



YEARS

OF TURNING
HARDSHIP
INTO
HOPE

COLLABORATION

Compassion **VOLUNTEERS**

Basic Needs **RESOURCE**

COORDINATION Help

HAND UP Caring

FINANCIAL ASSISTANCE

Opportunity **ACCESS** Service

TRUST Community

PARTNERSHIPS Respect

FINANCIAL ASSISTANCE

OPPORTUNITY

Access **SERVICE** Trust

COMMUNITY

Partnerships **RESPECT**

COLLABORATION

COMPASSION Volunteers

BASIC NEEDS Resource

Coordination **HELP**

Hand Up **CARING**

On January 2, 2022, LEAVEN marked **35 years of service to our community**. Although a lot has changed during that time, much has remained the same. We've stayed true to our roots while continuously finding new and innovative ways to deliver on our mission of *"stabilizing and empowering people in financial crisis by providing financial assistance, resource coordination and case management to address their near-term and long-term basic needs."*

Adherence to our foundational principles was never more evident than in 2021. Since our inception, LEAVEN has assisted over 150,000 households in financial crisis whose needs could not be met elsewhere, including 3,233 unduplicated households in 2021. In doing so, LEAVEN filled critical gaps that were often created by declining public funding, prompting government agencies and other organizations to refer people to LEAVEN.

During the COVID-19 pandemic, those roles were reversed. When the federal government expanded the safety net by distributing millions of dollars of aid, including \$550 million for emergency rental and utility assistance to COVID-impacted Wisconsinites, LEAVEN assumed the role of educator and connector to these public dollars. It was a position we embraced, knowing our resource coordination benefitted struggling households and strengthened our community.

As we approach the two-year anniversary of the pandemic, we anticipate the demand for assistance to shift back to LEAVEN. We are seeing the impact of higher inflation, the

end of some COVID-related benefits, and rent increases that are outpacing income growth. LEAVEN is ready to fill these gaps to ensure people's basic needs are met.

Through the adoption of quality practices and processes, the integration of technology, and the establishment of formal collaborations, LEAVEN has grown and matured since our founding in 1987. We've evolved from counting outputs to measuring and managing outcomes. Throughout this evolution, we have maintained the principles on which we were founded.

We value our volunteers and consider them the most important piece of our structure and system. We treat every person who comes for help with dignity and respect. We keep compassion at the forefront of our operations. We take pride in our culture of trust and accountability, stewarding your gift with care and gratitude. These things will never change and continue to be what makes LEAVEN truly special.

None of this would be possible without your support. We are deeply grateful to our volunteers, donors, community partners, board members, and staff for turning hardship into hope for 35 years.

