Dear Partners,

Nehemiah staff and trustees have a lot to celebrate! 2011 was an amazing year of growth and expansion for Nehemiah. My incredibly talented staff team, dozens of committed volunteers and many generous donors saw to it that we moved our programming forward in a major way. You’ll note (with more detail later in the report) that we expanded Summer ACE Programming to six weeks; we began another tier of On Ramp (our college readiness and coaching program); we began a gospel choir in the Allied Community to create room for beauty and celebration; and we expanded our Prison Reentry & Advocacy work considerably, including taking ownership of a house that provides emergency and permanent housing for male ex-offenders. The plans for 2012 keep us on this trajectory of offering an increased range of culturally competent transformational leadership programs.

When October 1, 2012 rolls around this fall, I will have been at the helm of Nehemiah for twenty years. It is amazing that I am still energized by the work we are doing. Of course, many challenges and obstacles are yet to be faced; however, the results we see in the individuals, families and communities we serve keep me grateful and moving ahead. I look forward to continuing my part in “transforming the face of leadership” in the Greater Madison Area.

Together transforming,

Rev. Dr. Alexander Gee, Jr.
President/Founder
Nehemiah – Center for Urban Leadership Development
ABOUT US

We serve the under-resourced population of the greater Madison area with a primary focus on at-risk African American families. Nehemiah addresses the needs of the entire family by focusing on spiritual issues, economic needs and academic success. We inspire transformation by building meaningful relationships, providing coaching and mentoring, creating peer support groups and offering mediation and advocacy. In order to interrupt the cycle of poverty, racism, and discrimination that many families face, we concentrate on prevention, early intervention, education and restoration. We also collaborate with established leaders in our community and develop emerging urban leaders to transform our powerful vision into a meaningful reality.

VISION:
Empowering disenfranchised learners and leaders
to bring about hope, transformation and justice
for themselves, their families and their communities.

VALUES:
➢ Connecting with people through meaningful relationships
➢ Rebuilding the cultural and spiritual identity of those we serve
➢ Respecting the inherent worth and value of each person
➢ Serving with cultural awareness and competency
➢ Honoring the wisdom and leadership within the community

DISTINCTIVES:
➢ Our staff workers live as listeners and learners within the community
➢ We offer programs that encourage success for people in all life stages
➢ We care for the needs of the whole person in our work
➢ We develop the inherent leadership abilities in those who are often marginalized
➢ We empower people to transform their lives by providing them with valuable resources, tools and skills

STATISTIC About the People We Serve:
• African Americans in Dane County are three times as likely as the community as a whole to live below the poverty line and experience unemployment, half as likely to hold management positions, and twice as likely to work in service operations.
• Only 74% of Black adults hold a high school diploma, compared with 93% of the full community.
• 40% of Black students drop out before completing high school.
• African Americans, who make up 20% of the school district, comprise 40% of its suspensions and expulsions.
• African Americans are incarcerated a more than 13 times the rate for the community at large.
• 37% of Blacks live in poverty, compared to the 11% of the community as a whole.
• The median income for Black households in Dane County lags behind the overall community by more than $22,000.
• 31% of Blacks ages 25-45 in metropolitan Madison are out of the labor force, compared with 13 percent for the community as a whole.
• 26% of Blacks have no health insurance all or part of the time, compared with 9% of the entire community
• Only 32% of Black residents in Wisconsin own homes compared to 71% of white residents

ACE
(Academic Center for Excellence)

This Year’s Highlights

- Hip-Hop recording artist, Marlon Anderson, wrote, taught, and recorded a soundtrack of original songs for the Nehemiah ACE Program. The ACE participants were the vocal artists and choreographers of dances that were prepared for each class. “GREAT!” Became the signature song for ACE.

- Community building was core to the motivations of academic achievement and growth of the individual children participating at ACE. We witnessed youth encouraging one another, helping each other academically and using advanced communication skills to resolve conflict. Overall our efforts to build community through games, the word of God, and peer accountability, provided momentum for learning and positive support throughout the course of the six week camp.

