



# 2024 ANNUAL REPORT

# Table of Contents

A Letter From Our CEO	1
Our Mission, Vision, and Values	2-4
Our Approach & Model	
Our Initiatives & Program Highlights	5-6
Financial Overview & Statement of Activities	7-8
Our Programming & Direct Services	9-13
Supporting Healthy Black Families Programming	14
Supporting Healthy Black Families	15
Supporting Healthy Black Agriculture	16-18
Supporting Healthy Black Youth	19-20
Transformative Education, Equity, an Social Justice Consulting,	21
Testimonials	22
Thank You Donors	23

Dear Supporters, Donors, and Community,

In 2024, the days were long, and the demands were great. Yet, our unwavering commitment to addressing the urgent issues of social injustice and economic instability—locally and nationally—remained resolute.

We are proud to reflect on our progress, but we know our work is far from finished. As we look ahead to the new year, we do so with a renewed sense of excitement and optimism, fueled by the honor of being named the People's Choice for Non-Profit of the Year. This recognition is a testament to our efforts and the collective power of the community we serve.

None of this would be possible without your ongoing support. As we continue this inspiring journey, we invite you to stay with us—side by side—as we push forward to achieve our mission. Your involvement is crucial, and we are deeply grateful for your vital role in making meaningful change possible.

Together, we are building a brighter future. Thank you for your generosity, for your belief in our cause, and for being a catalyst for the transformation we need. We couldn't do it without you. In 2024, the days were long, and the challenges were significant. However, our steadfast dedication to tackling the pressing issues of social injustice and economic instability—both in our community and across the nation—remained firm.

We are excited to celebrate our accomplishments, yet we recognize that much work still lies ahead. Looking forward to the new year, we are filled with renewed excitement and optimism, especially after being honored as the People's Choice for Non-Profit of the Year. This recognition reflects our hard work and the incredible strength of the community we serve.

This progress would not be possible without your unwavering support. As we embark on this inspiring journey together, we invite you to stand with us—side by side—as we advance our mission. Your involvement is vital, and we are profoundly thankful for your essential role in driving impactful change.

Warm regards,  
Brandi Grayson, Founder and CEO of  
Urban Triage



# OUR PURPOSE & CORE 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.



**60%**  
OF YOUTH AGING OUT  
**FOSTER CARE ARE**  
SUPPORTED BY COMMUNITY BASED  
**ORGANIZATIONS LIKE**  
**URBAN TRIAGE**

