

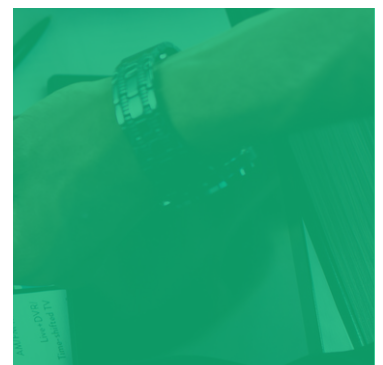
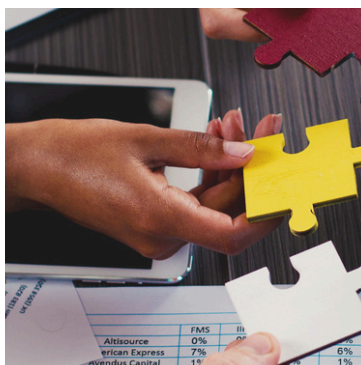
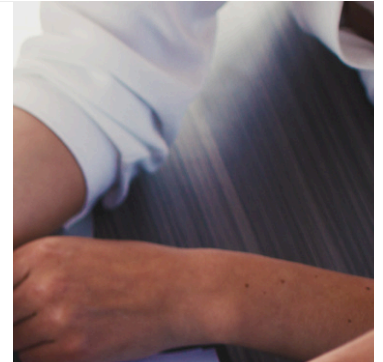
JUST DANE

Changing Lives. Changing the Community.

2024 Annual Report



Envisioning a Community
Where Everyone Has a
Chance to Succeed



Explore More

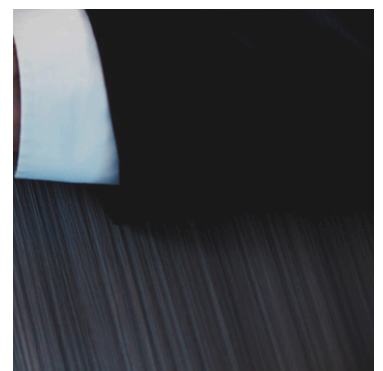


Table of Contents

Welcome Message	1
Agency Programs	2
Incubators	7
Advocacy Work	8
Boards & Administrative Staff	9
Financial Statement	10
Supporters	11

Dear Friends,

In 2024, JustDane saw a significant milestone: 50 years of work in our community. Fifty years of you, our supporters, stepping up, walking alongside us, and making our work possible. Our fiftieth celebration launched with the event at Madison College featuring Father Gregory Boyle of Homeboy Industries, along with some of the Homeboys, who generously shared their story. We honored long-time advocate and former JustDane staff member Jackie Austin and Blackhawk Church, one of our amazing faith community partners, for their work in our community. We ended the celebration with the first ever Darbo Dream Music Festival. The Festival was a community event hosted by JustDane, Mentoring Positives and the African Center for Community Development as we deepen our collaboration and partnerships. With live music provided through Café Coda, wonderful food by various vendors, face painting and drumming circles, we celebrated fifty years while building new relationships to move us forward into the next 50 years.

In 2024, we continued our community engagement through an expansion of Just Bakery programming into the Dane County Jail and at Meadowlands apartments. The Journey Home, Circles of Support, Peer Support, Just Connections, Reentry Simulations and Healing House were busy throughout the year. Each of these initiatives increased their impact last year as services continued to grow. We also continued our advocacy work, focused on continued support for the social safety net in our State, County and City. We focused on helping community members understand the issues and connect the dots between what might, on the surface, appear to be unrelated issues. For example, we have been working diligently to increase public awareness that the fastest growing age demographic in our prison system is people aged 55 and older. How are we as a community building sufficient supports for an increasing geriatric reentry population—a population with greater health needs, with fewer employment opportunities, greater barriers to housing, etc? This is part of our role: to help our community prepare to meet the needs of older individuals returning home. That's just one example of the work we've been doing.

Our work is made possible through your generosity. Our volunteers make our work possible through mentorship, Circles of Support, Board and committee membership, and various other roles. You make it possible to support individuals who have been historically and intentionally marginalized. Your donations of money, goods, and time make this work possible. While we are incredibly grateful for the support of the United Way of Dane County, the City of Madison, and Dane County Human Services, none of those contracts fully fund the programs and initiatives of JustDane. The majority of our budget relies on our individual, congregational and foundation support. It truly is a community effort.