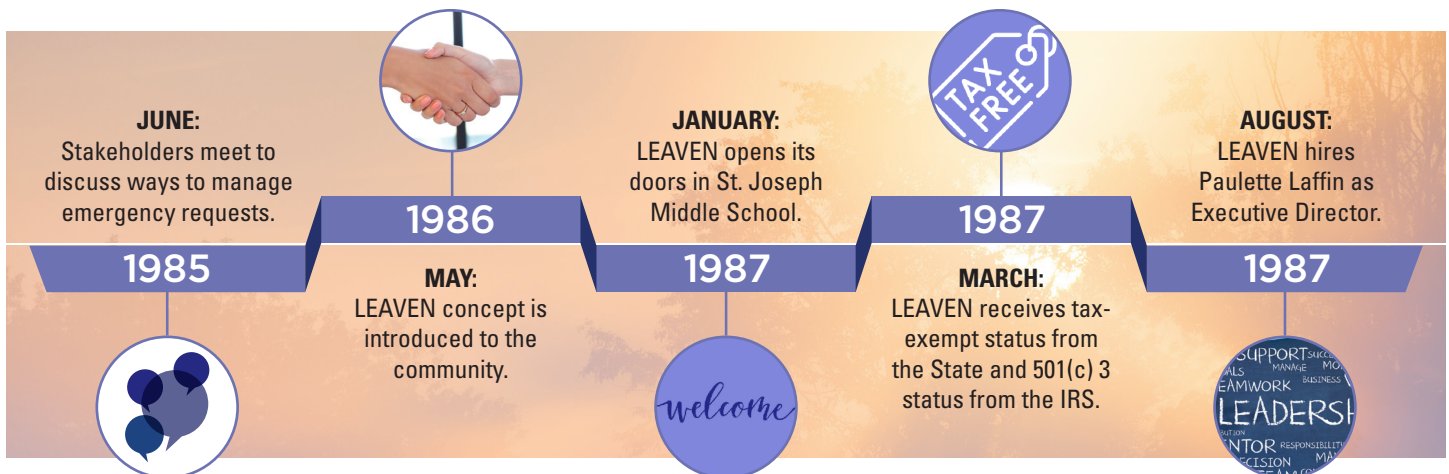
With gratitude,



Mary Parsons
Executive Director



Tim Murphy
Board President



Robert A. Udulutsch *Award*

Thecla & Tamblin Clark Smith FAMILY FOUNDATION

When Robert A. Udulutsch founded LEAVEN, he knew early on that the only way it would be successful was through the collaborative efforts of the community. Every year since its inception, LEAVEN has honored those who have helped us along our way toward becoming a more effective reality by presenting them with the Robert A. Udulutsch Award. The 2021 award is presented to the **Thecla & Tamblin Clark Smith Family Foundation**.

Created in 1968 by its namesake, Theda Clark Smith, the Theda & Tamblin Clark Smith Family Foundation carries on her commitment of supporting the needs of young people. Their lengthy and generous support of LEAVEN's Needy Children's Fund ensures households with minor children receive basic needs assistance when faced with a financial crisis and have nowhere else to turn for help. A medical issue involving the health of a child or parent, job loss, a reduction in child support or change in custody arrangements, or any number of situational factors can cause economic instability and lead to poverty.

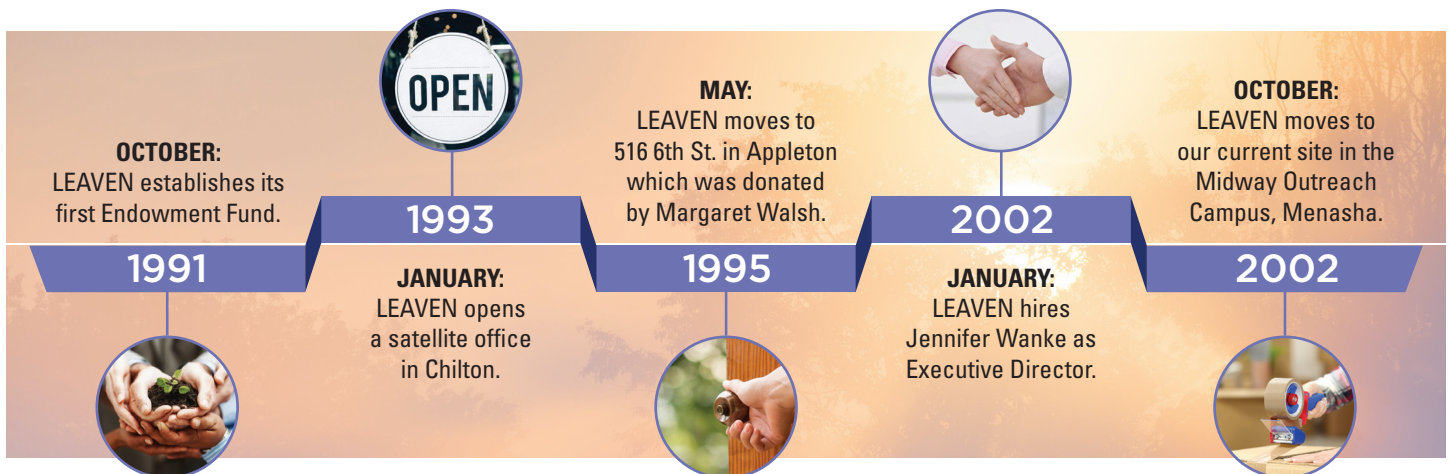
The Theda and Tamblin Clark Smith Family Foundation understands that stable housing is foundational to a child's health, development and school performance; it can shape their future economic well-being. Their generosity helps countless families maintain their housing, allowing children to finish the year in the school they began. It helps maintain utility service, keeping families warm during Wisconsin winters. It removes the stress and anxiety that result from an unexpected financial crisis, when the family is already living paycheck-to-paycheck. Their support helps families transition

from crisis management to self-sufficiency by providing seamless access to other programs and services in the LEAVEN Community Resource Center.

The Foundation Directors thoroughly investigate organizations which they fund by carefully examining and evaluating the reputation, finances, services, and management before granting support. They continually monitor organizations to ensure they remain fiscally and administratively sound and true to the cause for which Foundation support was given. LEAVEN is proud and honored to meet their rigorous standards and is grateful for their extraordinary support.