# OUR MODEL



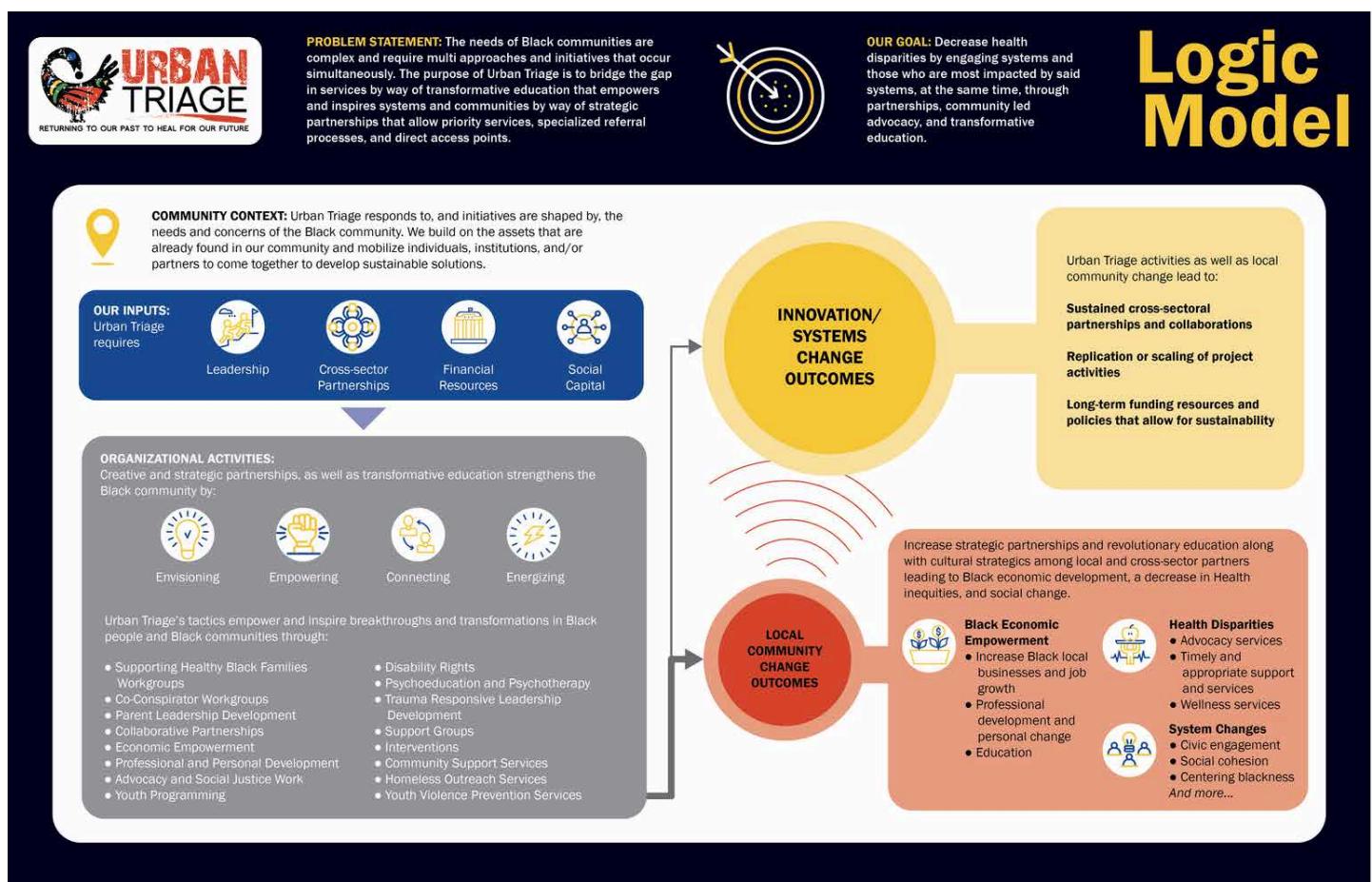
**Problem Statement:** The needs of Black communities are complex and require multiple approaches and initiatives that occur simultaneously. The purpose of Urban Triage is to bridge the gap in services by way of transformative education that empowers and inspires systems and communities by way of strategic 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 leaders 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 can provide financial support and resources. We employ the people we serve. We also offer stipends, gas cards, gift cards, utility assistance, security deposits, and rental support.



**Social Capital:** Created through 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 needing 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