Program Goals

- To strengthen the academic core of the grade-level competency skills of the individual child
- To serve as an educational and empowerment resource for families.
- To be a bridge of support for families in the community and in the neighborhood schools.
- To create a positive community of young leaders, providing valuable resources of human capital.

2011 Accomplishments

1. ACE provided 2 hours daily of classroom structured learning focusing on grade-level math and literacy skills. Each child was evaluated upon entering the ACE program. Coaches were trained and instructed to work with each child beginning with his or her own skill level.
2. Each family was given a conference to discuss their child’s academic year and the expectation of progress they were looking for through the ACE program.
3. ACE leadership has become visible in the schools represented by ACE participants and has received a positive welcome by school administrators, principals and teaching staff. This has opened doors to keep connections with ACE participants during the school year.
4. Nehemiah has been given as a referral by two separate schools as a positive, effective place to send children!
5. ACE hosted several leaders in the community to come and serve the ACE participants. Among these leaders were medical students, the local librarian, a local firefighter, Young Life Leadership manager, a formal NFL player, and a UW chef to name a few.

2011 STATISTICS

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Participants</td>
<td>43</td>
</tr>
<tr>
<td>Volunteers</td>
<td>15</td>
</tr>
<tr>
<td>Location</td>
<td>Fountain of Life Building</td>
</tr>
<tr>
<td>Program Times</td>
<td>Monday-Friday 7:30am-4:30pm</td>
</tr>
</tbody>
</table>
LIGHT
(Learning Is Our Greatest Hope for Tomorrow)

2011 STATISTICS

<table>
<thead>
<tr>
<th>Category</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participants</td>
<td>150</td>
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<tr>
<td>Volunteers</td>
<td>40+</td>
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<tr>
<td>Volunteer Hours</td>
<td>300 hours/month</td>
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<tr>
<td>Locations</td>
<td>6 +</td>
</tr>
<tr>
<td>Program Times</td>
<td>Mon-Thurs 3:30-6:00pm, and periodic Saturdays</td>
</tr>
</tbody>
</table>

This Year’s Highlights

- We had a successful 2nd Annual College Tour.
- All regular participants in our Pre-College Program are enrolled in a post-secondary educational institution!

Program Goals

- To encourage young people to dream big about their future, help them to believe it can happen, and develop a plan on how to get there.
- LIGHT seeks to build up the total individual and empower them to walk in their full potential.
- To provide: academic enrichment, leadership development, motivation and empowerment, help in setting and accomplishing goals, support and resources, and a fun and positive environment for participants.
- Target Population: Youth who are at risk for academic failure and who may need additional support and services to be successful and reach their full potential in life - a conscientious effort is made to target African-American and minority youth.

2011 Accomplishments

1. We expanded programming to multiple sites: East Site - Greek Orthodox Church, West Site - West High School, Athletic Study Table Site - West High School, Allied Boys And Girls Club Site, On Ramp Site - Fountain Of Life Church and disperse to content relevant sites.
2. LIGHT made significant steps in reaching more youth through the academic enrichment and leadership development programs through partnerships. We expanded our partnership with the Boys and Girls Club of Dane County, the local public high schools, and several more individuals and organizations.
3. We added a RISE girls group, with components of health and wellness, a leadership development program focused on the growth of individual leaders. RISE (Respect, Individuality, Self-esteem, Empowerment) meets monthly to talk about issues relevant to high school girls.
4. On Ramp program is now offering unique curriculum for each grade, 9-12th.
This Year’s Highlights

- August 27, 2011 we held our 1st Benefit Concert at Fountain of Life Church. Several people were in attendance and showed their support. The program was high powered and very inspirational. Performances included singing, praise dancing, poetry and other oral presentations. Afterwards, we invited everyone to join us for an awards ceremony at which we served a full dinner and presented awards to our participants and leaders.

- August 6, 2011 we sang at the Sterling House Nursing Home in Middleton, WI where we sang multiple selections after greeting and interacting with approximately 15 residents. There was a lot of laughter and good interaction between our participants and the residents.

