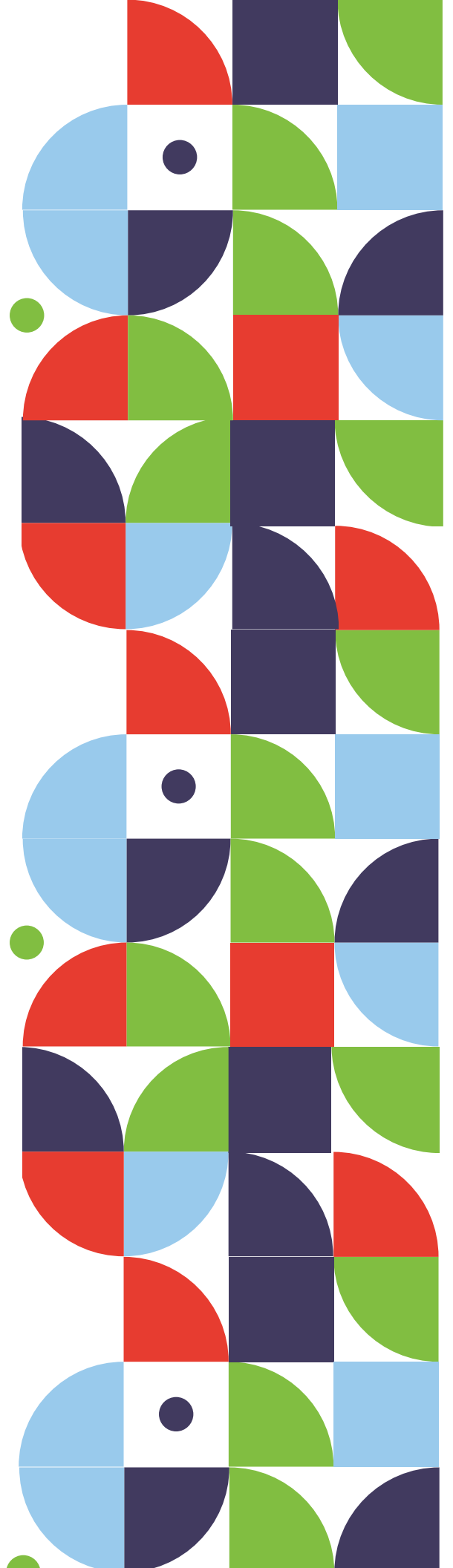




**A child's foundation to learn, a
family's opportunity to succeed.**

ANNUAL REPORT 2024

WWW.REACHDANE.ORG/ABOUT/COMMUNITY.CFM



A WORD FROM OUR EXECUTIVE DIRECTOR

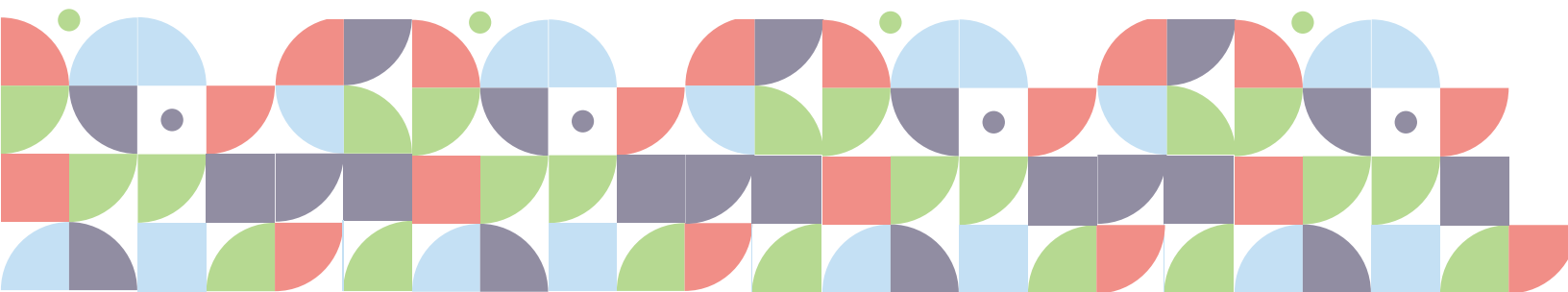
Hello,

2024 was yet another exciting year at Reach Dane! This year has brought joy, innovation, and also challenges. We continue to pilot new programming models designed to improve outcomes for children and families and support the well-being of staff. Our lifelong journey to embedding equity in the fabric of the organization is moving forward with deep work on developing policies to better support all families and staff. Along this journey we are working to delight in everyday moments, celebrate our successes, and find deeper joy and purpose in our work!