## 2024 IMPACT

**\$749,654.96**

Rent and utility assistance provided to households



**1**

**2**

**3,301** Pounds of produce harvested and provided to the community



**457**

Households supported with rent and utility assistance



**3**

**4**

**3,150** Households supported during drop-in hours



**5**

**675**

Unhoused neighbors connected by Outreach



**6**

**415** Families and individuals experiencing homelessness transitioned to permanent housing



**7**

**127**

Youth supported through our Unhoused Youth Initiative



**8**

**107** People who graduated from the Supporting Healthy Black Families and Agriculture Workgroups



**9**

**9**

Housing programs were implemented



**10**

**9**

Participant graduated from our Speciality Crop Hemp Program



# FINANCIAL OVERVIEW

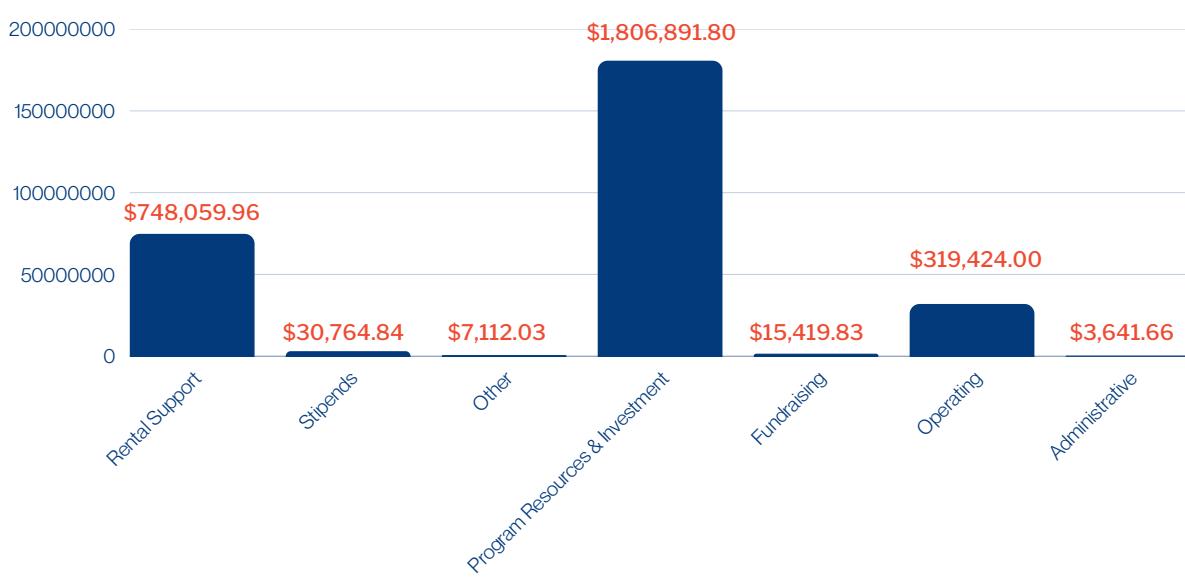
A comprehensive financial overview highlighting revenue and expenses, including grants, program investments, event funding, and more, showcasing our fiscal impact and commitment to sustainability.



## Revenue Breakdown:



## Impact and Support Expenses:





# URBAN TRIAGE

## STATEMENT OF ACTIVITIES

Item	Amount
<b>Revenue</b>	
Grants	\$3,147,161.82
Contributions	\$252,512.85
Consulting	\$1,383.15
Events	\$209,358.54
Other	\$9,502.02
<b>Total Revenue</b>	<b>\$3,620,918.38</b>

Impact and Support Expenses	
Rental Support	\$748,059.96
Stipends	\$30,764.84
Other	\$7,112.03
Program Resources & Investment	\$1,806,891.80
Fundraising	\$15,419.83
Operating	\$319,424.00
Administrative	\$3,641.66
<b>Total Expenses</b>	<b>\$2,931,313.12</b>

### Expenditure Breakdown for Projects:

In 2024, the grant funds received were allocated to programs and initiatives designed to sustain our mission and drive growth throughout the year. These investments were instrumental in helping us elevate our impact and achieve our goals. Although the funds were received in 2024, some were program expenses incurred in 2023.

\*\*The financials provided in this report are unaudited. The audited financial statement will be available by the end of July 2025

# OUR PROGRAMMING

Our organization embraces flexibility, meeting community members where they are. We proudly center Black families and other vulnerable populations, emphasizing their needs and communities. Our programs harness the power of positive racial socialization strategies to cultivate trust, social capital, and resilience in these communities.

Racial socialization is crucial, providing vital protective factors such as positive racial identity, enhanced self-esteem, and reduced internalizing behaviors like depression, anxiety, and anger. Our intentional framework empowers marginalized populations to rise from victims to victors, supported by those who share their journeys.

Our dynamic programming includes direct services, initiatives for Supporting Healthy Black Families, and consulting services, all designed to inspire and uplift.



