

2024 ANNUAL REPORT

MISSION

Community Work Services is guided by the belief that **all** people have value and that supporting individuals with disabilities to actively participate in all aspects of community life results in a more diverse, compassionate and stronger community for everyone. With that as a foundation, the agency works in partnership with employers to make a positive difference in the lives of the people we support by helping them find and keep individually meaningful community jobs.

SERVICES TO CLIENTS

In 2024, Community Work Services completed its 40th year of operation, collaborating with over 71 employers in Dane County to provide community-based employment to 73 adults with developmental disabilities. These employers were from both the public and private sector and included large as well as small businesses and organizations (See Attachment #1.)

The 73 clients served in 2024 display the following disabilities or combinations thereof: mild, moderate, severe and profound cognitive disability; visual impairment; hearing impairment; cerebral palsy; epilepsy; autism; brain injury; mild to severe physical limitations; chronic mental illness; and mild to severe behavioral challenges.

Prior to being served by Community Work Services, these individuals attended Dane County special education programs, sheltered workshops, day activity centers, other community based vocational services programs, or resided in nursing homes and/or institutions.

The following is a breakdown of the level of ongoing support provided to each of the 73 clients who were served:

Level of Support

Continuous On-Site Support was provided to 30 clients. This level of support is provided to clients who require a staff person to be on site the entire time they are working. The staff person on site is responsible for providing instruction to clients, quality checking work, coordinating daily activities on site, monitoring client behavior and maintaining positive relationships with clients' supervisors and co-workers.

Daily Contact was provided to 27 clients. This level of support is provided to clients who are able to work without direct staff supervision for short periods of time. Daily contact from a staff person may occur anywhere from 1 to 6 times per day. These daily contacts involve providing instruction to clients at key times during their work day, monitoring quality, and communicating with clients' supervisors and co-workers.

Weekly Contact was provided to 7 clients. This level of support is provided to clients who can work without direct staff supervision for one to five days at a time but still require someone to spend time on site and monitor job performance on at least a weekly basis. Weekly contact can occur anywhere from 1 to 4 times per week and involves checking work quality, communicating with clients' supervisors and co-workers, and providing any instruction on site as needed.

Monthly Contact was provided to 9 clients. This level of support is provided to clients who have demonstrated a great deal of independence on the job. Staff visits job sites on a monthly basis to monitor client progress and maintain communication with client, supervisor, and co-workers. During this time, any issues that have surfaced since the last contact can be addressed. If necessary, additional contact time is provided.

Job Retention and Paid Employment

In 2024, Community Work Services had a job retention rate of 97.3%. Community Work Services, Inc. has maintained a job retention rate for its clients of over 95% for the past 31 years (See Attachment #2.) In addition, in 2024, 97.3% of Community Work Services' clients were employed in paid jobs in the community. A listing of each client's job placement(s) is included in Attachment #3.

Fostering Social Relationships

With the reality of some employers still working remotely, or hybrid models (due to the COVID -19 pandemic) there were definitely limits to enhancing relationships between clients and their work peers in 2024. With that said, there were still opportunities to build relationships within the jobsites, which was apparent among the 6 individuals that began new jobs in 2024. We will continue to encourage and enhance social relationships throughout 2025.

Quality Improvement

In 2024, the agency continued to actively work toward upgrading clients' job placements. As a result, in 2024:

- 4 individuals increased the number of hours worked
- 22 individuals had increased wages
- 12 individuals expanded their job responsibilities
- 4 individuals were placed in a new job
- 2 individuals were placed in an additional placement to supplement existing position(s)
- 9 individuals received benefits (e.g. health insurance, vacation, paid sick time, retirement benefits, etc...)

