 2019

*A prophetic voice for justice since 1973*

Dear Friends:

As we look back at 2019, our 47<sup>th</sup> year of inspiring social good and investing in community through Madison-area Urban Ministry we want to thank you. We couldn't do what we do without your support. You--our volunteers, our board, our staff, our partners and our financial supporters--make our work possible. Your partnership sustains and nurtures MUM.

As we reflect on 2019 there is much to be thankful for and to celebrate. Healing House opened its doors on July 9<sup>th</sup>, 2019, offering children in families experiencing homelessness a place to recuperate. Thanks to the City and County we our peer support services at MUM continued to offer more opportunities for people returning from jail and prison. Our Just Bakery program has celebrated three years in our new commercial kitchen. In July of 2019 we held our second Just Bakery youth cohort an abbreviated Just Bakery program for youth who are part of mentoring programs at MUM and at Christ the Solid Rock Church. We had an 80% graduation rate and the graduating youth received a \$1,000 education award.

In 2019 we continued or formal collaborations with: Madison College, Sassy Cow Creamery, Workforce Development Board of South Central WI, UW Hospitals and Clinics, The Road Home, Project Respect, Anesis Center for therapy, Neighborhood Food Solutions and their Urban Ag program, Employment and Training Association, Operation Fresh Start, Vision Beyond Bars, Access to Independence, Access Housing, Nehemiah, Jesse Crawford Recovery Center, Worker Rights WI, and as part of the United Way's HIRE Initiative – Urban League of Greater Madison, Centro Hispano, Latino Workforce Academy, Literacy Network and the YWCA and the UW School of Social Work. Additionally we continue to serve as the fiscal agent for the Allied-Dunn's Marsh Neighborhood Association, Allied Partners and Street Pulse Homeless Cooperative Newspaper.

In 2019 we began implementation of our strategic planning work, our a vision for MUM at 50, a vision that includes a campus where MUM's programs can operate under one roof and where other community partners can find space, creating a one stop shop for our program participants.

We hope you find this Annual Report informative. We know that there is much more work to be done in our community. Homelessness continues to be a growing challenge. At MUM we have over 30 children on our Mentoring Connections waiting list. Far too many men, women and even children are warehoused in our prisons, especially people of color. This is why we continue to serve as advocates for justice at both state and local levels. Currently in Dane County we have people in our jail because they are too poor to afford their bail, we need reform of the cash bail system and MUM is working with other organizations to address that through out bail fund that works with the Public Defenders office to help bail people out of our Dane County Jail.

As you read this report we hope that you will join the staff and Board of MUM in thanking the hundreds of individuals who make our work possible, our volunteers, our donors, and the men, women and children who honor us with their trust, allowing us the privilege of walking alongside them as the maneuver their way through a myriad of challenges caused by incarceration, poverty, lack of access to affordable housing and a growing gap between rich and poor. After forty-seven years we do still believe that change is possible and that when we share the work and commit ourselves to doing the work required to build a more equitable, safe and just community, change will come.

We are incredibly thankful for your trust in MUM and for your partnership.

With gratitude



Linda Ketcham, Executive Director

## *Program Updates*

### **The Journey Home**

Re-entering the community after incarceration can be challenging, frustrating and overwhelming. Since 2005 the Journey Home, a re-entry initiative has built a network of services and support to immediately assist people returning to Dane County from prison, helping them navigate the often complex and at times inaccessible network of services in Dane County. MUM Resource Specialists work with returning citizens to explore their needs and goals, the look at their areas of strength and need, and then work with them as they develop goals, enhance their support network, and provide support, linkage and referral, and case management services. MUM staff work to assist individuals in enrollment in benefits like Food Share, and individuals can participate in employability soft skills training and employment assistance. In addition, the Re-entry Service Fair is a monthly on-stop shop where information about a host of issues and resources is made available.

The Phoenix Initiative support group is a component of the Journey Home program that offers peer support and assistance for men and women returning from prison. Utilizing a structured meeting format and specific topic areas, individuals offer support to one another in problem solving and strengths-based mentoring. Group members also hold one another accountable for the goals they have set related to their re-entry. The initiative has a speaker's bureau for individuals who are willing to share their stories and input about re-entry and incarceration.

