

2022 Annual Report

The Road to the Future is Built on Our Past

*Compassion | Basic Needs
Community Resources*





LEAVEN stabilizes and empowers people in crisis by providing financial assistance, resource coordination, and case management to address their near- and long-term needs.

2022 launched LEAVEN into an exciting time of transition that has continued into 2023. While the able staff team, led by Mary Parsons in the final full year of her 20-year tenure, stayed focused on fundraising, client assistance, community impact and leadership efforts, the Board took on the search for LEAVEN's next Executive Director. Transition is exciting and challenging, but LEAVEN remains committed to continuity—taking seriously the legacy of what our 36 year history of generosity and impact represents.

What has changed?

- **Leadership:** In March 2023, Mary Parsons retired and Nikki Gerhard began her tenure as Executive Director.
- **Financial grants:** Due to post-pandemic increased cost of living and the continued generous support of donors such as you, LEAVEN raised the threshold by which volunteer caseworkers can assist without staff approval from \$250 to \$400. This provides clients with the highest needs or greatest barriers, greater stabilization.
- **Patterns of financial support:** Historically, LEAVEN has not relied heavily on government funding. Throughout the pandemic, many of our community's basic needs were met through increased government aids. As we evaluate the economic impact of the pandemic and the expiration of these government aids, LEAVEN is prepared for the exponential increase in financial need to shift back to us.

“
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stabilizes and
empowers
people in
crisis.**”

- **Community partnership:** The pandemic proved the value and benefit of the LEAVEN Community Resource Center's one-stop service model. The integration of 19 (and counting!) organizations under one roof has proven beyond successful.

What has remained the same?

- **Mission:** Our mission of assisting households with basic emergency needs has continued to be our focus, serving over 5,200 unduplicated households in 2022.
- **Commitment:** Our Board of Directors, staff, and volunteers remain committed to our mission and compassionate in the delivery of our services.
- **Leadership:** We pride ourselves on building and maintaining the trust of our donors, community leaders, and partners through 36 years of effective and responsible strategies and decisions.
- **Inspiration:** We challenge and encourage the community to become active and involved, to form meaningful partnerships, and to work together for the good of the Fox Cities.

Thank you for your partnership with LEAVEN. We are consistently impressed and humbled by the commitment of our donors, community partners, and volunteers.

All the best,

Nikki A. Gerhard, Executive Director

Tim Murphy, Board President

Robert A. Udulutsch Award

MARY PARSONS



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 2022 award is presented to Mary Parsons, former LEAVEN Executive Director.**

Mary Parsons is an admired leader in our community. Mary started with LEAVEN as the Client Services Coordinator in 2003 and quickly grew to love LEAVEN's clients, staff, volunteers, and mission. In 2008, she was hired and served as the Director of Client Services until 2013, when she was selected as LEAVEN's third Executive Director. She remained in this position for 10 years until her retirement in March of 2023.

Key accomplishments under Mary's leadership include:

- In January, 2016, Mary created and implemented a Pay It Forward no-fee, no-interest loan program in collaboration with Goodwill FISC that offered assistance to clients who wouldn't qualify under LEAVEN's traditional delivery model.
- Mary participated in the Project RUSH and POINT community initiatives to end homelessness and poverty.
- In April 2016, Mary led the LEAVEN Board through a strategic planning process which resulted in new mission, vision, and strategy statements.
- In the spring of 2017, Mary led a capital campaign to create the LEAVEN Community

Resource Center; allowing for co-location of service providers by expanding the current facility.

- In January, 2018, Mary led the effort to implement LEAVEN's new state of the art online client database, KMAX.
- In October 2018, the LEAVEN Community Resource Center opened its doors to welcome 14 community partners under one roof to provide services and better support client needs.
- In 2020, Mary responded quickly to the COVID-19 pandemic office closures by implementing a remote intake process.
- In 2021, Mary hired LEAVEN's first Bilingual Resource Advocate.
- In 2022, Mary oversaw the enhancement of the KMAX online database to enhance the client experience and gain efficiency.

LEAVEN is honored to present the Robert A. Udulutsch Award to Mary Parsons for her many years of service to our community, her dedicated leadership of LEAVEN and her tireless commitment to provide financial assistance and meaningful resources to our community members in need.

