



**2022/2023**

# **ANNUAL REPORT**

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

reach  **DANE**



## 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.

## CORE 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.



## ENVIRONMENT

Create a safe and welcoming environment every day with everyone.

## RELATIONSHIPS

We believe in the power of authentic and positive relationships.

## TRUST

Trust is the foundation that holds all relationships.

## COMMUNICATION

We value ongoing transparent communication that supports connection.

## EQUITY & SOCIAL JUSTICE

Our charge is to lead with compassion for social justice. We strive to stand in the gap to support all those who are affected by inequity.



# FINANCIALS



## 2023 Reach Dane Financial Results

Revenue	Amount
Grants	\$14,639,980
Childcare	2,312,152
4K Partnerships	726,446
Donations	1,877,114
United Way	57,921
Other	1,325,674
<b>Total Revenue</b>	<b>\$20,939,287</b>
Expenses	Amount
Salaries	\$10,915,527
Benefits	3,235,886
Contractual	1,528,045
Occupancy	1,428,303
Transportation	411,829
Supplies	1,193,183
Depreciation	526,774
Child Care Support	773,262
<b>Total Expense</b>	<b>\$20,012,809</b>
<b>Change in Net Assets</b>	<b>\$926,478</b>

# AGENCY UPDATES



We are excited to share a significant developments within our Reach Dane/Reach Green community. The HR Equity Policy group has recently transformed into a collective, embarking on a journey with ambitious goals. Our first initiative involved a thorough review of existing HR policies—covering bereavement, vacation, and leave of absence—through the lens of social justice. At Reach Dane, we are committed to identifying and addressing areas where institutionalized racism, sexism, and colonial standards may disproportionately affect our community members.

We are dedicated to inclusivity and eager to hear and honor the diverse experiences, backgrounds, and cultures within our Reach Dane/Reach Green team. This valuable insight is crucial in shaping our policy recommendations. We are working on proposing new policies that not only support but also benefit our diverse group of employees. These efforts align with our broader mission to create a safe and welcoming environment for everyone.

Following our April 2023 All Staff discussion on wellness, the Site Director Study emerged as a vital initiative aimed at alleviating the significant challenges faced by our Site Directors. These leaders often act as a "catch-all" across various sites, managing overwhelming demands. The study involved shadowing a Site Director for an entire work week to gain invaluable insights into their roles.

This initiative aligned seamlessly with our commitment to wellness and system enhancement, using a co-sensing methodology inspired by Theory U to drive us toward Collective Leadership. Our focus goes beyond conventional evaluation, delving into site operations, cultural nuances, and individual experiences to craft sustainable solutions. We aimed to understand the realities of the role comprehensively, recognizing that meaningful change requires a grasp of what works and what doesn't. This effort reflects our dedication to continuous improvement and the well-being of our staff.

We are thrilled to be in collaboration with Dr. Robert Nix, a distinguished professor of Human Development, and his graduate students this spring. They will partner with the Sprouts classroom to explore how the Sprouts model benefits children, families, and staff. Their research will focus on children's growth in social-emotional competencies, school readiness, and effective daily practices. Additionally, they will study how the model supports staff well-being and prevents burnout, with an eye towards expanding this model throughout our agency. Dr. Nix and his team will engage with the classroom through visits, video analysis, and collaboration with our staff, who have shown great enthusiasm for this innovative project.

These initiatives mark a pivotal moment for Reach Dane/Reach Green as we strive to create a more equitable, supportive, and innovative community. By enhancing our HR policies through a social justice lens, addressing Site Director challenges, and collaborating with experts like Dr. Robert Nix, we are committed to fostering diversity, wellness, and continuous improvement. We are excited about the positive changes ahead and look forward to working together to achieve a brighter future for everyone in our community. Stay tuned for further updates as we move forward.