In 2019 the Journey Home staff worked with 439 individuals who participated in at least one Journey Home program component. That includes 174 individuals who received intensive services through the Journey Home.

### **Circles of Support**

Circles of Support match returning citizens (Core Member) with volunteers in the community (Circle Members) who are there to listen, encourage and share what they know about local activities and resources, and to help the returnee stay accountable for, and focused on, their goals. A circle of caring and supportive people surrounding the newly released individual makes success more likely. Each Circle is comprised of four or five trained volunteers who meet regularly with a formerly incarcerated person (the Core Member).

MUM's Circle of Support Coordinator and Re-entry Volunteers also reach in to the prisons in Dane County, providing a re-entry orientation session and conducting intake interviews with men returning to Dane County from prison. These visits are held three Fridays per month and our staff is at Oakhill Correctional Institution, Oregon Correctional Center and Thompson Correctional Center.

In 2019 24 individuals had a Circle of Support, 115 individuals were interviewed and assessed for participation in a Circle of Support while still inside the prison system and participated in at least one reentry planning session with Circle of Support staff inside the institutions.

### **Just Bakery**

Just Bakery is a 12 week vocational training program designed to prepare men and women who have employment barriers to work in commercial bakeries. The program teaches life and employment skills, food chemistry, food safety training, math and provides training and production experience in a commercial training kitchen, as well as mentoring and assistance with job and internship placement. Students learn how to bake a variety of products which are sold in the community with the proceeds going back into the program.

Just Bakery uses the National Restaurant Association's Manage First curriculum which offers five nationally recognized certifications. Just Bakery students who complete the program can, through agreement with Madison College, enter Madison College with up to twelve credits toward their culinary or baking degree.

The program also offers two cohorts per year specifically for individuals who score high on the Adverse Childhood Experiences Scale (ACES), meaning that these individuals have experienced significant trauma in their lives and sometimes could benefit from some accommodation within the class structure. Additionally, through a pilot program with the United Way we are able to offer a training stipend to one cohort to examine whether being able to provide a weekly stipend for the training increased our completion rate, it did, 80% for that cohort.

In 2019 we also offered our second Just Bakery youth cohort. Eight youth ages 14-17 participated in the program. 7 youth completed the program, several received summer school credits and each youth completing received a \$1,000 training stipend. This program is a collaboration between MUM's Just Bakery and Mentoring Connections program and Christ the Solid Rock church. The program was funded in part through a generous gift from Covenant Presbyterian Church.

In 2010 Just Bakery provided vocational and educational training, case management, job placement and retention services for 120 individuals with 101 individuals finding employment through Just Bakery.

### **Re-entry Peer Support and Case Management**

In November 2017 MUM was awarded a new contract with the City of Madison to provide Peer Support and case management services for individuals returning from jail or prison. In the spring of 2018 we were awarded a County contract for similar services specifically for individuals being released from jail. These programs expanded the existing array of reentry services to include State Certified Peer Specialists who walk side by side with an individual on their journey back into the community. Peer Specialists have lived experience with mental illness and/or substance abuse; we also required lived experience with incarceration. To become a Certified Peer Specialist applicants must first apply, go through an interview, complete 48 hours of training and then pass the State administered Peer Specialist exam. MUM has nine Certified Peer Specialists on staff in our reentry and Just Bakery programs

As part of the program we have multiple partners, including Access to Independence, Access Housing, Neighborhood Food Solutions (teaching urban agriculture) and Employment and Training Association.

In 2019, 97 individuals were provided reentry peer support and case management services under these programs

### **Reentry Simulations and Reentry Presentations**

At a Reentry Simulation individuals take on the identity of a parolee just released from prison, and try to accomplish all of the tasks facing returning prisoners in their first month back in the community. It is an opportunity to walk in the shoes of a newly released prisoner and experience some of the barriers and challenges they face as they begin to rebuild their lives. In addition to our Returning Prisoner Simulations, MUM staff is frequently invited to make presentations to classes at University of WI, Edgewood College and local congregations. We are happy to accommodate those requests.