“ I have from time to time over the last 20 years received help from LEAVEN. They have always treated me with dignity and respect. ”

2022 VOLUNTEER OF THE YEAR SUE TAYLOR



LEAVEN's 2022 Volunteer of the Year, Sue Taylor, has been a LEAVEN receptionist for 17 years and has accumulated over 2,200 hours of service. Anyone who has the pleasure of working with Sue knows that she is in the perfect role at LEAVEN.

There are a lot of moving parts at LEAVEN, and our receptionists are given the tall task of managing the show. They answer the phone with a calm voice, knowing the person on the other end may be at their wits end, facing eviction or a utility disconnection; they greet the person coming through the front door with a smile and a kind “How can I help you?” sensitive to the fact that it is hard to walk into a strange place



and ask for help. They keep tabs on which partners are in the building each day to best direct client questions and potential appointments. They monitor the client schedules and attempt to keep interviews running on time. All while checking clients in, scheduling and rescheduling appointments, making reminder phone calls, making copies, and finding snacks for unsettled children.

Ever the teacher, Sue is an easy choice to match up with a new receptionist. She is an excellent ambassador of LEAVEN – whether that be to her fellow volunteers, LEAVEN clients, or the people she meets in the community.

With her energy, ideas, and willingness to always go the extra mile, Sue is a natural fit on LEAVEN's Special Events Committee. Need someone to lend a creative eye to a collection of items for a gift basket, let Sue take care of it. Need someone to sing a song or hum a tune – Sue's got you covered! Sue's desire to help and her ability to work alone or alongside others makes her a true LEAVEN treasure.

With a nod to Robert Fulghum, everything we ever needed to know we learned in kindergarten about how to live, what to do and how to be. Sue applies these concepts to her life and her volunteerism at LEAVEN. For this she is both a blessing and an inspiration. **Pablo Picasso wrote: “The meaning of life is to find your gift. The purpose of life is to give it away.” Sue Taylor, thank you for sharing your gifts with LEAVEN!**

2022 DONORS



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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“ I appreciate the assistance. I'm not working and plan to go back soon. LEAVEN put me in touch with financial help and counseling for debt. This should be super helpful. I appreciate the help and kindness more than you will ever know. ”



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“Your help was beyond amazing. Your staff is very kind and helpful. I was not made to feel ashamed for asking for help as the circumstances were beyond my control. Thank you so very much.”





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“ I was unexpectedly laid off from my job and LEAVEN was the only agency that helped me be proactive with my financial situation. Unemployment, banks and mortgage companies were all unhelpful and LEAVEN was the only one that was courteous and helped me. ”





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“ I’m so grateful for everyone who helped, from the receptionists to the caseworkers and the ones that helped afterwards with my follow-up call. Thank you all for your support. ”





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“Times are tough with the inflation of everything. It is awesome to know that a program like LEAVEN is out there to help in times of need when a person is really trying but needs a boost.”



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Paul & Judy Werner
Charles & Kiara West
Ray Wiater (d)
Tom & Mary Jo Widener
Julie & Dan Wierichs
Marcia Wiese
Theodore Wilcox (d)
Rev. Arthur & Cathleen
Wille
Jeff P. Williams
Amy & Mark Willson
Rena & Donn Winkler
Winnebago County
Department of Human
Services
Jeffrey Witt & Siri Luther
Witt

John R. Wolf
David & JoEllen
Wollangk
Woodmen Life
John Woodworth
Judy Worachek
Nancy Wunderlich

Y

Louis & Billie Jane
Yeager

Z

Mary Zanto
David Zasler
Cary Zaug
Dr. Jeff & Bonnie Zdrale
Shane Zillmer
Zion Evangelical
Lutheran
Rev. Donald M. Zuleger

(d) denotes deceased

“*LEAVEN helped when my wife and I were in desperate need. THANK YOU very much LEAVEN for helping us get our feet back on the ground!*”



In Honor of



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 been honored by family and friends through a gift to LEAVEN in 2022.