I hope you find this report both informational and inspirational as you read about the work that you make possible. We are incredibly grateful for your support and are looking forward to our next 50 years.

With gratitude,
Linda Ketcham
Executive Director



Healing House

In 2024, 30% percent of our guests were infants under 1 year old. Additionally, 12 pregnant women experiencing difficult pregnancies found rest and the opportunity to get stronger to improve birth outcomes. Many of our tiniest guests were newborns, who were discharged to Healing House directly from the NICU, along with their parents. While the average length of stay at Healing House is around one month, we have had families with us for just over three months, based on their need for recuperative shelter. In 2024 we saw a continued trend of larger families in need of medical recuperative shelter, as homelessness increases. Throughout 2024, our partner, The Road Home, continued to provide housing case management for our Healing House guests.

In 2024 Healing House served 20 families (62 individuals).

Journey Home

The Journey Home is a reentry initiative that focuses on connecting individuals newly released from prison with Residency, Employment, Support, Education and Treatment (RESET). Initiative components in 2024 included: Circles of Support, case management, employment soft skills training, weekly Phoenix Initiative peer-led support groups, and Parenting Inside Out Cohorts.

455

**individuals
participated in**

**2-Year return
to prison rate
9.5%**

Circles of Support

Employment training

Case management

Phoenix Initiative Support Group

Parenting Inside Out

Pre-release prison in-reach

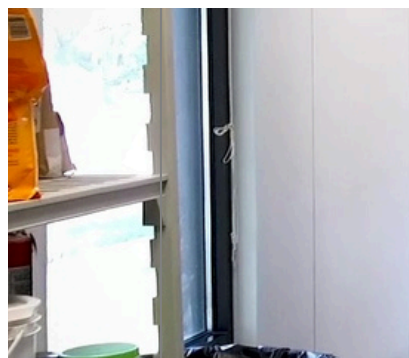
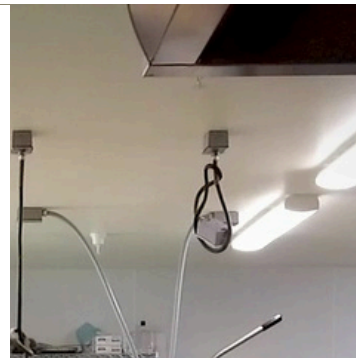
Community Service Fairs

Just Bakery

Just Bakery offers industry specific training, life skills training, case management and employment placement and retention support for individuals who have significant barriers to employment. This includes individuals who are justice-involved, who are unhoused, who don't have a high school diploma or equivalency, or who may be facing substance abuse and/or mental health challenges. Using a nationally recognized curriculum, our students can also earn up to 12 college credits at Madison College and automatic admission into their culinary program. Just Bakery offers employment training AND a pathway to college. In 2024, with a generous grant from the Barzilai Foundation and a new employment grant, we were able to offer stipends to students as they participated in the program. Additionally, through funding from Barzilai, we offered paid internships for students. The new City grant was through the State of WI and focused on training individuals who meet the literal definition of homelessness under the Dept. of Housing and Urban Development.

In 2024, we also began providing ServSafe classes in the Dane County Jail to offer individuals who are not deemed eligible for jail diversion the opportunity to participate in a training program. This offers them a nationally recognized certificate in the food industry and increases their marketability and earning potential post release. We also offered a ServSafe cohort at the Meadowlands Apartments on Madison's East side for residents living there.

In 2024 Just Bakery provided training, case management, and job placement and retention support for 107 individuals.



Peer Support

Peer Support relies heavily on one-to-one, face-to-face interactions between a Peer Specialist and the Peer. The ability to build and maintain peer relationships has been more challenging since the onset of the pandemic. Peer Specialists are individuals who have lived experience with mental health challenges and/or substance abuse who walk side by side with others experiencing similar challenges. The pandemic challenged recovery for people by exacerbating anxiety, isolation, fear, and depression and adding new trauma as people tried to connect with supports. Case management is the other part of the Peer Support program. Different from Peer Support (which is about walking side by side as a support), case management works to connect people with other community supports such as housing, employment, health care, etc. Utilizing our toll-free reentry phone number at the jail, individuals are able to reach out to us without having to use their own funds, allowing easier access to connect with the Peer support program. Peer Support Specialists can meet with people pre-release and assist them with planning for their reentry. JustDane's Peer Support initiative is a collaboration with Centro Hispano, with both agencies providing case management and peer support and ensuring that services include bilingual and bicultural supports for criminal-legal system impacted members of the Latinx community in Dane County. Additionally, as part of the collaboration, the program has expanded the number of bilingual and bicultural Peer Support Specialists and Trainers through Centro's efforts to expand access to the trainings.