Program Goals

To provide programming that offers a positive & inspirational outlet to youth and adults in the Allied Community and greater Madison area. Our goal as a choir is to build relationships, strengthen individuals and utilize faith-based song selections that uplift and encourage our participants as well as the community that we serve. Through song, dance, drama, and oral presentation, the choir’s mission is to spread a Message of “Hope, Strength & The Power To Overcome”.

2011 Accomplishments

1. We had a consistent show of young people each week at rehearsals and singing engagements.
2. We provided weekly refreshments, uniforms, and need-based food & clothing for our participants.
3. We provided transportation to two individuals whose families had moved into a shelter.
4. We conducted several mini-empowerment sessions where discussions were held covering subjects such as drug & alcohol abuse, anger, depression, peer pressure and coping with death.
5. We conducted a Music Workshop where we invited outside professionals to instruct and train participants in the areas of vocal improvement, poetry writing, and praise dancing.
6. We performed at the following venues (some more than once): Mt Zion Baptist Church, Fountain of Life Church, Allied Festival, The Sterling House Nursing Home, Allied Picnic, Zion City Church.
7. 4 or 5 of our participants regularly visit our church (Fountain of Life) and bring their family members.
8. We continually receive positive feedback from people who have heard our performances!
Community Chaplain
(Allied Dunn’s Marsh Neighborhood)

2011 STATISTICS

<table>
<thead>
<tr>
<th>Participants</th>
<th>104</th>
</tr>
</thead>
<tbody>
<tr>
<td>Volunteers</td>
<td>20</td>
</tr>
<tr>
<td>Volunteer Hours</td>
<td>100</td>
</tr>
<tr>
<td>Location</td>
<td>Allied Drive Community</td>
</tr>
</tbody>
</table>

This Year’s Highlights

- Community members and residents showed committed volunteerism!

Program Goals

- To Empower Individuals, Groups, and Families to become stably proficient to live amongst society as a contributing citizen.
- The program was successful through assisting families to gain adequate housing, fulfilling legal obligation, preventing and supporting youth and teen attendance in school to meet and complete required courses as well as to aide in the ongoing home base bible study held throughout the Allied community.

2011 Accomplishments

1. A mother who had been incarcerated in the judicial system for several years then released was successfully able, with our team’s support, to secure housing and reunite with her spouse and children.

2. A pregnant mother, once a resident of the community, became homeless while hospitalized and giving birth to her child was able to find assistance through our program to gain adequate support for herself and her newborn while seeking permanent housing in a drug-free unit within the community.

3. The Community Chaplaincy program worked with a parent in the community to enhance her personal outlook on life as she worked on spiritual reflection through bible study in the community and other churches as well as small support groups through referral and through accompanied volunteer shared ride to attend outside meetings for sustainability and cohesiveness in the home and in the neighborhood alike.
Reentry and Advocacy Services

2011 STATISTICS

<table>
<thead>
<tr>
<th>Participants</th>
<th>50</th>
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<tbody>
<tr>
<td>Volunteers</td>
<td>5</td>
</tr>
<tr>
<td>Volunteer Hours</td>
<td>120 hours</td>
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<tr>
<td>Program Location</td>
<td>Urban League</td>
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<tr>
<td>Program Time</td>
<td>Tuesdays at 7pm</td>
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</tbody>
</table>

This Year’s Highlights

- Getting the Nehemiah House (emergency housing for ex-offenders) up and running.
- Developing Reentry & Advocacy program into a team effort with multi-faceted services.

Program Goals

**Leadership Development/Life Skills**
- train and equip ex-offenders
- provide coaching/mentoring for ex-offenders
- provide skill development
- work toward family reunification

**Reduce Recidivism**
- prevent re-offense
- reduce violations that cause sanctions
- provide education to and work in collaboration with community leaders

**Housing & Employment**
- provide resources for housing
- provide resources for potential employment

**Advocacy**
- provide advocacy for ex-offenders
- equip ex-offenders for self-advocacy

2011 Accomplishments

**Leadership Development/Life Skills**
1. We had a very successful year of Man Up programming.
2. We set the groundwork for expanding Man Up to multiple sites.
3. Many program participants have turned the corner from being recipients of services to providers of services.

**Housing/Employment**
4. We began providing emergency house.
5. We started the Still I Rise clothing venture.
6. We build relationships with potential employers.

