To create opportunities for people and communities to reduce poverty and increase self-sufficiency.
Our Mission:

To create opportunities for people and communities to reduce poverty and increase self-sufficiency.

Dear Friends,

ADVOCAP is pleased to present its 2017 Annual Report to the Community. ADVOCAP works to "Create Opportunities for People and Communities to Reduce Poverty and Increase Self-Sufficiency." In the pages that follow we provide a brief summary of the opportunities that we provided for individuals in our three county area. The year 2017 was characterized by increased need, and some increased services along with some increased investment in our communities with community partners.

Most low income people are working at least one job. During 2017, the unemployment rate reached near all time lows, while at the same time more of workers were unable to make ends meet.

During 2017, the number of homeless families that ADVOCAP worked with increased by 56%. More homeless families received training and more homeless individuals increased their income. ADVOCAP provided an increased number of rides in its Volunteer Transportation Program in partnership with Winnebago County and had a 13% increase in the number meals served to Seniors in Winnebago County.

ADVOCAP’s partnerships in creating affordable housing in 2017, included the completion Parish School Apartments in collaboration with the Commonwealth Corporation and construction of a Youthbuild project in collaboration with the City of Oshkosh. ADVOCAP also developed a shared database for the Oshkosh hub collaboration during 2017.

ADVOCAP is a locally controlled, private not for profit corporation that seeks solutions to poverty at the local level in Fond du Lac, Winnebago and Green Lake Counties. We work here with you and partner organizations to achieve results. Our corporate decisions are made by a local board of directors with representatives from local government, local community leaders, and low income people who live here. We are your Community Action Agency.

We are grateful to our public funders, private donors, volunteers, and collaborative partners for supporting our efforts in providing solutions to poverty. With their help, we will continue to work toward reducing poverty and increasing self-sufficiency in the future.

Sincerely, on behalf of the ADVOCAP Board of Directors and Staff,

Michael Bosertz  
Executive Director

Connie Anderson  
President, Board of Directors

HOME ENERGY CONSERVATION

ADVOCAP’s Weatherization Assistance Program and Home Energy Plus Furnace Program reduce poverty and permanently increase the self-sufficiency of households by reducing the burden of high energy costs and providing emergency heating assistance for households that struggle to afford other necessities.

“This last year I was very worried about that old furnace. Thank you for taking the fear away. Everyone was very kind – we will be very comfy this winter.” - Beverly

“Thank you for everything that was done. I really appreciate it. I know my heating bill will be cheaper in the years ahead”

- Susan

“This is an excellent program and I appreciate the help at a time of need!”

- Whitney

“Thank you so much. My life has improved with some increased investment in our communities with community partners.

The benefits from these investments in weatherization are both immediate and long-lasting: housing made more affordable and more comfortable, the reduction of our national carbon footprint, improving America’s energy security, and the creation of sustainable skilled jobs that can not be outsourced. The Weatherization Program also benefits small businesses which partner with ADVOCAP to provide services. Nationally, Weatherization Assistance Programs continue to be a catalyst for innovation in residential energy efficiency and 89% of the materials used in our home retrofits are made in the United States.

HOME ENERGY PLUS FURNACE PROGRAM

The Home Energy Plus Furnace Program is a year round program that provides assistance to low-income homeowners when their primary heating system no longer provides adequate heat, is inoperable, or becomes unsafe. This program reduces cases of homelessness and the demand for transitional housing during these emergency situations.

SAFE, DECENT, and AFFORDABLE HOUSING:

329 households received limited or full weatherization of their homes.

EMERGENCY NEEDS

165 households received an emergency repair or replacement of their heating system.
AFFORDABLE HOUSING

Having affordable housing provides stability to the lives of people everywhere. It is a key element of a healthy, strong & secure community. ADVOCAP is proud to provide multiple housing programs in Fond du Lac, Green Lake and Winnebago Counties.

