A LETTER FROM VANESSA MCDOWELL

OUR APPROACH
- YWEB CAREER ACADEMY:
- TREE LANE

BOARD OF DIRECTORS & OTHER VOLUNTEERS

WOMEN OF DISTINCTION & OTHER AWARDS

EMPOWERING WOMEN & PUBLIC POLICY PLATFORM

HOUSING & SHELTER

JOB TRAINING & TRANSPORTATION

RACE & GENDER EQUITY

FINANCIAL STATEMENTS

EMPOWERMENT SOCIETY

LEGACY SOCIETY & 2017 DONOR LIST
Dear Friends,

In July of 2017 I accepted the role of CEO of YWCA Madison. I believe so much in the work that this organization does and began investing in some areas I knew could use some strengthening: staff development and morale, building our empowerment model, and forming non-traditional partnerships.

Building our empowerment model meant questioning some of the programs, attitudes and practices from a new lens in all of our departments. It means challenging how our residents are viewed away from a charity model to one where we examine and praise their resilience, strengthen, passion, and their potential. It means challenging the view of a low living wage being good enough for women and people of color, and instead insisting that these individuals are given opportunities to grow into a career that truly provides a family sustaining wage. This means training that holds participants to high standards and asks them to do more than they thought they were capable of.

I challenge our staff to walk alongside our participants individually to realize their full-potential, while we work to eliminate systematic barriers standing in their way.

Because our organization is comprised of individuals who have grown up in America and been socialized by the systems that have marginalized and oppressed women and people of color, we regularly examine our own internal culture to ensure that our it matches our external aspirations and hopes. That means we intentionally invest in the people of color who work here, helping them to become leaders in YWCA Madison and our community while also working to dismantle white supremacy and the structures and inherent expectations.

Every day I am cognizant of this organization’s role and voice in the community, and the particular responsibility that comes with being the first women of color to lead an organization that has been here nearly 110 years.

As you read through this report you will see that our work affects thousands of people every year. This is with the help of hundreds of donors, volunteers and advocates, and with the partnership of agencies across Dane County.

I am committed to truly fulfill our mission to eliminate racism and empower women here in Dane County. It’s meant a lot of uncomfortable and direct conversations, and it’s something I will continue to challenge us to lean in to.

Thank you for standing with me and with YWCA Madison on this journey.

Vanessa McDowell
CEO
Providing leadership in our community, nation, and world in the struggle for peace, justice, freedom, and dignity for all people, YWCA Madison is committed to self-determined social change for all racial, ethnic, and economic groups.

Our Approach

**EQUITY LENS**
Understanding the history of race in America and how that has and continues to negatively impact today’s society is crucial. YWCA is committed to helping individuals, organizations, and companies in the Madison community improve race relations and find ways to eliminate racism through constructive dialogue and meaningful action.

**BREAKING THE CYCLE**
Providing direct services, having a robust advocacy platform, and active engagement with policy makers & systems, uniquely positions YWCA Madison in a space to disrupt systematic oppression.

Race, gender and economic standing play significant roles in the outcomes of individuals in our community. The criminalization of kids of color in our school systems is just one example where race and gender affect outcomes. We offer programs like Restorative Justice as a solution.

YWWeb Career Academy is a training boot-camp technology course that targets women and people of color who are underrepresented in technology, to increase opportunities to attain family sustaining jobs while also meeting a labor market gap. This program has now graduated 7 cohorts, and each group of students has become stronger in terms of their skills, their ability to obtain a job and to retain employment. Several students have recently been offered jobs with a starting salary over $50,000 – this program is truly a pathway out of poverty for women and people of color. We continue to improve the program and curriculum; for example we now have a strong entrepreneurial track to help students inclined to freelance or start their own business. This program primarily affects students and companies within Dane County, and increase economic viability, students’ individual career paths and interests. Students receive grades on their assignments and are required to attend the entire course. Industry volunteers work directly with students and also provide training on specific languages.

