

LITERACY GREEN BAY 2018-2019

ANNUAL REPORT

Empowering — Inclusive — Accountable — Collaborative



LETTERS FROM BOARD PRESIDENT AND EXECUTIVE DIRECTOR



Dear Friends of Literacy Green Bay,

If you are reading this, I can assume you are someone who benefits from literacy. Whether through your own concerted efforts, or by more subtle experience and time, you have created a life that allows you to engage with your community, information, and the world with your own personal literacy skills.

I, too, am a very lucky person. I grew up in suburban neighborhoods with working parents

who had the resources and drive to provide beyond basic needs. They provided everything we needed: a safe house, good food, and encouragement to explore things that interested us. They supported our public education and expected us to learn and grow at school. One of the things I liked best as a child was reading, and that habit was nurtured by my parents. Even though our family moved many times during my childhood – I attended seven different schools in four different states – I was always able to find success in school. Literacy paved the way for my happiness and prosperity. Literacy made me a lifelong learner.

Because I am such a lucky person, I enjoy recognizing and giving back to a cause that has brought me success. Literacy Green Bay is a nonprofit organization, founded in 1981, that provides valuable resources and programming to English-language learners, GED students, immigrants seeking citizenship, and other adults in search of fundamental literacy services to help improve their lives. I support Literacy Green Bay by volunteering my time as a tutor for an adult English-language learner, and as a member of the Board of Directors. I support Literacy Green Bay with my dollars too.

Like me, you, as a reader, know that reading and writing are the most fundamental skills adults need to become engaged, self-sufficient parents, employees, and community members. The need in our community is great. In 2019, Literacy Green Bay served nearly 500 adult students in English-language classes and another 229 learners are supported with individual tutor volunteers. Thirty-six learners are waiting for a tutor right now. In addition, our Children First Family Literacy program supports parents who are earning their GED while their preschool-aged children learn literacy skills.

Our needs have historically been great, but literacy is for a lifetime. That's why Literacy Green Bay is committed to providing resources and services in perpetuity, in part with our Thomas Brogan Endowment Fund. Currently, Literacy Green Bay has a campaign to increase our Endowment Fund. Managed by the Greater Green Bay Community Foundation, this endowment helps ensure the continued growth of Literacy Green Bay by providing a reliable source of funding for the organization. Every dollar donated and invested grows, to ensure our students and families will flourish for years to come.

I urge you to join me and donate today! Give back to a cause that helps bring success to adults in our community. Greater Green Bay Community Foundation website: <https://www.ggbcf.org/> (keyword search: literacy). For more information about Literacy Green Bay, please contact Executive Director Robyn Hallet at rhallet@literacygreenbay.org

A handwritten signature in black ink that reads "Kathy Rohde".

Kathy Rohde
Board President



Dear Friends of Literacy,

This 2018-2019 report marks Literacy Green Bay's fifth annual report! We hope you are continuing to find these annual reports to be informative and beneficial. This past program year also marks my first year as the Executive Director, after joining the team in September, 2018. I am so grateful and blessed to be part of this incredible organization which includes outstanding staff, Board of Directors, volunteers, and supporters, who all make our mission of adult literacy possible!

Many times when a new leader takes the helm, people look for new and exciting changes. As I came on-board, I quickly learned that our limited resources (staffing, financial, space, etc.) would prohibit the addition of big projects or new endeavors.

Furthermore, thanks to my predecessors, I stepped into an organization that was already well-run and well-respected. My initial objective as a new Executive Director was not to make major changes within my first few years, but rather to continue to fulfill our mission in the most efficient ways possible. I fully recognize that no organization can be all things to all people, and that our strong, but small staff could not be asked to do more without a corresponding increase in resources. For this reason, this letter does not contain a list of significant changes or accomplishments of the past year. Instead, I am proud to report that in this recent fiscal year, Literacy Green Bay has continued to operate as the same incredible non-profit that the community has come to know and love. We continue to efficiently operate our core programs of English Language Learning classes, College & Career Readiness classes, Adult Tutoring, and Family Literacy, serving hundreds of hardworking and committed learners. We work hard every day to ensure that the generous contributions from throughout the community are put to the best use, making a difference in the lives of our learners and their families!