All of this beautiful work is happening in the midst of an early childhood system which is deeply challenged. Head Start and child care systems have historically been built on the backs of low wage labor, particularly of women of color. These systems have never received adequate funding to pay staff livable wages and now are bracing for funding cuts at the state and federal levels. This is a challenging moment to stand in, and my greatest hope is that a new, healthier system will eventually emerge from the ashes of the old.

As we move forward into 2025, we will continue to support and care for all the members of our Reach Dane community and work to create the future our children, families, and staff deserve. Many thanks to all of our supporters who share this dream and we look forward to our continued connections!



MISSION, VISION, VALUES

At Reach Dane, our mission is to provide high-quality, comprehensive early childhood services to underserved children and families in Dane County. Grounded in equity, compassion, and community partnership, our vision is a future where every child has the opportunity to thrive—regardless of their background or circumstances. Through education, support, and advocacy, we work to break down barriers and build up bright futures.



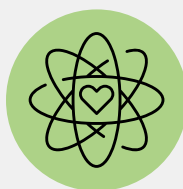
MISSION

Reach Dane changes the lives of underserved children and families through education and supportive services.



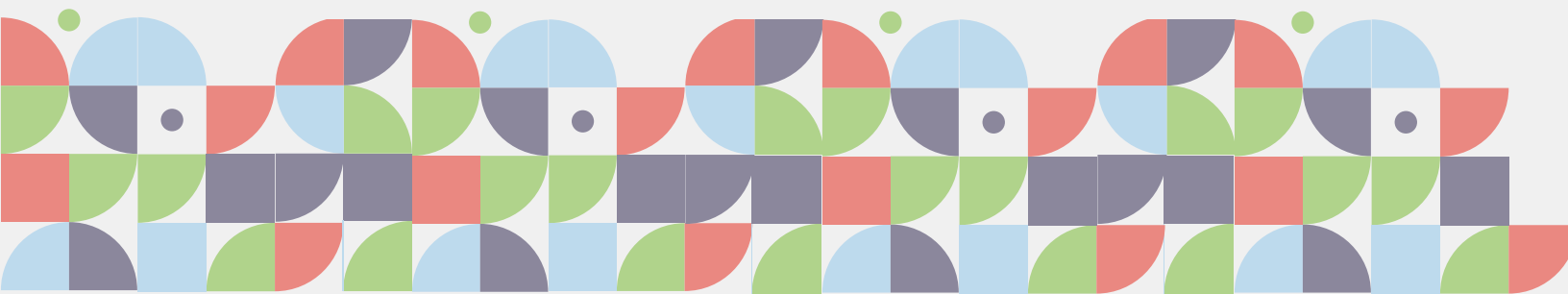
VISION

A child's foundation to learn, a family's opportunity to succeed.



VALUES

We value healthy, creative, nurturing environments for children, families, and staff that model dignity and respect. Our agency is committed to responsive and respectful support to the diverse community we serve and staff we employ. As such, we build Environments, Relationships, Trust, Communication, Equity and Social Justice.



LIVING OUR CORE VALUES

At Reach Dane, our core values are more than words — they guide every decision, every classroom, and every connection with families. In 2024, we put our values into action by strengthening our programs, investing in our staff, and building stronger partnerships across our community.



ENVIRONMENTS

This year, we invested in updated playgrounds and made key facility improvements to ensure our spaces are safe, welcoming, and developmentally supportive. We've also shifted our approach to sourcing classroom materials, prioritizing partnerships with local businesses to strengthen community ties and promote sustainability.



