

ANNUAL REPORT



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A WORD FROM OUR FOUNDER AND CEO

Dear Valued Supporters, Donors, and Community Members,

In a year marked by unprecedented challenges and transformative opportunities, 2023 tested our resilience while strengthening our resolve. Through your unwavering support, we've not only persevered but achieved remarkable milestones in our mission to combat social injustice and economic inequality at both local and national levels. The demands were indeed great, but your partnership enabled us to meet them with determination and purpose.

As we step into 2024, we're not just carrying forward our momentum—we're accelerating it. Our vision for the coming year includes expanding our youth mentorship program, forging innovative job training partnerships with local businesses, and developing comprehensive community wellness initiatives. These ambitious goals reflect our unwavering commitment to creating lasting, meaningful change in our community.

Your continued partnership is more vital than ever as we pursue these objectives. Every donation, every volunteer hour, and every voice raised in support of our cause contributes to the transformation we're creating together. The challenges we face are complex, but with supporters like you by our side, we're confident in our ability to create meaningful, sustainable impact. Your generosity doesn't just fund our programs—it fuels hope, empowers communities, and catalyzes the change we need to see in our world.

As we reflect on our achievements and look toward the future, we're filled with profound gratitude for your trust and support. Together, we're not just envisioning a brighter future—we're actively creating it. Thank you for your generosity, for your belief in our cause, and for being an essential part of our journey. We couldn't do this vital work without you.

With deepest appreciation and renewed determination,



"I'm incredibly excited about the growth we're set to achieve at Urban Triage in 2024. While we're poised for even greater success, nothing will compare to the groundbreaking work we accomplished in 2023. The foundation we've built this year will fuel everything we do moving forward!"

Brandi Grayson, Founder and CEO of Urban Triage



OUR MISSION, VISION, AND VALUES



OUR MISSION

Urban Triage transforms culture, institutions, and communities to ensure a humane future.



OUR VISION

A world where everyone has the freedom, resources, and support to heal and self-actualize.



OUR VALUES

Centering Blackness: For Us. By Us. We employ the people we serve and are dedicated to meeting people where they are with kindness and non-judgement to strengthen and heal Black and other vulnerable people.

Community Collaboration: We center cooperation and build relationships to meet the needs of Black and other vulnerable people and demonstrate respect for clients, community, and partners.

Integrity: We are committed to being our word and honoring our word. We are unapologetic in naming and addressing issues that impact Black and other vulnerable people.

Responsiveness: We shift and adjust as necessary to center the needs of Black people.

Education: We provide educational programming to facilitate trauma recovery and self-actualization.