I thank you for all that you do to make Literacy Green Bay the phenomenal agency that it is. We are fortunate to have so many dedicated volunteers, advocates and supporters like you! We hope you will spread the word about us to your family, friends, colleagues and others who have a passion for literacy and empowering families. I would be happy to meet with and provide a tour to anyone who wishes to learn more about our services or become a tutor, board member or other volunteer.

In gratitude,

A handwritten signature in black ink that reads "Robyn Hallet".

Robyn Hallet
Executive Director

2018-2019 BOARD OF DIRECTORS

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Kathy Rohde
WEAC 3

VICE-PRESIDENT

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Rachel Juley
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*New Board Members who
joined Board as of July, 2019:*

Michael Fox
Schreiber Foods

Sarah Krier
Breakthrough Fuel

Nan E. Williams
Retired from WEC Energy Group

Lori Fricke
PAi

Sarah Griffiths
Grzeca Law Group

Barabara Koldos*
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Dennis Wojahn*
Retired CPA/Attorney

Noah Jenquin
Barnes & Noble Booksellers

Tim Heinrich
Nicolet National Bank

Steve Rewolinski*
Johnson Financial Group

asterisk ()
denotes outgoing board members
who ended as of June, 2019*

Christine Pasqualucci
American Family Insurance

Katie Hess*
Big Brothers Big Sisters

Thomas Rohan
Davis & Kuelthau, S.C.

Travis Vanden Heuvel
Tittletown Publishing



STAFF

Robyn Hallet
Executive Director

Jim Polar
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Betsy Hanson
Program Manager-ELL Classes

Kelly Severson
Program Manager – Family Literacy

Laurie Laurent-Hyland
Computer Lab Instructor

Liz Brinks*
Adult Tutoring Program Coordinator

Ann Leurquin
Office Coordinator

Molly Carey*
Marketing & Special Events Coordinator

Shelly Nicholson
CCR Instructor

Asterisk () denotes staff members who
have recently moved on from Literacy
Green Bay to pursue careers elsewhere*



Welcome to:

Mary Safranski – new Adult Tutoring Program Coordinator
Anja Marshall – new Marketing & Special Events Coordinator



Alessandra Cudicio (Adult Learner Award)

Sponsored by Schreiber Foods

This award honors an adult learner within our Adult Tutoring Program in recognition of significant achievements as a result of increased literacy.

Alessandra Cudicio was born and raised in northern Italy where she earned a Bachelor's Degree in nursing. In 2012, her husband was offered a job transfer to the United States and their family resettled in De Pere. Although Alessandra had some prior English education, her need to communicate daily in English led her to Literacy Green Bay. She was matched with a tutor who has remained with her for the past five years. Her tutor has been impressed by Alessandra's friendly personality, motivation to learn, and intelligence. Two years ago Alessandra began studying as a Para-educator at NWTC and just graduated this past May with an impressive 4.0 GPA! Alessandra is now ready to take on the challenge and privilege of helping youngsters succeed in their own educational goals!

ADULT TUTORING

STATISTICS:

43 new tutors were trained and matched in 2018-2019

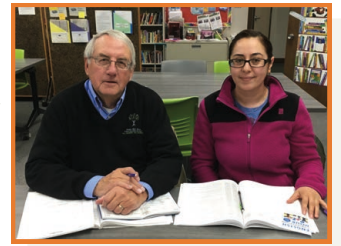
229 active tutoring pairs in 2018-2019 program year

53% of tutors have tutored for 3 or more years

5% of tutors have tutored 20+ years

71% or 105

Learners advanced a grade level and / or met a personal goal while working with a tutor



ADULT TUTORING PROGRAM SUPPORTED BY FUNDING FROM:

Brown County United Way
The Greater Green Bay Community Foundation & its donors
Private Family Foundations
Green Bay West Rotary Club
National Book Fund of ProLiteracy

COLLEGE AND CAREER READINESS

Literacy Green Bay began offering the College & Career Readiness Class Level 1 in August, 2018 as a result of our new collaboration with Northeast Wisconsin Technical College. This course, formerly known as GED Prep-1, helps learners fully develop both the academic and digital literacy skills they will need to successfully transition into more rigorous CCR 2 & 3 coursework at the NWTC campus. The goal upon completion of CCR 3 is learners' completion of their GED® certification. This once-per-week, 3-hour class is offered 3 times per week, morning and evenings.