In 2024, 172 individuals participated in the Peer Support Program and 16 individuals completed the Peer Support Specialist training through Centro Hispano.



JustDane Micro-Loan Funds

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, and assistance with first month's rent or security deposit.

In 2024, 5 micro-loans were made to individuals in the programs to assist with work related expenses.

Mentoring Connections, Family & Reading Connections

Family and Reading Connections were put on hold by the Wisconsin Department of Corrections in March of 2020. The programs remain on hold.

Mentoring Connections continues to match children ages 4-17 who are impacted by parental incarceration with community-based mentors. During the pandemic, volunteer recruitment and matches proved difficult, but we are seeing a rebound in volunteer interest and new matches being made on a regular basis.

Our collaboration with Operation Fresh Start, Drive to Succeed, returned to in-person programming and held four cohorts in 2024. The program offers justice impacted young people ages 17-21 with mentoring, support to obtain their highschool diploma or equivalent, and driver's education- as in Dane County, the two most frequently referenced job requirements are a high school diploma and a driver's license.

In 2024, 46 youth and young adults received mentoring support through Mentoring Connections and Drive to Succeed.

Reentry Simulations TM and Just Workplace TM

Reentry Simulations TM © are the creation of JustDane which has been providing them within the community and country since 1999. The Simulation is an opportunity for community members to gain a glimpse into the challenges individuals face their first 28 days out of prison. Over the past 25 years we have provided simulations across the country, state and within Dane County. In 2024 we were contracted by Employ Milwaukee to conduct two simulations, one for employers and one for policy makers. Along with the Simulation for Employ Milwaukee, we conduct two lunch and learn sessions on creating a Just Workplace TM. Participants learn about trauma informed workplace practices and take a self-assessment focused on how trauma informed their workplace is. The sessions also focus on inclusive employment recruitment, screening and interviewing practices, a review of principles of equity and inclusion, and a review of their own organizational practices and policies. Employer panelists offer insights into their own journey to creating a more inclusive workplace.

In 2024 we conducted 10 Reentry Simulations and four Just Workplace Lunch and Learns.





Returning Citizens Education Fund

Thanks to a generous gift of \$15,000 in 2017, an educational assistance fund was established by a donor through Madison Community Foundation to assist a reentry or Just Bakery program participant with educational funds toward a degree or certificate program. In 2021, we made our fourth award to a Just Bakery graduate who is enrolled at Madison College's culinary program. In 2024, another award was made for a program participant pursuing a degree at Madison College. That student is still working on their degree and has, thus far, been a straight A student after 3 semesters.

Bail Fund

JustDane operates a small bail fund in collaboration with the Public Defender's Office and the Dane County Jail Reentry Social Workers. Initial funding was from the Hoover Family Foundation. Over the past four years, requests for bail assistance have dramatically increased. JustDane has provided additional funding to the program through unrestricted grant funds to help individuals return to their lives while they await their court cases to go through the process. Requests come through the jail staff or Public Defender's office and are capped at \$500 per person. Since 2020 we have assisted 90 people in paying their bail.

Incubator

JustDane 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 JustDane staff work collaboratively on the Eviction Prevention Fund. JFF works with families in need of housing assistance, and JustDane disburses the payments requested by JFF.

Allied-Dunn's Marsh Neighborhood Association

This 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.

Moms on a Mission (MOMs)

MOMs is a grassroots group comprised of moms from the East side of Madison. The group provides food for kids at East High over the lunch hour and working to deescalate tense situations and fights. Since the MOMs started showing up on the property adjacent to East High, fights during the lunch hour have dropped dramatically and kids have been fed and connected to other resources. The group raises their funds on their own.