OUR MODEL



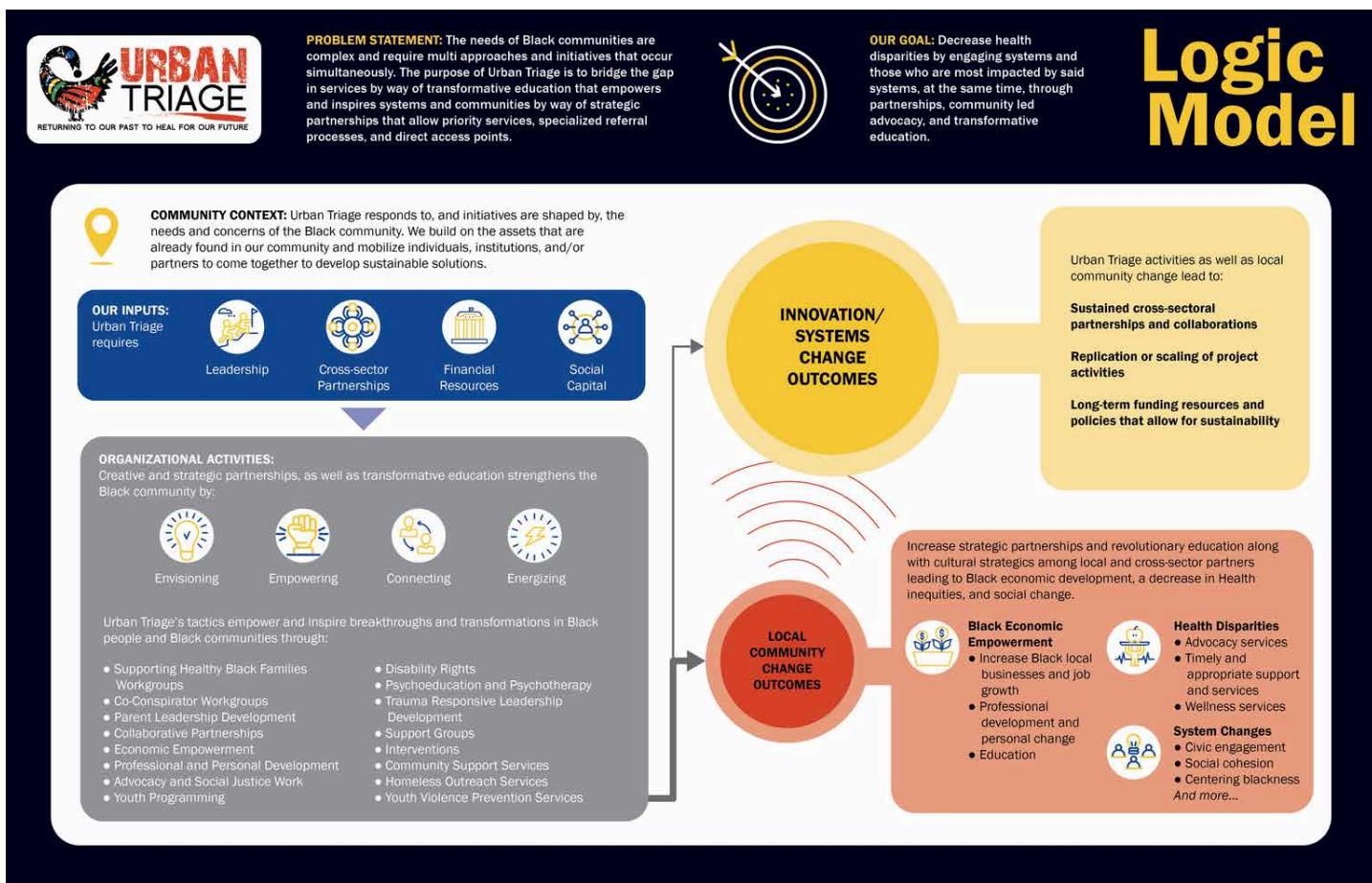
Problem Statement: The needs of Black communities are complex and require multiple approaches and initiatives that occur simultaneously. The purpose of Urban Triage is to bridge the gap in services by way of transformative education that empowers and inspires systems and communities by way of strategic partnerships that allow priority services, specialized referral processes, and direct access points.



Our Goal: Decrease health disparities by engaging systems and those who are most impacted by said systems, at the same time, through partnerships, community led advocacy, and transformative education.



Community Context: Urban Triage responds to, and initiatives are shaped by, the needs and concerns of the Black community. We build on the assets that are already found in our community and mobilize individuals, institutions, and/or partners to come together to develop sustainable solutions.



OUR APPROACH



Leadership: Through our transformative education and dynamic programming, we provide community members with the skills, tools, and strategies to become a leader in their lives, work, and communities. Our organization is founded and grounded in shared leadership, edification, and promotion from within.



Cross-sector Partnerships: Urban Triage is "... rooted in collaborative, cooperative, and strategic partnerships that include grassroots organizations, institutions, and systems.



Financial Resources: Through employment, advocacy, and entrepreneurship opportunities, we are able to provide financial support and resources. We employ the people we serve. We also provide stipends, gas cards, gift cards, utility assistance, security deposits, and rental support.



Social Capital: Created by way of advocacy, activism, strategic partnerships, and delivering on our word over the last 10 years, we've developed trust, respect, and support from the people we serve to institutions and systems.



OUR INITIATIVES

At Urban Triage, we are committed to cultivating healthy individuals, families, and communities through a holistic, intersectional approach. From supporting youth in need of housing and career development to advocating for vulnerable populations, we work tirelessly to create equitable opportunities and services. Our initiatives, like the Co-Conspirator Workgroup, challenge and dismantle systemic oppression, fostering a deeper understanding of the impact of white supremacist patriarchal capitalism. By partnering with schools, businesses, and organizations, we mobilize communities to create lasting social change that uplifts and empowers marginalized voices.



