



ANNUAL REPORT 2021-22

WHO WE ARE

Literacy Green Bay's mission is to help adults and families acquire the reading, writing, math, English language, computer, and workforce skills they need to function effectively as workers and community members.



www.literacygreenbay.org



We thank our 2022 Event Bundle Sponsors for their generosity and continued support of our work.

LETTER FROM THE EXECUTIVE DIRECTOR



Dear Friends of Literacy,

As a community, the Greater Green Bay area has continued to adapt within an ever-changing landscape, especially in light of the pandemic and related challenges these past few years. Four decades of change have passed since Literacy Green Bay's founding in 1981, yet literacy has remained a constant and essential – though often taken for granted – pillar of society. Being able to communicate effectively with one another remains a vital foundation for us to live fully, not just as individuals but as a healthy, vibrant community.

In last year's annual report, I touched on our goals to increase our capacity for more classes and other resources for our learners. We are excited to have been able to fulfill these goals due largely to two new grants, the University of Wisconsin Population Health Institute's Mobilizing Action Toward Community Health (MATCH) and the Wisconsin Department of Administration's Equitable Recovery Grant. Thanks to these grants and to your support, we have been able to nearly double the number of English Language Learning classes we offer, add another College and Career Readiness class, initiate Digital Literacy classes, and match more tutoring pairs for one-on-one literacy instruction.

In order to accommodate all this growth, we have hired additional program staff, who are doing amazing things to engage our learners even more. More exciting news is that in January 2023, we will be moving our main office to the 2nd floor of our current location to expand our administrative and program space.



We are also embarking on a marketing campaign with an aim of increasing awareness about the importance and impact of literacy in all areas of life. Be on the lookout for our billboards, yard signs, digital ads and more! The goal of the increased community awareness is to motivate more volunteers, especially from minority populations, to join our mission, as well as to encourage more corporate sponsorships and individual giving. We are hoping, too, for more widespread knowledge of who we are and what we do so anyone with literacy needs knows we are here to serve them when they are ready to further their journey in literacy.

Forty years after its inception, Literacy Green Bay continues to provide invaluable resources to English-language learners, GED® students, immigrants seeking citizenship, and other adults in search of fundamental literacy services. Community support, such as volunteers, individual donations, corporate sponsorship, in-kind contributions, advocacy, and planned giving are paramount to making these services possible. Your generosity is valued by us and our learners – they wouldn't be able to do it without you! Please continue to support Literacy Green Bay, our adult learners and their families, and our entire community with your generosity!

Your friend in literacy,

BOARD OF DIRECTORS AND STAFF

BOARD OF DIRECTORS

Officers

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Vice President: Sharena Ali (CONNECT, powered by American Family Insurance)
Secretary: Mary Sue Lavin (UW-Green Bay)
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Amber Paluch (Greater Green Bay Community Foundation)
William Peters Jr. (City of Green Bay)
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Susie Brekke (World Relief Fox Valley)
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John Calewarts (Conway, Olejniczak, Jerry, S.C.)
Amy Croel—Perrien (Ph.D.)
Nicole Goodacre (Northeast Wisconsin Technical College)
Melissa Van Gheem (Festival Foods)

Retired Directors as of July 2022

Dan Fabich (Wipfli)
Christine Pasqualucci (CONNECT, powered by American Family Insurance)
Sue Stackhouse (Dental Practice Advisor)

STAFF

Robyn Hallet
Executive Director

David Nohara
ELL Class Program Manager

Suraiya Akter & Alexis Abel
ELL Class Program Specialists

Michelle Korth
Office Coordinator

DeEtte Radant
Adult Tutoring Program Manager

Kelly Severson
Family Literacy Program Manager

Sue Stackhouse
Staff Accountant

Laurie Laurent-Hyland
Intake Coordinator

Liz Murphy & Gaby Gamboa
Digital Literacy Instructors

Heather Hansen
Community Engagement Coordinator



L to R: David Nohara, Sue Stackhouse, Laurie Laurent-Hyland, Michelle Korth, Suraiya Akter, Kelly Severson, DeEtte Radant, Liz Murphy, Robyn Hallet. Not pictured: Alexis Abel, Gaby Gamboa, and Heather Hansen.