COMMUNITY WORK SERVICES, INC.
Madison, Wisconsin

STATEMENTS OF FINANCIAL POSITION
December 31, 2024 and 2023

	2024	2023
ASSETS		
Current Assets:		
Cash and Cash Equivalents	\$ 221,940	\$ 323,787
Accounts Receivable	106,996	101,088
Prepaid Expenses	13,701	14,894
Total Current Assets	342,637	439,769
Furniture and Equipment:	19,729	-
Less: Accumulated Depreciation	(658)	-
Net Furniture and Equipment	19,071	-
Other Assets:		
Security Deposits	2,050	2,050
Right-to-Use Operating Lease Assets, Net	114,924	141,710
Total Other Assets	116,974	143,760
TOTAL ASSETS	\$ 478,682	\$ 583,529
 LIABILITIES AND NET ASSETS		
Current Liabilities:		
Accounts Payable	\$ 2,401	\$ 4,061
Accrued Vacation	19,747	17,933
Accrued Expenses	7,912	11,277
Current Portion - Operating Lease Liability	27,329	25,319
Total Current Liabilities	57,389	58,590
Long-Term Liabilities:		
Long-Term Portion - Operating Lease Liability	89,329	116,657
Total Liabilities	146,718	175,247
Net Assets:		
Net Assets without Donor Restrictions	331,964	408,282
Total Net Assets	331,964	408,282
TOTAL LIABILITIES AND NET ASSETS	\$ 478,682	\$ 583,529

COMMUNITY WORK SERVICES, INC.

Madison, Wisconsin

STATEMENTS OF ACTIVITIES

For the Years Ended December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
<u>Net Assets without Donor Restrictions</u>		
Revenues and Support:		
Program Service Fees	\$ 1,424,024	\$ 1,314,884
Contributions	68,349	68,033
Interest Income	2,179	3,156
Miscellaneous Income	<u>-</u>	<u>2,108</u>
Total Revenues and Support	<u>1,494,552</u>	<u>1,388,181</u>
Expenses:		
Program Services	1,446,246	1,307,610
Administrative Services	117,651	139,332
Fundraising	<u>6,973</u>	<u>9,732</u>
Total Expenses	<u>1,570,870</u>	<u>1,456,674</u>
Increase (Decrease) in Net Assets without Restrictions Before Transfer	<u>(76,318)</u>	<u>(68,493)</u>
Transfer to Community Work Services Foundation, Inc.	<u>-</u>	<u>450,000</u>
Total Change in Net Assets	(76,318)	(518,493)
Net Assets at Beginning of Year	<u>408,282</u>	<u>926,775</u>
Net Assets at End of Year	<u>\$ 331,964</u>	<u>\$ 408,282</u>

**Attachment #1
Community Work Services, Inc.
Participating Employers as of September 2024**

Blue Moon Restaurant and Bar
City of Madison:
 City Clerk's Office
 Fire Department – Station #1
 Fire Department – Station #4
 Fire Department – Station #8
 Fire Department – Station #9
 Fire Department – Station #13
 Fleet Service
 Municipal Court
 Police Department
Community Living Alliance
Community Work Services
County of Dane:
 911 Office
 District Attorney's Office
 Facilities Management
 Human Services Department:
 Adult Community Services
 Juvenile Detention
 Sheriff's Department
Edgewood College
 Facilities
 Phil's Dining
 Wingra Café
FAC Services, LLC
Fastenal Madison
First Business Bank
Gooh Grocery, LLC
Groundswell Conservancy
Hampton Inn of Madison – East
Kwik-Kill Pest Control
Madison Metropolitan School District:
 Administration Department
 Vel Phillips Memorial High School Laundry
Metcalf's Market - Hilldale
National Conference of Bar Examiners
Porta Bella Italian Restaurant
Public Health Madison and Dane County
Research Products Corporation - Aprilaire
Rocky Rococo Pan Style Pizza-South
Sheraton Hotel

ShopBop Warehouse
State of Wisconsin:
 Department of Administration:
 Division of Enterprise Technology
 Division of State Agency Services
 Department of Corrections:
 Bureau of Finance & Administrative Services
 Bureau of Personnel & Human Relations
 Bureau of Technology Management
 Division of Community Corrections/Central Records
 Division of Community Corrections/Business Office
 Division of Community Corrections/Electr. Monitoring
 Office of Victim Services Programs
 Wisconsin Correctional Center System
 Wisconsin Parole Commission
 Department of Health Services:
 Bureau of Children's Long-Term Support Services
 Bureau of Quality Assurance
 Division of Health/Asbestos & Lead Certification Unit
 Division of Health/Vital Records
 Central WI Center
 Mendota Mental Health
 Department of Justice
 Department of Natural Resources
 Bureau of Customer Service & Licensing
 Department of Safety and Professional Services
 Department of Transportation:
 Bureau of Financial Services
 Bureau of Human Resource Services
 Governor's Office
 Office of the Commissioner of Insurance
 Public Service Commission
Ten Pin Alley
The Home Depot - West
The Law Center, S.C.
University of Wisconsin:
 Camp Randall – Food & Beverage
 Kohl Center – Food & Beverage
 McArdle Lab for Cancer Research
Vita Plus Corporation
Wisconsin Board for People with Developmental Disabilities