STATISTICS:

31 students enrolled in CCR1 in 2018-2019 program year

7 students completed CCR1 and advanced to CCR2 at NWTC

CCR PROGRAM IS SUPPORTED BY FUNDING FROM:

Brown County United Way
Greater Green Bay Community Foundation & its donors
Private Family Foundations
Wisconsin Technical College System

FAMILY LITERACY

Family literacy programming is a two-generation approach to tackling the issues of illiteracy and poverty. Parents and their children attend classes together so that these parents can dedicate time to study for the GED they need for employment and higher education, and their children attend nurturing early learning classes and preschool to acquire the skills they need to be successful in school. 30 families were served in the Children First Family Literacy program, a collaborative program of Literacy Green Bay, NWTC, the Green Bay Area Public Schools, and Howe Community Resource Center.

STATISTICS:

15 adult CFFL students took a total of

31 GED subject tests.

5 adults earned their GED in the 2018-2019 program year

100% of children were found to be meeting or exceeding age-appropriate developmental milestones

91% of children were on track to develop academic and social skills necessary to successfully enter school

FAMILY LITERACY IS SUPPORTED BY FUNDING FROM:

Dollar General Literacy Foundation
Byron L. Walter Family
Greater Green Bay Community Foundation and its donors
Department of Children & Families Grant through Wisconsin Literacy
Kaap Charitable Trust
American Family Insurance Dream Foundation
Green Bay Optimist Club



"My experience in the Family Literacy program has been great! When I started, I had a lot of mixed feelings -- I was nervous and unsure about going back to school as an adult. But then I was greeted by my teacher, who made me feel welcome and told me from the very first day I could do anything I set my mind to! Working in this program alongside my children has been a blessing; my youngest daughter loves 'coming to school' with mom!" - Korean H.



Alma Lopez

(Outstanding Children First Family Literacy Graduate)

Sponsored by Nicolet National Bank This award honors a GED graduate from the Children First Family Literacy program who has transitioned into post-secondary schooling, obtained better employment or is a positive role model for fellow classmates. The 2019 recipient is Alma Lopez.

Determination. Motivation. Redemption. These words describe Alma's participation in the Children First Family Literacy program. She joined the program in September of 2018 deeply determined and highly motivated. As she worked hard to study and pass the required GED tests, she also shared the support, encouragement and enthusiasm she received with the rest of her class. The positive energy she brought into the classroom was truly inspiring. In only two short months, Alma received her HSED! Alma is passionate about education as well as the rights of all citizens. She believes in paying it forward, which she will certainly do, as she plans to study nursing and eventually become a nurse practitioner specializing in women's health. When asked to describe the Children First Family Literacy program, Alma says, "It is a healthy, fulfilling, supportive and welcoming place, a place where you can redeem yourself."

ENGLISH LANGUAGE LEARNER CLASSES



Kathy Cornell

(Lifetime of Literacy Award)

Sponsored by Quality Insulators

The Lifetime of Literacy Award honors an individual who has been directly involved with the work of Literacy Green Bay for 20 years or more. The 2019 recipient is Kathy Cornell.

Kathy's career-long dedication to literacy has made Literacy Green Bay into the high-quality, well-respected non-profit organization that it is today. Her creativity and foresight led to countless positive changes that benefit our community's adult learners. Among them are Literacy Green Bay's accreditation through ProLiteracy, our classroom remodeling project completed in 2017, and the newly enhanced collaboration with Northeast Wisconsin Technical College. Kathy's leadership earned United Way's Excellence in Nonprofit Leadership Award as well as the Ethics in Business Award both in 2014. Kathy's fingerprint is clearly visible within every part of Literacy Green Bay. Generations of future learners will benefit from Kathy's commitment and enthusiasm for adult literacy!

