

Annual Impact: Report to Our Community

2024





Explore the highlights of 2024 at ADVOCAP

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2024 impact stats

This report includes select statistical highlights of program impacts for 2024. For detailed statistics from the last year, see our *Community Impact* insert.

Our mission & vision

ADVOCAP's mission is to create opportunities for people and communities to reduce poverty and increase self-sufficiency.

Our vision is that all low-income and disadvantaged people in our service area will have the opportunities, assets, and tools necessary to obtain the necessities of a healthy and dignified life.



**Serving Fond du Lac,
Green Lake,
and Winnebago
Counties in
Wisconsin.**

Community action in action

ADVOCAP is a **Community Action Agency (CAA)**, part of a nationwide network of nonprofits dedicated to helping people overcome poverty and achieve stability through services like housing support, early childhood education, energy assistance, and workforce development.

CAAs take a **community-driven approach**, ensuring local voices shape programs to meet real needs. CAAs collaborate to share best practices and advocate for policies that support economic opportunities for all.



ADVOCAP is the designated CAA serving **Fond du Lac, Green Lake, and Winnebago Counties** in Wisconsin.

Established in 1966, ADVOCAP has been committed to empowering individuals and families by providing services like housing support, senior nutrition, preschool education, transportation, case management, weatherization, skills enhancement, workforce development, and volunteerism to help our neighbors overcome crises and barriers.

Partnering with over 200 organizations, ADVOCAP works to strengthen communities and the economy through **essential services, workforce development, and volunteer engagement**, improving lives across the region.

Get to know ADVOCAP

ADVOCAP has offices in each of the three counties we support: Fond du Lac, Green Lake, and Winnebago. Visit one of our offices, give us a call, or follow our social media accounts to connect with us.



Office locations

Fond du Lac Office (Main)

19 W 1st Street
Fond du Lac, WI 54935
920-922-7760

Oshkosh Office

2929 Harrison Street
Oshkosh, WI 54901
920-426-0150

Neenah Office

181 E North Water Street
Suite 210
Neenah, WI 54956
920-725-2791

Berlin Office

237 Broadway
Berlin, WI 54923
920-361-9880

Prairie View Center

W911 State Highway 44
Markesan, WI 53946
920-398-3907

Meet the team

Executive Leadership

Tanya Marcoe
Executive Director

Tony Beregszazi
Deputy Director

Joe Lougher
Finance Director

Kelly Mauer
Human Resources Director

Program Directors

Kathy Doyle
Business & Workforce
Development

April Mullins-Datko
Head Start

Becky Heldt
Homeless Prevention

Dawn Paterson
Food & Nutrition

Justin McArthur
Property Services

Lisa Severson
Volunteer Services

Jason Vander Velden
Weatherization

Follow us
on social

Facebook: @advocapwi
LinkedIn: @advocap
Instagram: @advocapinc

 advocap.org

Meet our Board of Directors



Officers

President

Connie Anderson

Vice President

Jay Myrechuck

Secretary

Paulette Feld

Treasurer

Shawn Ross

ADVOCAP'S Board of Directors are dedicated to our mission. Through active engagement, thoughtful decision-making, and careful oversight, they steer ADVOCAP toward success.

ADVOCAP's success is defined by our ability to empower individuals and communities to lift themselves out of poverty, achieve self-sufficiency, and build prosperous futures. By focusing on impactful programs, community engagement, measurable outcomes, sustainability, and transparency, we can make meaningful progress towards our mission and vision of a world free from poverty and full of opportunity.

Directors

Fond du Lac County

Donna Blend, Tami Christian, Sister Edie Crews, Mary Fleischman, Raina Lyman, Jay Myrechuck, Shawn Ross, Gary Will, Michael Will

Green Lake County

Connie Anderson, Joe Gonyo, Nancy Hoffman, Bob Johnson, Danielle Viau

Winnebago County

Gayle Demler, Paulette Feld, Amber Lyn Gilbertson, Brian Hamill, Tonya Hitz, Jeff Lutz, Deb Neet, Karen Powers

Thank you!

Thank you to our Board for your support, dedication, and commitment to our mission over the past year. We greatly appreciate your leadership and service!