EQUITY & SOCIAL JUSTICE

Our HR Equity Collective is actively developing a compassionate leave policy that better reflects the diverse needs of our staff. This work is rooted in a commitment to creating policies that are inclusive, culturally responsive, and aligned with our values of care and equity.



TRUST

We introduced the Integrated Support Specialist role to provide consistent, site-based support by blending expertise in education, family services, and mental health. Each site now has a primary support person, fostering stronger relationships and improving the quality of teaching practices. This effort is helping to build a culture of trust and shared accountability across the agency.



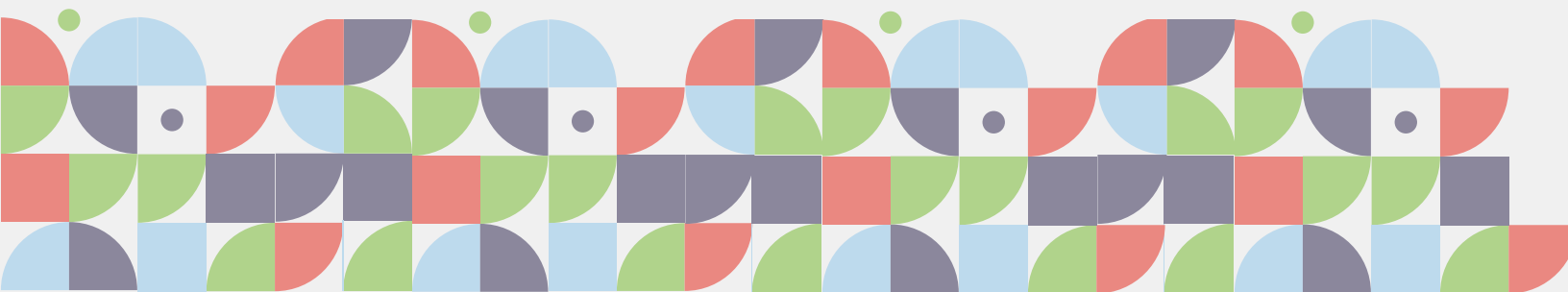
RELATIONSHIPS

The implementation and ongoing study of the Sprouts Classroom have demonstrated positive outcomes for both children and staff. Additionally, our Connection and Reflection Circles offer a dedicated space for staff to come together, deepen relationships, and strengthen our sense of community.



COMMUNICATION

To strengthen agency-wide communication, we launched an internal communications team focused on improving transparency, collaboration, and connection. One of our key accomplishments is the launch of the Reach Forward newsletter, which shares internal updates, celebrates staff accomplishments, and highlights collective efforts across departments and sites. This newsletter serves as a central place for staff to stay informed and engaged with the work happening throughout the agency.



OUR APPROACH

At Reach Dane, we believe meaningful impact starts with the whole child and whole family. Our approach is rooted in equity, community partnerships, and a commitment to high-quality care. With skilled staff and wraparound support, we meet families where they are and help them thrive.



Whole Child, Whole Family

We believe a child's success is rooted in the well-being of their entire family. Our programs support not just early learning, but also health, nutrition, mental wellness, and family engagement.



Equity in Action

We prioritize access and inclusion, ensuring every child, regardless of income, background, or ability receives the tools and support they need to thrive.