John & Judy Barragry
Laurie Benson
Brenda Bergmann
Linda Boldt
Pat Boldt
Renee Boldt
Bobby Carlson
Christine Cornell (d)
Kris & James Cousineau
Jason & Katy Dederling
Linda DeLong
Tom Ditzler
Dorothy
Louise Dreier
Sara & Wayne Edmonds
Eric Edwards
Dan Ferris
Arnold & Mabel Grummer
Dan Garvey
Becky Gilbert
Peter & Margaret Heid
Janet & Jim Hemmen
Jim & Tammy Hemmen
Greg & Jennifer Johnson
Steve & Cheryl Johnson
Jeanine Johnson & Bill Steen
Linda Keller

Mr. & Mrs. Robert Klein
Robert Kools
Marilyn Kostrzak
Pearl Kunz
LEAVEN Volunteers
Elizabeth Lokensgard
Drew Long
Archer Manderfield
McKenna, Kailyn, Jamo & Antwon
John & Suzanne Mitchell
Pat & Bob Moir
Norm & Peg Munson
Sue Muoio
Ken Nibbe
Mary Parsons
Mr. & Mrs. Rik Peterson
John & Judy Running
Barbara Russell-Mendyke
Margaret & Jerry Schaefer
The Paul Scheel Family
Vivian Schutte
Charles & Shirley Smith
Janie Stevenson
Steve & Sue Taylor
Richard & Marilyn Thee
Jean C. Thompson
Mr. & Mrs. William Veremis

(d) denotes deceased

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.

In Memory of



Below is a list of individuals who have been honored by family and friends through a gift made in their memory to LEAVEN in 2022.

Lance R. Arko	Orville & Ramona	Carole Ristow
Robert Bachman	Kelpinski	Carol & Roscoe Roberts
Rae Ann & Lester Balster	Gene King	Dan Rorabeck
Mary Bradley	Vera "Beep" Klister	Chuck Ross
John Carlson	Mary Jean Knox	Karen K. Ruesch
Margaret Carroll	Dave Kolosso	Sherwood Russell
Jim Chew	Jack Kottke	John & Anita Sargent
Janet Clark	James Kranzusch	Steve Schink
Julian Conkey	Ernestine Kressner	Karl Schroeder
Ruth Crawford	Ed Kuck	Midge & John Schweitzer
Helen DeGroot	Denny Lamers	Raymond A. & Elizabeth J.
Captain Karin Deimer	Lucille Lang	Smith
Phyllis Dintenfass	Marion Leisering	Clinton Solberg
Pamela Doss	Richard Leonard	Vira Stoner
Nan Duthie	Fr. Bob Lexa	Andrea Tatlock
Becky Fickel	Rita Major	Clinton Tedford
Martha Forbeck	Tom McKenzie	Fr. Bob Udulutsch
Roger Getsfried	Laurel Mills	Marty VanderWielen
Dorothy Groshek	Valoris Moehrke	Mary A. Wagner
Chris Hartwig	Susan Morrissey	Mary Whitehead
Susan B. Henke	Dr. Gilbert Mueller	Virginia Wilcox
Matthew Ihde	Jamie Muoio	
Jill Immekus	Thomas Oudenhoven	
Therese Janssen	Margaret Peters	
Norman Johnson	Ralph E. Puuri	
David R. Jones	Francis Rasmussen	

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
Maria Aristigueta & Richard Merkhofer
Richard & Terri Auchter
Pat Baer
Curt J. & Carla M. Baier
John & Diane Barkmeier
Bill & Sue Bassett
Jeanette (d) & Jim (d) Bayer
Jerry Bayer
Phyllis Bechard
Clarice & James (d) Belling
Joan & Leo Bernardin
Bryan & Rebecca Blankfield
BLC Community Bank
Evelyn Blick (d)
Linda A. Boldt
Pat & O.C. (d) Boldt
Tom & Renee Boldt
Julie & Dan (d) Bongers
Joe & Linda Bound
Susan & Robert (d) Brown
Bob & Maxine Brucker
Julie & Dave Buchanan
Richard (d) & Christine (d) Calder
Bobby & John (d) Carlson
Margaret Carroll (d)
Gay & Jim Casey

Jeff & Gwen Casperson
Judith & Charles (d) Catlin
Paula C. & William (d) Chandler
Katie & Mark (d) Chelsky
David & Pam Chitek
Scott & Barb Ciano
Dan (d) & Helen (d) Cloud
Steve & Joanne Cloud
Christine Cornell (d)
Geoff Crowley & Kelly Lanpheer-Crowley
Kathleen Curry-Wagner (d)
Joanne De Groot (d)
Elizabeth DeKeyser (d)
Joanne & Clyde (d) Delforge
Rick & Sue Detienne
Diana & Greg Devine
Mary Downs & Andrew Long
Mary L. (d) & Martin (d) Downs
David & Tia Duppler
Geri (d) & Harold (d) Ellsworth
Jeff & Becky Esker
Pat & Mike Exarhos
Helen Faas (d)
Barbara & John (d) Fleming
Robert Fox & Barb Holly-Fox
Jay & Janet Fulkerson
Michael & Mary Gage