Message from our Executive Director & Board President

Dear Community Members,

As we reflect on the past year, we are filled with gratitude and pride for the remarkable progress ADVOCAP has made in 2024. Our mission to create opportunities for low-income individuals and families has been met with unwavering support from our community, and together, we have achieved significant milestones.

In 2024, ADVOCAP continued to strengthen our community through various educational and employment initiatives. Our **Work N Wheels auto loan program** provided reliable transportation to individuals, enabling them to secure and maintain employment. Additionally, our **Adult Education and Skills Enhancement Programs** equipped participants with essential education and skills, paving the way for better job opportunities and self-sufficiency.

Our commitment to families and children remained steadfast. Through the **Head Start Program**, we focused on early childhood education, health, and wellness, ensuring that our youngest community members have a strong foundation for future success. We also extended support to entire families, fostering environments where both children and parents can thrive.

Food insecurity is a challenge we tackled head-on in 2024. Our **Food and Nutrition Program** provided meals to seniors, organized food deliveries to local pantries, and developed community gardens. These efforts ensured that no family went hungry and that our community members had access to nutritious food.

We believe in the power of collaboration. Throughout the year, ADVOCAP increased community engagement and investment, working closely with local organizations and stakeholders to address the needs of our community. Our volunteers, especially those in the **Retired Senior Volunteer Program**, played a crucial role in building a stable community foundation.

Innovation was at the heart of our efforts to combat poverty. The launch of our **Opportunity Center** provided hope and resources to transform lives, offering a range of services designed to help individuals and families achieve self-sufficiency. We also focused on housing stability, ensuring that everyone has a safe and secure place to call home.

As we move forward, we remain committed to our mission. With the continued support of our community, we will create more opportunities and forge new pathways for low-income individuals and families. Together, we can build a brighter future for all.



Thank you for your continued support and dedication to our cause. It is our privilege to work alongside our community and help uplift our neighbors

Tanya Marcove

Executive Director

Connie Anderson

President, Board of Directors

Improving housing stability

Stable housing is the foundation for economic security and community well-being. ADVOCAP operates with the Housing First approach, providing essential support to individuals striving for long-term stability and working to establish access to safe, affordable homes. Through **Down Payment Assistance**, families take critical steps toward homeownership and breaking cycles of poverty. By providing deferred loans for down payments, this program makes homeownership a reality for those who otherwise could not afford it.

For those already in homes but facing financial hardship, our programs like **Foreclosure Prevention** (ended in 2024) and **Homeowner Rehabilitation** offer critical assistance. Foreclosure Prevention helped homeowners navigate financial difficulties and avoid losing their homes. The Homeowner Rehabilitation program provides funds for necessary repairs, ensuring that families can live in safe and healthy environments. These efforts help stabilize neighborhoods and keep communities strong.

ADVOCAP **Affordable Housing** offers quality rental units in Fond du Lac, Green Lake, and Winnebago counties, giving families the stability needed to pursue education, employment, and self-sufficiency. By providing safe, well-maintained rental properties, we help ensure that individuals and families have a foundation on which they can build a more secure future.

In addition to providing stable housing, we work to make homes safer, more comfortable, and energy efficient. **Weatherization, HE+ HVAC, and HE+ Water Conservation Programs** work to lower energy costs and improve homes through assistance such as adding insulation, servicing furnaces, or repairing leaking pipes. ADVOCAP also manages **Wisconsin's Home Energy Assistance Program (WHEAP)** for Green Lake County, which offers financial assistance for heating and electric bills during the heating season.

Our programs to improve housing stability support families in allocating more resources toward education, healthcare, and other essential needs, helping to create long-term financial security.

”
What ADVOCAP has shown me is there are still some people out there that will actually work with you — will actually try. If you're financially struggling, if you need something fixed, they're going to be there for you.

They're going to help you.

- Melody, ADVOCAP Housing Tenant

2024 Snapshot:
Improving housing stability



393
1,171

families received support to maintain stable housing

people living in more comfortable, healthy, and energy-efficient homes due to Home Energy Services

Addressing homelessness

Following the Housing First approach, ADVOCAP believes that individuals need stable housing before addressing issues like employment or substance use challenges. By securing immediate necessities such as shelter and food, people can focus on long-term stability. This approach restores dignity and connects more people to opportunities for healthy, more stable living environments.