**Recidivism**
7. None of our program participants have returned to prison for re-offense.
8. We established and strengthened relationship with many civic agencies and public organizations.
9. We began the Nehemiah Reentry and Recidivism Council.

**Advocacy**
10. We provided advocacy services for dozens of men.
PARTNERS
We could not exist without the generous contributions of all of our partners.
Thank you for all that you do!

Board of Directors
Rev. Dr. Alexander Gee, Jr. (Board Chair)
President, Nehemiah Community Development Corp.
Pastor, Fountain of Life Family Worship Center

Cassandra Edwards (Secretary)
Marketing Research, Kraft

Deborah Garrett-Thomas (Treasurer)
Program Analyst and Monitor

David A. Hart III
Assistant Attorney General, State of Wisconsin

Kirbie Mack
Division Administrator, State Department of Revenue

Anthony Ward
Police Officer, City of Madison

Community Collaborations and Partnerships
Allied Wellness Center (alliedwellnesscenter.org)
Bakke Graduate University (bgu.edu)
Boys & Girls Club of Dane County (bgcdc.org)
Christian Community Development Association (ccda.org)
Dane County Department of Human Services (danecountyhumanservices.org)
Edgerton Gear (edgertongear.com)
InterVarsity Christian Fellowship (intervarsity.org)
Joining Forces for Families
Lilada’s Livingroom (lilada.org)
Madison Area Churches, notably: Assumption Greek Orthodox, Christ Presbyterian, Covenant Presbyterian, Damascus Road, Door Creek Evangelical Free, Fountain of Life, and Gateway Community
Madison Metropolitan School District (madison.k12.wi.us)
Second Harvest Foodbank (secondharvestmadison.org)
United Way of Dane County (unitedwaydanecounty.org)
University of Wisconsin (wisc.edu)
Urban League of Greater Madison (ulgm.org)

VOLUNTEERS
Nehemiah is largely run through the contributions of dedicated volunteers.
Thank you to all of you who have spent your time and talents—we appreciate those who have served for a few hours or who have given their time for a few months.
We know that our participants and the community have been beneficiaries.

Staff
Rev. Dr. Alexander Gee, President and Founder
Rich Henderson, Director of Operations and Development
Ozanne J. Anderson, Director of ACE
Lilada Gee, Director of Curriculum Development and Community Programming
Jerome Dillard, Director of Reentry and Advocacy Service
Autumn Swain, Director of LIGHT
Gloria Manadier-Farr, Community Chaplain in the Allied Dunn’s Marsh Community
Julia Saffold, Director of the Madison Allied Community Gospel Choir
Lisa Le Mieux, Communications Coordinator
2011 FINANCES

**Income**

<table>
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<th>Source</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Grant Revenue</td>
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<tr>
<td>Performance Contracts</td>
<td>11,441</td>
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<tr>
<td>Donations</td>
<td>175,495</td>
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<tr>
<td>Other Income</td>
<td>5,423</td>
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<tr>
<td><strong>Total Income</strong></td>
<td>309,871</td>
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</table>

**Expenses**

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personnel</td>
<td>194,700</td>
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<tr>
<td>Benefits</td>
<td>39,297</td>
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<tr>
<td>Program &amp; Administrative</td>
<td>68,208</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td>302,205</td>
</tr>
</tbody>
</table>

**Net Ordinary Income** 7,666

**Debt Service** 10,165

**Net Income after Debt Service** -2,499

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**HOW YOU CAN HELP**

**Pray**
Follow us on social media and sign up for e-mail newsletters to stay updated on how to pray. To get connected, contact communications@nehemiah.org

**Volunteer**
We always need volunteers! If interested in volunteering, please email volunteer@nehemiah.org

**Donate**
Tax-deductible contributions can be given by check or online. Checks can be made to Nehemiah and sent to PO Box 259861, Madison, WI 53725. Please include a notation indicating the purpose of the gift. Contributions may also be made directly on our website (www.nehemiah.org). Click the “Donate” button at the top of the left sidebar.

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(608)257-2453
www.nehemiah.org
admin@nehemiah.org