Attachment #2
COMMUNITY WORK SERVICES, INC.
JOB RETENTION INFORMATION

Year	Total # of Clients	# of Clients Not Retained in Placement	Retention Rate
Sept. – Dec. 1984	8	0	100.0%
1985	30	2	93.3%
1986	44	2	95.5%
1987	50	4	92.0%
1988	60	5	91.6%
1989	65	6	90.8%
1990	68	6	91.2%
1991	68	5	92.6%
1992	68	5	92.6%
1993	67	4	94.0%
1994	67	2	97.0%
1995	68	2	97.0%
1996	68	1	98.5%
1997	68	2	97.0%
1998	68	2	97.0%
1999	68	2	97.0%
2000	71	3	95.6%
2001	72	1	98.6%
2002	71	1	98.6%
2003	72	2	97.1%
2004	69	3	95.7%
2005	70	1	98.6%
2006	71	0	100%
2007	70	1	98.6%
2008	72	0	100%
2009	73	2	97.2%
2010	77	0	100%
2011	77	2	97.4%
2012	79	1	98.7%
2013	79	1	98.7%

2014	80	1	98.8%
2015	79	0	100%
2016	79	1	98.7%
2017	81	1	98.8%
2018	80	1	98.8%
2019	79	2	98.7%
2020	79	2	98.7%
2021	78	1	98.7%
2022	79	1	98.7%
2023	75	1	98.7%
2024	73	2	97.3%

Attachment #3
COMMUNITY WORK SERVICES – CLIENT LIST 2024

CLIENT	DATE PLAC ED	JOB PLACEMENTS	HOURS PER WEEK	PAYMENT	REASON FOR LEAVING	GOALS FOR 2025
1. KA	9/84	Lombardino's	--	3.85/Hr.	4/96 Quit. Desired new job.	
	4/96	Pasqual's-Atwood	--	5.15/Hr.	4/30/02 Business closed.	
	8/02	Day Break Café	--	5.15/Hr.	6/04 Fired	
	6/06	Madison Health Dept.	--	7.43/Hr.	7/15 Job phased out	
	7/04	City Madison Police Dept.		7.25/Hr.	No work in 2021 – COVID	
	8/15	Dane Cty. – CCB	--	10.55/Hr.	3/22 left for health reasons	
	7/05	Dane Cty. – Northport	--	15.49/Hr.	No work in 2021 – COVID 3/22 left for health reasons	
2. MA	1/93	State of WI Dept. Regulation & Licensing	--	3.18/Hr.	6/93 Left due to health problems.	Maintain in current job.
	1/89	Waisman Center	--	5.15/Hr.	8/04 No longer interested in job	
	9/01	State of WI Dept. Of Corrections	1.0	7.25/Hr.		
3. MA	5/19	Ten Pin Alley	4.0	8.00/Hr.		Maintain in current job.
4. DB	9/18	County of Dane Child Support	--	8.46/Hr.	12/18 Office concerned about material confidentiality.	Maintain in current jobs.
	6/18	State of WI DHS-Bureau of Human Resources	--	7.25/Hr.	3/20 Ran out of work	
	1/19	State of WI Dept. of Corrections	6	10/Hr.		
	3/20	State of WI – Dept of Quality Assurance	7	8.53/Hr.		
5. AB	9/86	MATC – Duplicating Center/ Food Service	--	Volunteer	9/89 Moved to paid employment.	Maintain in current jobs.
	8/88	Pizza Hut	--	2.75/Hr.	5/89 Management not supportive.	
	9/90	City of Madison Fire Station #1	--	Volunteer	8/00 Moved to site with more compatible work partner.	
	6/97	Pet World Warehouse	--	5.15/Hr.	8/00 Moved to site with more compatible work partner.	
	6/90	Edgewater Hotel	--	5.70/Hr.	8/00 Laid off.	
	8/00	Edgewood College	--	6.05/Hr.	1/05 Laid off.	
	5/05	Elks Club	--	7.00/Hr.	2/07 Left for serious back issue (surgery).	
	6/05	Hampton Inn	--	7.00/Hr.	2/07 Left for serious back issue (surgery).	
	6/07	Dept. of Corrections	10.5	10/Hr.		
	6/07	Office of Commissioner of Ins.	3	7.25/Hr.		
6. SB	8/04	Pizzeria Unos	--	7.00/Hr. +	3/06 Left for better job.	Maintain in current job.
	6/07	Dane Cty. Human Services – Payee Unit	--	7.25/Hr.	9/13 Left for new job.	
	9/13	WKOW	--	7.25/Hr.		
	12/17	City of Madison Assessors	--	7.86/Hr.	8/16 Left-felt under challenged	
	1/06	WI Dept. of Administration	20	18.00/Hr.	No work in 2021 – COVID 11/22 Lack of work	
7. SB	5/10	Dane County Sheriff's Office	--	8.46/Hr.	7/18 Lack of work.	Maintain in current job
	8/18	Double Tree Hotel	--	7.25/Hr.	No work in 2021 – COVID	
	5/10	State of WI Dept. of Corrections	4	8.00/Hr.	2/22 Lack of work	
	1/23	CCB recycling – 911 office	4	14.93/Hr.		
8. BB	6/86	Madison Housing Authority	--	5.31/Hr.	4/10 Job phased out due to lack of work.	Maintain in current jobs.
	1/00	Common Council	--	5.47/Hr.	4/10 Job phased out due to lack of space.	
	6/86	State of WI DHS	6	8.20/Hr.		
	4/10	Office of Commissioner of Insurance	9	7.50/Hr.		
		Community Skills Activities	6			