Cultivating Healthy Youth: In partnership with schools, we assess youth needs and help those unhoused locate secure housing. We provide education in career development and financial survival. We advocate for youth to receive the services they need.



Cultivating Healthy Communities: We assess housing needs, provide housing support services, and deliver educational workshops such as Supporting Healthy Black Families, Supporting Healthy Black Agriculture, and Supporting Healthy Families. We offer career development and financial survival services. We support vulnerable elderly community members with community system navigation and advocacy. We also provide advocacy services and system navigation support to other vulnerable populations.



Cultivating Co-conspirators: Our Co-Conspirator Workgroup brings about positive, permanent shifts in how we define and understand the depth and breadth of white supremacist patriarchal capitalism in our fight for Black Lives. We offer consulting services to businesses and organizations to support their understanding and engage in mobilization to create social transformation.



PROGRAM HIGHLIGHTS

1

\$7M

Rental Support
Funds Distributed



2,000

Families Served Through Our
Rental Support Program

2

3

156

Rental Support Participants Moved
from Unhoused to Housed



62

Participants Went Through
Our SHBF Workgroups

4

5

2,701

Pounds of produce harvested and
provided to the community



547

Unhoused People Served Through
Our Unhoused Neighbors Program

6

7

1,215

Households supported during
drop in hours



10

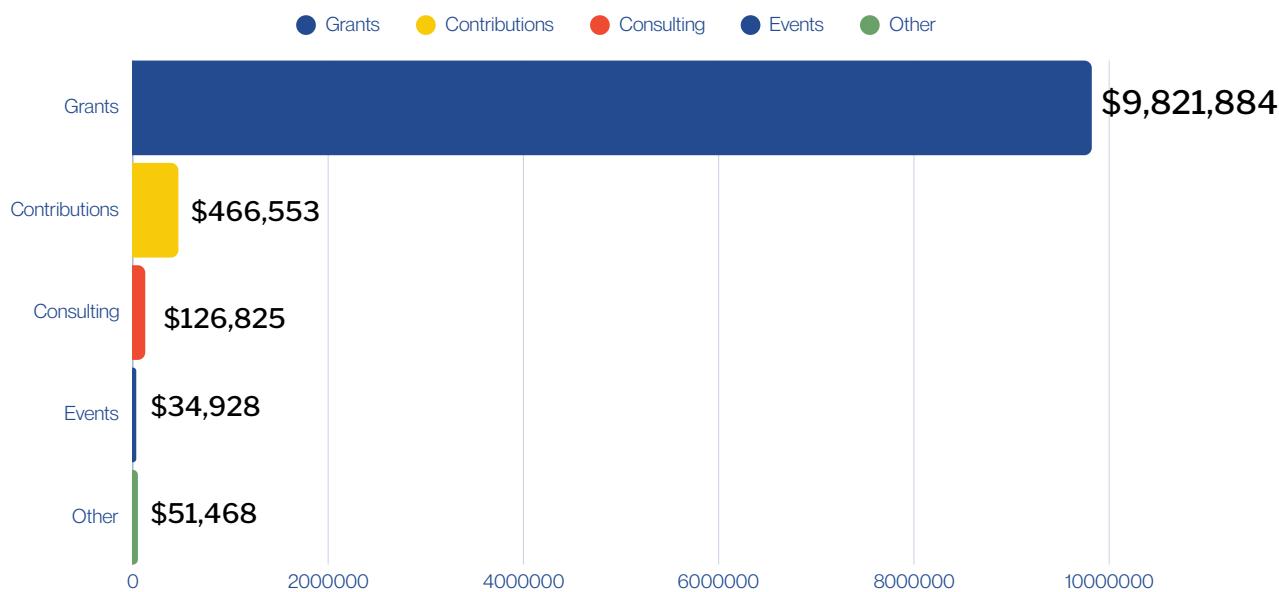
Participants enrolled and graduated from our Hemp Program