## DIRECT SERVICES

### ■ Unhoused Neighbors Initiatives

- Doubled Up
- Homeless Outreach
- Chronic Documentation*
- Housing Navigation Services
- County Rapid Rehousing
- Youth Domestic Violence (RRH/TH)
- Tiny Homes RRH/TH
- Emerging Adults Transitional House
- Youth Homeless Demonstration Project



## 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 boldly expanded our support services to meet the pressing needs of the most vulnerable among us. Our mission is to bridge service gaps and provide direct, individualized support that empowers individuals and families on their journey to long-term self-sufficiency. We harness our extensive network, community reach, and social capital through a holistic approach to deliver vital services like rental support and housing assistance.

Our housing programs—specifically the Unhoused Neighbors Initiatives are crafted to secure permanent housing for participants and equip them with the resources and support necessary for lasting stability. The trust we have cultivated within the community is at the core of our success. These deep-rooted relationships allow us to engage authentically with individuals facing homelessness and housing insecurity. Having served this population long before becoming an official nonprofit, we possess the trust and credibility that sets us apart.

## Unhoused Neighbors Initiatives

Our Unhoused Neighbors Initiatives are driven by a mission to identify, connect with, and nurture essential relationships with those experiencing homelessness or housing instability. We provide immediate support through crucial services such as transportation, hot meals, personalized assessments, and direct referrals to essential resources. Furthermore, we empower individuals and families to secure permanent housing in partnership with local landlords and property managers, paving the way for long-term stability.

Our Outreach Specialists are dedicated to visiting neighborhoods multiple times a week, engaging directly with people facing homelessness and housing insecurity. They guide individuals through the housing process and connect them to many services. This proactive engagement thrives on partnerships with local organizations, including the Homeless Consortium. It encompasses outreach activities like pop-up support events at libraries, parks, community centers, churches, food pantries, and barbershops. We also distribute flyers to create awareness and provide direct access to support.

In 2024, our Unhoused Neighbors Initiatives made a remarkable impact by directly supporting over 1,265 individuals experiencing homelessness or housing insecurity in Dane County. Our coordinated efforts led to distributing more than 3,301 pounds of fresh produce to those in need, delivering vital nutrition to vulnerable individuals and families. This outreach transcends simple service provision; it is about building trust, nurturing meaningful relationships, and forging sustainable pathways toward housing stability and a brighter, more secure future.



# DIRECT SERVICES

## Rental Assistance

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. Securing a stable home is the foundation for individuals to 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 a platform from which people can start to make progress on those issues.

Through our rental assistance, 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 partnered with Dane and the City of Madison to provide rental assistance through housing programs and connect individuals to long-term housing solutions.

Additionally, we prioritized and served those with the greatest need through our work in the Coordinated Entry System—in partnership with the City of Madison, Dane County Human Services, and the Homeless Services Consortium of Dane County. By conducting outreach and chronic documentation services, we ensured that the most vulnerable individuals were prioritized for available housing and resources. Our team is and was 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 2024, Urban Triage allocated more than \$749,654.96 in rental support to approximately 457 households.**



# UNHOUSED NEIGHBORS INITIATIVES

The mission of our Unhoused Neighbors Initiatives is to identify, engage with, and build crucial relationships with individuals facing homelessness or housing instability. We offer immediate support through essential services such as transportation, hot meals, personalized assessments, and direct referrals to critical resources. Furthermore, we assist individuals and families in securing permanent housing by leveraging partnerships with local landlords and property managers, ensuring they are equipped for long-term stability:

- **Doubled Up:** Includes families temporarily and unstably sharing housing with others due to loss of housing or economic hardships, provided these households do not have a current lease in their name at the time of program referral.
- **Dane Rapid Rehousing:** Urban Triage collaborates with landlords and property management companies to provide permanent housing options to individuals and families. Providing them with intensive progress case management, housing navigation services, and wrap-around support. We cover a portion of their rent, and they benefit from comprehensive support and other services.
- **Dane Housing Navigation Services:** We serve individuals and families experiencing homelessness, as defined by HUD. Our Specialists aim to provide advocacy, direct referrals, job readiness support, and barrier assessments and resources to those who live on the street or in inhabitable spaces. They also work in the community at the Beacon Day Shelter, libraries, and other agencies.
- **EHH Outreach:** Focus on locating, identifying, and building relationships with households and individuals experiencing homelessness to provide immediate support, intervention, assessments, and connections to homeless assistance programs, mainstream social services, and housing programs.
- **Chronic Documentation:** Our Specialists provide case management, access points, and supportive services to those living on the streets for over 12 months, including system navigation and direct access points for psychiatrists and counselors.
- **YHSI-A Statewide Initiative:** Our statewide initiative aims to improve the existing response system for youth homelessness services.
- **Youth/Emerging Adults House:** Our Emerging Adults House, in collaboration with Dane County, is a transitional house that provides shared accommodation, intensive case management, and wrap-around services to adults aged 18 to 21 who have aged out of foster care. It supports them in transitioning into permanent housing within nine months.
- **YHDP-Youth Housing Demonstration Project:** Developing and implementing a coordinated approach to prevent and end youth homelessness. Providing transformative case management, rapid rehousing, and transitional housing units.