CLIENT	DATE PLAC ED	JOB PLACEMENTS	HOURS PER WEEK	PAYMENT	REASON FOR LEAVING	GOALS FOR 2025
9. TB	10/88	MATC Bookstore	--	Volunteer	9/89 Desired new position – moved to paid employment.	Maintain in current jobs.
	9/90	City of Madison Police Dept.	--	3.80/Hr.	3/93 Moved to better job match	
	10/88	State of WI Department of Corrections	--	4.25/Hr.	3/92 Fired – behavioral changes.	
	3/93	WI Craft Market	--	4.25/Hr.	3/94 Quit due to mental health issues.	
	5/94	Great Harvest Bread Co.	--	5.15/Hr.	7/03 Laid off.	
	7/95	Pasqual’s Production	--	5.15/Hr.	12/00 Restaurant closed.	
	8/95	First United Methodist Church	--	Volunteer	11/02 Desired paid employment.	
	6/01	Planned Parenthood	--	T. Stipend	5/08 Left for paid employment.	
	11/02	Law Center for Children and Families	13.75	7.25/Hr.	5/21 Office moved & downsized, no longer have work	
7/04	Natures Bakery	--	8.25/Hr.	7/23 Bakery Closed		
3/07	Dane County Facilities Mgmt.	5.8	14.93/Hr.			
8/23	Dane County District Attry.	3	14.93/Hr.			
10. JB	4/84	Ovens of Brittany-Shorewood	--	3.45/Hr.	6/87 Quit. Desired new job.	Maintain in current jobs.
	6/87	Wis. Manufacturers & Commerce	--	3.90/Hr.	1/91 Fired – behavioral challenges.	
	5/91	Monty’s Blue-Plate Diner	--	4.25/Hr.	7/91 Fired – behavioral challenges.	
	7/91	Dept. of Revenue	--	3.71/Hr.	7/92 Laid off – job phased out.	
	7/92	Dept. of Transportation	--	4.25/Hr.	2/95 Desired new job.	
	1/93	Boelter & Lincoln Advertising	--	4.25/Hr.	2/95 Job was phased out – laid off.	
	2/95	Dept. of Corrections	--	5.15/Hr.	4/02 Fired – behavioral challenges.	
	8/02	Gumby’s Pizza	--	6.55/Hr.	9/08 Left due to decline in business.	
	9/08	Toppers Pizza	--	7.25/Hr.	5/11 Left due to more hours at other job.	
	9/03	Pasqual’s	--	7.25/Hr.	7/15 Quit-desired new job	
	7/15	Office of Commissioner of Insurance	4	7.25/Hr.		
5/22	State of WI Central WI Center	4	15.86/Hr.			
11. AB	2/13	April Aire – Research Products	15	10.22/Hr.		Maintain in current jobs.
	2/14	Dept. of Safety & Professional Services	10	8.75/Hr.		
12. JC	9/21	City of Madison - Fleet Services	10	8.23/Hr.		Maintain in current job.
13. MCC	11/24	Dane County Facilities Mgmt - Northport	4	14.93/Hr.		Maintain in current job.
14. MC	10/22	Community Work Services	4.5	7.25/Hr.	Left for Community Employment	Maintain in current job.
	3/23	State of WI Dept. of Corrections	6	7.25/Hr.		
15. ZC	1/17	Shop Bop	--	11.50	7/18 Temp. Agency hours expired.	Maintain in current job.
	10/18	Fastenal	25	10.00		
16. LC	9/87	Hardee’s-Milwaukee Ave.	--	3.05/Hr.	5/92 Not a good job match.	Maintain in current job.
	9/91	Videoland	--	3.85/Hr.	7/92 Not a good job match.	
	6/92	State of WI Dept of Justice	--	3.42/Hr.	1/93 Fired – behavioral challenges.	
	5/93	Meriter Adult Services	--	Volunteer	7/97 Moved to paid employment.	
	7/93	Methodist Daycare	--	Volunteer	9/93 Fired – behavioral challenges.	
	7/95	Dane Co. Public Health Nursing	--	7.25/Hr.	3/14 Work phased out. Increased DOC hours	
	10/95	Dane Co. Human Services	--	7.25/Hr.	1/11 Laid off.	
	7/97	Adworld	--	5.15/Hr.	11/98 Laid off.	
	10/18	Dane Co. PHN	--	9.02/Hr.	6/21 Staff now working remotely due to pandemic, so no work for Laura.	
	10/01	State of WI Dept. of Corrections	16	7.25/Hr.		
		Community Skills Activities	3			
17. MD	9/93	City of Madison Assessor’s	--	6.64/Hr.	4/14 Retired.	Maintain in current job.
	10/85	Central WI Center-Pharmacy	--	8.50/Hr.	Mark did not report to work in 2021 due to COVID.	
	10/23	Central WI Center	4	15.86/Hr.	4/22 Had to end position after being off work so long. Can reapply when able to return. Reapplied to CWC 10/23	