HOMELESS SERVICES

Homeless Services works with homeless persons in developing a plan to address their barriers in finding and keeping housing. By providing assistance and connecting them to community resources, households are able to create a positive strategy to maintain stable housing.

RENTAL PROPERTIES

Rental Properties owned by ADVOCAP are available to low and moderate income persons and families. These agency owned units are specifically to house persons coming out of homeless shelters and persons with disabilities.

AHEAD

The AHEAD program provides financial assistance to households who are at risk of foreclosure. It is intended to assist households who have a setback in their lives where they have been unable to pay their mortgage for a period of time due to a life situation, but are now able to move forward, but just can’t make up the amount past due. ADVOCAP is able to assist in paying mortgages, taxes, insurance and past due utilities. Providing this assistance allows households to move forward with their lives and keeps people in their homes.

FRESH START AND YOUTH BUILD - FOND DU LAC/OSHKOSH

Fresh Start and Youth Build are similar programs that work with young adults ages 18-24 in improving themselves while they build a house. The participants are provided an opportunity to identify and address their personal barriers, learn employability skills, complete their education and explore their career paths, and improve their community. They learn up-to-date construction skills including Green Building and energy saving features. The finished home is sold to an eligible low/moderate income household.

HOME OWNERSHIP

Home Ownership provides opportunities for people to purchase their own home. There is a required home buyer education program that provides potential home owners instruction about how to be a successful home owner. Information about how to calculate how much they can afford to pay for a house, how to work with financial institutions and real estate agencies, and what to look for in the property itself are all part of the classes. This program may provide down payment assistance to eligible households who are able to obtain a first mortgage with a local lender.

HOME REHABILITATION

Home Rehabilitation funds help homeowners maintain their property, and retain its value. ADVOCAP works directly with the homeowners by performing an inspection, and preparing a scope of work so they know exactly what they are investing in. Although the program is not intended to remodel a home, it may be able to provide assistance with roofs, mechanicals, electrical, windows, and plumbing issues, and bring the house up to health and safety levels. The homeowner chooses from a number of local, reputable, licensed contractors to do the work on their home, and ADVOCAP provides financial assistance in the form of a 0% deferred loan.

BRIDGES

Sometimes, life happens. Bridges is a financial emergency assistance program that provides direct financial assistance to pay for rent, utilities, car repairs, work related items, gas cards or bus passes. This one-time limited assistance is intended to keep households on track, and avoid crisis, and assist people in identifying additional resources that can help them become more self-sufficient.

PASS

PASS (People Achieving Self Sufficiency) is a unique opportunity for Winnebago County residents to work with a coach in assessing their identified barriers to self-sufficiency, and develop an individualized set of goals. Together, the individual and coach will set an action plan to make positive changes in their life, and connect participants with appropriate community resources that may help them make the changes they want to make. ADVOCAP is proud to be part of the hub initiative, and is a designated hub coaching site.
BUSINESS DEVELOPMENT

Businesses Development services help low to moderate income individuals become self sufficient through self-employment. Business Development assists entrepreneurs to start or expand an existing business, buy or sell a business and obtain loans and financing. Assistance is provided to help an entrepreneur create a business plan, financial plan, fiscal management systems and access to business loans. ADVOCAP along with its 17 IGNITE partners received a WEDC (Wisconsin Economic Development Corporation) grant which allowed our group to award 15 grants to local businesses.

In 2017, the ADVOCAP Micro Loan Programs lent $78,700 to entrepreneurs and leveraged over $453,450. ADVOCAP receives micro loan funds from the (SBA) Small Business Association and the (USDA) United States Department of Agriculture to lend to start-up businesses as well as businesses that are expanding and creating jobs. These funds have allowed us to approve over 355 Micro Loans to assist entrepreneurs. It is important to promote a healthy economy through the creation of jobs and businesses to benefit our local economy through taxes and job creation.

