

Annual Report

March 2020

Community. Family. Home.

To Our Courage MKE Family....



From Our Board:

On behalf of the board of directors for Courage MKE we want to thank each and every one of you for your continued support of our organization. It is because of your generosity and kindness in giving that Courage MKE has become a reality for the youth we serve in order to give them a place to call home, a place to be accepted for who they are and to be shown love from the community. It is truly remarkable what Courage has done over the past year in financial stewardship and in providing care to those we serve. Courage MKE is dedicated to continuing to build relationships within the community in order to provide comprehensive care and services to our residents in our home. As a board, we are committed to ensuring Courage has the ability to achieve the strategic goals that have been outlined for 2020 and to achieve continued growth as an organization.

Because of you. . . we are COURAGE!

Thank you and courageously yours,
Courage MKE Board of Directors

From Our Executive Director:

If I must describe 2019 in a few words, I would use; proud, grateful and fulfilled. Four years ago, we had an idea. We had no clue where it would lead us but, we were determined to try. In 2019, we opened Wisconsin's first home for displaced LGBTQ+ youth. We now employ 15 of the most generous and caring employees and we have provided a place for 10 LGBTQ+ youth to feel safe and call home.

We are extremely grateful to have had our story shared around the world. In 2019 we received letters of encouragement and donations from Europe, Asia, Africa, South America and coast to coast here in the U.S. We are proud to be able to continue to raise awareness for the needs of our LGBTQ+ youth every day. We are only a part of this story. Our Courage Family from private donors to corporate sponsors that support us day in and day out make this story complete. Without your support, we simply would not exist, and we commit to remaining fiscally responsible to ensure we continue to serve and grow.

I am very excited about our 2020 strategic initiatives (you will learn a few of them later in this report). Courage MKE was once called "the little engine that could", and our 2020 goals are ambitious and exciting. Your continued support will help ensure that this "little engine" is moving full steam ahead. We sincerely hope you can remain on this journey with us!

From the bottom of my heart, Thank you!!

Brad Schlaikowski
Executive Director

2019 Financial Highlights



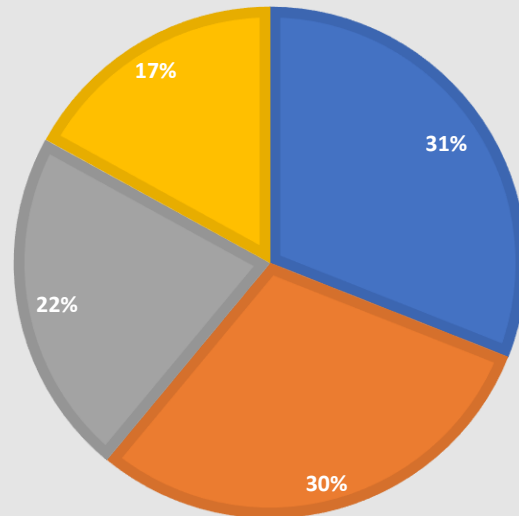
- **\$9.00** out of every \$10.00 Courage MKE receives goes directly to our programming for youth we serve or additional fundraising efforts.
- Nearly **50%** of our annual revenue in 2019 came from private donations from you, our amazing Courage MKE Family.

2019 Financials



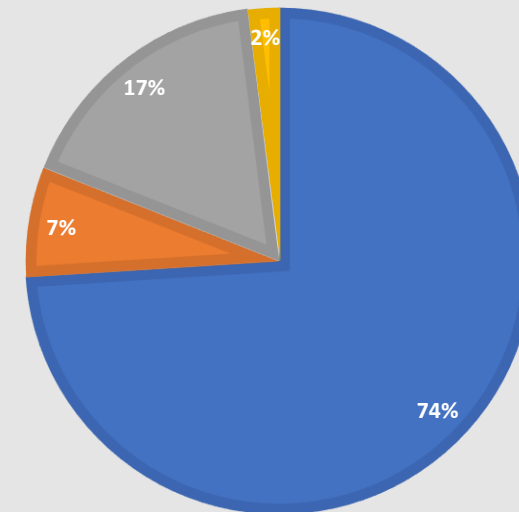
REVENUE

■ Donations ■ Grants ■ Government ■ Events/Fundraisers



EXPENSES

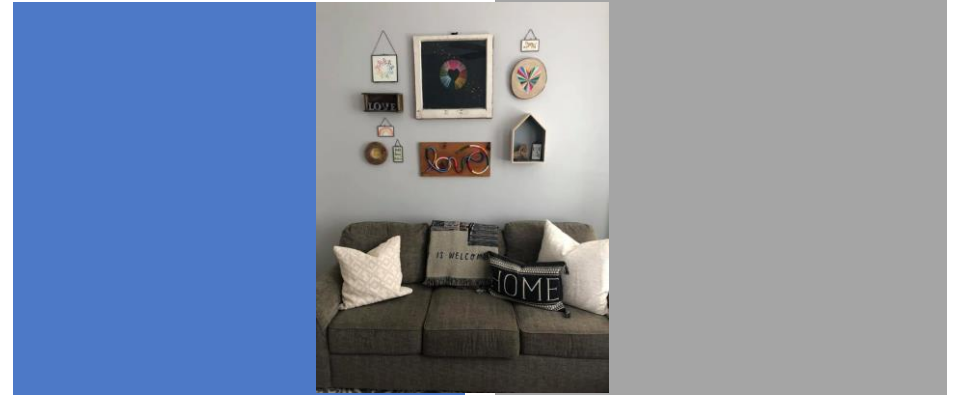
■ Program Expenses ■ Administrative Costs ■ Fundraising ■ Community Events



2019 Revenue: \$400,133.25

2019 Expenses: \$346,127.07

Those We Serve

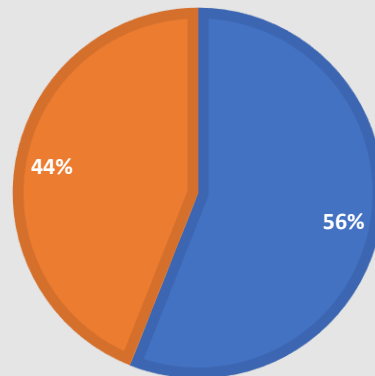


The Courage House opened its doors to serve LGBTQ+ youth ages 12-17 in Spring 2019 with the help and support of many dedicated volunteers. Our amazing staff work day and night to ensure our residents have the support they need for their mental and physical well-being.