The ultimate goal of this program is twofold: to increase diversity and inclusion in the technology fields in Dane County, and to provide opportunities to earn a living wage through a career for women and people of color in our community.
Women, men and their families are empowered and the quality of their lives greatly improved in partnership with YWCA. Through collaborative initiatives, we will build a community where racial and ethnic diversity are celebrated and discrimination and injustice are eliminated.

STABILITY: MEETING BASIC NEEDS

The Housing First model is a key strategy to reduce homelessness. Following this model, YWCA helps homeless families secure permanent housing as quickly as possible. Families also have access to intensive stabilizing support services to prevent a recurrence of homelessness and to help them achieve financial stability and other personal goals.

Transportation is also critical in being able to maintain employment, conduct personally business, and obtain self-efficiency. Which is why we offer the Driver’s License Recovery program.

BECOMING MARKETABLE

Our approach to employment training focuses on both hard and soft skills, and is paired with light case management and job placement services.

We dialogue with potential employers to learn what skills they are currently looking for in new employees or interns. We are also in conversation with many companies about what diversifying their workforce looks like, from recruitment to retention and creating an equitable organization.

TREE LANE (PERMANENT SUPPORTIVE FAMILY HOUSING)

YWCA Madison is providing the supportive services at the Madison Family Supportive Housing Project a new Permanent Supportive Housing community on Madison’s West Side

The need is great. In March 2017, without any advertising for this upcoming opportunity, there were 204 individuals who had sought appropriate housing through the coordinated entry point and been identified as appropriate for Permanent Supportive Housing. At least 97 of those were children. Those families are currently homeless, whether they are living on the street, doubled up in apartments, or sleeping at a family member’s house.

Tenants of the new facility will sign a year-long lease, be assigned a case manager, have access to direct treatment, and have access to wrap around services which could include childcare and transportation that extends beyond the Metro Bus Service. Clients are allowed to live in the MFSHP indefinitely through lease renewal, or move on based on their individual needs.

TREE LANE DETAILS

- 45 Units located on the west side of Madison
- Housing for 60 adults and 103-193 children
- 0.32 miles from a grocery store
- 0.3 miles from a bus line
Volunteers are critical to helping us achieve our mission. We are thankful to the volunteers who act as YWCA ambassadors in the community, and build our capacity to serve. Thank You!

Fiscal Year 2017 Board of Directors

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SPHERION STAFFING SOLUTIONS

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VICE CHAIR
ALLIANT ENERGY

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UNITY HEALTH INSURANCE

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TREASURER
EXACT SCIENCES

DAVE BOYER
RETIRED

DORECIA CARR
YJB TALENT

STEPHANIE IMHOFF
HONKAMP KRUGER & CO.

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JACQUELYN HUNT
NEHEMIAH CENTER FOR URBAN LEADERSHIP

ERIC KESTIN
MADISON METROPOLITAN SCHOOL DISTRICT

STEPHANIE MUÑOZ
KIDS FORWARD

JESSICA PALMER
VOGEL BROS. BUILDING CO.

JUSTIN CRUZ
AMERICAN FAMILY INSURANCE

RUTH ROHLICH
CITY OF MADISON

ADRIENNE SMOLINSKI
TASC

KATHERINE STADLER
GODFREY & KAHN, S.C.

TERESITA TORRENCE
MADISON COLLEGE

368 VOLUNTEERS PROVIDED 5,314 HOURS OF SERVICES IN 2017.

Visit www.ywcamadison.org for more information on volunteer opportunities.
2017 Women of Distinction Honorees

YWCA Madison’s Women of Distinction Leadership Awards were established to increase community awareness and appreciation of the diverse contributions of women in the workforce and in the community.