In 2019 1,232 individuals participated in a Returning Prisoner Simulation or a community presentation or speakers bureau event.

### **Mentoring Connections, Family and Reading Connections**

Recognizing that children truly are the collateral damage of incarceration, we know that supporting the children and their caregivers is crucial to the child's success at school, home and in the community. That's why, since 1999 MUM has been providing supportive services to children impacted by parental incarceration.

Our Mentoring Connections program matches caring adult volunteer mentors with children who have an incarcerated parent. Children in the program are between the ages of 4-17 years old and have a parent who is incarcerated in a state, local or federal facility. Volunteer Mentors commit to spending one hour a week with the children, going to the park, the library, out to lunch or for ice cream, just spending time with the child.

Family and Reading Connections also serve children who have an incarcerated parent. Started in 1999, the program provides transportation to children to visit their moms incarcerated at Taycheedah Correctional Institution. The program helps maintain the parent/child bond, can help link moms returning to Dane County with MUM's reentry services and provides a bit of respite on one Saturday a month to caregivers. Reading Connections also serves fathers incarcerated at Waupun Correctional Institution.

In 2019 our children's programs provided services for 280 children and 120 incarcerated parents.

### **Healing House**

The doors to Healing House were opened on July 9, 2019, offering shelter, healing and support for families experiencing homelessness and who have a family member being discharged from the hospital. On May 4<sup>th</sup> of 2019 we held a special open house and dedication of Healing House, dedicating the house in memory of Timothy Pfeifer and in celebration of his life. Timothy's parents, Jean and Chuck Pfeifer kicked off our capital campaign for Healing House with a matching grant in Timothy's memory. Chuck was MUM's Executive Director from 1973 until 1998. Healing House is staffed 24/7 and housing case management is provided through our partner The Road Home.

In 2019 Healing House provided shelter, meals and support for 10 families (32 individuals).

### **Micro-Loan Fund**

People involved in our reentry programs can access micro-loans to help meet immediate needs and to build credit. Since 2007 loans have been made to assist with educational needs, clothing for a new job, fees to reinstate a license or vehicle tags, assistance with first month's rent or security deposit, and with materials to begin a business.

### **Returning Citizens Education Fund**

Thanks to a generous gift of \$15,000 in 2017 an educational assistance fund was established through Madison Community Foundation to assist a reentry or Just Bakery program participant with educational funds toward a degree or certificate program. In 2019 we made our second award to a Just Bakery graduate who is enrolled at Madison College in their culinary program. Our awardee received \$850 to help with his books and class equipment. He will continue to be eligible for the award for another three years or until he completes the program, whichever comes first.

### **Incubator**

MUM serves as the fiscal agent and incubator for a number of projects in our community:

**Allied Partners** – Allied Partners is comprised of faith communities and people of faith who come together monthly to support projects and services in the Allied Drive Neighborhood. Allied Partners support the Allied Wellness Center, the Allied Food Pantry located in the Boys and Girls Club, an eviction prevention fund, the Allied Neighborhood Association and a special projects fund. The Dane County Joining Forces for Families (JFF) Social Worker and MUM staff work collaboratively on the Eviction Prevention Fund with JFF working with families in need of housing assistance and then referring the family to MUM for the actual cash assistance.

Allied-Dunn's Marsh Neighborhood Association - The Allied Drive Neighborhood Association works to strengthen the Allied Drive neighborhood through community organizing, special projects such as the Allied Drive Festival, community meals and a mobile food pantry during the summer months.

Street Pulse Newspaper – Street Pulse Newspaper is a cooperative newspaper written and developed primarily by people who have been or are currently homeless. Articles and artwork are the work of people affected by homelessness, and the paper employs individuals who are homeless as vendors for the paper. Vendors are trained and assigned a location for sales. Vendors purchase the papers from the cooperative for a nominal cost and sell papers for \$1.00 per copy, keeping the revenue for their sales.