Literacy Green Bay offers four levels of English Language Learning Classes from a pre-literacy level, designed for learners who haven't had formal education in their native language, up to Level 2 at which time students can engage in conversational English and read and write basic paragraphs. Through a collaboration with NWTTC, students who test beyond Level 2 transition to NWTTC where they can continue their ELL studies through Level 6, then continue on for higher education. We offer classes both mornings and evenings, for 45 weeks per year. Classes are open-enrollment, meaning new students can join when they are motivated and ready to begin their journey to English literacy.

STATISTICS:

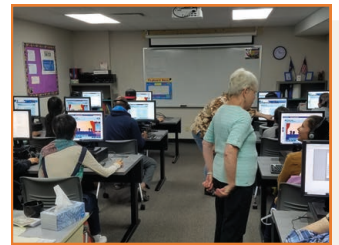
454 students

enrolled in

12 ELL classes

20% advanced

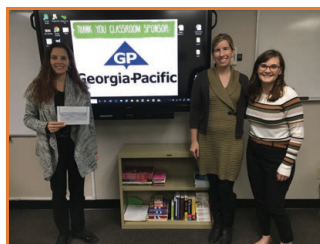
a level during the program year



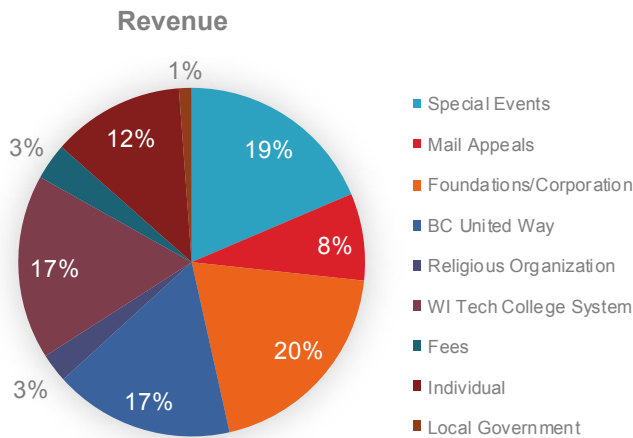
ELL CLASSES SUPPORTED BY FUNDING FROM:

Brown County United Way
Catholic Relief Services Operation Rice Bowl
Greater Green Bay Community Foundation & its donors
Green Bay Packers Foundation
Green Bay Rotary Club
Little Rapids Corporation/Egan Family Foundation
Resurrection Parish
Wisconsin Technical College System

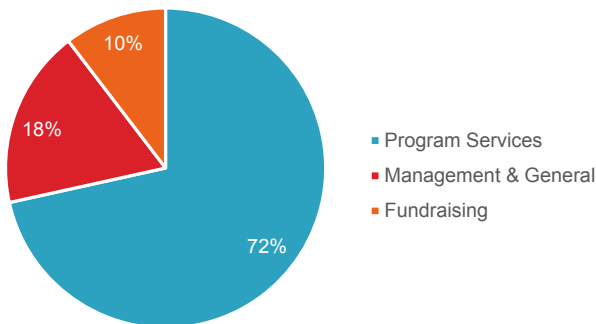
A SPECIAL THANK YOU TO OUR CLASSROOM SPONSORS: GEORGIA-PACIFIC FOUNDATION AND SCHNEIDER FOUNDATION