FOOD AND NUTRITION

Food security ensures the availability, accessibility and proper utilization of food. Food is a basic human need, yet many are undernourished. Poverty increases the risk of food insecurity, hunger and malnutrition.

Hunger occurs when individuals reduce the number of meals they eat because they can’t afford food. When income is at or below the poverty level, individuals and families may need to juggle what little money they have to meet basic needs such as rent, medicine, utilities, and transportation over buying food. Good nutrition is critical in maintaining an overall physical and mental well-being for all ages. A poor diet is associated with major health risks and illness and could be a threat to an older adults independence.

WORK N WHEELS

The Work N Wheels Program helps employed, eligible individuals and families obtain or repair a vehicle for work related need when public transportation is not a viable option. The program also helps individuals drive legally by assisting to help reinstate driving privileges or car registration.

Transportation to get to work, school, and services is an intricate part of becoming self-sufficient but can be a huge barrier to low income individuals.

Since its inception the WNW Program has put over 390 low income individuals on the road to self-sufficiency by assisting with their transportation needs through vehicle purchases, repairing an other wise reliable vehicle, or helping them reinstate their driving privileges.

Through vehicle purchases, the WNW Program provided 53,260 Work Rides in 2017.

“Great program, I know of others who have used it and it is a great service for people of limited income” RT

THE EMERGENCY FOOD ASSISTANCE PROGRAM (TEFAP)

The Emergency Food Assistance Program (TEFAP) is a State administered Federal Program that provides commodity food on a monthly basis. This food is distributed to nine food pantries, five shelters and one feeding site in Fond du Lac, Green Lake, and Winnebago County. The community based outlets then provide the commodities along with privately donated foods to individuals and families, either for household consumption or through congregate feeding sites. This food and the meals are provided at no cost to households in need. Food is received from all food groups. ADVOCAP has assisted with this program since 1982.

COMMUNITY GARDENS

Community Gardens provide opportunities for individuals and families in the Ripon and Oshkosh area to grow their own fresh fruits and vegetables and decrease their overall household expenses. The gardeners become more self-sufficient and empowered by growing their own food. They also develop relationships with other gardeners and feel part of the community.
EMPLOYMENT AND TRAINING

Securing full-time employment with a living wage is key to helping individuals and families become self-sufficient.

ADVOCAP's Employment and Training Department helps improve access to training and employment opportunities to help individuals:

* explore career options,
* enroll in training and educational programs,
* market themselves to targeted employers or industries,
* overcome employment barriers, and
* receive additional supports (including work experience or on-the-job training), if eligible.

Job Center staff regularly connect with area employers and display current employment opportunities, promote on-site interviews, recruitment, and job fairs. In addition, Job Center staff refers potentially eligible individuals to other ADVOCAP programs and services; and to collaborating partner agencies who offer additional services for veterans, individuals with disabilities, dislocated workers, etc.

Job Center Customer comment:

“After being unemployed for 1 month, I have a new job at an area hospital making a higher wage than my former job.” "All staff was very helpful. I had no computer skills. Lori C. went up and above helping me. I couldn’t have done it without her...” J.F.

WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)

ONE-STOP JOB CENTER RESOURCE ROOMS.

ADVOCAP employees staff the American Job Center Resource Rooms in Fond du Lac and Berlin to provide assistance in the use of comprehensive career development resources available to the general public. Computer workstations with direct links to the Job Center of Wisconsin website, provide a wealth of information for job seekers (including self-paced workshops, tutorials, and other on-line resources) to assist in career development.

ADVOCAP’s Berlin Office and Fox Valley Job Center – Berlin

WIOA ADULT AND DISLOCATED WORKER PROGRAM

Assists low-income adults and dislocated workers to obtain additional training and/or employment. WIOA Career Planners help develop individualized employment plans including resume creation/reviews, interviewing skills, and use of area Job Center resources to build/develop competitive job skills to re-enter the workforce.

WIOA YOUTH PROGRAM

Assists low-income youth ages 14-24 to further their education, gain work experience, develop pre-employment skills, and obtain employment.