CLIENT	DATE PLAC ED	JOB PLACEMENTS	HOURS PER WEEK	PAYMENT	REASON FOR LEAVING	GOALS FOR 2025
18. ND	3/85 3/85 6/92 10/89 4/94	MATC Library/Bookstore American Red Cross High Point Church Dane Co. Facilities Mgmt. Dane Co. Juvenile Recp. Ctr Community Skills Activities	-- -- -- 6 4 5	Volunteer Volunteer Volunteer 14.93/Hr. 14.93/Hr.	9/89 Desired new paid placement. 5/92 Desired new placement with social opportunity. 2/93 Increased hours at DHCS. Did not report to work in 2021 due to COVID.	Maintain in current jobs.
19. BE	8/18 8/18 8/18 8/18	City of Madison-Fire Station 1 City of Madison Fire Station 4 Blue Moon Bar & Grill Dane Co. Facilities Mgmt.	1.5 1.5 3 1.6	7.25/Hr. 7.25/Hr. 7.25/Hr. 14.93/Hr.		Maintain in current jobs.
20. EE	9/96 10/07 3/21 11/21	Concourse Hotel Sheraton Hotel Fastenal – Madison Sheraton Hotel	-- -- -- 12	7.02/Hr. 11.76/Hr. 15.00/Hr.	9/07 Quit. Desired new placement. 9/20 Permanent furlough due to COVID pandemic 11/21 Resigned.	Maintain in current job.
21. RE	10/08 8/12 10/18 4/19	DNR DOT State of WI – OCI Dane Co. Facilities Management – Northport Human Services	-- -- 9 5.4	7.91 7.25 7.25/Hr. 14.93/Hr.	4/19 Needed jobsite with more support. 7/16-Did not want to do computer work.	Maintain in current jobs.
22. SF	3/14	ShopBop Warehouse	20	22.70/Hr.		Maintain in current job.
23. BF	12/11 10/11 7/12	MMSD Q106 Dane County Recycling	-- -- 11.4	7.25/Hr. 10.00/Hr. 14.93/Hr.	3/20 Needed more challenging job. 8/20 New management. chose not to keep Ben on.	Maintain in current job.
24. JG	9/03 5/03 2/04	Wyngaard Law Offices Copp's Food Stores Department of Corrections	-- -- 20	5.15/Hr. 6.50/Hr. 10.00/Hr.	1/04 Job phased out. 2/04 Desired new clerical position.	Maintain in current job.
25. JH	1/22	MMSD Administration Office	7.5	15.00/Hr.		Maintain in current job. Increase hours or find additional job.
26. JJ	9/08 5/09 9/19 9/17 8/19 8/24	Ultratec Blackhawk Country Club Levy-Camp Randall Mendota Mental Health/CWC Dane Co. Facilities Mgmt. City of Madison - Fleet Service	-- -- -- 5.5 6 4	11.27/Hr. 7.25/Hr. 11.00/Hr. 15.86Hr. 14.93/Hr. 7.25/Hr.	7/19 Business contracting out janitorial services. 9/17 Got new job at Mendota. 7/23 No longer interested in dishwashing and seasonal work.	Maintain in current jobs.
27. EK	10/90 1/91 1/92 5/00 11/03	State of WI – DOA Madison Police Dept. Humana Health Dane Co. Health Department State of WI Dept. of Corrections	-- -- -- -- 6	4.03/Hr. Volunteer T. Stipend 7.25/Hr. 7.25/Hr.	10/91 Fired. 7/92 Fired. 9/03 Move to better job match. 7/15 Job phased out.	Maintain in current job.
28. KK	3/84	City Clerk's Office	13	9.18/Hr.		Maintain in current job.
29. DK	9/09	Madison Metropolitan School District – Vel Phillips Memorial High School	20	7.25/Hr.		Maintain in current job.
30. KK	8/14 10/10	Husch, Blackwell LLP Dept. of Natural Resources	-- 17.5	8.25/Hr. 13.64Hr.	Did not report to work in 2021 due to COVID. 1/22 Job phased out.	Maintain in current job.