(d) denotes deceased

Legacy Society Donors



Bill & Joan Geenen
Doug & Becky Gilbert
John & Ann (d) Gillen
Jay & Peggy Gottleib
Mary & Tom (d) Grace
Steve & Cathy Graf
Grand Chute Lions Club
Mabel M. & Arnold (d) Grummer
Dean & Pam Gruner
Ellen (d) & Leslie (d) Gunter
Paul & Ella (d) Guthrie
Don & Jean Hayes
Peter Heid (d)
Mark & Jan Heifner
Hattie Hermsen (d)
Rick & Diane Hilsabeck
Mary Hobbins (d)
Lois Ann (d) & Griffith (d) Howell
Ken & Trisha Huizenga
Jerry & Helene Iverson
Lloyd Jack (d)
William & Dorian Jordan

Linda Keller
Bill & Mary Kay Kessenich
Howard & Mary (d) Kidd
David Klister
Cory & Sabrina Kloehn
Jeff & Shelby Knezal
Greg & Sue Knudson
Peggy Kostelnik & John Spalding (d)
Gilbert Koula & Dr. Janine Buffo
Rose Mary (d) & Paul (d) Kreul
Rev. Norman Krutzik (d)
Annette & Ernest (d) LaBrake
Emory & Paulette Laffin
Susan & Jeff (d) Lammers
Thomas & Kathy Langkammer
Jeff & Marcia Lee
Marion Leisering (d)
Laurie & Richard (d) Leonard
Chuck (d) & Jan (d) Lewis
Fr. Robert Lexa (d)
Joseph (d) & Phyllis (d) Linder
Dorothy (d) & Len (d) Lindgren
Pat & Tom Lison
Elizabeth & Jerrold Lokensgard
Paul & Cathy Lombardi
Mike & Nancy (d) Madden
Ruth (d) & B. Robert (d) Masse
Bob & Kathy Matzke
Joe & Jean Mauthe
Joan McCarty (d)
Jim & Judilynn McDermott
Gary McGoey (d)
Helen McKean
Jon McMurtrie
Sally & John (d) Mielce
Nancy & Henry (d) Mills
Bob Molitor & Joan Sommers



(d) denotes deceased

Legacy Society Donors



Patrick & Susan (d) Morrissey
Muio Family
Sandra & John (d) Nussbaum
Dave & Kim O'Brien
Doug (d) & Myrtle (d) Ogilvie
Tom & Mary O'Hearn
Our Redeemer Lutheran Church*
Donna & George (d) Paltzer
Mary & Bob Parsons
Dave & Jackie Paul
Lynn & John Peters
John & Lynn Pfefferle
Dan & Gwen Pociask
Jim & Debbie Prentice
Brian & Mary Beth Pritzl
Carol Rasmussen
Patricia Rauch (d)
Richard Reetz
Chester Refinski (d)
Gretchen (d) & Lawrence (d) Reynolds
Carole Ristow (d)
Ronald & Katherine Roberts
Lucille Rudolf (d)
Barbara Russell-Mendyke &
Don Mendyke
Jim & Cindy Russler
Michael & Mary Ryder
Ann Sager
Kristene Sager
Carla & Doug (d) Salmon
Stephen & Lorrie Savage
Margaret Schaefer
Arthur (d) & Gladys (d) Schmidt
Barbara A. & William J. (d) Schmidt
John Schmidt & Julie Schaller-Schmidt
Ray (d) & LaVerne (d) Schmidt
Tom & Mary Schmidt
Liz & Bill Schneider
Warren & Linda Schneider

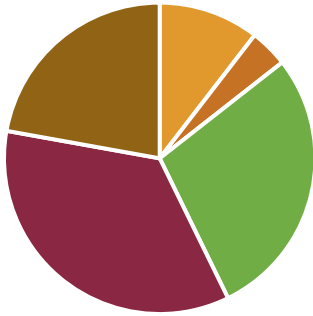
Richard J. Schuchart
Mary Shallow (d)
Larry & Sue Silton
Sisters of the Sorrowful Mother
Wayne & Carol (d) Slowinski
Charles R. & Shirley A. Smith
Joan R. Smith
Theda & Tamblin Clark Smith Family
Foundation, Inc
Michael A. Spencer (d)
Harry & Bonnie Spiegelberg
Rick & Joan Stach
Don & Shirley (d) Stanek
Richard Stark
Becky & Jon Stellmacher
Bob & Sue Sullivan
Leon Summ
Tom & Andrea (d) Tatlock
Steve & Sue Taylor
Patrick & Janet Thompson
Fr. Robert Udulutsch OFM Cap (d)
Roger & Lynn Van Vreede
Bill (d) & Lila (d) Vandenberg
Clarence (d) & Dolores (d) Wallace
Margaret Walsh (d)
Jennifer & Russ Wanke
Christine Waters (d)
Greg & Peggy Wendt
Susan West & Timothy Wycoff
Edward A. Wettengel (d)
Howard (d) & Mary (d) Whitehead
Julie & Dan Wierichs
John & Martha Wollner
Judy & Bob (d) Worachek