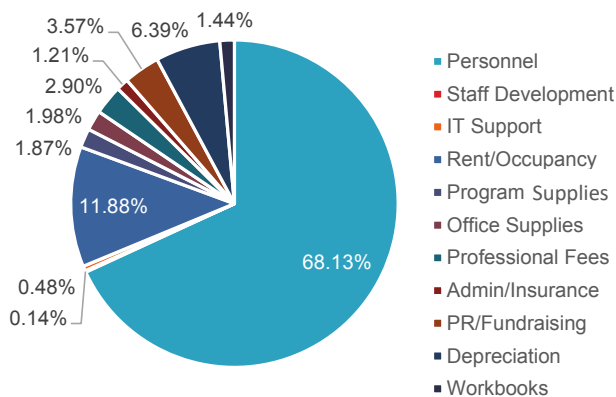
FINANCIAL STATISTICS



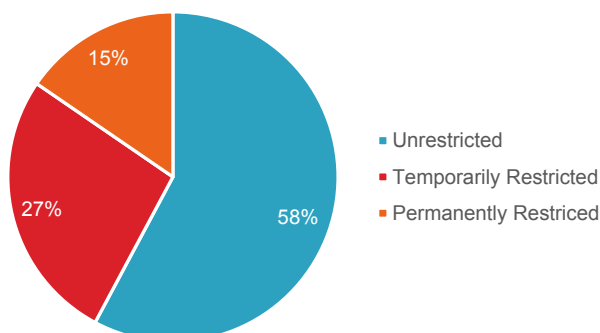
Functional Expenses



Expenses



Net Assets at End of Year



"I have just started as a tutor at Literacy Green Bay. The required training program provided me with the information, tools, and confidence I needed to begin working with my first learner. She is a mother of 5 who desperately wants to improve her English speaking, reading and writing skills and has dreamed of getting an education her entire life. I am finding this to be such a rewarding experience. It is truly a privilege to be working with Literacy Green Bay to provide this much needed service to the people of our community."

Cheryl Frohlinger

Literacy Green Bay is ethical, transparent and accountable in its financial matters. An annual audit is performed and copies of the organization's financial statements and Form 990 are available on Guidestar and upon request. Literacy Green Bay again received Top Rated Non-Profit status by Great Non-Profits in 2019.

Literacy Green Bay is grateful for the generosity of the community in its support of our programs and services. Did you know that Literacy Green Bay maintains an endowment fund with the Greater Green Bay Community Foundation or that your donation may be designated for a specific purpose or program? Contact our office if interested in investing in our future or making a planned gift.

LEARNER STATISTICS

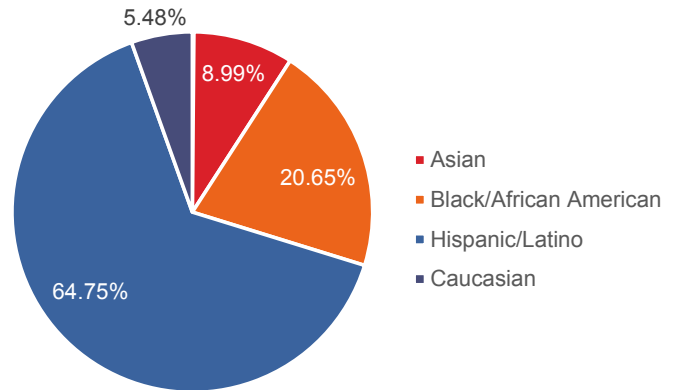


Elizabeth Cosme Antonio
(Outstanding English Language Learner of the Year)

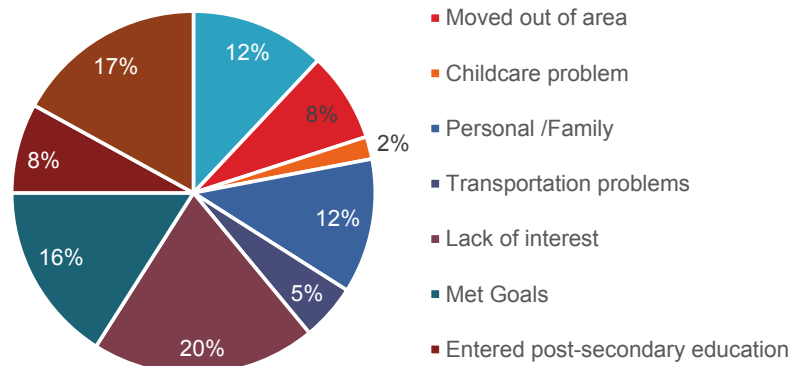
Sponsored by
American Foods Group

Elizabeth is an outstanding student who attends twice weekly ELL classes and also meets regularly with a tutor. Her ELL teacher nominated her because she is driven, dedicated, and determined. Elizabeth approaches her studies with a professionalism unlike other students. Her dedication is evident in her attendance record: she has amassed almost 260 classroom hours, more than any other student in her class! Her consistent attendance has propelled her learning, as she has progressed through the Pre-Level 1 class all the way to Level 2 where she is today. We know she won't be in Level 2 for long, as her quick learning will soon advance her to the next level. Elizabeth's quiet, steady determination sets her apart as a great role model for both students and instructors alike!