KEETRA BURNETTE
ROBIN DALTON
JOANN GRUBER-HAGEN
THERESE GULBRANSEN
DR. JOANN PRITCHETT
ANGELA RUSSELL

Heil Scholarships

YWCA Madison’s Heil Scholarship provides grants to pursue educational opportunities to students who are current or former YWCA Madison residents or program participants. The goal of the scholarship is to assist the recipients in achieving personal and professional success so that they can provide an improved and stable quality of life for themselves and their families.
Creating Stability is the Foundation

When families move into shelter, they come from a variety of backgrounds and situations. In May 2017 a single mom, Kate, and her 4 year old son, Brandon arrived actively fleeing a domestic violence situation. Kate didn’t know anyone, didn’t have any income, and she shared that she had very little hope.

The YWCA case manager helped her quickly enroll in W2, an assistance program, while helping her look for employment. Kate was placed at a local company through a temp agency. It wasn’t long before her manager very quickly noticed her strong work ethic and abilities and promoted her to a permanent, advanced position. This secured her family-sustaining wages and a regular schedule.

As things in her life became more stable, Kate was able to turn her attention to her son, Brandon, who was displaying some developmental and speech delays. With the help of her case manager, Kate was able to enroll Brandon in One City Early Learning’s rigorous preschool program, intended for ensuring grade school readiness among children, and particularly children of color, in the Madison community.

Now, with stable employment and childcare, Kate was ready to find a stable home for herself and her son, and so enrolled in YWCA’s Rapid Rehousing program. This program not only provided help locating an apartment and case management services for up to a year, but also provided a rental subsidy for X months.

Kate now lives in a beautiful 2 bedroom apartment with Brandon. When we met Kate she had already demonstrated incredible strengthen, resiliency and courage. With support, encouragement and some structure from YWCA, she was able to soar and create stability for her son.

Thank you for partnering with us – this is the difference you make.
Public Policy Platform

YWCA’s policy positions are intrinsic to our mission to eliminate racism and empower women and girls. Priority statements address issues directly affecting the lives of women and children, especially those who reside at YWCA Madison or participate in its programs.

• YWCA Madison rejects racism in all its forms and bias against any group of people. It will support policy initiatives directed at eliminating racism and any form of discrimination based on race, creed, sex, national origin, disability, sexual orientation, age, or source of income. It will oppose measures judged to increase bias or conflict among groups.

• YWCA Madison supports policies that acknowledge housing is a community responsibility, that increase the supply of affordable housing for women and children, and assure access to available housing on a non-discriminatory basis.

• YWCA Madison supports policies that respect the rights of women of diverse cultures and perspectives to plan their lives and families and to control health and family planning decisions. It will oppose policies that seek to limit those freedoms or to impose a particular perspective on others.

• YWCA Madison supports policies directed at the reduction or elimination of violence in our society, especially those which impact women and children including, sexual assault, sexual harassment, and domestic violence.

• YWCA Madison supports policies designed to increase penalties and decrease the incidence of crimes directed at individuals because of their membership in a group.

• YWCA Madison supports policies that promote wellness and provide access to adequate nutrition, affordable, quality health, and mental health for women and children.

• YWCA Madison supports the development of high-quality childcare that is culturally-responsive, accessible, and affordable. Continuity and quality of care depend upon wages sufficient to recognize the skills of child care providers and to retain them through offering security and advancement opportunities.

• YWCA Madison supports public policies directed to the elimination and amelioration of poverty for women and families. When public assistance is necessary, it should be sufficient to support a simple, decent living standard for a family and access to education, job training, child care, and other services needed to secure and retain family supporting jobs.

• Working women should receive a living wage, equal pay for their work, and access to workplace protections against discrimination, harassment, and unsafe or unhealthy conditions. Taxes on earning should take into account the demands on low-income working families (e.g. Earned Income Tax Credit).

JOIN US!
Visit www.ywcamadison.org for more information.
YWCA Madison’s Housing & Shelter programs offer safe, affordable, and supportive housing options on the Capitol Square and throughout the Madison area.