Our **Homeless Assistance Programs** provide individuals and families experiencing homelessness with rental assistance and supportive services. ADVOCAP's holistic, individualized case management is a key pillar of our work in addressing homelessness. This includes housing search support, stability planning, referrals for job training, financial literacy, and mental health services.

Temporary financial assistance through our **Community Response Programs** in Fond du Lac, Green Lake, and Winnebago Counties helps prevent evictions and utility shut-offs. Additional supports like clothing vouchers and employment aid — such as bus passes and work attire — ensure individuals can continue to work toward self-sufficiency.

ADVOCAP's financial assistance, case management, and wraparound services help stabilize households and support long-term housing success.

”
ADVOCAP helped me with getting my FoodShare and health insurance, and they helped me look for places to live. . . It's nice to have a sounding board where you can tell people what's going on and they point you in the right direction when possible. I'm proud to now be able to focus my energy on something positive to create a better path for me for the future.

- April, Opportunity Center Participant

Opportunity Center: Bringing services together

In late 2024, ADVOCAP saw a need for a safe, welcoming space for low-income individuals in Fond du Lac to get support navigating the system. Our **Opportunity Center** is the culmination of ADVOCAP's mission in action. We provide a daytime drop-in center where our diverse programs and expertise come together to provide comprehensive, wraparound support.

Whether it's securing stable housing, providing access to mental health supports, guiding individuals through employment opportunities, or helping them obtain basic necessities, the Opportunity Center offers holistic support and resources.

2024 Snapshot:
**Addressing
homelessness**

826

individuals received supportive services to meet essential needs in times of crisis

1,169

individuals received support to maintain stable housing

Increasing food security

Food security is the foundation of physical, mental, and emotional health. When individuals and families don't have to worry about being able to afford their next meal, stress levels decrease, leading to better mental well-being. Consistent access to healthy food also supports physical health, reducing the risk of chronic illnesses and promoting a better quality of life.

ADVOCAP's **Senior Nutrition Program** ensures that elderly and some disabled individuals in Winnebago County receive regular meals, reducing food insecurity and promoting health through nutrition.

Home-Delivered Meals provide healthy meals to homebound individuals, while **Congregate Meals** offer nutritious lunches in a cafeteria-style setting, supporting seniors' independence, health, and social connectedness.

Our **Community Gardens** empower families to grow fresh produce, improving nutrition and reducing grocery expenses. Families not only gain access to fresh foods, but also develop valuable skills in gardening and self-sufficiency, reinforcing the importance of local food sustainability.

For families struggling with food security, **The Emergency Food Assistance Program (TEFAP)** supplies essential foods through local pantries and shelters, reducing financial strain and ensuring no one goes hungry. Families in need can access fresh and non-perishable food items, bridging the gap during difficult times.

The ADVOCAP **Head Start Program** also plays a vital role in supporting food security by providing nutritious snacks and meals to children while they're in the classroom. This ensures that young learners have consistent access to healthy food.



”
I'm homebound and it's a blessing that I get this meal every day. I would have to probably be in a nursing home. . . this way I can stay in my home. What more could you ask for?

- Joyce, Home Delivered Meal Recipient

2024 Snapshot:
**Increasing
food
security**



1,416
175,368

**seniors and children served
nutritious snacks and meals
as part of ADVOCAP programs**

**meals and snacks provided
through our Senior Nutrition
and Head Start Programs**

Building community connections

When people volunteer, they actively engage with their neighbors and support one another, strengthening the community fabric. This sense of shared responsibility and connection helps create an environment where everyone feels valued and empowered, leading to a thriving, connected community.

The **Retired & Senior Volunteer Program (RSVP)** harnesses the skills and experience of older adults to support local nonprofits. Volunteers help students, older adults, individuals with disabilities, families in need, and support many other worthy community causes. RSVP volunteers play a crucial role in building stronger, more connected communities.

Reliable transportation is a key driver of independence and economic security. Our **Transportation Program** removes barriers by providing rides to critical appointments and essential services, ensuring that individuals are able to maintain their quality of life.

ADVOCAP's **Senior Friends Program** volunteers connect with elderly and disabled individuals through visits or phone calls to reduce social isolation and promote independence. Senior Friends help to build a more compassionate and engaged community.

