

ICAA

OPENING DOORS • CREATING OPPORTUNITIES



p. 2 - Nicole's Story:
How Head Start
Changed Her Life

p. 5 - CEO, Jennifer
Shearer, Reflects on
2020

p. 6 - Donors and
Funders Stepped Up
in 2020!

2020 ANNUAL REPORT

Board of Directors

Chairperson: Dave Willingham
1st Vice Chair: Joe Waichulis
2nd Vice Chair: Phil Lindeman
3rd Vice Chair: Sherrie Wiegand
Secretary: Patti Smith
Treasurer: Curtis DeCora
Lynne Bishop
Emmett Byrne
Mary Fleming
Steve Fleming
Earl Hinkel
Peter Kaz
Phil Lindeman
Rachael Loucks
Jillian Louis
Christine Newkirk
Dorothy Richard
Dale Schleeter
Bill Stewart
Keith Trembath
Jennifer Vobornik

Leadership Team

CEO: Jennifer Shearer
Development Specialist: Anna Ringstad
Human Resources Director: Sharyl Rodina
Head Start Director: Michelle Stout
Prevention Services Director: Rachel Stillwell
CFO: Kerrie Zimmermann

Longevity Awards

5 years: Miram Fuentes-Torres, Wayne Wagner, Nikole Johnston, Edith Rodriguez, Amanda Faude, Kim Stephanites, Patricia Fisher

10 years: Joe Waichulis (board member), Jerilyn Taylor, Andrea Gunn, Sandra Schonfelder

20 years: Heather Cigan

25 years: Mary Sanders



NICOLE'S STORY

How Head Start Changed Her Life

In 2014, I was a homeless, single parent who moved into Rusk County to have support from my grandmother to get back on my feet. Looking for programs that would help provide the guidance and support my daughter needed, I signed her up for ICAA Head Start classes at the Flambeau school. Through that connection, I heard about a job opening in the Head Start program.

Because of my limited access to transportation, one of the Head Start staff hand-delivered a job application to me and shortly after, I was hired on as a bus monitor. At the start of my new career, my grandmother helped transport me to and from work each day. After several months, I was able to save up and purchase my own vehicle.

I continued moving up the line and was offered a job as a Teacher Assistant, which allowed me to also to continue working as a bus monitor. By November 2014, I was able to save enough money to rent an apartment on my own for me and my daughter.

I loved my work in the classroom. I remember one student who had a strong personality. Working with her was one of my most memorable experiences, that changed the course of my life from that point forward. It was incredible when I helped her learn to write her name for the first time and saw her eyes light up as soon as she wrote that first letter. That moment was a deciding factor that propelled me into working on my associate degree in Early Childhood Education.

During my pursuit of my college education, I worked with the ICAA Skills Enhancement program to assist me with the financial costs of tuition and books. I was also able to receive assistance from the Weatherization program to help lower utility costs at home.

As of July 2020, I become a Regional Manager for ICAA's Head Start program and was able to pay off my home entirely. I have 2 more children who have been able to participate in ICAA's Home Visiting, Early Head Start, and Head Start programs as well.

Nicole's story is one of resilience and courage that truly showcases her ability to adapt to her circumstances and continue to defy the odds. Her strength is admirable, and her story is one that will continue to inspire hope for years to come.

ICAA's Head Start program's main goal is to help children become school ready, but they also provide a holistic view that includes supporting the whole family. With a lot of hard work, and support along the way from her grandmother, Head Start staff, and other services, Nicole was able to succeed in both personal and professional development.

Head Start works, not just for children, but for the whole family.

2020 PROGRAM HIGHLIGHTS

398
children improved school readiness through Head Start services and supports

6,054
people received 1,303,670 pounds of food from ICAA and partner food pantries in 6 counties

The Connections Store provided emergency clothing and furniture to **58** people

We served **9,453** individuals in 15 counties

Our staff referred **1,950** people to more than 260 community partners and organizations

volunteers donated **19,860** hours of time

133 domestic abuse and sexual assault survivors received support, advocacy, and legal assistance

Our housing program provided safe, low-income rental housing to

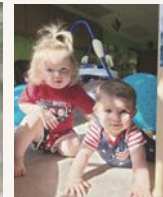
125 families in 4 counties

84 veteran (and family members) received assistance to help them maintain or secure stable housing

Youth Development & Prevention provided prevention, mental health and youth development services to

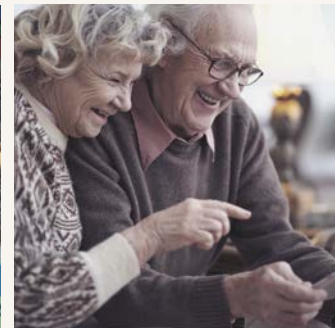
237 youth

145 children and their families received parenting and education supports from EHS-CCP staff and partners



We provided education, mentoring, parenting, and nutrition supports to

111 children and their caregivers through weekly Home Visits



12 small businesses received technical assistance and

6 participated in start-up and development classes



ICAA CARES ABOUT COVID-19 RELIEF

2020 was an unprecedented year for everyone. We faced challenges many of us have never had to face before in our lifetime. However, as always, with great challenges comes great opportunity.