8

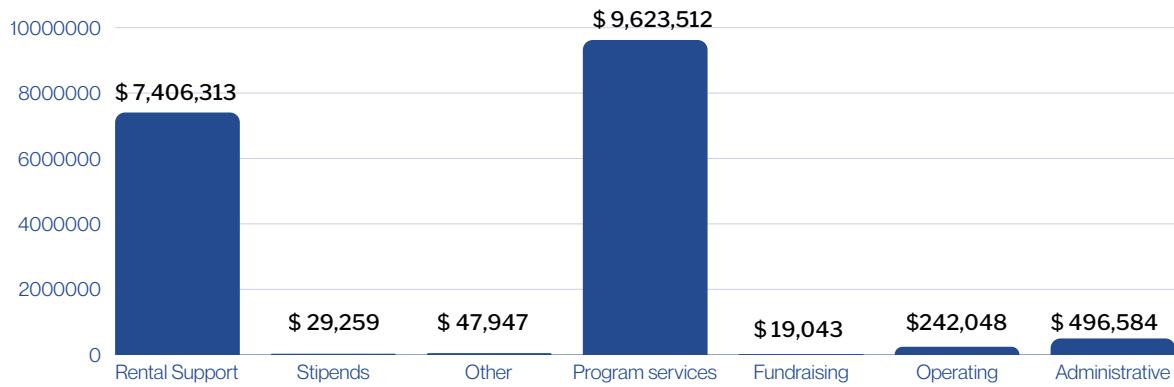
FINANCIAL OVERVIEW

A comprehensive financial overview highlighting revenue and expenses, including grants, program investments, event funding, and more, showcasing our fiscal impact and commitment to sustainability.

Revenue Breakdown:



Impact and Support Expenses:





STATEMENT OF ACTIVITIES

Item	Amount
Revenue	
Grants	\$ 9,821,884
Contributions	\$ 466,553
Consulting	\$ 126,825
Events	\$ 34,928
Other	\$ 51,468
Total Revenue	\$ 10,501,658

Impact and Support Expenses	
Rental Support	\$ 7,406,313
Stipends	\$ 29,259
Other	\$ 47,947
Program services	\$ 9,623,512
Fundraising	\$ 19,043
Operating	\$ 242,048
Administrative	\$ 496,584
Total Expenses	\$ 17,864,706

OUR PROGRAMMING

Our organization values flexibility and meeting community members where they are. We are unapologetic in centering Black families and other vulnerable populations, their needs, and communities. Our programs include positive racial socialization strategies, messages, and techniques to help promote trust, social capital, and resilience in the most vulnerable communities. Racial socialization provides vital protective factors, including positive racial identity attitudes, self-esteem, and lower internalizing behaviors, including depression, anxiety, and anger. Our intentional framework moves marginalized populations from victims to victors with the support of those who look like them and have been in the same shoes. Our dynamic programming includes direct services, Supporting Healthy Black Families programming, and consulting services.



DIRECT SERVICES

- Unhoused Neighbors Initiative
- Dane County Rental Support



SUPPORTING HEALTHY BLACK FAMILIES

- Supporting Healthy Black Families Workgroup
- Co-Conspirators Workgroup
- Supporting Healthy Black Agriculture
- Supporting Healthy Black Youth
- Speciality Crop Workgroup



TRANSFORMATIVE EDUCATION, EQUITY, AND SOCIAL JUSTICE CONSULTING

DIRECT SERVICES

In response to the compounded effects of systemic inequities on Black families and communities, Urban Triage has expanded our support services to meet the urgent needs of those most vulnerable. Our mission is rooted in bridging service gaps and providing direct, individualized support to empower individuals and families to achieve long-term self-sufficiency. Through a holistic approach, we leverage our vast network, community reach, and social capital to deliver essential services such as rental support and housing assistance to those in need.

Our housing programs—Unhoused Neighbors Initiative and Rental Support Programs—are designed to not only secure permanent housing for participants but also to provide them with the resources and support systems they need for sustainable stability. At the heart of our success is the trust we've built within the community. Our deep-rooted relationships allow us to engage more effectively with individuals experiencing homelessness and housing insecurity. We have been serving this population long before becoming an official nonprofit, which has given us the trust and credibility that sets us apart from other organizations.