**ENDING FAMILY HOMELESSNESS**
Shelter, housing programs, and case management services give families homes in which to live and grow.

**HOUSING SINGLE WOMEN**
YWCA Madison is the largest provider of affordable housing for single women in Dane County.

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**Demographics**

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* Demographic information is given voluntarily at the time of intake.

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**83% HOUSEHOLDS IN YWCA HOUSING PROGRAMS WILL MAINTAIN HOUSING FOR ONE YEAR OF MORE TO OTHER PERMANENT HOUSING DURING THAT YEAR.**

**61% OF THE HOUSEHOLDS WHO FULLY UTILIZE YWCA SHELTER CASE MANAGEMENT SERVICES WILL MOVE INTO LONG TERM HOUSING.**

**70% OF FORMER YWCA SHELTER HOUSEHOLDS WHO SECURED HOUSING WILL MAINTAIN THEIR HOUSING WITH AT LEAST 12 MONTHS STABILITY.**

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**FAMILY SHELTER**
YWCA Madison provides emergency shelter for up to 90 days for homeless families with children.

**HOUSE-ABILITY**
A collaboration with The Road Home and the Salvation Army, provides permanent housing to homeless families with minor children and at least one disabled adult.

**RAPID REHOUSING**
A collaboration with The Road Home, United Way, and The Salvation Army, assists homeless families with minor children in moving from shelter into long-term housing in the community.
SECOND CHANCES

Regina White just needed a little assistance to get on her own two feet. As a young, single mother, Regina has worked hard to grow her income while paying rent consistently. She managed to save a significant enough amount in her Individual Development Account to cover move-in costs for the CDA apartment she got approved for, and even has a little left over for future housing-related costs, should she need it. She recently moved into affordable, permanent housing and will successfully complete the Second Chance Apartment Project program.

SECOND CHANCE APARTMENT PROJECT
A collaboration with The Road Home provides homeless families transitional, affordable housing, and supportive services.

SINGLE WOMEN’S HOUSING
Single women live on the top 5 floors in YWCA Madison’s Capitol Square location. There is no time limitation on residency.

THIRD STREET
Affordable apartments, supportive services, and a safe neighborhood for single moms with one to two children, birth to 5 years old, or women in their last trimester of pregnancy for up to 2 years experiencing homelessness or other barriers to housing.

EMPOWER HOME
A partnership with United Way Dane County, Domestic Abuse Intervention Services (DAIS), and UNIDOS Against Domestic Violence provides women survivors of domestic violence, who are homeless or in need of transitional housing to flee a domestic violence situation, the opportunity to live in safe, supportive transitional housing.

YWCA IS ON A MISSION
YWCA Madison’s Job Training & Transportation programs provide people with knowledge, skills, and transportation to improve their financial situations.

DELIVERING JOB TRAINING
Employment and training programs help participants find and maintain work with family-supporting wages.

GETTING PEOPLE TO WORK
Transportation solutions offer people affordable, reliable transportation to and from their jobs.

Demographics*

Individuals who used YWCA’s Job Training & Transportation programs in 2017.

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YWEB CAREER ACADEMY
YWeb Career Academy (YWeb), targets and trains women and people of color ages 17 to 25 for jobs in the tech industry. After completing the class, participants are placed in paid internships or helped to find employment with local companies.

CONSTRUCT-U
Construct-U was a training program intended to improve employment opportunities for people traditionally under-represented in the skilled trades—women and people of color—and to help trained individuals obtain jobs that have a family-supporting wage in the road construction industry and building trades. This program ended in 2017.

- **588** people participated in YWCA job training & transportation programs.
- **47** program participants reinstated their driver’s license.
- **250** unique riders obtained rides through YW transit.
- **19,931** job rides and **6,998** sexual assault prevention rides were provided through YW transit in 2017.
Gloria had been walking home from her job at 12:15 AM regularly until one night a man followed her home. It scared her enough that she started taking a cab until one of her friends told her about YWCA Madison’s free sexual assault prevention rides, accessible to the community at no charge every day of the week through YW Transit. Soon Gloria also learned about YWCA’s YW Transit other serve, JobRide. Gloria was added to a route and is very thankful for the economical and safe solution to get to and from work.
YWCA Madison’s Race & Gender Equity programs create a more inclusive community.