The Theda & Tamblin Clark Smith Family Foundation is among a very select group of donors who have exceeded half a million dollars in gifts to LEAVEN. Their legacy of caring is evident in the many ways they support our work. In addition to their annual support of our Needy Children's Fund, they've supported our endowment and the capital campaign for the construction of the LEAVEN Community Resource Center.

LEAVEN is honored to present the Robert A. Udulutsch Award to the Theda & Tamblin Clark Smith Family Foundation for their spirit of philanthropy and the impact it makes in our community.



MARILYN KOSTRZAK

2021 VOLUNTEER OF THE YEAR



LEAVEN's 2021 Volunteer of the Year, **Marilyn Kostrzak** started to volunteer when she retired because, in her words, "I needed to feel like I could still contribute to a community of people that needed help." Marilyn takes this to heart and in her 7 years at LEAVEN has learned and served in nearly every LEAVEN volunteer role.

Marilyn's presence on any shift brings a consistency and calm to all those around her. She is a kind, thorough, and efficient interviewer. She treats clients with the respect and professionalism they deserve; her compassion never lost in her ability to hear emotion and need. When LEAVEN was short on receptionists, Marilyn offered to be cross-trained in that role, often filling in on short notice. It wasn't long before Marilyn's skills and willingness brought her to the Accounting office. She picked up a regular shift as a check writer and soon had a home there too. In-between her other roles, Marilyn took on filing in Records; efficiency takes on a different meaning with her! When the need arose for new caseworkers, Marilyn stepped forward and asked to be included in the training. This was a natural fit and she added it to her litany of LEAVEN duties, all done with willingness and an ever-present smile.

“
Volunteering is a part of the fabric of who I am.
”

In March of 2020 when all shut down in the world and at LEAVEN, we were forced to operate without in-person volunteers, but couldn't do without a check writer. Marilyn did not hesitate to fill this role. She slipped into the building and tucked herself into the Accounting office 2-3 times a week to ensure people received help in their time of crisis.

When LEAVEN outsourced our accounting in 2021, Marilyn was instrumental in ensuring the transition went smoothly. She learned the new system and trained her fellow volunteers.

Marilyn continues to amaze us with her talents. She can create an Excel spreadsheet that has more features than we knew were available. She can fix computers and make sense of confounding data. Given the breadth of her knowledge and willingness to serve in so many different capacities, Marilyn is at LEAVEN frequently. No one has served more shifts than Marilyn since the beginning of the pandemic, amassing over 250 shifts in the past two years!

Highly active in her church leadership, Marilyn relishes her unique position to share her knowledge of LEAVEN. She has represented LEAVEN in presentations at her church and in the community. She is a strong ambassador for all we do and lobbies hard to make sure people are aware of our services and ways to become involved.

In Marilyn's own words, "Every encounter, be it with a client or volunteer or staff person, is an opportunity to learn something new about the situations that could occur to anyone at any time. With this knowledge I can help others outside of LEAVEN become more resourceful and informed. The services LEAVEN offers are invaluable to our community to make it a better, safer and stronger place to live." Without a doubt Marilyn does this and so much more.



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LEAVEN

Thank You!



We are deeply grateful for the individuals, businesses, churches, foundations, civic clubs, and government agencies that help us fulfill our mission. Your generosity ensures that every person who turns to LEAVEN for help has the opportunity to build a better life.

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Leo & Janene VanHoorn
Don & Kitty Verhagen
Ellen & David Vissers
Patrick & Stacy Vosberg
Mary Wagner (d)
Nancy & John Wagner
Jennifer & Russ Wanke
Mark & Dawn Washatka
Dick & Jan Watson

W

WE Energies Foundation
Jim & Janet Weber
Linda Weber
Corwin Webster
Markus Wegenast &
Carrie Kreps Wegenast
Dan & Lynn Weggel
Charles & Jean (d) Wegner
Harry & Jane Wendlandt
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Graham Werner
Allen & Sue West
Charles & Kiara West
Betsy C. Westlake
Phil Weston
Janet & John White
Whiting Community
Baptist Church
Ray Wiater
Carlton & Mary Kay Wichser
Tom & Mary Jo Widener
Steve & Amy Wieckert
Theodore & Virginia (d) Wilcox
Rev. Arthur & Cathleen Wille
Dave & Jan Williamsen
Amy & Mark Willson
Tim & Beth Wilson
Wine and Witness
Winnebago County Department
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WiscoREIA
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David & JoEllen Wollangk
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Lutheran Church in America
John Woodworth
Judy Worachek
Donna Wright
Patricia Wuergler (d)
Nancy Wunderlich

Y

Louis & Billie Jane Yeager

Z

Mary Zanto
Cary Zaug
Ruby Ziemendorf
Zion Evangelical Lutheran
Kenneth & Carol Zwick

4imprint, Inc.