### **Advocacy Work**

*In addition to the programs described above, MUM worked on the following public policy issues in 2019*

#### **Derail the Jail Coalition**

MUM is part of the Derail the Jail Coalition, working to focus county resources on providing adequate funding for community based mental health services rather than spending over 225 million dollars to build a new jail facility.

#### **Housing and homelessness**

MUM is an active member of the Homeless Issues Consortium and our Executive Director is the Co-Chair of the City-County Homeless Issues Committee.

Every December 21<sup>st</sup> MUM joins with partners and congregational partners, including First Congregational UCC, Lakeview Lutheran and First United Methodist, to hold the *Longest Night Homeless Persons Memorial Service*. In 2018 we expanded the event to include not only a soup and bread supper at First United Methodist, but also an interfaith service of remembrance.

MUM also administers two eviction prevention funds, one through Allied Partners and one through First Unitarian Society. The effort, a collaboration of area churches, Dane County Joining Forces for Families and MUM.

#### **City and County Budget**

MUM continues to advocate for budgets that reflect our values as a community and as people of faith: budgets that protect and preserve the safety net, and that treat all our neighbors with respect and dignity.

### **In 2019 MUM was represented by Staff and Board on the following Boards and Committees:**

The United Way of Dane County Building Economic Stability Community Solution Team;  
The United Way Journey Home Delegation;  
The United Way HIRE Initiative Council;  
The United Way Community Engagement Community Solutions Team;  
WI Council of Churches – Stewardship and Public Life committee;  
LaSup;  
African American Council on Opioid Abuse and Treatment;  
City/County Homeless Issues Committee;  
Free the 350 Bail Fund;

City of Madison Ad-hoc Committee on Police Policy and Procedures  
United Way Community Voices Speaker's Bureau;  
Dane County Homeless Services Consortium;  
Homeless Services Consortium Legislative Committee;  
Homeless Services Consortium Shelter Provider's Workgroup;  
United Way Middleton Day of Caring Committee;  
Affordable Action Housing Alliance.  
Dane County Employment Council  
Dane County Employment and Training Network  
Dane County Jail Reentry Workgroup  
Allied Dunn's Marsh Neighborhood Association

**MUM Chief Administrative Staff:**

Linda Ketcham, Executive Director  
Kathy Eckenrod, Development Director  
Jean Alt, Office Administrator

**MUM 2019 Board of Directors:**

Payal Khandhar, President  
LaMarr Gibson  
Romilia Schlueter  
Janice Toliver  
Jalateefa Joe-Meyers  
Helyn Luisi Mills, Vice President  
Phil Haslanger, Secretary  
Deb Mejchar  
Becky Schigiel  
Jennifer Kempfert, Treasurer  
Erica Anderson  
Mike Sweitzer-Beckman  
Ann Ahearn  
April Bevars  
Mark Hancock

**Statement of Activities and Financials**  
**For the Year Ended December 31, 2019**

**Unrestricted Net Assets:**

**Revenue, Gains & Supports:**

Donations	\$129,727
Grants	\$663,637
United Way	\$300,307
Special Events	\$68,192
Program Income	\$112,241
Other Income	\$45,262
Investments	\$18,134
Interest Income	\$466
Satisfaction of Program Restrictions	\$388,348
Total Revenue, Gains and Support	\$1,726,214

Expenses:

Program Services	\$1,478,011
Management & General	\$123,913
Fundraising	\$29,493
Total Expenses	\$1,631,417
Change in Net Assets without Donor Restrictions:	\$94,797

**Net Assets with Donor Restrictions:**

Grants and Donations	\$273,342
Net Assets Released from Restrictions:	
Satisfaction of Program Restrictions	\$388,348

**Statement of Expenses**

Staff Salaries	\$818,319
Payroll Taxes/Employee Benefits	\$147,121
Insurance	\$27,036
Professional Services	\$27,036
Depreciation/Equipment	\$25,703