**"BUILDING LASTING  
RELATIONSHIPS AND PROVIDING  
IMMEDIATE SUPPORT TO THOSE  
FACING HOMELESSNESS, WE  
EMPOWER INDIVIDUALS AND  
FAMILIES TO ACHIEVE  
STABILITY AND A BRIGHTER  
FUTURE, ONE STEP AT A TIME."**

# UNHOUSED NEIGHBORS INITIATIVE PROGRAMS

The mission of our Unhoused Neighbors Initiative is to identify, empower, inspire, engage with, and build crucial relationships with individuals facing homelessness or housing instability. We offer immediate support through essential services such as transportation, hot meals, personalized assessments, and direct referrals to critical resources. Furthermore, we assist individuals and families in securing permanent housing by leveraging partnerships with local landlords and property managers, ensuring they are equipped for long-term stability:

- **Unsheltered RRH/Tiny Homes:** Reduce homelessness among individuals and families experiencing unsheltered homelessness, particularly those with severe service needs by providing rental support, housing navigation, and other support services.
- **Youth/DV RRH/TH:** This program focuses on youth ages 18-24 who are fleeing, have fled, or are currently in a domestic violence situation. We support them with safety planning, resources, housing navigation, and rental assistance, covering part of their rent while providing comprehensive support and services to help them access the assistance they need.
- **Community Change/EP:** The program supports community members, tenants, and homeowners in overcoming environmental barriers by making energy upgrades accessible and free for income-qualified single and multifamily homes. It provides participating homes with technical assistance and free whole-home upgrades, including improved heating and cooling systems, better insulation and air sealing, and more efficient lighting and appliances.
- **Rental Asst/CDBG:** This program conducts pre-screening, intake, and income eligibility determinations for applicants, determines the appropriate rent subsidy, and, following the CDBG-CV waiver, provides rent assistance for arrearages.



# 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 (SHBF)

Empowering and inspiring breakthroughs and transformation in Black people, families, and communities through education, self-awareness, principles of quantum physics, somatic and shadow activities for trauma recovery, and healing.

## 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 its embodied by everyone.

## 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 supports Black farmers, connecting them to resources, grants, and other resources. 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 ages of 12 and 21 with the tools, skills, and space to explore their own character, feelings, motives, and desires through creative arts, trauma recovery, and history. It uses the same principles as our SHBF workgroup.

The details and impacts of these programs for 2024 are in the following pages of this report.



**In 2024, more than 107 participants graduated from our transformational Supporting Healthy Black Families workgroups.**

# SUPPORTING HEALTHY BLACK FAMILIES

## SUPPORTING HEALTHY BLACK FAMILIES WORKGROUP

In 2024, we proudly held four cohorts of our SHBF Workgroups. Each cohort was filled, showcasing a fantastic turnout. The enthusiasm was evident as our waitlist began even before we kicked off each session. We were genuinely inspired by how our community members have embraced their journey of transformation and self-actualization. Together, we celebrated the graduation of over 107 participants, marking a significant milestone in their development.

### 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 bridge this gap in farming and agriculture and to lower barriers for Black farmers seeking success in the field. We achieve this through our SHBA Workgroups and our Farm Business Development program.