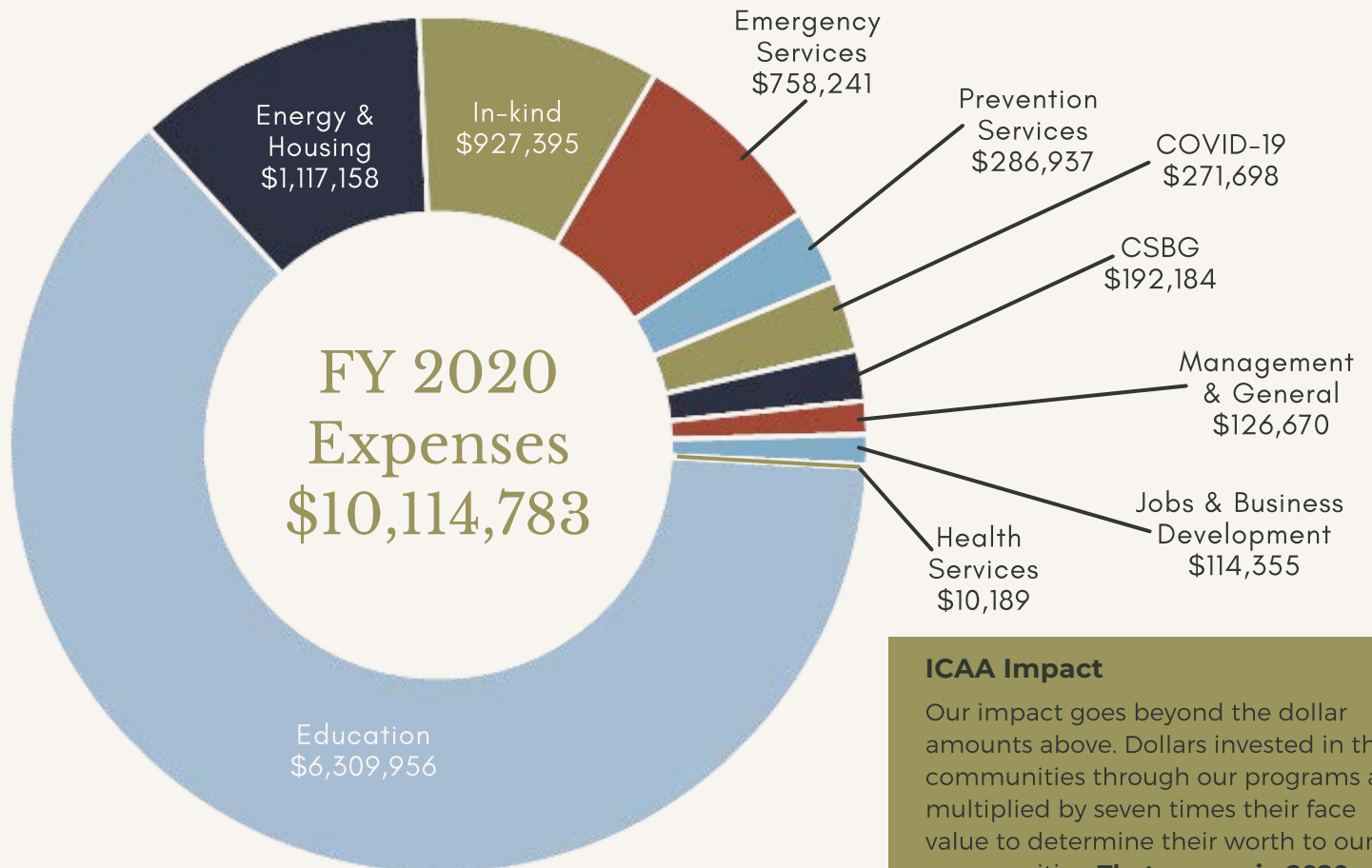
Even though we saw increased needs among some of our clients, The Coronavirus Aid, Relief, and Economic Security (CARES) Act provided ICAA with the opportunity to help operate two new programs designed to meet specific needs of low-income people affected by COVID-19.

The Wisconsin Rental Assistance Program (WRAP) provided financial assistance for people who were having trouble paying rent because they had been affected by COVID-19. Through this program, We were able to work with 286 people (191 households) in six counties to maintain their rental housing by assisting them in rental and security deposit payments.

Through CSBG-CARES funding, we were also able to assist those who lost income due to COVID-19 through a program called Rapid Response. Rapid Response assists with additional needs like mortgage payments, utility payments, auto repairs, food, and internet/phone. By the end of 2020, 158 individuals received Rapid Response services.

For more information about Rapid Response, visit www.indianheadcaa.org/rapid-response or call us at 715-532-4222.

FINANCIAL IMPACT



ICAA Impact

Our impact goes beyond the dollar amounts above. Dollars invested in the communities through our programs are multiplied by seven times their face value to determine their worth to our communities. **That means in 2020, ICAA's economic imprint was \$70.8 million** in the counties we serve!