CHILDREN FIRST FAMILY LITERACY

This program is a two-generation approach to tackling the issues of poverty and low literacy skills within so many families in Brown County. In collaboration with Northeast Wisconsin Technical College and the Green Bay Area Public Schools, Literacy Green Bay works to educate both parents who are seeking a GED® or High School Equivalency Diploma (HSED) and their children simultaneously. Parents attend GED®-prep classes as well as participate in a parent education group while their children receive early literacy and preschool readiness instruction. Families also come together to engage in literacy-rich activities to help strengthen family bonds and help parents recognize how they can support their children's learning at home. This year was our first full year of returning to in-person instruction coming out of the pandemic, and we are very proud of these accomplishments:

- 19 families were enrolled and served this fiscal year
- 12 students passed a total of 30 GED® subject tests
- 14 students took a total of 39 GEDReady® official practice tests
- 7 students graduated with a GED® and/or HSED in the 2021-22 program year
- 100% of parents and their children were provided a wide array of emergent reading, early literacy and preschool-readiness activities to do within the program and at home.
- 100% of preschool-age children were taught both academic as well as social/emotional skills necessary to enter kindergarten on track with their peers.



Outstanding Children First Family Literacy GED® Graduate is Esperanza Cruz Martinez!

Sponsored by U.S. Ventures

COLLEGE AND CAREER READINESS 1

In collaboration with NWTC, the College & Career Readiness 1 (CCR1) course is designed specifically for students who need to increase their reading proficiency. Lower-level readers work on reading comprehension, fluency, and stamina in order to allow them to successfully advance into more rigorous GED® curriculum once they transition to the technical college for GED®/HSED completion. Specific reading strategies are taught and practiced using the software program IXL.com. Once mastered, these reading strategies become the basis for lifelong learning and provide the foundation necessary to continue exploring both post-secondary education as well as employment opportunities. Coming out of the pandemic and returning to in-person classes this year, we saw the following accomplishments:

- 33 students enrolled in CCR1 in the 2021-22 program year
- 10 students completed the course and transitioned into CCR2 coursework
- 7 of those students enrolled in GED® JumpStart at NWTC
- 3 students transitioned from CCR1 into the Children First Family Literacy program.



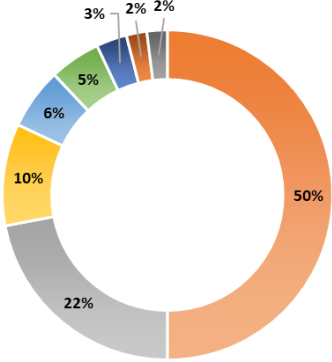
Congratulations to Jessica Gonzales on receiving her HSED 5.09 from NWTC after completing CCR1 classes at LGB! Jessica went on to enroll in a certificate program and has also applied to the Business Management Associate Degree program at the College.

STUDENT SUCCESS



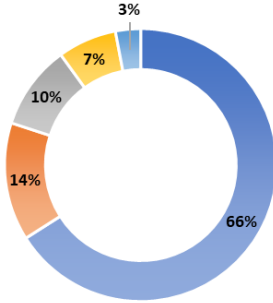
Pictured at left: Alma Maldonado and her daughters Emely and Sandra. "In June of 2022, we invited GED® graduates and their families back to Literacy Green Bay to celebrate with staff and the Board. Congratulations Alma—well done!"

STUDENTS' REASON FOR EXIT



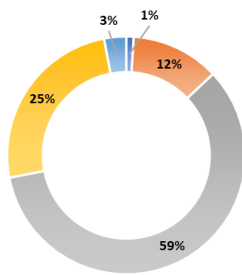
- Other: 50%
- Met Goal(s): 22%
- Personal/Family: 10%
- Attained Employment: 6%
- Lack of Interest: 5%
- Moved out of Area: 3%
- Childcare Problem: 2%
- Transportation Problem: 2%

STUDENTS' RACE/ETHNICITY



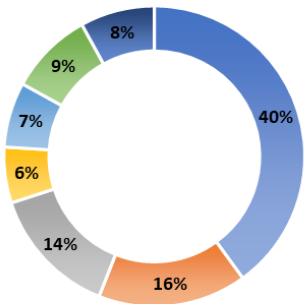
- Hispanic/Latino: 66%
- Black/African American: 14%
- Asian: 10%
- Caucasian: 7%
- Native American/Alaska Native & Other: 3%