Unhoused Neighbors Initiative

The mission of our Unhoused Neighbors Initiative is to identify, reach out to, and foster essential relationships with those experiencing homelessness or housing instability. We provide immediate support through essential services like transportation, hot meals, and personalized assessments, as well as direct referrals to vital resources. Additionally, we help individuals and families secure permanent housing through our partnerships with local landlords and property managers, ensuring they are positioned for long-term stability.

Our Outreach Specialists visit neighborhoods multiple times a week to engage directly with people experiencing homelessness and housing insecurity, guiding them through the housing process and connecting them to a wide range of services. This proactive engagement is facilitated through partnerships with local organizations, including the Homeless Consortium, and includes outreach activities like pop-up support events at libraries, parks, community centers, churches, food pantries, and barbershops. We also distribute flyers to raise awareness and provide direct access to support.

In 2023, our Unhoused Neighbors Initiative had a significant impact. We were able to provide direct support to more than 1,215 individuals experiencing homelessness or housing insecurity in Dane County. Additionally, our efforts helped distribute over 2,701 pounds of fresh produce to those in need, offering essential nutrition to individuals and families navigating housing instability. This outreach is not just about services—it's about building trust, fostering relationships, and creating pathways to a more stable, secure future.



DIRECT SERVICES

Dane County Rental Support

All of our programs are firmly grounded in the Housing First assistance model, which prioritizes providing permanent housing to individuals experiencing homelessness as the essential first step toward stability. We believe that securing a stable home is the foundation from which individuals can pursue personal goals, improve their quality of life, and address other challenges. For us, ending homelessness is not just about providing shelter; it's about creating a secure base for individuals and families to rebuild their lives.

Unlike many programs that operate under a "housing readiness" model—requiring individuals to resolve personal issues such as addiction, mental health concerns, or financial instability before being allowed to enter permanent housing—we believe this approach is fundamentally flawed. How can someone begin to address life's challenges when they have no place to sleep or rest? It's an impossible cycle. Our model acknowledges that stable housing is not a reward for overcoming issues, but rather the platform from which people can start to make progress on those issues.

Through our rental support, outreach services, advocacy, permanent housing placement, and case management, we are dedicated to breaking this cycle and offering people the stability they need to move forward. We have partnered with Dane CORE 2.0, Dane County Human Services, the City of Madison, the Community Action Coalition (CAC), and the Tenant Resource Center (TRC) to provide rental support and connect individuals to long-term housing solutions.

Additionally, through our work with the Coordinated Entry System—in partnership with the City of Madison and Homeless Consortium agencies—we are able to prioritize and serve those with the greatest need. By conducting outreach and chronic documentation, we ensure that the most vulnerable individuals are prioritized for available housing and resources. Our team is committed to meeting people where they are, understanding their unique needs, and providing the necessary support to help them transition into stable housing and regain control of their lives.

In 2023, Urban Triage allocated more than \$7 million in rental support to approximately 2,000 households.



SUPPORTING HEALTHY BLACK FAMILIES PROGRAMS

Urban Triage is founded and grounded in transformational education and learning that utilizes a framework to support people as they embark on a journey of self-discovery. Our Supporting Healthy Black Families (SHBF) programming is an umbrella of workgroups rooted in transformative education that has been developed and informed in response to the requests and needs of the Black community. There are four initiatives under the umbrella of our workgroups:

1. Supporting Healthy Black Families Workgroup

Empowering and inspiring breakthroughs and transformation in Black people, families, and communities through self-awareness, trauma recovery, and healing. Includes personal and professional development.

2. Co-Conspirator Workgroup

Designed to cultivate "a-ha" moments within non-Black individuals while supporting them in building analysis and awareness of the depth and breadth of white supremacy racism: what it is and how it's embodied by all of us.

3. Supporting Healthy Black Agriculture

Provides Black entrepreneurs with the skills, tools, and support to succeed in agriculture-related ventures while providing the space and opportunity for family bonding, trauma recovery, and healing. Our agriculture program also includes supporting Black farmers and connecting them to resources, grants, and other supports. In addition, we provide training in growing and processing hemp and taking it to market under our specialty crop workgroup.