Volunteers with our **Foster Grandparent Program** support school-age children by helping them with academics and offering caring mentorship that fosters success and confidence. When we invest in the next generation, our communities are forever growing stronger.

ADVOCAP's volunteer programs also have profoundly positive impacts on our volunteers themselves. By building meaningful connections and making a tangible difference in the lives of others, volunteers experience a deep sense of purpose, improved mental well-being, and a stronger sense of community.

The gratitude that I've received from a lot of the people is better than a paycheck. . . It's made me feel fulfilled, happier — and in many ways, healthier.

- Dick, Transportation Program Volunteer



**2024 Snapshot:
Building
community
connections**

369

volunteers donated their time to our community as part of our senior volunteer programs

86,221

hours donated in 2024, equating to \$2,747,001 of donated time

Creating workforce opportunities

One pillar of a strong community is an employed workforce. ADVOCAP's **Business Development Program** helps low-income entrepreneurs launch and grow businesses, creating jobs and economic growth that benefit entire communities. By offering training, business plan development, and access to financial resources, this program empowers individuals to take control of their economic future and contribute to local prosperity.

Access to reliable transportation is another critical factor in employment success. Our **Work N Wheels** and **Funds for Fines Programs** remove barriers by providing access to affordable, reliable vehicles and assisting individuals in regaining their driver's licenses. Without reliable transportation, many workers struggle to maintain employment. These programs help individuals reach job sites, attend trainings, and support their families through the confidence of a reliable ride to work.

Our **Workforce Development Programs** support both education and job training to help individuals build sustainable careers. The **GED/HSED Program** helps participants complete their foundational education. Our **Skills Enhancement** and **Nursing Skills Programs** provide financial assistance for training in fields like healthcare, childcare, and manufacturing. These programs not only transform individual lives, they help create pathways to stable jobs and uplift our communities.

ADVOCAP's **Opportunity Center**, a daytime drop-in center in Fond du Lac, works with low-income residents to overcome obstacles to entering the local workforce, among other services provided.

By removing barriers to employment through multiple programs and avenues, ADVOCAP is helping our neighbors achieve self-sufficiency and strengthen the local economy.



”
ADVOCAP helped me buy a reliable vehicle to keep working and support my family... I was also able to get a promotion at my job.

- Alisha, Work N Wheels Participant

2024 Snapshot:
**Creating
workforce
opportunities**

70
187

small businesses started,
maintained, or expanded with
support from ADVOCAP loans

local jobs accessed by recipients
of our Work N Wheels loans

Supporting children & families

ADVOCAP's **Head Start Program** strengthens families and communities by offering high-quality early childhood education at no cost to eligible families. By fostering school readiness, social-emotional growth, and family engagement, we give children the foundation they need to succeed in school and beyond. Our program empowers parents as their child's first teacher, providing tools and resources to create a stable, nurturing home environment.

Through comprehensive services like health screenings, nutrition support, and access to community resources, we address whole-family needs. This ensures children flourish in and out of the classroom.

At ADVOCAP, our mission is to help people achieve self-sufficiency. Head Start embodies this commitment by breaking the cycle of poverty through education and family support.

When children receive a quality early education, they gain the skills necessary for lifelong learning, while their families gain access to opportunities that promote economic stability. Many parents in our program further their own education and are better supported in their careers with the opportunity to stay in the workforce while their child is in school.

The **Foster Grandparent Program** also creates opportunities to enhance child development by providing academic support and mentorship. Volunteers help children with reading, math, writing, and more. This intergenerational connection promotes learning, confidence, and emotional growth, helping children build skills essential for lifelong success. By investing in children and empowering families, ADVOCAP creates lasting change — building better futures and stronger, more resilient communities.

Head Start has helped my child's communication and socialization skills. He can tell me what he needs and what he wants.

As a teacher, the methods I've learned in the classroom have helped my kids tremendously. Head Start has helped me get back into the workforce after I was a stay-at-home mom for eight years.

- Miranda, Head Start Teacher and Parent

”



2024 Snapshot:
**Supporting
children &
families**



359

children provided quality education through our Head Start preschool program

333

families given access to comprehensive support services and engagement activities

Community & Volunteer Service Awards

Each year, the ADVOCAP team nominates outstanding groups, organizations, and individuals for their dedication to serving our community. The **Community Service Award** recognizes groups and organizations committed to Community Action by creating opportunities and removing barriers to self-sufficiency. Their efforts reflect ADVOCAP's mission and demonstrate the powerful impact of addressing economic and social challenges.