STUDENTS' AGE



- Under 18: 1%
- 19-24: 12%
- 25-44: 59%
- 45-59: 25%
- 60 & Older: 3%

STUDENTS' LENGTH IN PROGRAM



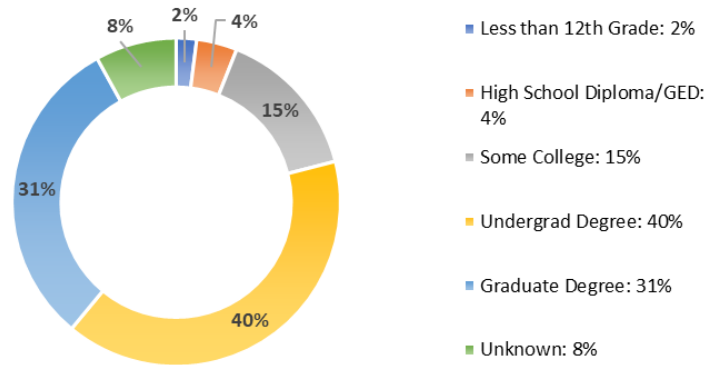
- 0-3 months: 40%
- 4-6 months: 16%
- 7-12 months: 14%
- 1-2 years: 6%
- 2-4 years: 7%
- 4-10 years: 9%
- over 10 years: 8%

WE LOVE OUR VOLUNTEERS!

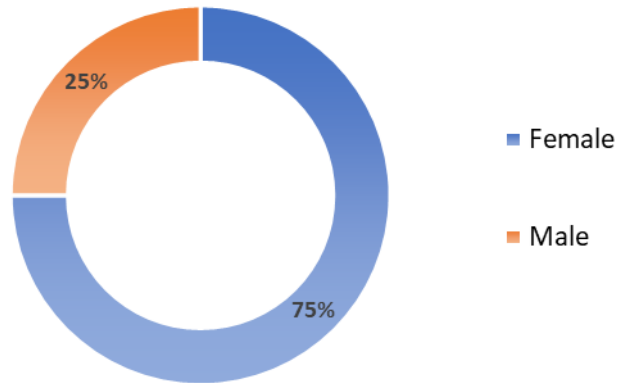


Pictured at the Tutor and Student Recognition Reception on June 9th: tutor Mary Arnold with her 500 hours certificate, her student Rita Jaurengui, and Executive Director, Robyn Hallet.

VOLUNTEER EDUCATION LEVELS

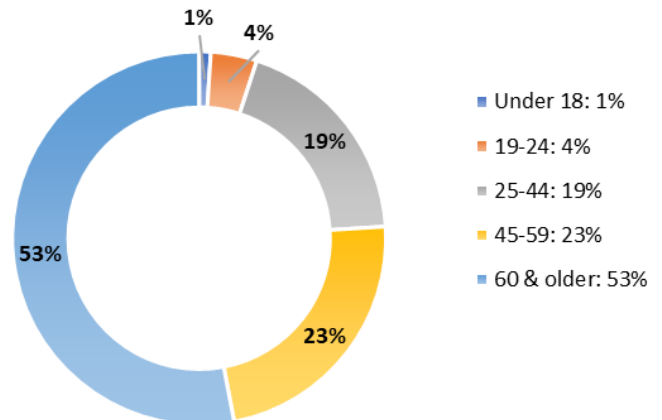


VOLUNTEER GENDER



Pictured at the Tutor and Student Recognition Reception on June 9th: tutor Vickie Keigley with her 300 hours certificate and Adult Tutor Coordinator DeEtte Radant.

VOLUNTEER AGE



ENGLISH LANGUAGE LEARNING CLASSES

Students in May's English Language Learning Level 1/ Level 2, Monday/ Wednesday afternoon class: Ricardo, Carla, Karen, Maribel, and Luis.



Literacy Green Bay offers four levels of English Language Learner (ELL) Classes: Pre-Literacy, for students new to English and new to reading and writing using the Latin alphabet; Intro, for beginning students who have some English vocabulary and beginning English literacy; and Level 1 and Level 2, where students further develop their vocabulary and knowledge of grammar to interact in conversational and written English. Classes are twice weekly, in Summer, Fall, and Spring sessions.