IN HONOR/ IN MEMORY



Donors give financial gifts to LEAVEN to honor loved ones for birthdays, anniversaries, holidays, and special occasions. Below is a list of individuals who have either been honored by family and friends through a gift, or had a gift made in their memory, to LEAVEN in 2021.

IN HONOR OF

John & Judy Barragry	Marilyn Kostrzak
Clarice Belling	Pearl Kunz
Linda Boldt	LEAVEN Volunteers
Pat Boldt	Laurie Leonard
Renee Boldt	Liz Lokensgard
Greg & Ellen Braatz	Sue & Larry Market
Pat Buesing	Helen McKean
Bobby Carlson	Dr. Joe & Jena McNiel
Christine Cornell	Suzanne & John Mitchell
Kristen & James Cousineau	Pat & Bob Moir
Jason & Katy Dederig	Sue Muoio
Richard & Pam Dodge	Joyce Nyman
Tracy Drechsel	Mary Parsons
Sara & Wayne Edmonds	Susan Rogers
Fox Valley Catholic Bible Study	John & Judy Running
Becky Gilbert	Barbara Russell-Mendyke
Ray & Mary Granger	Faith Sanderfoot
Mabel & Arnold (d) Grummer	Jerry and Margie Schaefer
Richard Hansen	Paul & Karin Schell & Family
Janet & Jim Hemmen	Elaine Siegrist
Janet Hildebrand	Sue Sullivan
Jefferson Park Fire Tenants	Miss Terri
Dr. Greg & Jennifer Johnson	Jean Thompson
Jeanine Johnson & Bill Steen	Mr. & Mrs. William Veremis
Mr. & Mrs. Robert Klein	Dave & Mary Eilyn Vicksta
Mr. & Mrs. Robert Kools	Chuck Wegner

IN MEMORY OF

Peter Akmentins	Liz Milhaupt
Lance Arko	Valoris Moehrke
Rae Ann & Lester Balster	Susan Morrissey
Sister Elizabeth Barribeau	Jamie Muoio
Glen Benzschwael	Thomas Oudenhoven
Lela Christine Calder	Patrick Peddecord
John Carlson	Ann Peterson
Jim Chew	Duane Prentice
Jud Conkey	Francis Rasmussen
Fr. Jeremiah Cullinane	Terry Rebholz
Anna DeCoster	Lila Reinking
Randy DeDecker	Roscoe & Carol Roberts
Helen DeGroot	Daniel Rorabeck
Captain Karin Deimer	Karen Ruesch
Judy Derocher	Harvey Sampson
Tom Grace	Lorraine Schellinger
Susan B. Henke	Dave Schmitt
Jill Immekus	Jean Schuchart
Therese Janssen	Jim & Zada Siebers
Orville & Ramona Kelpinski	Carol Slowinski
Cyril "Bud" Klister	Andreas Solberg
Marge Koepke	Les Stumpf
Ernestine Kressner	D. Keith Swift
Richard Leonard	Fr. Bob Udulutsch OFM Cap.
Fr. Robert Lexa	Helen Vogel
Inez Liebhauser-Fitzgerald	Mary A. Wagner
Kathy Madison	Matthew J. Wagner
Juanita Makaroff	Jean Wegner

In addition to those listed, donors have also made gifts in honor of, or in memory of, groups or individuals such as parents, grandchildren, family, friends or deceased loved ones.

LEGACY SOCIETY DONORS



Gifts to the endowment ensure a tradition of honoring our past, building on our present, and investing in our future so we can continue to help individuals and families in our community move forward. The LEAVEN endowment funds were established to ensure that emergency financial assistance will always be available to people in need. The goal is to fund all administrative costs through the annual distribution generated by the funds, enabling other donations to be used solely for clients assistance.

The Legacy Society honors donors who contribute to the endowment. Contact LEAVEN if you are interested in learning more about the options for leaving a lasting legacy.