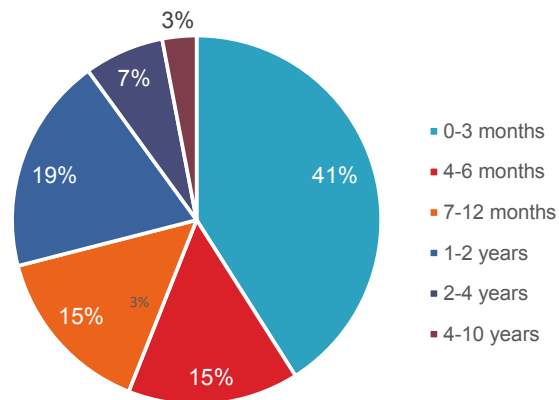
Race/Ethnicity



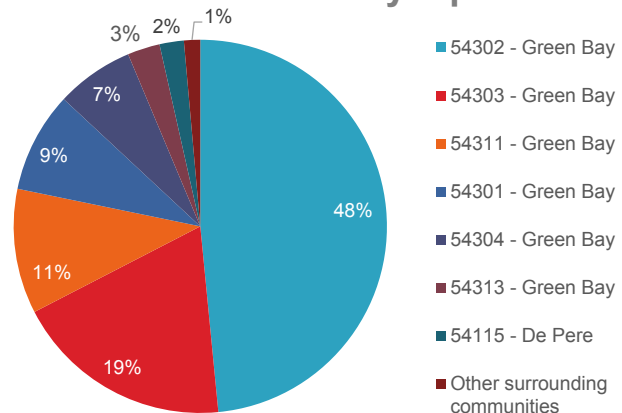
Reason for Exit



Length in Program



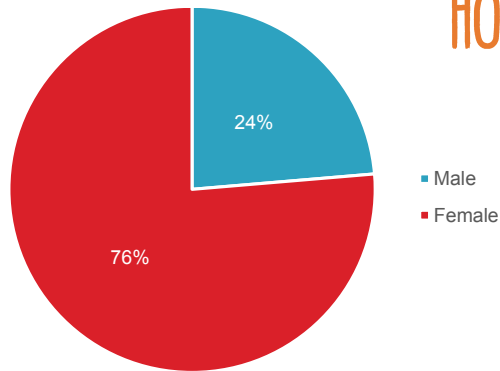
Student Residence by Zip Code



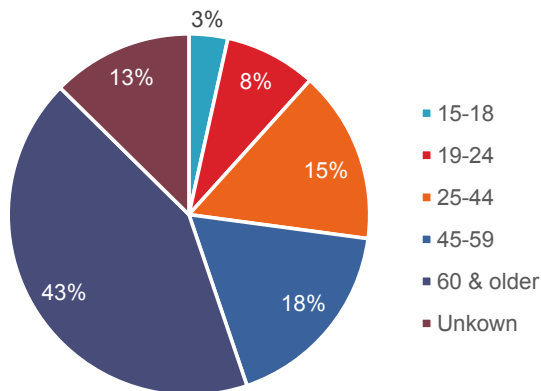
VOLUNTEER STATISTICS

**TOTAL VOLUNTEER
HOURS = 11,705**

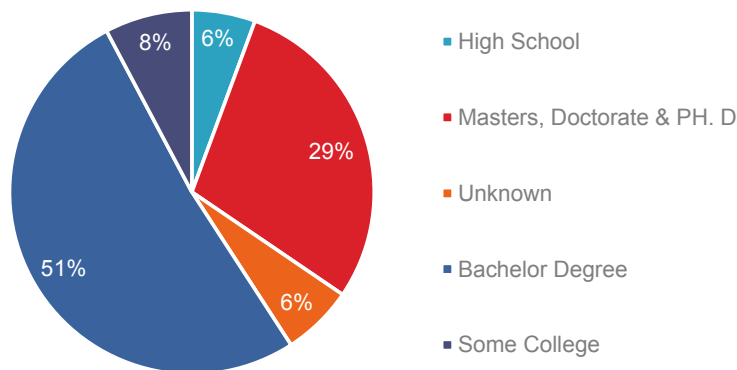
Gender



Age



Education Level



Sandy Olszewski and Sue Stackhouse

(Evie Jensen Spirit Award)

Sponsored by Associated Bank

This award recognizes the joyful and compassionate spirit of our late friend and first employee of Literacy Green Bay, Evie Jensen. The 2019 recipients are Sandy Olszewski and Sue Stackhouse. Sandy and Sue have one of the toughest – yet most rewarding- jobs at Literacy Green Bay. They team-teach the Pre-Literacy English Language Learning Classes, designed for learners who have had little to no formal schooling. Many of them are Somali women and are refugees with limited exposure to the written word, even in their native language. Sandy and Sue patiently instruct the learners on how to properly hold a pencil, trace written letters, pronounce sounds, count money and tell time. These dedicated volunteer teachers commit a combined average of 12 hours per week to their learners, with whom they often develop a close bond: instructors and students alike learn to communicate in ways beyond the spoken word! Sue and Sandy are deserving of this award due to their unending patience and dedication.

INTERESTED IN VOLUNTEERING WITH LITERACY GREEN BAY?

Contact our office. We always have a need for tutors. We also utilize volunteers as classroom aides, childcare assistants, office aides and board members.

17TH ANNUAL SCRABBLE BEE

Our 17th Annual Scrabble Bee was held
Thursday, February 28, 2019
at The Swan Club at
Legends Brewhouse in DePere.