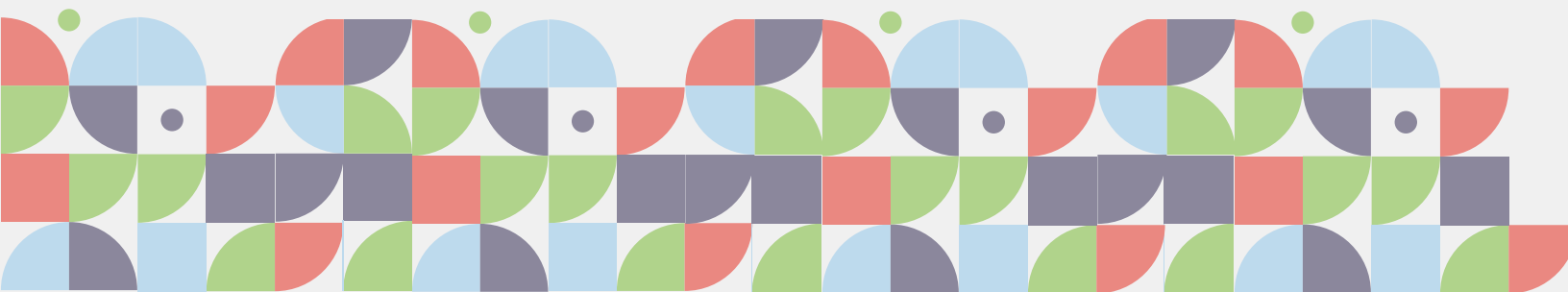
Community-Rooted Care

We partner with local organizations, schools, and families to build a strong support network, providing services that are responsive, culturally relevant, and grounded in trust.



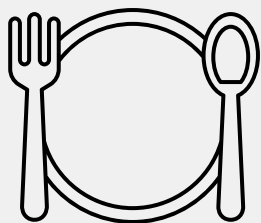
Supportive, Skilled Staff

Our team is the heart of our mission. We invest in our staff through competitive wages, professional development, and wellness initiatives—because caring for children starts with caring for those who support them.



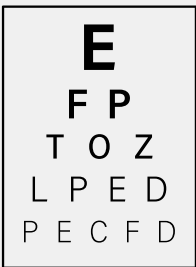
OUR IMPACT

At Reach Dane, impact means action. This year, we provided thousands of nutritious meals, ensured children received essential vision, dental, and health screenings, and offered safe, reliable transportation to and from school. We also invested in our dedicated staff through a cost-of-living wage increase, recognizing that the well-being of our team directly supports the success of our families. Every number tells a story of care, commitment, and community.



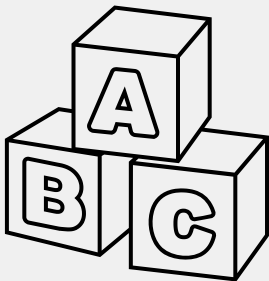
153,101

Meals served including breakfast, lunch, and snack



573

Vision screenings completed and referrals made if needed.



649

Children enrolled in Head Start, Early Head Start, and Child Care Partnerships



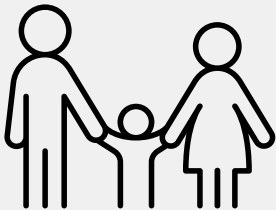
638

Children up-to-date on age appropriate vaccines



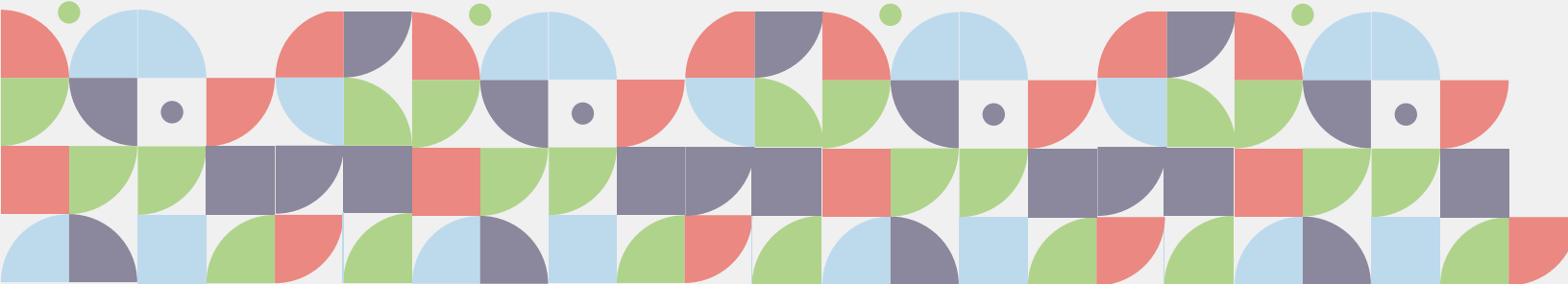
613

Oral Examinations & Preventative Care Treatments



80%

Parent Participation Rate in Family Engagement Activities



SATELLITE FAMILY CHILD CARE SYSTEM

Reach Dane's Satellite Family Child Care System supports home-based educators throughout Wisconsin in offering high-quality, child-centered care aligned with Satellite's accreditation standards. Focused on six core areas: **relationships, environment, programming, development, professionalism, and health/safety**. Participants receive individualized coaching, resources, training, and opportunities for mentorship, networking, and family referrals.