Ron & Michelle Altenburg
 Richard & Terri Auchter
 BLC Community Bank
 Patricia Baer
 Curt J. & Carla M. Baier
 John & Diane Barkmeier
 Bill & Sue Bassett
 Jeanette (d) & Jim (d) Bayer
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 Phyllis Bechard
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 Leo & Joan Bernardin
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 Linda A. Boldt
 Pat & O.C. (d) Boldt
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 Pat & Tom Lison
 Jerrold & Elizabeth Lokensgard
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 Susan West & Timothy Wycoff
 Edward A. Wettengel (d)
 Howard (d) & Mary (d) Whitehead
 John & Martha Wollner
 Judy & Bob (d) Worachek

^ dissolved congregation as of 2016 | (d) denotes deceased

FINANCIAL SUMMARY



CURRENT OPERATING REVENUE

Source	Audited 2020	Unaudited 2021
Churches	136,960	143,814
Businesses	176,926	46,684
Individuals	540,441	323,827
Foundations	880,242	433,038
Government	183,610	208,959
Other Organizations	68,429	35,550
Investment Income	74,732	87,519
Est. Value Donated Materials	4,568	8,304
Donated Gift Cards	9,907	4,309
Donated Gas and Bus Cards	-	232
Net Fund Raising Income	16,811	-
Pay it Forward-Repayment	3,890	2,702
Subtotal, Financial Revenue	2,096,515	1,294,939

ADDITIONAL CONTRIBUTIONS

Source	Audited 2020	Unaudited 2021
Endowment	40,114	226,146
Investment Increase/Decrease	403,725	815,037
Building Expansion	5,000	1,000
*Volunteer Labor	278,255	353,975
TOTAL REVENUE	2,823,608	2,691,096

DIRECT CLIENT ASSISTANCE

Source	Audited 2020	Unaudited 2021
Housing	586,992	429,880
Utilities	81,887	73,222
Transportation	45,222	37,389
Medical & Related	624	373
Misc./Food, Clothing & Household	4,798	4,632
Contract Employees: Goodwill, Catholic Charities, Peer Support	58,553	41,937
Est. Value Donated Materials	1,861	-
Donated Gift Cards	1,320	-
Donated Gas and Bus Cards	1,865	-
Other Miscellaneous Assistance	1,112	700
Less Program Endowment Distribution	(6,988)	(5,435)
Subtotal, Direct Client Assistance	777,247	582,698
*Volunteer Labor	278,255	353,975
Additional Client Assistance Expenses	408,523	559,658
Subtotal, Client Assistance & Program Expenses	1,464,024	1,496,330
Management & General	111,091	107,026
Fundraising	32,596	34,436
Less Administrative Endowment Distribution	(144,947)	(153,301)
Subtotal, Admin and Fund Raising Expenses	(1,261)	(11,838)
TOTAL EXPENSES	1,462,763	1,484,492

*Labor calculated at \$26.96/hour 2020-March 2021 and \$28.54 starting April 2021

*Volunteer Hours: 12,561 hours donated reflects \$353,975 in-kind donations of time and talent.

The above information was derived from 2020 audited financial statements from Erickson and Associates.



TURNING **HARDSHIP**
INTO
HOPE



LEAVEN, Inc.
Main Office
1475 Opportunity Way
Menasha, WI 54952

Staff

Mary Parsons,
Executive Director
Kathy Dean,
Client Services Director
Cheryl Marciniak,
Client Services Coordinator
Mary Meyers,
Client Services Coordinator
Kiara West,
Volunteer & Community
Development Coordinator
Danielle Schneeberg Iddrisu,
Front Office Coordinator

LEAVEN Satellites

Ss. Peter and Paul
Catholic Church
105 North Olk Street
Hortonville, WI 54944
920-779-0166

Calumet County
Courthouse
206 Court Street
Human Services
Chilton, WI 53014
920-738-9635

Community 2000
1002 Main Street
Seymour, WI 54165
920-833-0277

Email:
leaven@leavenfoxcities.org

Web:
www.leavenfoxcities.org

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Board of Directors 2021

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Jackie Paul, Vice President
Mary Downs, Secretary
Elliott Clare, Treasurer
Pat Exarhos, Past President

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Greg Linnemanstons
John Nygaard*
Michael Ryder
Rick Stach*
Oladimeji Tomori
Steve Wieckert*

*Denotes members who completed their third
and final term in October 2021.



Ways to Give

Financial

Financial donations from churches, businesses, individuals, and other organizations make our work possible.



Long-Term

Through support of our endowment funds and planned giving, our goal is to cover 100% of administrative costs through endowment distributions, freeing up more dollars for direct client assistance.



Volunteer

Volunteers at LEAVEN are an invaluable asset to our operational efficiency as well as our service to clients.

Volunteers are the face and voice of LEAVEN to anyone seeking help and their compassion is at the heart of all we do.



Goods and Services

You can help our clients in ways that go beyond our usual emergency financial assistance. Donated goods and services keep administrative costs extremely low, enabling greater financial assistance to our clients.