The **Volunteer Service Award** honors individuals whose dedication positively impacts those in our community who are striving for self-sufficiency. It celebrates the invaluable contributions of volunteers who generously give their time to support those in need. We thank this year's recipients of both awards for everything they do for our communities every day of the year.

2024

Community Service Award Recipients



Fond du Lac County
Loaves & Fishes



Green Lake County
**Green Lake County
Health Department**



Winnebago County
Wisconsin Warmers

2024

Volunteer Service Award Recipients



Fond du Lac County
Kathleen Koepsell



Green Lake County
Gloria Lichtfuss



Winnebago County
Michael Abraham

Rosalie Tryon Barber Self-Sufficiency Award

This annual award honors ADVOCAP's first Executive Director, Rosalie Tryon Barber, who was appointed in 1965. Her leadership laid the foundation for ADVOCAP's mission to help individuals overcome poverty. The award recognizes individuals who, with ADVOCAP's support, have achieved economic stability and now give back by helping others do the same.

Mindi Multhauf

Mindi Multhauf was nominated for the **Rosalie Tryon Barber Self-Sufficiency Award** in recognition of her perseverance, resilience, and dedication to her family and community. As a participant of multiple ADVOCAP programs, her journey highlights a strong commitment to self-sufficiency despite significant challenges.

At 17, Mindi was expelled from high school for living independently as a minor, despite being on track to graduate early. Undeterred, she earned her High School Equivalency Diploma (HSED) through ADVOCAP. She later became a young mother of three, relying on ADVOCAP services for weatherization, job support, and Head Start education — including early intervention for her son Ethan's developmental challenges.

Financial stress, along with other stressors, led to the dissolution of her first marriage after the birth of her fourth child. Despite these challenges, Mindi persevered, stating she wanted to become self-sufficient and had a strong desire to break the cycle, as she didn't want her kids to struggle. Mindi met her now-husband of ten years, Matt, who embraced her children as his own. The family moved to Hartford, where they are now homeowners. Mindi launched Sweet Ginger's Sugar Shop, an in-home bakery inspired by her son's nut allergy. At its peak, the business catered over 150 weddings and countless other events, and remains thriving today. She and Matt also founded Cheer Emotion, a pop-up store selling uplifting merchandise, which received positive feedback from the Wisconsin Association of Cheer and Pom Coaches.

Mindi's children, Ethan (19), Hannah (17), Kylie (15), and Leah (14), are all doing great and thriving. Ethan graduated high school with honors, defying early counseling predictions. Kylie recently achieved her long-held goal of joining the police cadet program and was named Rookie of the Year.

Mindi's family is also engaged in the community. Mindi founded and coached a cheer team when no local programs were available, ensuring everyone had a chance to participate. Today, around half of the high school cheerleaders went through her program. Additionally, the family has welcomed a foreign exchange student from Spain for the school year.

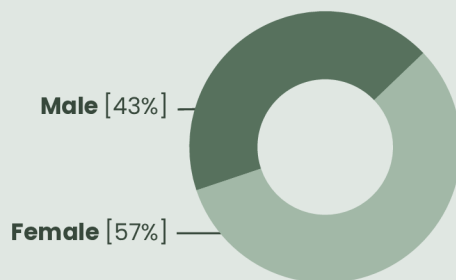
Though Mindi has long since transitioned from ADVOCAP's programs, the lasting impact is evident. Her resilience and dedication to her community make her highly deserving of this award.