**ELIMINATING RACISM**
Racial Justice workshops and trainings teach people how to acknowledge the existence of racism and how to combat interpersonal and structural racism.

**CLOSING THE LEADERSHIP GAP**
Women’s Leadership Initiatives help women develop skills for career advancement while breaking down barriers that prevent them from attaining leadership roles.

**Demographics**
Individuals who used YWCA’s Race & Gender Equity programs in 2017.

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**WOMEN’S LEADERSHIP INITIATIVES**
MOXIE CONFERENCE | YWOMEN LEAD

Despite many gains in access and equality, women in the United States still face significant gaps in wages, have lower representation in senior leadership roles, and hold far fewer leadership positions compared to other developed countries. The Moxie Conference and the YWomen Lead Series work to change this by strengthening attendees’ leadership skills and creating a network of people dedicated to collective action aimed at removing barriers for women in leadership.

- **475 YOUTH RECEIVED INTAKE SERVICES AND 137 HOME VISITS TO FAMILIES WAS MADE IN 2017.**
- **130 YOUTH RESTORATIVE JUSTICE CIRCLES AND 119 ADULT RESTORATIVE JUSTICE TRAINING CIRCLES WERE HELD IN 2017.**
- **88.9% OF STUDENT WHO PARTICIPATED IN RESTORATIVE JUSTICE CIRCLES SUCCESSFULLY COMPLETED CIRCLE AGREEMENTS.**
REVERSING RACIAL DISPARITIES IN DISCIPLINE

Restorative Justice keeps youth engaged in their school communities and out of the criminal justice system by reducing suspensions, expulsions and citations, particularly for children of color.

RACIAL JUSTICE SUMMIT

The Summit provides a platform for action planning and community dialogue.

YWOMEN LEAD

Nine-month intensive leadership and career development series also help you connect with a group of peers.

RACE TENSIONS HAVE BEEN FLARING UP THIS YEAR IN OUR SCHOOLS.

Racial tensions have been flaring up this year in our schools. At one of our partner middle schools, a White student posted a racist comment on social media that impacted the whole school. When he came to school, a Black student initiated a physical fight with him. Because this school is one of a small number of schools piloting alternatives to suspension both students had the opportunity to participate in restorative justice circles. The outcome for the Black student was healing from the stress of the incident, and although other students in the school were holding him up as a “hero,” he expressed remorse for his choice to use violence. Meanwhile the White student was moved to take accountability for what he had done through deleting the post and apologizing to the people he had harmed.

RESTORATIVE JUSTICE

SCHOOL BASED PROGRAMS | COMMUNITY BASED PROGRAMS

The Restorative Justice Program aims to reduce school suspensions, expulsions and municipal citations, which disproportionately impact children of color. The racial disparities in school discipline and citations directly correlate with the racial disparities in the criminal justice system. YWCA Madison uses restorative justice to provide alternative discipline models to keep students in school and out of the justice system.

YWCA MADISON IS COMMITTED TO IMPROVING RACE RELATIONS AND WORKING TO ELIMINATE RACISM THROUGH CONSTRUCTIVE DIALOGUE AND MEANINGFUL ACTION. TO THAT END, THE YWCA HOSTS AN ANNUAL RACIAL JUSTICE SUMMIT AND OFFERS A VARIETY OF RACIAL JUSTICE TRAINING OPTIONS TO MEET THE NEEDS OF INDIVIDUALS AND BUSINESSES LOOKING TO INCREASE THEIR CAPACITY AND SKILLS IN THE AREAS OF EQUITY AND DIVERSITY.
## 2017 Revenue

### Earned Income

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<td>Management Fee Income</td>
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<td>Rent Income</td>
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### Private Sector Revenue

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### Public Sector Revenue

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**Total Revenue:** $4,668,525

## 2017 Expenses

### Operations

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### Programs

#### Race & Gender Equity

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#### Job Training & Transportation

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#### Housing

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**Total Expenses:** $5,345,579
Empowerment Society members have turned their passion and support of YWCA Madison’s mission into action through a five-year annual pledge. These gifts bring stability that allows us to be responsive to community needs and opportunities. Thank you!

