Dear Friends:

As we look back at 2019, our 47th 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 9th, 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 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 into 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 4th 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 21st 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 Schluerer
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:**

<table>
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<tr>
<th>Source</th>
<th>Amount</th>
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<tr>
<td>Donations</td>
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<tr>
<td>Grants</td>
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<td>United Way</td>
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<td>Special Events</td>
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<td>Program Income</td>
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<td>Other Income</td>
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<td>Investments</td>
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<tr>
<td>Interest Income</td>
<td>$466</td>
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<tr>
<td>Satisfaction of Program Restrictions</td>
<td>$388,348</td>
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</table>

**Total Revenue, Gains and Support** $1,726,214

**Expenses:**

<table>
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<tr>
<th>Category</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Program Services</td>
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<tr>
<td>Management &amp; General</td>
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<tr>
<td>Fundraising</td>
<td>$29,493</td>
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**Total Expenses** $1,631,417

**Change in Net Assets without Donor Restrictions:** $94,797

### Net Assets with Donor Restrictions:

<table>
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<th>Category</th>
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<td>Net Assets Released from Restrictions:</td>
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<td>Satisfaction of Program Restrictions</td>
<td>$388,348</td>
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### Statement of Expenses

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Staff Salaries</td>
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<td>Payroll Taxes/Employee Benefits</td>
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<tr>
<td>Insurance</td>
<td>$27,036</td>
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<tr>
<td>Professional Services</td>
<td>$27,036</td>
</tr>
<tr>
<td>Depreciation/Equipment</td>
<td>$25,703</td>
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</table>
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
Total Expenses $1,631,417

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  
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 Dominicans, Inc.
South Central Synod – ELCA
St. Andrews Episcopal Church
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

Sweeney Construction
Conscious Carnivore
DeleeTable
DelicateEssence
Diakonos Designs
Doll Eyes Lashes
Dollar General
Dongzhu Pottery Studio
Eldorado Grill
Eppstein Ulen 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
Metcalfe’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