4. Supporting Healthy Black Youth

Provides Black youth between the age of 12-19 with the tools, skills, and space to explore their own character, feelings, motives, and desires through creative arts, trauma recovery, and history.

The details and impacts of these programs for 2023 are in the following pages of this report.



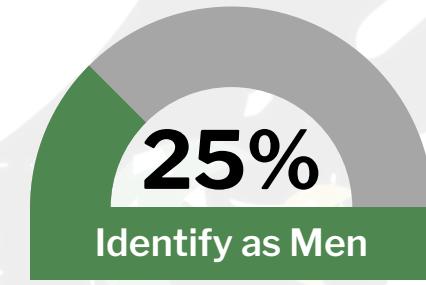
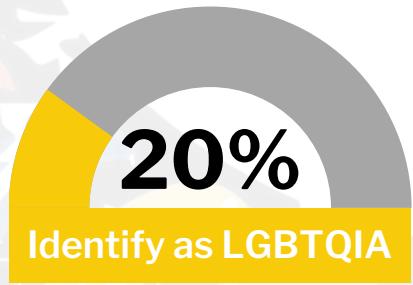
In 2023, more than 144 participants graduated from our transformational Supporting Healthy Black Families workgroups.

SUPPORTING HEALTHY BLACK FAMILIES

SUPPORTING HEALTHY BLACK FAMILIES WORKGROUP

This year, we held four cohorts for our SHBF Workgroup. Our cohorts were filled, and we had a fantastic turnout. Our waitlist was started before we began each cohort. We are excited about how our community has been showing up to take their journey of transformation and self-actualization. We graduated more than 81 participants from the work group.

Demographics of People Served in Workgroups



SUPPORTING HEALTHY BLACK AGRICULTURE

At one time, Black farmers represented 14% of all farmers; however, today they only represent 1.3%. Urban Triage developed the Supporting Healthy Black Agriculture (SHBA) program to address this gap in farming and agriculture and lower the barrier to entry for Black Farmers to be successful in agriculture. We do this through our SHBA Workgroup and our Farm Business Development program.

SUPPORTING HEALTHY BLACK AGRICULTURE WORKGROUP

Our SHBA Workgroup is a 12-week leadership workgroup series designed to empower and inspire breakthroughs and transformation in Black communities. It teaches the basics of growing your food and the entrepreneurial benefits/opportunities in agriculture. We dive into the many societal pressures that keep Black people from pursuing agricultural careers, such as land access, culturally relevant training, Post Traumatic Slave Syndrome (PTSS), and many more.

Black farmers have been stripped of 80% of their farmland over the last century, amounting to millions of acres and hundreds of billions of dollars in lost wealth. Our program aims to create relationships, partnerships, capital, resources, and opportunities to reposition Black entrepreneurs in building wealth through agricultural cultivation, processing, and manufacturing.

In 2023, we held our third SHBA Workgroup cohort, enrolling 62 families and individuals. We grew more than 50 different produce species and flowers and distributed more than 2,701 pounds of produce, free to participants and community members. Nearly 40 families were fed throughout the growing season, and at least 100 community members could access our produce at our Park Street produce stand. An important fact is that we successfully grew peanuts in Wisconsin! In addition, we graduated participants from our specialty crop workgroup and distributed over \$10K in seed grants for entrepreneurs to start their own businesses in the hemp industries.



SUPPORTING HEALTHY BLACK AGRICULTURE

The Hemp Specialty Crop Program for Black Entrepreneurs represents a groundbreaking initiative designed to empower participants with comprehensive knowledge and resources essential for success in the hemp industry. Launched in September with ten committed participants, this program offers an intensive educational experience covering all aspects of hemp enterprise development, from cultivation to business management.

At its core, the program provides participants with a \$2,500 startup grant upon successful completion, serving as vital seed funding for their business ventures. Over the course of twelve weeks, participants engage in a comprehensive curriculum that seamlessly integrates classroom learning with practical, hands-on experience. The program delves deep into hemp cultivation techniques, teaching participants the intricacies of soil preparation, plant care, and harvest timing. Processing methods, quality control procedures, and regulatory compliance form another crucial component of the training.