* dissolved congregation as of 2016
(d) denotes deceased

FINANCIAL IMPACT

Our Commitment to Accountability and Transparency

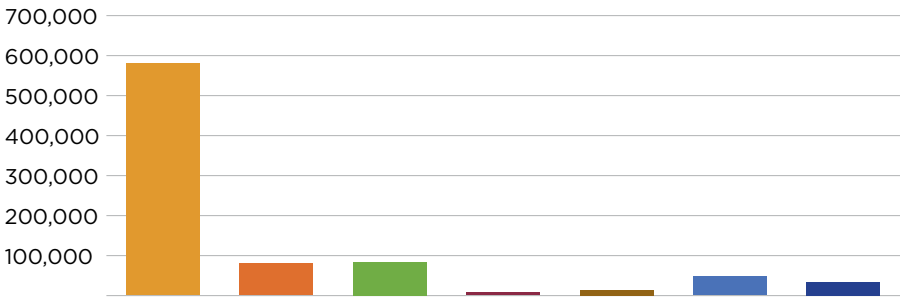
LEAVEN is committed to transparency in our operations, adherence to best practices, and the careful stewardship of donor funds. We strive to hold ourselves accountable to our donors, partners, and the public. All donations are thoughtfully stewarded and allocated with attention to effectiveness and efficiency. Our strong performance is reflected in the fact that LEAVEN is highly rated by Charity Navigator, an independent evaluator.



FY22 Contribution and Gift Attainment by Source

- Churches **11%**
- Businesses **4%**
- Individuals **28%**
- Foundations **35%**
- Government **22%**

Direct Client Assistance

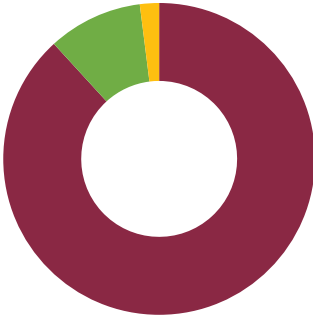


- Housing **75%**
- Utilities **9%**
- Transportation **10%**
- Medical and Related **.1%**
- Misc./Food, Clothing and Household **.9%**
- Contract Employee **3%**
- Other Miscellaneous Assistance **2%**

Volunteer Labor



FINANCIAL IMPACT



Expenses

- Program Services **88%**
- Administrative **10%**
- Fundraising **2%**

The Impact We Made Together in 2022



“ I have from time to time over the last 20 years received help from LEAVEN. They have always treated me with dignity and respect. ”





CURRENT LEAVEN STAFF



Nikki Gerhard,
Executive Director



Mary Meyers,
Client Services Director



Kim Juve,
Client Services Coordinator



Kiara West,
Volunteer & Community
Development Coordinator



**Danielle Schneeberg
Iddrisu,**
Front Office Coordinator



Martha Franco,
Bilingual Resource
Advocate

LEAVEN BOARD OF DIRECTORS

Tim Murphy, President
Jackie Paul, Vice President
Elliott Clare, Treasurer
Pat Exarhos, Past President
Rebecca Kellner, Secretary
Oladimeji Tomori
Jessica Brown

Jeff Esker
Suzanne Brault
Carrie Kreps Wegenast
Jay Gottleib
Michael Ryder
Rev. Rebecca Henry
Sarah Schneider

OUR MISSION

LEAVEN stabilizes and empowers people in crisis by providing financial assistance, resource coordination, and case management to address their near and long term needs.

CONTACT

Email: leaven@leavenfoxcities.org

Web: www.leavenfoxcities.org

Follow us on **Facebook** at
"LEAVEN Fox Cities"



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.



Everyone I dealt with was polite and not judgmental. It made what I was going through easier to manage.