ADULT BASIC EDUCATION

Provides individualized basic skills instruction in language arts, mathematics, science and social studies and prepares students to attain a General Educational Development (GED) certificate. Additional coursework in health, civic literacy, employability skills, and career awareness is available for those seeking a High School Equivalency Diploma (HSED). All classes are taught using a “non-traditional”, user-friendly approach by ADVOCAP’s Adult Basic Education Instructor who earned a Masters Degree in this field and maintains a current Wisconsin teaching license.

JOB PLACEMENT SERVICES FOR DISABLED, HOMELESS PERSONS, WIOA YOUTH, ADULTS AND DISLOCATED WORKERS.

Three dedicated employees work with Vocational Rehabilitation program counselors, career planners, and area employers to develop the support systems necessary for participants to obtain and maintain employment.

SKILLS ENHANCEMENT PROGRAM (SEP)

Helps low-wage earners who work at least 20 hours per week obtain better paying jobs that offer access to employer health care by providing short-term, demand-driven, job-focused training. SEP reduces barriers to worker education by helping to pay tuition & fees, books, transportation and child care costs related to attending classes and by providing case management, referral and other support services.
HEAD START

A family-focused comprehensive child development program that provides a variety of learning experiences to children from low-income families and children with disabilities. The primary goal of Head Start is to prepare three to five-year-old children to be successful in elementary school and in all of life's experiences.

CENTER LOCATIONS:

ADVOCAP Building
19 W. First St.
Fond du Lac, WI

First Presbyterian Church
1225 Fourth St.
Fond du Lac, WI

Early Learning Center
923 Minnesota Ave.
North Fond du Lac, WI

Prairie View
W911 State Hwy. 44
Markesan, WI

QUALITY EDUCATION is provided and School Readiness is promoted by highly qualified and nurturing staff to low-income children in positive learning environments. Children receive developmental assessments three times per year which enables our professionals to accurately measure the progress each individual child has achieved. Children consistently show significant advancement in their development each year while attending the program. Each of the licensed program locations participates in the WI YoungStar System and carries the highest 5 Star Rating!

Head Start prides itself on its COMPREHENSIVE SERVICES!

Each family is entirely unique! This is why Head Start provides individualized Family Development Services and every family has a skilled Family Development Specialist. These professionals work directly with families; serving as support, providing and encouraging advocacy, offering education opportunities, and resources. The focus is on building relationships with the family that can successfully carry them on into the school setting and outward into the community.

Partnerships and relationships with parents are crucial. An important purpose of the program is to assist parents in developing and using individual strengths to accomplish personal and family goals. Head Start highlights the role of parents as their child’s first and most important teachers.

Parents of currently enrolled children represent the majority of the program’s decision making Policy Council. This group of elected parents, along with Community Representatives, approve all policy changes, funding applications, and guide the direction of the Head Start program along with ADVOCAP’s Board of Directors.

Nutrition Services include nutrition and cooking activities in the classroom, provide nutrition assessment, counseling, and information to staff and families. During the day, each child will be offered breakfast, lunch and an afternoon snack. Head Start participates in the Child and Adult Care Food Program (CACFP), a federal program that provides healthy meals and snacks. We have talented and friendly cooks that make the nutritious foods taste delicious! Fun family activities teach families how to make healthy foods taste great at home! We encourage many areas of development during meal time too!

Good health is an essential part of each child’s development. This is why Head Start coordinates a comprehensive Health Services program that emphasizes preventative health and safety, well child care and assistance.

Mental Health Services are provided in the nurturing and supportive environment of Head Start by licensed and practiced professionals. The goal is to help each child be successful and promote positive self-esteem. Parents have the opportunity to learn more about specific strategies to help their children and how they interact with their environments. Head Start eagerly joins the team to do what it takes to support children to help them attain agreed upon goals. Families are also welcome to meet individually with a mental health consultant to discuss concerns.