The business development aspect of the curriculum equips participants with essential skills in market analysis, financial planning, and marketing strategy development. Through regular interactions with industry professionals and successful hemp entrepreneurs, participants gain valuable insights and build important network connections. Site visits to established hemp farms and processing facilities provide real-world context and practical understanding of operations.

To qualify for the grant, participants must maintain a minimum 90% attendance rate and successfully complete all coursework and assignments. This requirement ensures full engagement and commitment to the learning process. Throughout the program, participants receive personalized support through one-on-one mentoring sessions and technical assistance with licensing applications and regulatory compliance. The program extends beyond the twelve-week duration through its post-completion support network. Graduates receive ongoing access to industry resources, potential buyers and distributors, and continued mentorship opportunities.

SHBA HEMP SPECIALTY CROP WORKGROUP

On December 8th, we celebrated the graduation of our first Hemp Specialty Crop Program cohort, marking a significant milestone as our students presented their innovative business plans encompassing products like infused chicken wings, pickles, cake pops, and candies. To support their entrepreneurial journey, each graduate received start-up funding, and the Urban Triage agriculture department remains committed to providing ongoing mentorship and resources as these new business owners navigate their path forward. Their thorough preparation and dedication throughout the program has positioned them well for success in the hemp-based agriculture industry.



SUPPORTING HEALTHY BLACK AGRICULTURE

FARM BUSINESS DEVELOPMENT

One of our goals at Urban Triage is to support our Black Wisconsin Farmers as they strive to build financially stable, wealth-building farm businesses with resources, programming, and support. Our Farm Business Development program assists farmers in preparing their business license; supports programs in Business Management, Business Development, Value-added and Marketing, and Grant Writing; assists farmers with sourcing land; and provides farmers with an up-to-date list of resources for sustainability.

In 2023, we had three farmers in our Farm Business Development Program and were able to help one receive a major grant for their business.

URBAN HARVEST FESTIVAL

In 2023, we celebrated our second Annual Urban Triage Harvest Festival on September 16th at our farm in the Farley Center. With a "Wild Wild West" theme, the event drew around 1,500 attendees. Entertainment featured DJ Pain 1, a live performance by Cigarette Break, spoken word, and dynamic dance showcases from No Boundaries and African Drum and Dance Milwaukee. Highlights included acrobatics, stilt walkers, a bounce house, and The Children's Museum activities. Guests enjoyed free food, wine, and beer, making it a memorable community celebration.



SUPPORTING HEALTHY BLACK YOUTH

Supporting Healthy Black Youth (SHBY) kicked off on April 25, 2022. Urban Triage was excited to partner with WoLF Studios MKE to create a revolutionary space for Black youth. Our Supporting Healthy Black Youth workgroup offers trauma recovery, creative art, and his-story through the lens of Blackness. This was the first Supporting Health Black Families workgroup in the Milwaukee, WI area and it utilized our Supporting Health Black Families Programming framework which is designed to empower and inspire breakthroughs and transformation in Black people, Black families, and Black communities.

Supporting Healthy Black Youth brought together participants ages 13-19, who had an affinity for art and those who liked to have a hands-on introduction to art. Our transformative workgroups provide youth with the tools, skills, and space to explore their character, their feelings, motives, and desires through creative arts such as hip-hop, creative writing, photography, videography, trauma recovery, healing, and personal development.

Through art, the program cultivates leaders by exploring how art is connected to the following areas of focus: Perspective, Self-Awareness, and Trauma. Our goal was for participants to leave feeling empowered, inspired, and capable, and strengthen their abilities to connect to specific cultural principles and nuances.

The WoLF Studios MKE mission began in 2019 on a studio dance floor, with countless notebooks and the desire to see a more diverse Arts Community. Today, they are creating platforms for the next generation of Artists to innovate and carry that dream forward.

THOREAU ELEMENTARY PARTNERSHIP

Urban Triage has collaborated with Thoreau Elementary School's students, parents, and staff, offering academic support and personal development. Each Monday, for 2.5 hours, students participated in sessions led by Black educators from Madison, focusing on academics, personal awareness, communication, and emotional intelligence. Biweekly on Saturdays, for the same duration, students engaged in self-expression through rotating art projects, while parents attended a tailored version of our Supporting Healthy Black Families curriculum. This program strengthened their parenting, leadership, and advocacy skills, provided tools for awareness and accountability, and created a supportive space for addressing trauma.