**ADVANCING CHANGE**

$10,000+ ANNUAL PLEDGE

Bea and Lau Christensen
Jan and William DeAtley
Mary and Rich Lynch
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Avanish Rayankula
Sara Record Frings
Brenda Redepenning
Maria Redmond
Hilleary Reinhardt
Sheryl Renslo
Josann Reynolds
Linette Rhodes
Marilyn Rhodes
Karyl Rice
Laurel Rice

Claude Richards
Ronda Richards
Kathryn M. Richardson
Andrea Riley
Chantelle Ringe
John R. Ringhand
Alyssa R. Riphon
Mary J. Ripp
Dani Rischall
Carrie Ritz
Carol Roan
Amy V. Robertson
Juschka Robinson
Michelle Robinson
Jennifer Rodefeld
Rachel Rodriguez
Leah Roe
Laura Roethe
Stuart Rogers
Cindy Rogerson
Paula Rogge
Ruth Rohlich
Bas Rokers
Louise Root-Robbins
Heidi Ropa
Laura Rose
Anne E. Ross
Nancy Ross
Cathy Rotter
Karen Rouse
Hedi Rudd
Patricia J. Ruegsegger
Carol Ruhly
Kelly Ruppel
Angela Russell
Nicole Russell
Michelle Rustler
Carrie Sachse-Hofheimer

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Our Circle of Women fundraiser is designed to provide individuals with the opportunity to support YWCA Madison’s programs and learn about their impact individual lives and the greater community. Individuals listed here are being recognized for making a contribution to YWCA Madison during 2017.
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Jane M. Sadusky
Nicole Safar
Samara Safarik
Mariaelena Salazar
Richard Sals
Benedita Sampaio E Mello
Melissa Sanchez Cruz
Ruth Sandor
Gricel Santiago-Rivera
Holly Schaefer
Lisa G. Schaefer
Liz Schaefer
Ann Schensky
Wendy K. Schep
Jennifer S. Schey-Gilmore
Nanette Schiller
Linda Schilling
Mary W. Schlaefer
Megan Schliesman
Chris Schmidt
Krista Schmidt
Matthew M. Schmidt
Molly Schmidt
Rebecca Schmidt
Tyson Schmidt
David Schmiedicke
Eileen Schnabel
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Mary V. Schroeder
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Michael Schuler
Julie E. Schuler
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Holly Simon
Joseph Simon
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Sarah Siskind
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Wanda Sloan
Ben Smaglick
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Aisha Smith
Brittaney Smith
Derrick L. Smith
Jaclyn Smith
Jane Smith
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Suzanne A. Smith
Christina Smith Gallagher
Kelly Smithback
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Judith Stang
Cynthia Stanisch
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Chris Taylor
Ken Taylor
Sonia J. Teas
Irene D. Temple
Elisha H. Terre
Elizabeth Teubert
Jo Teut
Jean Tews
Priscilla Thain
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Alyssa A. Thoeny
Donna Thomas
Gay Thomas
Haleigh Thomas
Kelly Thomas
Jessica L. Thompson
Mary E. Thompson
Jay Thomsen
Erin Thornley-Parisi
Thomas Thorstad
Heidi Thuli
Natalie Tinkham
Jacob Tissue
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Rebecca Tradewell
Anne Traynor
Erin R. Trondson
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Don and Nancy Tubesing
Anthony Tucci
Elizabeth Tucci
Monica Tuite
Lori Dee Ungrodt
Rosemary M. U’Ren
Geraldine Van Der Merwe
Cymbre Van Fossen
Joyce Van Gompel
Doris Van Houten
Teri Van Tassel
Darsee Vanderloo
Jessica VanEgeren
Mai Shoua Vang
Haley Varesi
Steven Vedro
Dave Verban