ADVOCAP’s Head Start Program is supplemented by valuable School District Collaborations as it serves 13 school districts and directly collaborates 4-year-old Kindergarten (4K) programming with 4 districts (Berlin, Fond du Lac, North Fond du Lac, and Ripon). We also have itinerant district services provided at our centers.

Socialization Experiences are fun opportunities for children AND families to socialize with others, problem solve, strengthen overall development and knowledge, and participate in a variety of activities that helps them become capable, self-confident participants and leaders.

It is customary for ADVOCAP’s Head Start Program to link children and families to other ADVOCAP programs when it is needed and appropriate.
VOLUNTEER SERVICES

ADVOCAP VOLUNTEERS SUPPORT OLDER ADULTS
As people age, they face many significant life changes. They often experience health problems, financial problems, loneliness and isolation, reduced sense of purpose and the death of friends and family. Independence gives seniors a sense of control and comfort in a life filled with uncontrollable changes. ADVOCAP Senior Friends and Transportation Programs, supported by RSVP, helps seniors maintain their independence.

Volunteers provide companionship visits to local seniors, ADVOCAP Senior Friends Program is designed to provide one to one supportive services to individuals over age 60 on a weekly basis. This includes emotional support, companionship and community awareness in an effort to achieve and maintain their highest quality of life and level of independent living. Activities vary and are determined by the volunteer and participant. This is not a care giving role, but an opportunity for companionship and socialization. People who are currently volunteering with Senior Friends find the experience as beneficial to them as it is to the participants they visit.

Volunteers provide rides to seniors. Elderly individuals in Winnebago County participated in a transportation assessment and identified the barriers that stop them from using current transportation options. Long wait times, transit stops not located at desired location, programs that limit the number of trips that can be taken each month, and limited number of providers were the top barriers identified. (2014-2018 Winnebago County Human Services Public Transportation Plan; Dec 2013) Transportation volunteer drivers provide rides to any adult over age 65 who qualifies through the Winnebago Co Aging and Disability Resource Center. Our drivers take participants to places like the grocery store and the pharmacy. They also take older adults out to eat or to the movies. Our goal is to increase the quality of life of the older adults in our community.

ADVOCAP VOLUNTEERS SUPPORT AREA STUDENTS
There is a need in our service area for public school students to receive tutoring services within a school setting due to the increasing number of students who are considered at risk because of poverty.

To assist students in need, RSVP & Foster Grandparent volunteers serve as tutors in Fond du Lac, Winnebago, and Green Lake Counties. Volunteer tutors provide individualized attention, unhurried help, consistent support and the opportunity for inter-generational connection. Activities of a tutor could include: reading, playing games, acting as a role model, listening and talking, or assisting a child with meals or snack. From kindergarten through high school, our tutor volunteers fill a very important role in the schools.

VOLUNTEERS SUPPORT FAMILIES
Volunteers help families to increase food security. Poverty puts households at a higher risk for not being able to meet their nutritional needs more than those who do not live in poverty. Hunger may cause difficulties in both children and adults with physical and mental health as well as problems with behavior and social activities.

RSVP volunteers assist area food pantries & their participants by picking up donations from area businesses. Others work in meal sites and help with set up, clean up and serving customers.

Volunteers help bring families together. Creating a bridge between children and their birth parents is vital. Winnebago County staff, children in foster care and their families depend on ADVOCAP Transportation volunteer drivers to provide rides to and from parental visitations and counseling sessions.

Volunteers help families meet their housing needs. The high percentage of people paying more than 30% of their income on housing costs in our service area demonstrates a need for simple, decent and affordable housing. Lack of affordable housing can prevent families from meeting other basic needs including health and nutrition.

RSVP volunteers serve at local Habitat for Humanity projects, building homes for low-income families and supporting local Re-Stores.