SUPPORTING HEALTHY BLACK YOUTH

UNHOUSED YOUTH INITIATIVE

In 2022, Urban Triage partnered with the Youth Action Board (YAB), LGBTQ Outreach, and the City of Madison to launch our comprehensive Unhoused Youth Initiative. This program serves vulnerable youth ages 17½ to 24 who face homelessness, housing insecurity, sexual violence, mental health crises, and related traumas. Our innovative approach combining housing solutions with transformative education has successfully supported 105 youth and placed 20 into permanent housing.

The Unhoused Youth Initiative will have four (4) components:

Scattered Transitional Housing Units

Through our housing-first approach, we aimed to provide immediate shelter by leasing apartments directly for youth experiencing homelessness under HUD standards. This transitional housing program offered a stable foundation for young people to rebuild their lives and work toward independence.

Rapid Housing

Our Rapid Housing program created sustainable housing solutions through strategic partnerships with local landlords and property managers. We provided rent assistance and comprehensive wrap-around support until youth achieve stability, ensuring a smooth transition to permanent housing while developing crucial independent living skills.

Youth Drop-In Location

Our Youth Center is a vital haven where young people can find rest, support, and resources without judgment. Here, youth access essential services, including resume writing, job placement referrals, housing navigation, food assistance, case management, and direct referrals to psychotherapy. The center has become a crucial touchpoint for youth seeking to transform their lives.

Supportive Services

The cornerstone of our programs lies in our comprehensive supportive services. Our dedicated staff and community partners equip residents with crucial life skills for independent living. Youth develop financial literacy through budgeting and credit-building education, strengthen their employment prospects with career preparation, and master essential life skills from renter etiquette to healthcare management. Through our Supporting Healthy Black Families transformative education workgroup, participants engage in psychotherapy, trauma recovery, and leadership development, creating a comprehensive pathway to personal growth and stability.

TRANSFORMATIVE EDUCATION, EQUITY, AND SOCIAL JUSTICE CONSULTING

We don't like to brag, but our training, workshops, etc. are like no other. We use the framework of Post Traumatic Slave Syndrome in addition to metaphysics, neuroscience, biology, and his-story to take participants on a transformative journey of self-discovery and analysis building.

We've provided consulting services and training for more than 15 organizations and institutions in the last 12 months, supporting Urban Triage's dynamic programming.

OUR CONSULTING SERVICES

Short- and Long-term Training

Short- and Long-term Consulting

Individual Coaching

Leadership Training

Training-of-Trainers Program

Strategic Planning and Mission Development

Keynote Speaking Engagements

Conference Presentations

Workshop Development and Facilitation

Justice Consulting

TESTIMONIALS

“ —

Working with Urban Triage has been life-changing. I've never felt safe enough to express my needs or frustrations until now. I'm more confident and empowered, and I see the positive change in how I show up for my child. They're thriving too. Every school should offer this kind of support for parents and students. I'm so grateful for what Urban Triage has done for us.

— ”



“ —

I didn't know what to expect from the Supporting Healthy Black Agriculture program, but it ended up being life-changing for our family. What started as a fun activity for my kids became an empowering experience. They even built a growing bed in our backyard, so we can continue the journey. It's been a foundation for real change in our lives.

— ”

— ”

I reached out to countless organizations for help after my family left a domestic situation, but I always ended up being referred elsewhere or left waiting. Urban Triage was the first organization that truly stepped in and helped right away—no questions asked. You're the only ones who provided real support in an emergency, and I will be forever grateful for that.

— ”

THANK YOU DONORS!

\$50,000+

UW Health
Sage Weil
Rooted & Wings Foundation
Madison Community Foundation

\$25,000 - \$50,000

Orr Trust

\$10,000 - \$25,000

American Family Insurance

\$5,000 - \$10,000

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Stone House Development

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\$1 - \$1,000

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Madison, WI 53703

South Office
2312 S Park Street
Madison, WI 53713

South Office
147 S Butler St,
Madison, WI 53703

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