Our Vision: ICAA is the recognized leader for ending poverty and creating sustainable communities through self-sufficiency in Wisconsin's rural areas.

Our Mission: To assist individuals in achieving self-sufficiency by providing the resources, education, and services necessary to develop healthy families, sustainable communities, and strong local businesses.

FROM THE CEO

Jennifer Shearer

What a year! While 2020 was not the year we expected, we had the privilege of watching people step up to help their neighbors over and over again - from employees who went above and beyond, to new programs that helped meet COVID-19 needs, to an increase in donations that helped us reach more clients.

Although we had to be a little creative in the way we connected with our clients (virtual home visits, curbside pick-up or deliveries at the food pantries, etc.), we were able to continue to provide the same high-quality services we always do.

In this report, you'll read about some new programs implemented to meet COVID-19 needs, a wonderful story about an employee's journey through Head Start, and statistics from each of our programs.

We also want to give a special thank you to our donors and funders who stepped up and provided extra resources to help us reach our clients! We received many wonderful donations (especially for the food pantries) that went directly to the people who needed it most. Thank you!

In 2020, we heard the word "unprecedented" a lot, but here at ICAA, we prefer the word "resilient." It's a great way to describe our clients, our supporters, our staff, and our communities. Together, we faced the unexpected challenges of 2020 and will carry that resilience and strength with us as we move forward!

A handwritten signature in cursive script, appearing to read 'Jennifer Shearer', is positioned below the main text.

DONORS AND FUNDERS

2020 was an unprecedented year, and you, our donors and funders, stepped up! Thank you for your donations and support as we navigated uncertainty and change. Your investment into the families and communities we serve made a big difference in a tough year!

Abby Bank	James and Lori Livingston	Terry Wier
AgCountry Farm Credit Services	Jane Wardean	Thomas and Kathy Truhlar
Aina Vilumsons	Janet Muellner	Thomas and Kay Mehring -
Arby's of Medford	Jay & Barbara Nick Family Foundation Fund	Tom and Kaye Mehring Fund
Associated Bank	Joanne Spooner	Thomas More Center
Barbara and Donald Glessing	Jeffrey and Helen Sheffield	Thomas Vanselus
Barbara and Gregory Held	Jered Erickson	Tom Kerns
The Benevity Community Impact Fund	Jerome Makowski	Tri-County Dairy Promoters
Brenda Ann McNary	John Biegler	U.S. Department of Education
Brent and Juleen Hallgren	John Gustafson	U.S. Department of Labor
Brett Fechheimer	John Johnson	U.S. Department of Agriculture
Carlo Kumpula & Family	Judith and Donald Haseleu	U.S. Department of Health and Human Services
Catherine Huther Cesar	Karen Klink	U.S. Department of Housing and Urban Development
CCF Bank	Kathryn and David Rankin	U.S. Department of Justice
Chase Lieser	Kerri Olson	U.S. Department of Veterans Affairs
Chequamegon Wildlife & Recreation Association	Ladysmith Lions Club	Vernon and Veronica Warner
Christian Bible Fellowship	Larry Gilmer	Weather Shield Employee Lite Foundation
Christina Thums	Linda Klein	West Bend Community Foundation
Christopher Fries	Lori and James Livingston	Wilbur and Elsie Yoder
Cindi and Don Landon	Lori Stushek Agency, LLC	William Mcauliff
Clam River Tuesday Club	Marcia Wert	Wisconsin Community Action Program Association, Inc.
Compeer Financial	Maureen Guay	Wisconsin Department of Administration
David and Judith Nelson	Medford School Class of 1960	Wisconsin Department of Children and Families
David and Wanda Zeug	Meghan Paul	Wisconsin Department of Health Services
DFA Cares Foundation	Morgan Stanley Gift Fund	Wisconsin Department of Public Instruction
Diane Crane	Nell Bartzen	Wisconsin Department of Veterans Affairs
Diane Meuli	North Central Outdoors	Wisconsin Department of Workforce Development
Donald Kramer	Patricia Bebak	Wisconsin Trust Account Foundation, Inc.
Fidelity Charitable	Peoples Choice Credit Union	
Gary and Jo Anne Olson	Ronald and Joan Moser	
George Jessick	Sara Miller	
Gloria and Stephen Carlson	Scott and Nicole Gradberg	
Gordon Kincade	Security Health Plan, Inc.	
Heidi Oelrich	Servants of Mary	
Helen Peterson	Sheldon Oleson	
Herb Kohl Philanthropies	Shell Lake State Bank	
Heritage Credit Union	Sonia and Thomas Scott	
Indianhead Credit Union	Stephen and Gloria Carlson	
	Superior Choice Credit Union	
	Susan Wilkening	

This list is accurate and complete to the best of our knowledge at time of printing. ICAA apologizes for any omissions or errors.

indianheadcaa.org / 715-532-4222 / 1000 College Ave. W • Ladysmith, WI

Indianhead Community Action Agency is an equal opportunity employer and provider operating under an approved Affirmative Action Plan.

© 2021 • Indianhead Community Action Agency, Inc. All Rights Reserved.