RSVP Volunteer Bob Serving at Oshkosh Area Community Pantry.
RSVP Volunteers Mike and Laura helping to build a home in Oshkosh.
RSVP Transportation Volunteer Drivers: Dick, Jim, Nia, Frank and Joey.

ADVOCAP Transportation Program volunteers provide transportation for those in need to scheduled appointments (medical, nutritional, court, agency, etc) as requested by the Department of Human Services (DHS) in Winnebago County.

ADVOCAP’s Senior Friends Program volunteers age 18 and older provide friendship, companionship, and support to persons 60 and older living in Winnebago County.

“I am a veteran of Vietnam and enjoy helping my fellow veterans with their physical wellness by taking them to appointments.”

- RSVP Volunteer Driver for FDL Veterans Services
In 2017, ADVOCAP Created Opportunities for People and Communities

SAFE, DECENT, AND AFFORDABLE HOUSING:
583 households obtained or maintained safe and affordable housing
329 units received limited or full weatherization
7 families became homeowners

IMPROVED EMPLOYMENT:
151 individuals obtained employment
89 secured employment with benefits
1,537 new customers assisted with employment support through job centers

BASIC EDUCATION AND TRAINING:
154 adults received GED/HSED education assistance
93 received tuition assistance for post secondary education
65 completed occupational skills training

CHILD DEVELOPMENT:
435 three and four year old children received Head Start services
93% of Head Start children met or exceeded widely held expectations in key proficiencies

FAMILY DEVELOPMENT:
431 households received coaching, and made progress toward self-sufficiency
1.48 young fathers improved parenting skills

TRANSPORTATION:
30 individuals purchased or repaired a vehicle to maintain employment
150,839 rides were provided to adults and children
234 individuals received bus passes

FOOD AND NUTRITION:
126,471 meals were provided to 1,110 older adults
3,000,000 pounds of food were provided to families through 9 food pantries
95 families planted and harvested food from community gardens

EMERGENCY NEEDS:
337 received rent assistance payments to prevent eviction or obtained housing
165 households received emergency replacement furnaces or furnace repairs
84 households received emergency fuel or utility assistance to prevent disconnection

COMMUNITY:
Collaborations and Partnerships: Involved with over 100 other organizations

BUSINESS STARTS AND EXPANSION:
21 low income entrepreneurs started or expanded their businesses
36 jobs were created
45 current business loan portfolio

HOUSING LOANS:
16 loans were provided to rehabilitate homes in need of repair
7 loans were made for down-payment and closing costs for new home buyers

SUSTAINED HOUSING:
92 units of ADVOCAP-owned housing was sustained in our communities

NEW HOUSING DEVELOPED:
2 Fresh Start Program houses were built and sold to low income families
47 Affordable Housing Units at Parish School Apartments

VOLUNTEERS AND SUPPORT FOR NON-PROFITS:
861 individuals volunteered
65,311 hours of service to communities
50 non profit organizations assisted by ADVOCAP volunteers

This report was assembled by ADVOCAP, Inc. on a Regulatory Basis. Our annual agency wide audit was conducted by Independent CPA firm Hawkings Ash CPA's and is available for inspection by contacting ADVOCAP's Finance Director in Fond du Lac. There were no questioned costs on any of the contracts or grants for services administered by ADVOCAP in 2017.
INVESTING IN OPPORTUNITY