Our goal at Courage MKE is to reset the expectation of how group homes operate. Our staff plan daily activities at the house and at least two community activities per week providing cultural, educational and, most importantly, FUN things to do!

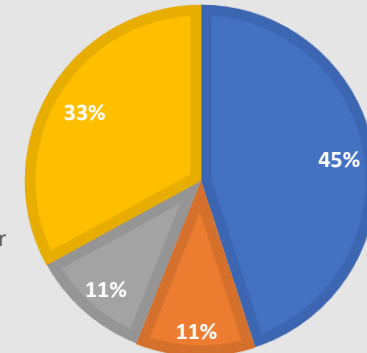
REFERRAL SOURCES

■ Milwaukee County ■ Other Counties



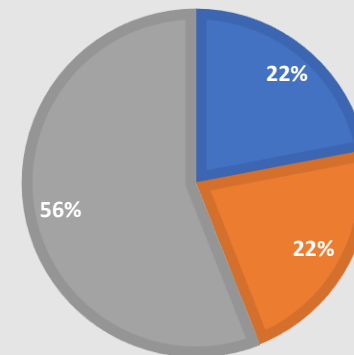
RESIDENTS BY RACE

■ African American ■ Caucasian ■ Native American ■ Multi Racial



BY GENDER

■ Male ■ Female ■ Transgender



In our first eight months of operating The Courage House, we have found that our residents are staying with us **42%** longer than the state average for group homes.

*Based on residents stays in 2019

Programs



Scholarships

In 2019, we awarded \$2,500.00 to two high school Seniors in Milwaukee. Since we started our scholarship fund in 2015, we have awarded \$17,000.00 to students across the state of Wisconsin.

Courage Kits

This program continues to be successful. Over the past year, we have distributed over 1000 of our kits to organizations that serve youth throughout our communities.

Courage Gives Back

All of us at Courage MKE are so grateful for what this community has done for us and our residents. At The Courage House, we aim to teach the importance of giving back to the community. In 2019, our residents and staff held a community rummage sale, cleaned up our neighborhood on multiple days throughout the year, collected and organized items for those at the southern border awaiting entry in the U.S. and collected daily essentials for the LGBTQ+ community that is working to rebuild following tragic earthquakes.

A Look Ahead



A few of our 2020 Strategic Initiatives:

Provide benefits to our employees

We are committed to providing our employees with the fair salaries and benefits they deserve. In 2019, we committed to minimum starting wages of \$14.00 per hour. Because we believe that self care extremely important, we are currently exploring opportunities to provide our employees additional benefits.

Second Courage House or Courage Shelter in Milwaukee

This year we will be working with the City of Milwaukee to discuss purchasing additional property, in order to open a second LGBTQ+ home here in Milwaukee. We are so excited to be in a place that we can continue to grow and serve more youth!

A Look Ahead



A few of our 2020 Strategic Initiatives:

Courage Conversations – Community Outreach

In 2020 we will launch our Courage Conversations program. We will hold conversations throughout the community around LGBTQ+ and other issues to help everyone understand the issues our youth are facing and how we can all help.

Supporting those aging out of services

This program will start with our residents at the age of 16½ to 18 . Teaching daily life skills, assigning apprenticeships and college/trade prep. Each resident will be assigned a mentor to see them through this entire program and further.

For ages 18-21 this program will provide job training through employers throughout our community, as well as housing support, scholarships and additional supportive resources.

For ages 21-24 we are working to develop a mentor training program to support the youth we serve as well as offering housing and support.

Our 2019 \$1000+ Donors



ALG Vacations
American Family Insurance
Amilinda
Associated Bank
Aurora Healthcare
Baird Foundation
Beer Capitol Distributing
Betz Boenning
Cherek-Laabs Family
Chris & Sarah Benes
Chris Abele

Christian & Rob Thomas
Claudine & Robert Lauer

Cranky Al's
Creative Purchasing
David Huibregtse
Dedicated Computing
Elizabeth Arnott
Fat Daddy's Milwaukee
FemFest
Freedom Scholarship Fund
Gregg Arends
House of Harley-Davidson
**Jesse Mendelsohn &
Dr. Anthony Porcelli**
Jessica Sunier
John A. Palmer

Jordan Amedio
Joseph Pffiffer
JP Morgan Chase
Justin Parker
Kappa Phi Eta
Karen Young
Kari & Andrew Hyaat
Kohl's
Laura Moskowitz & Robin Shore
Lowe's Home Improvement

Michael Sampson
Milwaukee Gay Sports Network
Milwaukee Pride

MKE 4 ALL
Rogers Behavioral Health
Sheboygan Pride
Sherwin Williams
Sisters of Wheaton Franciscan
Smile It's Peak , LLC
TDS
Tito's Handmade Vodka
UWM Foundation
Veolia North America

Walker's Pint
Wells Fargo Bank
Wesley Shaver
Zilli Hospitality