## SUPPORTING HEALTHY BLACK AGRICULTURE WORKGROUPS

Our SHBA Workgroup is a transformative 12-week leadership series designed to empower and inspire breakthroughs within Black communities. Participants learn the fundamentals of growing their food, unlocking the entrepreneurial benefits and opportunities within agriculture. We explore the societal pressures that deter Black individuals from pursuing careers in agriculture, addressing issues such as land access, the need for culturally relevant training, Post-Traumatic Stress Disorder (PTSD), and more.

Over the last century, Black farmers have lost 80% of their farmland, resulting in the loss of millions of acres and hundreds of billions of dollars in wealth. Our program fosters relationships, partnerships, and opportunities that reposition Black entrepreneurs to build wealth through agricultural cultivation, processing, and manufacturing.

In 2024, we proudly celebrated the graduation of our fourth SHBA Workgroup cohort, welcoming several families and individuals into the program. Together, we cultivated over 50 different species of produce and flowers, distributing more than 3,301 pounds of fresh food, free of charge, to participants and community members. Countless families were nourished throughout the growing season, and at least 150 families benefited from our free produce stand on Park Street. Among our proud achievements was the successful cultivation of peanuts in Wisconsin! Additionally, we graduated participants from our specialty crop workgroup and provided over \$10K in seed grants, empowering entrepreneurs to launch their businesses in the hemp industry.



**"OUR GARDENS GROW MORE THAN FOOD—THEY CULTIVATE OPPORTUNITY, NOURISHMENT, AND COMMUNITY CONNECTION."**

# SUPPORTING HEALTHY BLACK AGRICULTURE

The Hemp Specialty Crop Program for Black Entrepreneurs is a groundbreaking initiative that empowers participants with comprehensive knowledge and resources essential for success in the hemp industry. Launched in September 2023 with ten dedicated participants, this program offers an intensive educational experience that covers 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 crucial seed funding for their business ventures. Over twelve weeks, participants engage in a thorough curriculum that seamlessly integrates classroom learning with practical, hands-on experience. The program explores hemp cultivation techniques, teaching participants the intricacies of soil preparation, plant care, and harvest timing. Processing methods, quality control procedures, and regulatory compliance are essential parts of the training.

The business development segment of the curriculum equips participants with vital 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 establish essential network connections. Site visits to established hemp farms and processing facilities offer 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, providing a post-completion support network. Graduates gain ongoing access to industry resources, potential buyers and distributors, and continued mentorship opportunities.

## SHBA HEMP SPECIALTY CROP WORKGROUP

In December of 2024, we celebrated the graduation of our second Hemp Specialty Crop Program cohort, marking a significant milestone as our students presented their innovative business plans featuring products like infused chicken wings, pickles, cake pops, and candies. To support their entrepreneurial journey, each graduate received startup funding. At the same time, the Urban Triage agriculture department remains dedicated to providing ongoing mentorship and resources as these new business owners navigate their future. Their thorough preparation and dedication throughout the program have positioned them well for success in the hemp-based agriculture industry.



# SUPPORTING HEALTHY BLACK AGRICULTURE

## FARM BUSINESS DEVELOPMENT

At Urban Triage, we are driven by our commitment to uplifting Black Wisconsin Farmers as they work diligently to establish financially stable and prosperous farm businesses. Through our dedicated resources, programming, and unwavering support, our Farm Business Development program plays a crucial role in this journey. We empower farmers by assisting them in preparing their business licenses and enhancing their skills in Business Management, Business Development, Value-added Marketing, and Grant Writing. Additionally, we help farmers source land and provide them with an up-to-date collection of resources to foster sustainability.

In 2024, we proudly supported three farmers through our Farm Business Development Program, and we are thrilled to report that one of them successfully secured a significant grant to advance their business.