Bleed Shamelessly

Bleed Shamelessly is a youth-run, grassroots, Madison-based community organization dedicated to achieving menstrual equity and reproductive justice in Wisconsin. Created in 2018 by a 15-year-old high school sophomore, Bleed Shamelessly has expanded to a team of over ten people, and over thirty volunteers. Bleed Shamelessly has lobbied for an end to the tampon tax in Wisconsin and to ensure that menstrual products are free in public restrooms in Dane County; hosted the 2019 Rally for Menstrual Equity; provided menstrual product dispensers in all middle and high schools in Madison; supplied over 5,000 menstrual product kits to people in Southern Wisconsin during the COVID-19 pandemic; lobbied for and achieved \$200,000 in the Madison Metropolitan School District 2021-22 budget for menstrual products; and much more. Bleed Shamelessly is dedicated to promoting grassroots, communal, and coalition-based advocacy where historically marginalized people control the narrative

Urban Dippers

A program offering free swimming lessons to youth and parents in the community, with a focus on families who have been marginalized and are not always able to access organized swim lessons through community organizations.



Advocacy Work

In addition to the programs described above, JustDane worked on the following public policy issues in 2024:

Housing and homelessness

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

As we have every December 21st since 2009, we joined with partners and congregational partners (including First Congregational UCC and First United Methodist) to hold the Longest Night Homeless Persons Memorial Service. In 2024 we remembered 43 individuals.

Eviction Prevention

We continue to administer two eviction prevention funds, one through Allied Partners (see page 7) and one through First Unitarian Society. The effort is a collaboration of area churches, Dane County Joining Forces for Families and JustDane.

City and County Budget

JustDane continues to advocate for budgets that reflect our values as a community, that protect and preserve the safety net, and that treat all our neighbors with respect and dignity, and that care for and about our neighbors who are struggling.

Dane County Creation of Community Justice Court

JustDane staff served on the Dane County Criminal Justice Council Subcommittee on Community Justice Court. The Committee researched Community Courts across the US, touring several and made recommendations to the Dane County Board and Executive regarding the creation of a new Community Court in Dane County.

In 2024, JustDane 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 HIRE Initiative Employers Council
The United Way Community Engagement and Inclusion Committee
Dane County Employment and Training Network
Dane County Criminal Justice Council Subcommittee on Community Justice Court
LaSup
Peer Support Network
Recovery Coalition of Dane County
City/County Homeless Issues Committee
United Way Community Voices Speaker's Bureau
Dane County Homeless Services Consortium
Dane County Homeless Services Consortium Board
Affordable Action Housing Alliance
Dane County Employment & Training Network Council
Dane County Jail Reentry Workgroup
Allied-Dunn's Marsh Neighborhood Association
Allied Partners



JustDane 2024 Administrative Staff

Linda Ketcham, Executive Director
Shar-Ron Buie, Associate Director
Kathy Eckenrod, Development Director
Jaclyn Eitrem, Just Bakery Manager
Jessica Sherman, Healing House Manager
Jean Alt, Office Manager
Dani Crutcher, Volunteer & Community Engagement Manager
John Givens, Circles of Support Coordinator
Jaylin Stueber, Just Connections Coordinator
Shanita Lawrence, Peer Support Coordinator

JustDane 2024-2025 Board of Directors

Ryan Estrella, Co-President
Julie Horst, Co-President
Helyn Luisi Mills, Vice President
Phil Haslanger, Secretary
Mark Koch, Treasurer
Angela Russell
Devonte Windham
Stephanie Hilton
Qiana Holmes
Brian Britt
Craig Sussek
Timeka Rumph
Dan Burnett
Ashley Utz

JustDane, Inc. Statement of Financial Activities Comparative

January-December 2024

Income

Contribution Income	\$818,519
United Way	\$326,533
Public Grants	\$908,299
Grant-Release from Restriction	\$145,833
Program Income	\$27,889
Miscellaneous Income	\$13,156
Total Income	\$2,440,160
GROSS PROFIT	\$2,440,160

Other Income

Interest and Portfolio Income	\$24,708
Other Miscellaneous Income	\$875
In Kind Goods and Services	\$443,734
Restricted Grant Income	\$336,200
Total Other Income	\$805,517

Net Operating Income \$205,098

Expenses

Personnel	\$1,554,090
Professional Expense	\$157,462
Occupancy	\$136,607
Program Expenses	\$554,226
Administrative and Office	\$195,684
Travel and Meetings	\$44,341
Fundraising	\$2,849
Total Expenses	\$2,645,258

Net Other Income \$117,510

Other Expenses

Miscellaneous-In-Kind	\$443,734
Offset to Release from Restriction	\$478,409
Total Other Expenses	\$923,027
Net Income	-\$322,609



Numbers4Nonprofits, CPA

A copy of our 2023 audit is available upon request. Our 2024 audit will be available upon completion by Johnson Block and Company, Inc.