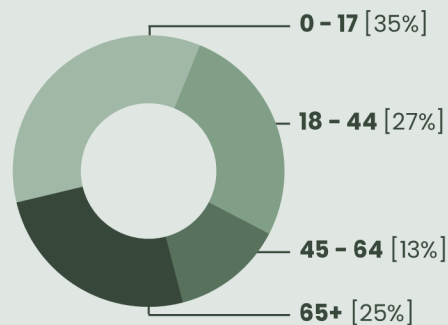
Demographics

Individuals assisted in 2024: 6,486
Families assisted in 2024: 3,099

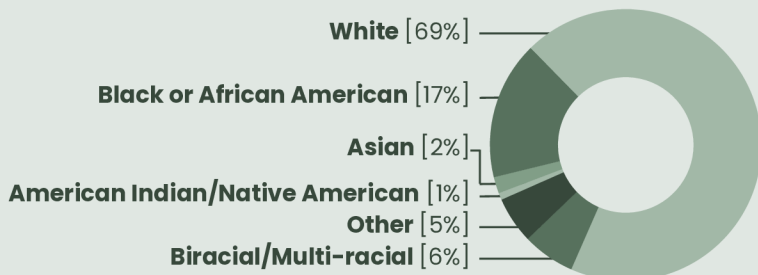
Sex



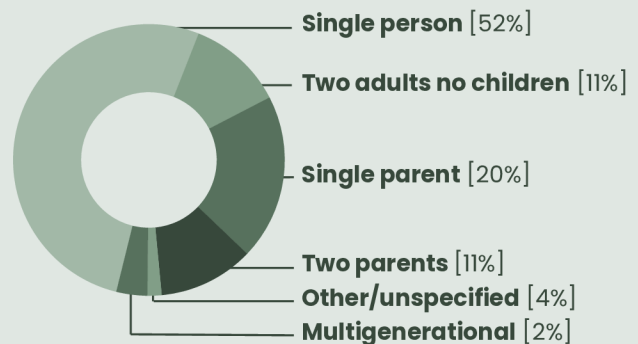
Age



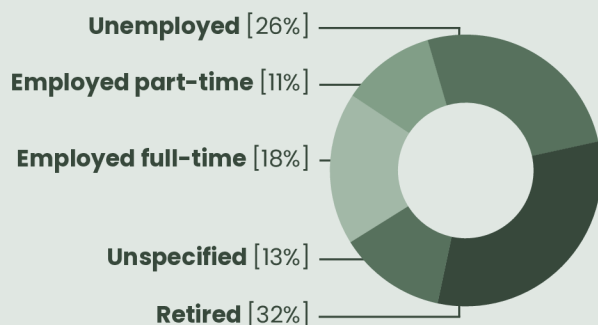
Race



Household

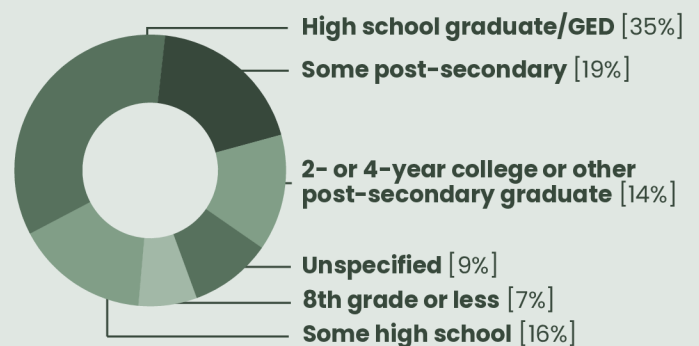


Employment



*employment data reflects individuals aged 18+

Education



*education data reflects individuals aged 14+

2024 financial report

Statement of Financial Position December 31, 2024

Assets	
Cash and cash equivalents	\$1,723,262
Accounts receivable	\$2,073,745
Inventories	\$699,635
Prepaid expenses	\$51,440
Property and Equipment (net)	\$2,015,002
Loans receivable	\$5,351,277
Total Assets	\$11,914,361

Liabilities and Net Assets

Liabilities	
Mortgages and loans payable	\$891,916
Accounts payable	\$498,951
Accrued payroll and other liabilities	\$625,587
Deferred revenue	\$954,048
Program advances	\$884,996
Housing loan liability	\$1,548,128
Total Liabilities	\$5,403,626