*Congratulations to our
winning team and runners up:*



1ST PLACE—Northeast Wisconsin Technical College



2ND PLACE—Cellcom/Nsight Telservices



3RD PLACE—Mom's Team

EVENT SPONSORS



BOARD SPONSORS



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Wipfli
Prevea
CLA (Schenck)
The School House
Grzeca Law Group S.C.
The Granite Company

HOW TO BECOME A BUNDLE SPONSOR?

We hold three main fundraising events throughout the year in support of our mission. Events like our Scrabble Bee, Award & Appreciation Breakfast and Walk for Literacy allow us to bring together students and sponsors for a little fun and camaraderie. You can sponsor these events individually or bundle all three to help Literacy Green Bay fund programs that help adult learners acquire the skills needed as parents workers and community members.

Sponsoring each separately: \$5,100
Bundle all three: \$4,500



6TH ANNUAL AWARDS & APPRECIATION BREAKFAST

Our 6th Award and Appreciation breakfast was held at Legends Club at Lambeau Atrium on June 12, 2019 with Tom Zalaski, WFRV-TV Channel 5, as our emcee. Besides the awards mentioned prior, the following awards were also presented:



Quality Insulators, Inc. (Literacy Partnership Award) Sponsored by Green Bay Packers

Quality Insulators has been a faithful supporter. Their financial support and advocacy over the past 23 years, including membership on our Board of Directors, has remained steadfast despite changes in ownership, a time when many businesses decide to change the direction of their charitable giving. Quality Insulators' commitment to exceeding expectations is clearly displayed in all aspects of their business, including their benevolent contributions. Literacy Green Bay is grateful for their support and is proud to add to Quality Insulators' growing list of awards for excellence!