## URBAN HARVEST FESTIVAL

We are thrilled to share the success of our third annual Harvest Festival, held on Saturday, September 7, 2024, and extend our heartfelt gratitude for your support and the incredible turnout at this spectacular event featuring live entertainment, engaging children's activities, and spoken word performances. Our farm has been a source of healing and sustainability for families in Dane County, and we were delighted to celebrate with everyone through complimentary delights including food, a caramel apple station, and wine and beer. We are incredibly grateful for the opportunity to share our farm's bounty by giving away a significant amount of free produce to help our community. This day was a joyous celebration of our community and sponsors, and we are thankful to have had the chance to bring us all together for such a memorable occasion. Thank you for being a part of our Harvest Festival and for supporting our mission.



# 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 participate 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 engage in self-expression through rotating art projects, while parents attend a tailored version of our Supporting Healthy Black Families curriculum. This program strengthens their parenting, leadership, and advocacy skills, provides tools for awareness and accountability, and creates a supportive space for addressing trauma.



**"OUR PARTNERSHIP WITH THOREAU ELEMENTARY BUILDS A FOUNDATION WHERE BLACK STUDENTS AND FAMILIES THRIVE THROUGH CULTURAL CONNECTION AND COMMUNITY EMPOWERMENT—WHEN WE HONOR CHILDREN'S WHOLE SELVES, WE CULTIVATE TOMORROW'S LEADERS."**

# 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

“ —

Urban Triage is doing the big work—getting people into homes and giving them the support they need to feel safe and stable. It's not just about finding housing; it's about changing lives. Families are growing stronger, kids are thriving, and our team is here for every step of the journey. -Kimi Waller



— ”



“ —

I have been here for 3 years and the type of work we do is HEART work. You don't get joy or satisfaction out of a regular 9 to 5 job, maybe some do, but this work is different. You're genuinely taking care of others that have little to nothing. You're putting yourself on the line when you advocate for the community. We create second chances and literally get people their chance! -Tiara

— ”

— —

I love how welcoming and understanding everyone is. I can tell that you all love your job, and I am very thankful for all the help Urban Triage has provided to me and my family during difficult times. -Client Review

“ —



# THANK YOU DONORS!

## \$50,000+

Sage Weil

## \$25,000 - \$50,000

Catherine Orr

## \$10,000 - \$25,000

### \$5,000 - \$10,000

Stone House Development

### \$2,500 - \$5,000

Erica Ramberg

Elise Lawson

Sonja Tjostheim

The Pines of Fitchburg LLC

Brian Potts

Robin Lankton

American Family Insurance

Summit Credit Union

## \$1,000 - \$2,500 (cont.)

Katy Stanton

Michael Fleischman

Michelle Ciucci

Trevor Easton

Betty Custer

Ryan Hartkopf

Juli Aulik

Capita Group American Funds

Alison Spencer

Lyn Pilch

## \$1 - \$1,000

We appreciate and thank all of you who supported us. There were so many donors that we couldn't list them all. You are all the reason that we're able to do this work.  
**THANK YOU!**

## \$1,000 - \$2,500

Olivia Barrow

Nell Schaefer

K Mack Enterprises

Mary Kok

Alex Devaux

Kerry Kretchmar

Schwab Charitable

Phil Saunders

FairShare CSA Coalition

Charich, Inc.

Hau Le

Jodie Thill

Kathleen Dare

# Gratitude and Commitment to Our Mission

We are grateful for the dedication and hard work of our team in supporting and uplifting our community. We deeply appreciate the generous donations and unwavering support throughout the year, which have been instrumental in helping us drive our mission forward. Your contributions empower us to continue making a meaningful impact.



## BOARD OF DIRECTORS:

Brandi Grayson  
Dana Pellebon  
Catherine Orr  
Alex Lindermeyer  
Juan José Fonseca Angel  
Kayla Conklin  
Sage Wells  
Charlene Clay

## ADVISORY BOARD:

Jessica Snyder

# URBAN TRIAGE

---

**Downtown Office**  
306 E Wilson St # 2w,  
Madison, WI 53703

**South Office**  
2312 S Park Street  
Madison, WI 53713

**South Office**  
147 S Butler St,  
Madison, WI 53703

VISIT US AT: [WWW.URBANTRIAGE.ORG](http://WWW.URBANTRIAGE.ORG)