Office Supplies, Maintenance & Postage	\$57,499
Telephone and Internet	\$18,142
Staff Training & Travel	\$34,647
Public Information & Promotion	\$11,005
Occupancy	\$93,562
Newsletter	\$3,506
Interest & Fees	\$2,443
Program Expense (direct Assistance And subcontracts)	\$220,991
Special Events Expense	\$18,322
Dues and Memberships	\$9,495
<b>Total Expenses</b>	<b>\$1,631,417</b>

*A copy of MUM's 2019 Audit and IRS 990 Form is available upon request.*

*A copy of MUM's Annual Report is available on our website or upon request via email or U.S. Postal Service.  
Individuals may also pick a copy up at our office upon request.*

### **Investors in Justice:**

MUM solicits contributions through our annual Partners 4 Change Luncheon, through three Dialogue newsletters, direct solicitations to local businesses and through our Annual Appeal letter. Additionally, MUM holds two Endowment Funds through Madison Community Foundation.

MUM is grateful to every person, family, and organization here that has entrusted us to be good stewards of their gifts. Their financial support is vital. Their presence as a partner who shares our vision is at the heart of this important work. At the request of many of our donors, individual donor names are not listed in this report.

We wish to express our sincere gratitude to the 250 volunteers who contributed their time to make the programs described in this report possible. MUM is dependent on both the donated time and talents of our supporters/volunteers and the financial contributions of individuals, congregations and businesses in our community.

At the request of many of our individual contributors, we do not list individual donors by name in any publication.

### **Supporting Congregations**

Advent Lutheran  
Advent Women of ELCA  
Arbor Covenant  
Bashford United  
Methodist Church  
Bethany United Methodist

Bethany UMC/United  
Methodist Women  
Bethel Lutheran Church  
Beth Israel Center  
Blackhawk Evangelical  
Free Church

Christ the Solid Rock  
Baptist Church  
The Church of Christ  
Memorial  
Community of Hope UCC  
Congregation Shaarei

Shamayim  
Covenant Presbyterian  
Dale Heights Presbyterian  
Deerfield Lutheran Church  
First Baptist Church  
First Congregational UCC  
First United Methodist  
Church - Madison  
First Unitarian  
Universalist  
Fountain of Life Church  
Good Shepherd Lutheran  
Grace Episcopal Church  
James Reeb Unitarian  
Lake Edge Lutheran  
Lake Edge UCC  
Lakeview Lutheran  
Women of Lakeview  
Lutheran  
Luther Memorial Church  
Madison Monthly Meeting  
of the Religious Society

of Friends (Quakers)  
Memorial UCC –  
Fitchburg  
Middleton UCC  
Midvale Community  
Lutheran  
Orchard Ridge UCC  
Prairie Unitarian  
Universalist  
People’s United Methodist  
Church – Oregon  
Plymouth UCC  
Sinsinawa Domincans,  
Inc.  
South Central Synod –  
ELCA  
St. Andrews Episcopal  
St. Dunstan’s Episcopal  
Church  
St. Ignatius Orthodox  
Church  
St. John’s Lutheran

Church  
St. John’s Lutheran, Sauk  
City  
St. Paul’s Liberty Church  
St. Stephen’s Evangelical  
Lutheran Church  
St. Luke’s Episcopal  
Church  
Temple Beth El  
Trinity Lutheran Church  
Unity Madison  
Vermont Lutheran Church  
Westminster Presbyterian  
Church  
WI Annual Conference of  
the United Methodist  
Church

### **Foundations**

CUNA Mutual Group Foundation  
Alliant Energy Foundation  
Madison Community Foundation  
National Guardian Life Insurance  
American Family Insurance\  
Steve Stricker Foundation  
Madison Rotary Foundation  
St. Dunstan’s Foundation  
Vogel Foundation  
Oakwood Community Foundation  
West Bend Mutual Insurance Company Charitable Fund  
Network for Good  
Collaboration for Good  
Kellsye Cares for Kids  
Madison Gas & Electric Foundation  
MOSES-WISDOM of Madison  
100+ Women Who Care  
Alpha Delta Kappa Delta Chapter  
Who’s New Madison