Rashad Cobb (Irene Daniell Kress Literacy Advocate Award) Sponsored by The George Kress Foundation

This award, named in honor of Billie Kress, honors an individual, company or institution that promotes literacy in our community. Rashad Cobb first joined Literacy Green Bay's Board of Directors in 2010. The organization made such an impact on him that when his term expired he promised he would be back. He kept that promise by re-joining the Board after a one-year absence. Although his Board membership recently ended, he remains an unwavering supporter of Literacy Green Bay's mission of adult education. Rashad continuously advocates for Literacy Green Bay, encouraging corporate support and donations as well as personal involvement by individuals he knows. When people talk to him about their desire to get involved in the community, his first suggestion is always to become a tutor with Literacy Green Bay! Thank you, Rashad, for all you do for Literacy Green Bay!



Citizenship Scholarship Recipients Sponsored by Green Bay Area Exchange Club

Since 2005, the Green Bay Area Exchange Club has awarded citizenship scholarships to Literacy Green Bay students who are realizing their dreams of becoming United States citizens. The Citizenship Scholarship winners must meet certain eligibility requirements and submit essays on "What it Means to Me to Be a US Citizen." Our 2019 recipients are Xochitl Sierra, Cristina Sandoval, and Tamara Guillen.

WALK FOR LITERACY — Bay Beach Wildlife Sanctuary

The event on Saturday, September 7 at the Bay Beach Wildlife Sanctuary on a beautiful sunny day was a success due to the enthusiasm of 115 walkers, dozens of volunteers, and generous supporters like you. We raised over \$1,300 to support our adult and family literacy programming for the upcoming year!

The walk was to raise funding so:

- more adults will have opportunities to learn English
- more individuals will obtain their GEDs
- more parents will be able to help their kids with their homework
- more people will obtain better jobs (or maybe even just a job!)
- more families will have the skills to succeed.



DONORS



Business Recognition Luncheon Tuesday June 4, 2019

Literacy Green Bay was privileged to have been awarded the Greater Green Bay Chamber of Commerce's 2019 Special Accomplishments award, in recognition of the obstacles overcome to make our classroom renovation possible 2 years ago. We are so thrilled to have received this acknowledgement that benefits our learners so much.

Room Sponsors

Georgia-Pacific
Foundation, Inc.
Schneider National
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Benefactors (\$5,000 & Above)

American Family Ins. –
Dream Foundation Inc.
Brown County United Way
Byron L. Walter
Family Trust
City of Green Bay
Dollar General Literacy
Foundation
Greater Green Bay
Community Foundation
Green Bay Packers
Foundation
Irene Danielle Kress Trust
KaaP Charitable Trust
Little Rapids Corp-Egan
Family Foundation Inc.
Quality Insulators, Inc.
Schneider National
Foundation Inc.
Seek Careers Staffing
Shopko Foundation
The George Kress
Foundation
Van Drisse, Joseph &
Sarah Charitable Trust
Weyers Family
Foundation, Inc.
Wisconsin Public Service
Foundation
Wisconsin Technical
College System Board

Partners (\$1,000 - \$4,999)

American Foods
Group LLC
Ameriprise Auto &
Home Insurance

Associated Bank
Breakthrough Fuel LLC
De Pere Christian
Outreach
Mike Devereux
Green Bay Preble Optimist
Foundation Inc.
Hemophilia Outreach
Center
JBS/UFCW Local 1473
Jim Hinckley
Rachel Juley
Johnson Financial Group
Rosemary Jonas
Nicolet National Bank
Norman Miller Family
Foundation Inc.
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PJ Hedeem & Children
Foundation
Premonstratensian Fathers
Peter & Luann Thomson
Schreiber Foods Inc.
Jim & Kathy Wochinske
Dennis & Karen Wojahn
Mary Zaborski

Champions (\$500 – \$999)

Capital Credit Union
CliftonLarson Allen
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Dean & Kathy DeBroux
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Advocates (\$100 - \$499)

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Luna Coffee LLC
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Andrew Martinelli
Mike & Kate Meeuwsen
Thomas Meinz
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Heather Mueller
Mary Mullins &
Mike Baenen
Joseph Murphy
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Dennis & LaVon Rader
Eric Rebman
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Laura Riley
Chris Rosera
Ron & Maureen Roup

The Mail Haus -Gordon
& Deb Runnore
Dick & Kathy Rupiper
Kevin & Debbie Schwab
Linda Schwallie
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