Fall 2021 marked the return to in-person classes after almost a year-and-a-half of virtual learning. Continued COVID-related concerns required limiting the number of students in the classroom. To accommodate additional students, all in-person classes were simultaneously available for streaming via ZOOM. At the beginning of the Fall term in August, there were 74 students enrolled in 8 classes. As the year went on, additional grant funding allowed us to open new classes with space for more students. By the start of the Summer 2022 term, the number of classes had grown to 18. Altogether, in 2021-2022, 280 students participated in ELL classes, with 214 attending for 12 or more hours, 127 attending for 40 or more hours, and 57 attending for 75 or more hours.

With the successful return to in-person learning, 2021-2022 set new Literacy Green Bay standards for student achievement: 95 students made at least one Level gain from their pre-tests to their post-tests, and 54 made multiple gains.

ADULT TUTORING

Students eligible for tutoring have a unique opportunity to focus their learning on what is needed most at that time. Learners choose to work on improving their overall skills in speaking, reading, writing, and comprehension. Some request tutoring to help study for their citizenship exam. Others are in a GED® program and request help with homework. Often, tutors help their learner obtain a drivers license or other personal goals. We meet our students wherever they are in their journey.

“My tutor helps me try harder. My tutor helps me read and write English.”

- Ruben V



In 2021-22:

- Active tutoring pairs increased to 92
- 33 new tutors were trained
- 60 students experienced major achievements in the areas of life skills, education, and employment
- 6 tutors accumulated a minimum of 500 hours of lifetime tutoring hours

LETTER FROM THE BOARD PRESIDENT



Friends of Literacy,

“lit·er·a·cy (noun): The ability to engage with written text in order to develop one’s knowledge, understanding, and potential, as well as to have a greater ability to participate in society.” True. But for our students and families at Literacy Green Bay, we know that the *gift* of literacy means so much more.

Knowing English and being able to read and write is, quite literally, life changing. It allows someone who is frustrated by not being able to do what those who know English find easy, even mundane, to understand the basics of daily life. Being illiterate can mean the inability to get a job, not understanding what dose of prescription to take, or not knowing what is going on with your child at school. Not being able to read and write is often challenging, discouraging, and even isolating. So while the work we do at Literacy Green Bay has some very practical societal implications – stronger community relationships, a more engaged workforce, a better educated citizenry, and so on – it’s the impact we are having on the lives of our neighbors that we choose to focus on and celebrate.

For those familiar with who we are and what we do, you know that Literacy Green Bay is as much in the “legacy” business as we are in the “literacy” business. On a daily basis, with and through our dedicated, passionate, and exceptionally-qualified staff, Literacy Green Bay endeavors to position each and every student we serve to be the best person, parent, worker, and friend they can be. It’s been our experience that this has a lasting and compounding effect; the benefits of which are seen and felt throughout our community and across generations. *Literacy truly is the gift that keeps on giving.*

Before I sign off, and on behalf of Literacy Green Bay and our Board of Directors, please let me express our gratitude:

1. We are so very grateful for our sponsors, donors, and community partners who provide us with the financial and emotional support, and countless other resources, to carry out our mission successfully.
2. The staff and volunteers at Literacy Green Bay, led by Robyn Hallet, are responsible for bringing our mission to life. We respect and admire ALL of them for the time and attention they selflessly give to our students.
3. Lastly, to our students and families who are so very worthy of the programs and services we provide: Thank you for allowing us to walk alongside you on this journey. It is both a joy and a privilege to spend time with you!

Thanks again for taking the time to read this annual report. We look forward to - and appreciate - your continued support!

With my best,

A handwritten signature in cursive script that reads "Travis".

THOMAS P. & MARY B. BROGAN ENDOWMENT FUND

Created in 1991, this fund is managed by the Greater Green Bay Community Foundation. Endowment funds are raised and maintained to provide long-term financial stability for Literacy Green Bay, but contributions to our endowment fund also enable Literacy Green Bay to fund current program needs. The Board of Directors reviews the budget annually and determines an appropriate withdrawal amount from the fund, up to 5% of the balance. This withdrawal represents earnings and interest, so that the fund balance is still maintained and grows in order to support long-term financial needs. When donors designate contributions to the endowment, they are helping ensure continuity of programming for future generations. These generous donors contributed to the Thomas P. and Mary B. Brogan Endowment Fund this year:

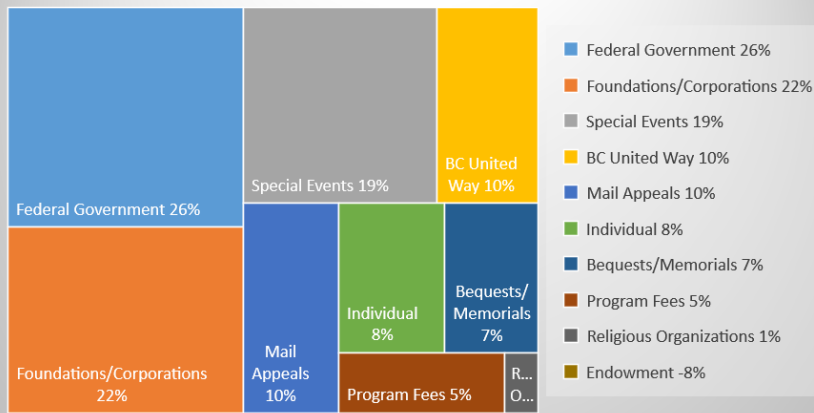
Michael Brogan
Susan DeWitt Davie
Robert (Dan) Fabich
Alison Frazier

Mary Gillis
Gwen Girard
Susan Richards
Jane Stoehr

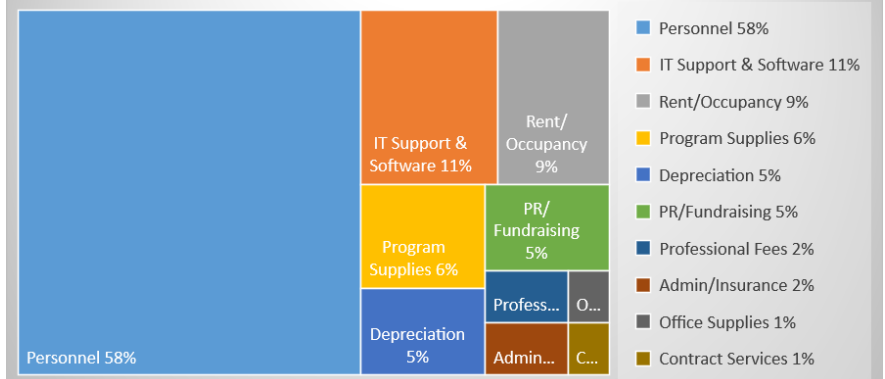
Leslie VanVonderen
Volunteer Center of Brown
County
Dennis and Karen Wojahn

FINANCIAL STATISTICS

Revenue



Expenses



9TH ANNUAL AWARDS AND APPRECIATION BREAKFAST



Literacy Partnership Award

Presented by: Quality Insulators
Awarded to: Green Bay Packers Give Back



Evie Jensen Spirit Award
Presented by: JBS/ UFCW Local 147
Awarded to: Linda Toonen



Irene Daniell Kress Literacy Advocate Award

Presented by: George Kress Foundation
Awarded to: JBS



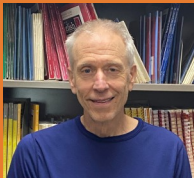
Outstanding English Language Learner
Presented by: American Foods Group
Awarded to: Maria de Carmen Cuenca Garcia



Lifetime of Literacy Award
Presented by: Green Bay Packers Give Back
Awarded to: Kris Fry

Citizenship Winners

Presented by: Green Bay Exchange Club
The citizenship winners are honored through their accomplishment of obtaining U.S. Citizenship. The Green Bay Exchange Club has offered 3 scholarships to:



Volunteer of the Year Award Presented by: Wisconsin Public Service
Awarded to: Bill Wright



Aden Abdile



Outstanding Adult Learner
Presented by: Nicolet National Bank
Awarded to: Surid Lasso.



Haojiang Zhang



Outstanding Children First Family Literacy GED Graduate
Presented by: U.S. Ventures
Awarded to: Esperanza Cruz Martinez



Mohamed Said

2022 EVENT BUNDLE SPONSORS



Our generous Event Bundle Sponsors enable Literacy Green Bay to host four fundraising events during the year: The Annual Awards and Appreciation Breakfast, the Trivia/Scrabble Bee, Golfing for Hope, and the Literacy Green Bay Golf Outing.



LITERACY GREEN BAY TRIVIA BEE

February 24, 2022

Shelly Karnz, Kim Shefcik, and Jaime Wall were the winners of the three rounds of trivia in this fun, virtual event! We are planning a return to an in-person Scrabble Bee in 2023!

Additional sponsors include: OSMS, CONNECT, powered by American Family Insurance, Cellcom/Nsight, Capital Credit Union, Wipfli, NWTC, and Wisconsin Pay Specialist.