## Corporate/Business

EPIC  
Club Today Not  
Tomorrow (Club TNT)  
Wells Print & Digital  
Services  
MG&E  
Capital City Hues  
West Bend Insurance  
WI Power and Light  
Johnson. Block, Inc.  
First Business Bank  
G.B.R. Corporation  
HotelRED  
The Creative Company  
Summit Credit Union  
Madison-Kipp  
Corporation  
Payper, Inc.  
CUNA Mutual Group  
Kollath & Associates,  
CPA  
J.H. Findorff & Sons, Inc.  
Madison Black Chamber  
of Commerce  
Custer Financial Services  
Custer Plumb Financial,  
LLC  
Rabble, LLC  
Zendesk  
A pig in a fur coat  
Associated General  
Contractors of WI  
Badgerland Campground  
Barnes & Noble Bookstore  
Benvenutos Italian Café  
Boulders Climbing Gym  
Brandgarten  
BRAVA Magazine  
Bennan's  
Cargo Coffee  
Children's Theater of  
Madison  
Chocolate Shoppe Ice  
Cream  
Cloth & Metal  
College HUNKS Hauling  
Junk

Sweeney Construction  
Conscious Carnivore  
DelecTable  
DelicateEssence  
Diakonos Designs  
Doll Eyes Lashes  
Dollar General  
Dongzhu Pottery Studio  
Eldorado Grill  
Eppstein Uhen Architects  
Fat Cat Coffee Works,  
LLC  
Fired Up Pottery  
Fontaine Home  
Food Fight Restaurant  
Group  
Fromagination  
Gates & Brovi  
Gorman & Company, LLC  
Green Bay Packers  
Half Price Books  
Healing Point  
Acupuncture  
Hyatt Place  
Madison/Downtown  
Ideal Builders  
Jeannie Kowing Design,  
LLC  
Jus-4-4 Productions  
Kali Jo Studio  
Karner Blue Candle &  
Supply  
Kendra Scott  
Lackner Photography  
Linda P. Hancock  
Calligraphy  
Longtable Beer Café  
Mad Local Food Group,  
LLC  
Madison Concourse Hotel  
Madison Mallards  
Madison Museum of  
Contemporary Art  
Madison Sourdough  
Company  
Madison Women's Health,  
LLP  
Marigold Kitchen

Mes Amies Dress  
Boutique  
Metcalf's Market  
National Guardian Life  
NCG North Central Group  
Nevada Bob's Golf Shop  
Oak Golf Course  
Orange Tree Imports  
OutReach, Inc.  
Overture Center for the  
Arts  
Pegasus Games  
Pride of American  
Camping Resort  
The Regal Find  
Rockabetty's Salon & Spa  
Ronda Lawry LLC  
Sardine  
Sassy Cow Creamery,  
LLC  
Seafood Center  
Short Stack Eatery LLC  
Skyzone Trampoline Park  
Slumberland Furniture  
Spherion Staffing  
Square Wine Co.  
SSM Health  
StartingBlock Madison  
Stone House Development  
SVA Certified Public  
Accountants  
Target  
Temptd Salon  
The Sylvee  
Trader Joe's  
Tri-County Appliance  
Tribe 9 Foods  
Two Men and a Truck  
Urban Roots  
Vitense Golf  
Walmart  
Who's New In Madison  
Wilson Street LLC  
Wine and Hop Shop  
Wines for Humanity  
Women In Focus, Inc.  
Woodman's

YMCA

**Other Contributors**

University of Wisconsin-  
Madison  
University of Wisconsin  
Radiology Department  
Regent Neighborhood  
Association  
Packer Apartments, Corp.

UW Health & Unity  
Health Insurance  
Edgewood College  
The Men of the  
Restorative Justice  
Program, Fox Lake  
Correctional Institution

100 Black Men of  
Madison  
Quilts for Peace  
The Hat Ladies  
My Blessing Circle

**Other Funders**

United Way of Dane County  
United Way of Milwaukee  
United Way of Metro Chicago  
Dane County Human Services  
City of Madison Office of Community Services