A copy of our 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:

JustDane solicits contributions through our community events, through our JustDialogue newsletter, direct solicitations to local businesses and through our Annual Appeal letter. Additionally, JustDane holds two Endowment Funds through Madison Community Foundation.

We are 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. All funds donated are used in the provision of JustDane's initiatives in our community.

We wish to express our sincere gratitude to the over 150 volunteers who contributed their time to make the programs described in this report possible. We are 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 Church
Beth Israel Center
Bethany United Methodist Church

Blackhawk Church
Church Women United in Madison, Inc.
Community of Hope UCC
Covenant Presbyterian
Dale Heights Presbyterian
First Baptist Church
First Congregational UCC
First Unitarian Society
First United Methodist Church
Good Shepherd Lutheran Church
Heartland Church

Lake Edge Lutheran
Lake Edge UCC
Lakeview Lutheran Church
Madison Monthly Meeting of the Religious Society of Friends (Quakers)
McFarland Lutheran Church
Memorial United Church of Christ
Messiah Lutheran Church
Middleton Community UCC
Mt. Zion Baptist Church
Orchard Ridge UCC
Our Lady Queen of Peace Parish
Plymouth Congregational UCC
Congregation Shaarei Shamayim
South Central Synod of WI- ELCA

St. Dunstan's Episcopal Church
St. Andrew's Episcopal Church
St. John's Lutheran Church
Sun Prairie United Methodist Church
Temple Beth El
The Well Ministries
Trinity Lutheran Church
Unity of Madison
Westminster Presbyterian Church
Wisconsin Council of Churches
Women of St. John's

Foundations

100+ Women Who Care
Alliant Energy Foundation
American Family Insurance Dreams
Foundation, Inc.
Barzilai Foundation
Haley B. Bear Foundation
Beta Sigma Phi; Sigma Master- Madison, WI
Otto Bremer Trust
The Capital Times; The Kids Fund
Lau and Bea Christensen Charitable Foundation
Steven & Alexandra Cohen Foundation
Davidson Family Charitable Giving Fund
Endres Manufacturing Company Foundation

Greywolf Foundation Inc.
Gundlach Family Fund
The Kroger Co. Foundation
Madison Community Foundation
Madison Gas & Electric Foundation, Inc.
Madison South Rotary Foundation
The R.J. Mullen Sr. & Family Foundation
Oakwood Village Prairie Ridge Spiritual Life Committee
Roots and Wings Foundation
Steve Stricker American Family Insurance Foundation
United Way of Dane County
UW Foundation & Alumni Association
The Vogel Foundation, Inc.

Corporate/Business

ACD Distribution
African Center for Community Development
Aldi
Bethel Community Services Corp.
BetterLife
CG Schmidt
Custer Burish Financial Services
EPIC
Festival Foods
Food Fight Restaurants
Goodman's Jewelers, Inc.
Green Bay Packers
Ian's Pizza

Madison Children's Museum
Madison College
Neighborhood House Community Center
Numbers 4 Nonprofits
Park Bank
Penzey's Spices
The Rainbow Project, Inc.
Ramaker & Associates
RSVP of Dane County
TruStage
University of Wisconsin-Madison
Woodman's

Other Fundors

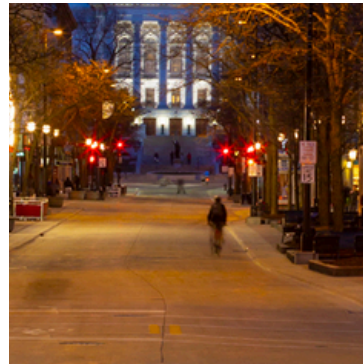
United Way of Dane County
Dane County Human Services
City of Madison Office of Community Services
FEMA: Emergency Goods & Shelter National Board
Program
Wisconsin Department of Health Services
Public Health Madison & Dane County





JUST DANE

Changing Lives. Changing the Community.



Contact Information



+608-256-0906



128 East Olin Ave., Suite 202, Madison, WI 53713



www.justdane.org