Investors & Donors for 2017
Mr. Gerald and Ms. Mary Jean Aspatore
Berlin Area School District
Mr. Tony and Mrs. Barb Beregszazi
Mr. Michael Bonertz
Ms. Kelly Caldera
Mr. Jeffery and Ms. Christa Cardenas
Century Tel, Inc.
CESA 6
Charity Club, Inc.
Church World Service Inc.
City of Appleton
City of Fond du Lac
City of Neenah
City of Oshkosh
Family Connections, Inc.
Federal Home Loan Bank
First Presbyterian Church
Fond du Lac County
Fond du Lac County Dept. of Community Prog.
Fond du Lac County Dept. of Social Services
Fond du Lac County Housing Authority
Fond du Lac School District
Fond du Lac Seventh Day Adventists Co.
Forward Services Corporation
Fox Valley Workforce Development Board, Inc.
Green Lake County
Green Lake County/Ripon Community Fdn.
Ms. Janice Hulderson
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Mr. Bob Kallio
Mr. Eugene and Mrs. Natalie Lambert
Ms. Tanya Marcoe
Marian Manor Redevelopment, LLC
Markesan Lions Club
Ms. Althea Marks
Michels Family Foundation
Mid-States Aluminum Foundation Inc.
National Exchange Bank Foundation
North Fond du Lac School District
Ms. Claire Olig
Oshkosh Area Community Foundation
Oshkosh Chapter Spebsqsa, Inc.
Outlook Group, LLC, Mr. Jeff Conner
Mr. George and Ms. Sherry Rickmeier
Ripon Area School District
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SEEK Careers/Staffing, Inc.
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Ms. Jolene Schry
SSM International Finance
St. Vincent DePaul
ThedaCare-Kids in Crisis-Chat Plunge
Ms. Rita Trader
The Selective Insurance Group Foundation
U.S. Corp. For National and Community Service
U.S. Dept. of Agriculture
U.S. Dept. of Education
U.S. Dept. of Energy
U.S. Dept. of Health and Human Services
U.S. Dept. of Housing and Urban Development
U.S. Dept. of Justice
U.S. Dept. of Labor
U.S. Dept. of Transportation
U.S. Federal Emergency Management Agency
U.S. Small Business Administration
United Way, Fox Cities
United Way, Oshkosh
United Way, Ripon
Mr. DuWayne and Ms. Beverly Verch
Mr. Patrick and Ms. Geri Wang
Winnebago County
WISCAP, Inc.
Wisconsin Dept. of Administration
Wisconsin Dept. of Children & Families
Wisconsin Dept. of Health Services
Wisconsin Dept. of Public Instruction
Wisconsin Dept. of Transportation
Wisconsin Dept. of Vocational Rehabilitation
Wisconsin Dept. of Workforce Development
Wisconsin Division of Energy
Wisconsin Head Start Association
Wisconsin Energy Conservation Corporation
Mrs. Winifred Workun
Mr. Arthur and Ms. Carol Wright
Mr. Arthur and Ms. Sophie Wright
Employee Donations to ADVOCAP’s Diane Mayer Fund
Bridget Bestor
Michael Bonertz
Susan Buechel
LaDonna Combs
Maurice Craine
Michelle De Baere
Jennifer Dehn
Kathy Doyle
Jackie Farr
Lori Fernandez
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Cary Wright
Pheng Xiong
Suzi Zaiki
Aimee Zehren

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How We Provide Services
ADVOCAP services are provided to qualified persons on the basis of expressed and assessed needs and within the limits of grant guidelines. We are committed to providing equal opportunity in all programs, services and activities to persons with limited English proficiency (LEP). Services include providing written translation and oral interpretations, free of cost, to LEP persons to ensure meaningful, accurate, and equal access to programs, benefits, and activities. We make reasonable accommodations for persons with disabilities. No qualified persons shall be excluded from participation in our programs or be denied the benefits of, or otherwise be subject to discrimination in any manner on the basis of age, race, creed, religion, color, sex, physical condition, handicap or disability, developmental disability, association with a person with a disability, sexual orientation, national origin, ancestry, political affiliation, marital, parental or familial status, pregnancy, arrest record, citizenship status, veteran status or any other characteristic protected by law. ADVOCAP is an equal opportunity employer functioning under an Affirmative Action Plan. We make a concerted effort to conduct business with small companies, women and minority-owned businesses, and companies compliant with civil rights law. (Ref. 29CFR Part 471, Appendix A to Subpart A). We have a grievance procedure. If you have concerns or a complaint, please contact ADVOCAP’s Executive Director or Deputy Director.