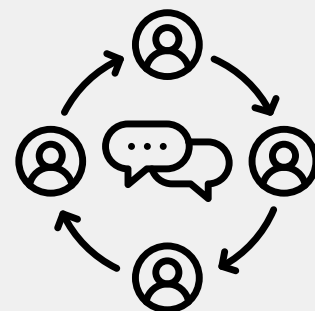
756

Consultant visits in programs



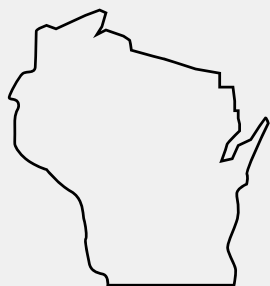
118

Professional Development hours



31

Satellite led gatherings and **2** peer to peer groups



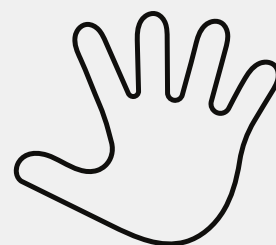
98

Family Childcare Programs in Satellite's Accreditation System statewide.



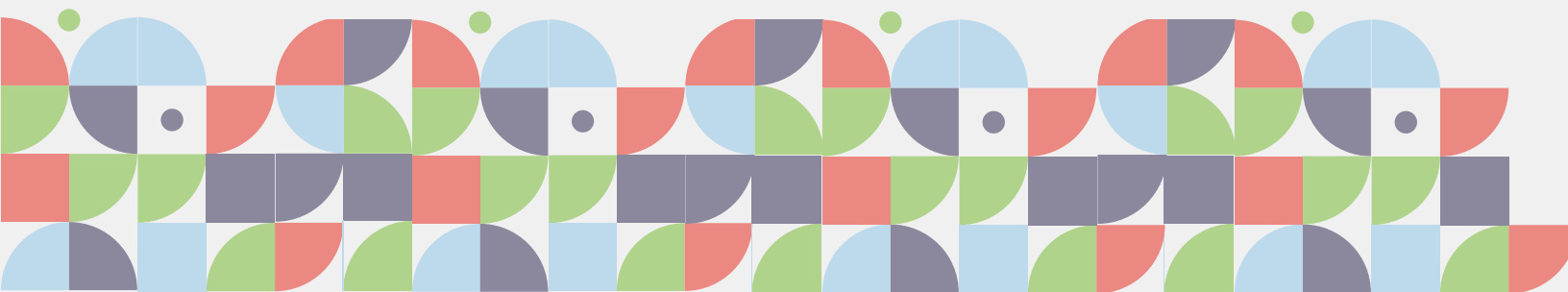
1,433

Pieces of equipment provided, including books, curriculum units, and toys.



262

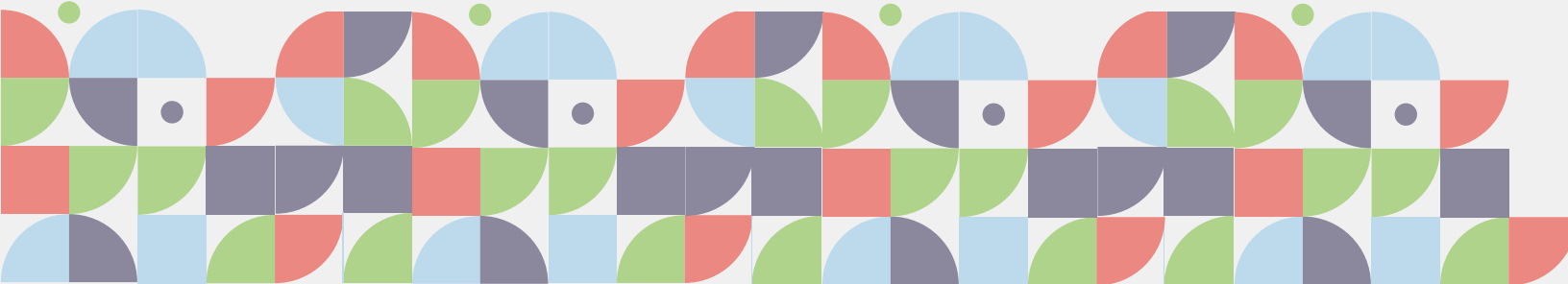
Children referred into Satellite accredited programs.