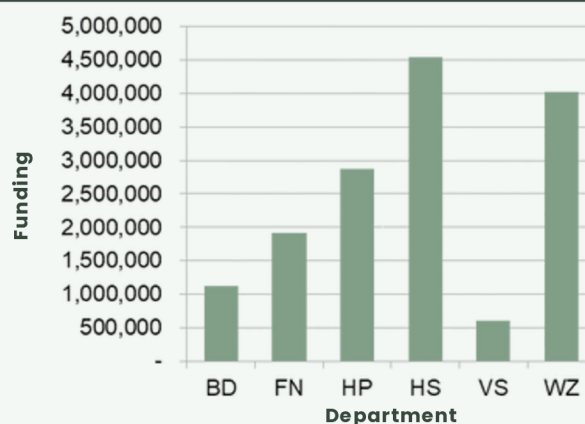
Net Assets

Without donor restrictions	\$1,532,521
With donor restrictions	\$4,978,214
Total Net Assets	\$6,510,735
Total Liabilities and Net Assets	\$11,914,361

Statement of Activities Year Ended December 31, 2024

Revenue	
Government awards	\$14,265,476
Program income	\$792,611
Corporate funds	\$3,185
Investment return	\$98,697
Contributions	\$304,901
Commodities	\$1,718,553
In-kind donations	\$739,065
Total Revenue	\$17,922,488
Expenses	
Program services	\$16,595,976
Management and general	\$1,261,002
Total Expenses	\$17,856,978
Change in Net Assets	\$65,510
Net Assets at Beginning of Year	\$6,445,225
Net Assets at End of Year	\$6,510,735

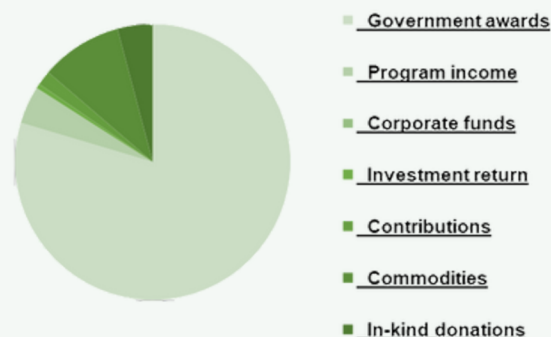
2024 Funding by Program



BD: Business & Workforce Development Programs*	7.41%
FN: Food and Nutrition Programs**	12.75%
HP: Homeless Prevention Programs	19.07%
HS: Head Start Program	30.15%
VS: Volunteer Service Programs	3.97%
WZ: Weatherization Programs	26.65%

*Does not include loan activity | **Does not include commodities activity

2024 Sources of Funding



Government awards	79.60%
Program income	4.42%
Corporate funds	0.02%
Investment return	0.55%
Contributions	1.70%
Commodities	9.59%
In-kind donations	4.12%

This report was assembled by ADVOCAP, Inc. on a Regulatory Basis. Our annual agency wide audit was conducted by Independent CPA firm Hawkins Ash CPAs 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 2024.

Thank you to our partners

2024 Investors & Donors

Adams Rib Bar & Restaurant, LLC	Fond du Lac School District	Oshkosh Kids Foundation	U.S. Small Business Administration
Associated Bank	Forward Services, Inc.	Raymond and Sally Zeinert	United Community Services, Inc.
Barbara & Peter Stone Family Foundation	Fox Cities United Way	RBH Enterprises, Inc.	United Cooperative
Basic Needs Giving Partnership	Green Lake Co./Ripon Community Foundation	Sara Krueger-Kuengler	Winnebago County
Berlin Housing, Inc.	Green Lake County	SECURA Insurance Companies Charitable Fund	WISCAP, Inc.
Betty Mauritz memorial	Holy Family	Suzanne Koch	Wisconsin Balance of State Continuum of Care
Beverly Gudex	Institute for Community Alliances	Sylvia D. Muscavitch Estate	Wisconsin Dept. of Administration
Calvary Bible Church	Integrated Community Solutions	Taco Johns	Wisconsin Dept. of Children & Families
Cauze Charitable Fund	Kathleen Hastreiert	Tanya Marcoe	Wisconsin Dept. of Health Services
Charities Aid Foundation America	Ladies Benevolent Society	The Hive FDL	Wisconsin Dept. of Public Instruction
Charity Club, Inc.	Leaven	Tony & Barb Beregszazi	Wisconsin Dept. of Transportation
City of Appleton	Lorenzo Pisan	U.S. Corporation for National & Community Service	Wisconsin Division of Energy, Housing and Community Resources
City of Neenah	Maria Halbach	U.S. Dept. of Agriculture	Wisconsin Early Childhood Association
City of Oshkosh	Marian Manor Redevelopment, LLC	U.S. Dept. of Energy	Wisconsin Housing and Economic Development Authority
Clarity Care	National Exchange Bank Foundation	U.S. Dept. of Health & Human Services	World Relief
Dale and Ann Sprang	North Fond du Lac School District	U.S. Dept. of Housing & Urban Development	
Fidelity Charitable	Oshkosh Area Community Foundation	U.S. Dept. of Justice	
First Presbyterian Church of Oshkosh	Oshkosh Area United Way	U.S. Dept. of Labor	
Fond du Lac Area United Way	Oshkosh Housing Authority	U.S. Dept. of Transportation	
Fond du Lac County		U.S. Dept. of Treasury	
Fond du Lac Housing Authority			