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LéAndrea M. Vernon
Jane Villa
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Iana Vladimirova
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Martha J. Vukelich-Austin
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Meghan Walsh
Kimberly E. Wasserman
Eliza Waters
Annie Weatherby Flowers
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Alexandra Wells
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Ann F. Wenzel
Leslie Wesenberg
Lisa West
Joan K. Westgard
Marianne Whatley
Jacquie Wheeler
Matthew Wheeler
Christine White
Patricia White
Patrina White
Jeanne Whitish
Alyce Whittow

Krissy Wick
Nancy Widder
Rebecca Wiecezorek
Eleanor Wiegand
Tracy Wiklund
Susan M. Wilcox
Conner Wild
Coe Williams
Luann Williams
Charles Wills
Mary Kay Wills
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Jennifer Winding
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Shirley Winsborough
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Deana Winter
Jill Wipflis
Cindy S. Witt
DeShawn Witter
Maureen Wixon
Wenona Wolf
Alison Wood
Christine Wood
Lynn Wood
Suzanne E. Wood
Yolanda Woodard
Linda C. Woodford
Charlotte Woods
Ida Wrenn
Annetta Wright
Mary Wright
Elizabeth Wyckoff
Kayla K. Yan
Cheng Yang
Mary Yeager
Alice Young
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<table>
<thead>
<tr>
<th>Individual/Foundations</th>
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<tbody>
<tr>
<td>Jay Young</td>
<td>Filene Research Institute</td>
<td>Nakoma League</td>
<td>The Road Home Dane County</td>
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<td>Judy Young</td>
<td>First Congregational United Church of Christ</td>
<td>National Council on Crime &amp; Delinquency</td>
<td>The Salvation Army</td>
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<td>Jennifer Younger</td>
<td>First Unitarian Society</td>
<td>National Guardian Life Insurance Company</td>
<td>The Studio LLC</td>
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<td>April Youngs</td>
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<td>Northern Trust Corporation</td>
<td>Theda &amp; Tamblin Clark Smith Family Foundation, Inc.</td>
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<td>Holly Zander</td>
<td>Flexion</td>
<td>OPEIU Local 39</td>
<td>United Way of Dane County</td>
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<td>Sylva Zarov</td>
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<td>Oregon School District</td>
<td>University of Wisconsin - Madison - School of Education</td>
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<td>Park Bank</td>
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<td>Godfrey &amp; Kahn</td>
<td>People Link</td>
<td>UW Department of Surgery</td>
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<td>Planned Parenthood Advocates of WI, Inc.</td>
<td>UW Health &amp; Quartz</td>
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<td>Margie Zutter</td>
<td>Group Health Cooperative of South Central Wisconsin</td>
<td>Public Health - Madison &amp; Dane County</td>
<td>UW-Madison Police Department</td>
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<td>Ho-Chunk</td>
<td>Rape Crisis Center</td>
<td>UW-Madison School of Social Work</td>
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<td>J.H. Findorff &amp; Son Inc.</td>
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<td>Madison College</td>
<td>St. John's Lutheran Church</td>
<td>Woman's Club of Madison</td>
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<td>YWCA of Rochester and Monroe County</td>
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<td>Madison Gas &amp; Electric</td>
<td>State of Wisconsin</td>
<td>Zenckeset</td>
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<td>CUNA Mutual Foundation</td>
<td>Madison Gas &amp; Electric</td>
<td>Sub-Zero Wolf Foundation, Inc.</td>
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CONTACT US!
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