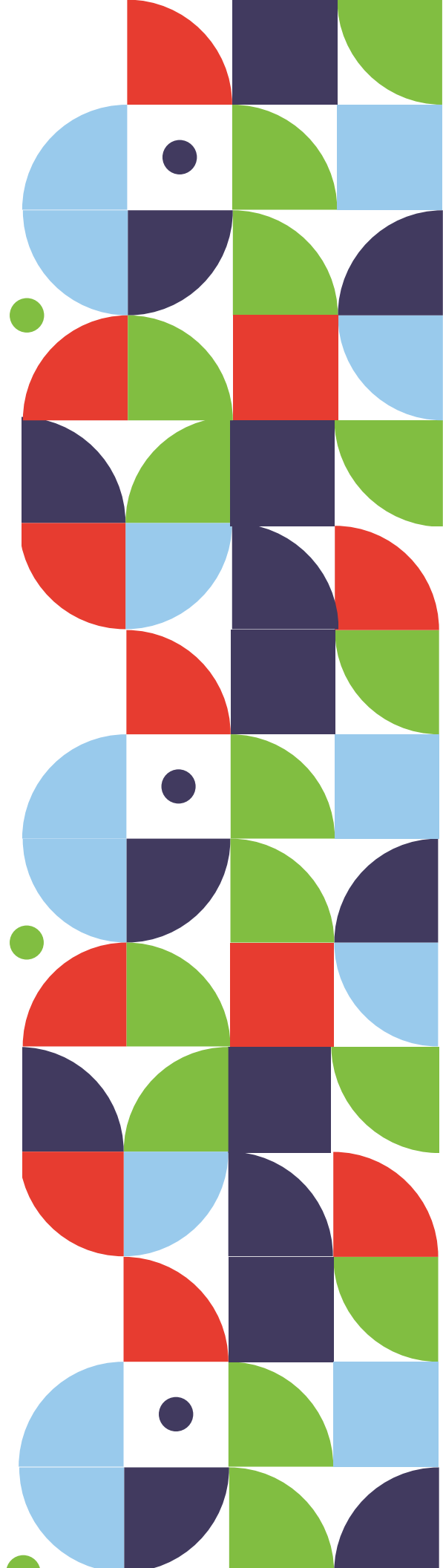


FINANCIALS



| Revenue | Amount |
|-------------------------------------|--------------|
| Net Grant Revenue | \$15,509,218 |
| Donations | \$104,445 |
| Child care fees | \$2,903,612 |
| United Way revenue | \$58,063 |
| Interest and Gain on Investments | \$641,576 |
| Other contract revenue – 4K | \$832,314 |
| Other contract revenue | \$45,622 |
| Miscellaneous income | \$522,078 |
| In kind contributions | \$205,433 |
| Total Revenue | \$20,822,361 |
| Salaries and wages | \$11,454,519 |
| Fringe benefits | \$3,691,128 |
| Contractual and consultants | \$1,534,830 |
| Occupancy | \$1,439,576 |
| Transportation expense | \$1,023,898 |
| Supplies/food | \$1,023,898 |
| Depreciation and amortization expen | \$649,304 |
| Other – child care support | \$883,238 |
| In-kind expenses | \$205,433 |
| Total Expenses | \$21,195,034 |





THANK YOU

Thank you for being part of our journey. Your support, dedication, and belief in our mission make a lasting impact on the children and families we serve. Together, we are building brighter futures and stronger communities. Here's to another year of growth, opportunity, and success!



2096 Red Arrow Trail,
Fitchburg, WI 53711



(608) 275-6740



www.reachdane.org