LITERACY GREEN BAY Golf Outing

September 12, 2022

This year's golf outing was rained out, but participants enjoyed luncheon, speakers and prizes despite the weather!



GOLFING for hope

September 16-17 2022

Partnering with House of Hope and this fun putt-putt golf event has participants travel to multiple hole sponsors at sites along Broadway in downtown Green Bay. Pictured at left is Andrew and Benny Korth, playing the Literacy Green Bay hole.

IN MEMORY OF ANDREA VOLLRATH

Andrea Vollrath was a proud co-founding member of the Literacy Council of Brown County, now known as Literacy Green Bay. Throughout the 1980's and 1990's she served as a tutor for a number of different learners, earning a "Gold Tutor" award in 1996 for accumulating 500 hours of tutoring. In 1987, Andrea's student, Paul Whiting (pictured below right with Andrea), was awarded "Student of the Year." *These donors honored Andrea's devotion to Literacy Green Bay with gifts to the organization:*



- | | | | | | |
|-----------------|---------------------|----------------------|--------------------|-----------------|--------------------|
| Faye Bailey | Marc Burkhardt | Kris Hartung | Sotie McCartney | Sue Riemer | Pat Tesch |
| Elizabeth Bayee | Rita Danielson | Heritage Financial | Julie McNair | Gene Rohde | David Vollrath |
| Wayne Bergman | Patrick Dillhunt | Partners | Jamie Meyer | Ken Rudle | Ruth Vollrath |
| Linda Bertrand | Becky Ehrmann | Fred Kaminski | Charles Olsen | Tammy Rusch | Jennifer Vollrath- |
| Robert Bishoff | Fidelity Charitable | Joan and Dennis King | John Penzenstadler | Laura Smolinski | Grosam |
| Jeff Borremans | Tawni Gustavson | Katherine LaCount | Lawrence Peterson | Joannie Swigert | Carrie Watzka |

Donations in Memory of Bonnie Granius:

Maureen Ackerman
Colleen Bath
Paul Biebel
Rodney Charnholm
Mary Cook
Kerry Destino
Eleanor Dockry
Carlton Granius
Shari Hight
James Kneeland
Maureen Liebergren-Schmidt
& Dr. Robert Schmidt

Herbert Liebmann
Connie Mortonson
Tori Rader
Mary Lynn Seidl
James Spitzer
Larry & Rose Sur
Jean Travis

Donations in Memory of Marie Fonder:

Mary Braband
Carol Christensen
Jeanne Dauska
Barbara Derenne

Joan Heyrman
Jeanne Kamperschroer
Ellen Mocco
Patricia Stilp

Donations in Memory of Ethelreda Servais

Dawn Delvaux-Goodman
Harold Goodman

Donations in Memory of Colleen Conway

Greg & Diane Conway
Keith Layton
Maria Zehren



IN MEMORY OF BOB RADER

As someone once said, "It's not what you gather that counts, but what you scatter." Use your talents to benefit others.

- Bob Rader

Bob Rader was involved in every Literacy Green Bay fundraiser in some way. He was a volunteer judge for the Spelling Bee and the Scrabble Bee. He served on committees that determined the future of the organization and solicited contributions from places where he worked and volunteered. He also hung dozens of bulletin boards, pictures, and awards, and many other handyman activities. He also facilitated our organization's development of a 403b program for employees. He eventually became involved in the citizenship program and enjoyed his interactions with the students working toward that goal.

These donors honored Bob's devotion to Literacy Green Bay with gifts to the organization:

Rachael Aitkin	Kristen Funk	Wynne Laufenberg	Christina Rosera
Lisa Allen	Ray Gabriel	Randy Lawton	Kristen Saranteas
Mary Armbruster	Jana Gasiorkiewicz	Herbert Liebmann	Patricia Schneider
Kathy Arndt	Carlton Granius	Merry Lee Lison	Paul Schneider
Dan Baker	Greater Green Bay	Nicole Long	Peter Schumacher
Cory Borys	Community Founda-	Carol Loritz	Michael Sheetz
James Caves	tion	Joan Lowe	Chris Skibba
Marilyn Clancy	Green Bay West Rotary	Rolf Lulloff	Len Stadtmueller
Kevin and Margie Collins	Club	Sarah Lulloff	Larry Sur
Mary Cook	Greg & Diane Conway	MATCH Sanderson	Bill Thomasma
Scott Copeland	Family Fund	Foundation	Stephen Thornton
Kathy Cornell	Michelle Gripenstraw	Sue Mietzel	Susan Tyndall
Allison Cornelissen	Chuck Gustafson	Marty Milton	Tom Vandenberg
Mike Curtin	Brannon Guyette	Mark Mleziva	Susan Vangheem
Jay De Cleene	Carole Guyette	Alfred Mohr	Gary Van Sistine
John Deninger	Cheryl Haight	Lynn Mullins	Duane Vetter
Thomas Devine	George Hartmann	Brian Mulroney	Clifford Wall
Dewane Family Charita-	Patricia Hearden	Notre Dame De La Baie	Mark Warden
ble Foundation	Steven Herro	Academy	John Weiss
Eleanor Dockry	Beverly Hoffman	Stacey Newcomer	Michael Weiss
Brian Dwyer	Paul Ihlenfeldt	Emmy Lou O'Connor	Claire Williams
Robert Ebben	Angele & Steven Jack	P. A. Dongieux	Moreen Wimer
Maureen Eifler	Donald Jauquet	Gary Poehls	Catherine Witteberg-
Marianne Eshleman	Robert Joswick	Andy Rader	Wallace
Bonnie Evans	Fran Kerkman	LaVon Rader	Dennis Wojahn
Jamie Evans	Sherry Kieffer	Jana Rasmussen	Christopher Wolfram
Luanne Ewald	Thomas Klimek	Charles Riley	Martin Zernicke
Lawrence Fehring	Ivan Knoeck	James Ritchay	Tammy Zimmel
Rebecca Forlenza	Dianne Koeppler	Karen Robenhorst	
Jerome Fox	Michael Kukiela	Roehl Transport, Inc.	
John Francois	Carol La Combe	Kerry Rose	
Susan Frost	Susan Lagerman		

WE LOVE OUR DONORS

Classroom Sponsorship

Georgia-Pacific Foundation
KI Inc.
Schneider National Foundation, Inc.

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American Family Insurance
American Foods Group
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Byron L. Walter Family Trust
Catholic Charities Inc.
De Pere Christian Outreach Corp.
Dollar General Literacy Foundation
Green Bay Packaging Inc.
Green Bay Packers
JBS
Little Rapids Corporation - Egan Foundation
Nicolet National Bank
Quality Insulators
Riordan Family Foundation
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U.S. Venture, Inc.
Wisconsin Literacy Inc.
Wisconsin Public Service Foundation
Wisconsin Technical College System Board
Mary Zaborski Funds of the Greater Green Bay Community Foundation
Herbert C & Diane V Liebmann, III Fund
Stand Together Grant

Partners (\$1,000—\$4,999)

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CONNECT, powered by American Family Insurance
D&S Machine Service Inc.
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Green Bay Area Exchange Club
Sarah Harmsen
Lynn Hyer
Thomas Johnston

Benjamin Klaas
Frederick Lamont
Christine Mc Connell
Monday Noon Optimist Club
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William Wright Funds of the Greater Green Bay Community Foundation
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Mark & Mary McMullen
Vanderheiden-Wiley Fund for the Literacy Council of Brown County

Champions (\$500—\$999)

AON
Bay Tek

Brown County United Way
John Burke
Capital Credit Union
Cellcom
Chrysler World Inc.
Foxwood Associates Inc.
Alyssa Haynes
Jim Hinckley
Hinkfuss, Sickel, Petijean & Wieting
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Nan Williams
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Erin Wood
Haojiang Zhang
Funds of the Greater Green Bay Community Foundation
Robert Joswick
Wayne Lubner

Advocates (\$100—\$499)

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Jim Anderson
Julie Arneth
Meherrnaz Balaporia
Jane Barnes
Delores Bartlett
Liz Biaggio
Robert Biaggio
Thomas Bice-Allen
Paul Biebel
Tad Bircher
Michael Blecha
Mary Bollom
Susie Brekke
Carl Buchinger
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Charities Aid Foundation
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Davie
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Exelon Foundation
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Fidelity Charitable

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MARK YOUR CALENDARS:

Scrabble Bee
February 9, 2023

Literacy Gala
April 27, 2023

Annual Awards & Appreciation Breakfast
June 14, 2023

Golf Outing
September 2023

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