Employee Donations to ADVOCAP Diane Mayer Fund

ADVOCAP established a memorial fund in 1992 in honor of Diane Mayer, a long-time and dedicated employee of the agency, who passed away in June of that year. The fund assists low-income staff in need and is used to help with car repairs and financial crises when other resources are not available.

Stephen Adkins	LaDonna Combs	Rebecka Heldt	Lori Page
Arica Andera	Clarissa Dehling	John Hutchinson	Dawn Paterson
Aymee Berndt	Jennifer Dehn	Michelle Jones	Ashley Retzlaff
Bridget Bestor	Kathryn Doyle	Robert Kuen	Julie Scheer
Ashley Boeck	Trynity Erickson	Joseph Lougher	Debra Shepro
Elizabeth Chavarria	Roxane Fitch	Tanya Marcoe	Wendy Strook
Amar Chowdhury	Aleecea Garfoot	Patricia Micka	Emily Trudgeon
Cherie Christian	Jessica Giese	April Mullins-Datko	Pheng Xiong

Looking ahead to 2025

As we look ahead to 2025, ADVOCAP remains committed to fostering positive change and creating opportunities for individuals and families across Fond du Lac, Green Lake, and Winnebago counties. We're excited about our projects on the horizon and the potential they have to make a lasting impact on the communities we support.

One of our new initiatives is the **Childcare Incubator** project in Oshkosh. This project will support low-income entrepreneurs and help meet the growing demand for affordable local childcare. By empowering individuals to establish sustainable childcare businesses, we aim to create jobs, provide valuable services, and ease the burden on working families in the region.

Another key focus for us is the **Opportunity Center** in Fond du Lac. Currently funded mainly through private donations, the Opportunity Center plays a critical role in providing essential services and resources to individuals in need. In 2025, we will be seeking stable, long-term funding through partnerships with government and corporate entities, ensuring that the Center can continue to support participants and remain a vital community asset for years to come.

ADVOCAP recognizes the critical importance of **addressing mental health** needs among the individuals we assist. In 2025, we look to bring mental health support in-house by partnering with mental health professionals who will provide services directly from our offices. By eliminating transportation and scheduling barriers, we hope to make it easier for participants to access the help they need.

In 2025, ADVOCAP is exploring new ways to **reduce social isolation** among seniors, recognizing the importance of connection to overall well-being. We're looking at how increased access to technology might help seniors stay in touch with loved ones, friends, and volunteers through virtual communication. We are also considering how shared meals at local restaurants can offer a simple yet meaningful way to bring people together. These types of initiatives would open the door to more opportunities for connection, reduce loneliness, and help seniors feel more engaged and supported in their communities.

In 2025, we will undergo a **facilities assessment**, evaluating ADVOCAP properties and other potential development opportunities in our service area. We look forward to exploring solutions to the local affordable housing crisis and finding avenues for additional housing across the three counties in our service area.

2025 marks a key year for our tri-annual **Community Needs Assessment** survey and report. ADVOCAP's Board of Directors and staff continually evaluate the needs of the communities we support to determine the best way to meet them. The Community Needs Assessment report is the result of data collected from community leaders, partners, and the low-income population we assist. It will guide our strategic priorities and program development in the years to come. This process ensures our efforts are data-driven, community-informed, and responsive to the evolving challenges facing our region.

As we step into a new year of community action, we remain committed to working together on creative, impactful solutions that help individuals and families build more stable, self-sufficient futures.

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