CLIENT	DATE PLAC ED	JOB PLACEMENTS	HOURS PER WEEK	PAYMENT	REASON FOR LEAVING	GOALS FOR 2025
31. LK	5/86 4/86 3/87	City of Madison Fire Station #1 Services State of WI Bureau Children's Dane Co. Facilities Mgmt Community Skills Activities	-- 4 9	Volunteer 7.55/Hr. 14.29/Hr.	3/87 Moved to paid employment. Did not report to work in 2021, 2022, 2023 or 2024 due to health issues. Larry did not report to work in 2021, 2022, 2023 or 2024 due to health issues. No Community Skills at this time	Return to work.
32. JK	3/88 6/89 4/90	Park Bank Dane Co. Credit Union State of WI Department of Corrections	-- -- 16	4.50/Hr. 8.00/Hr. 10.00/Hr.	1/89 Fired. 1/20 Ran out of work	Maintain in current job.
33. MK	3/20	State of WI – Dept of Quality Assurance	8	8.53/Hr.		Maintain in current job.
34. TL	10/83 2/92 10/95 2/08 2/10 9/21 8/00	WI Mutual Insurance Dane Co. District Attny's Ofc. State of WI Dept. of Justice-Crime Info Bureau State of WI Dept. Regulation & Licensing State of WI Dept. of Transportation Connections Counseling State of WI Office of Vital Records	-- -- -- -- -- -- --	3.80/Hr. 5.15/Hr. 6.50/Hr. 6.55/Hr. 8.00/Hr. 8.32/Hr. 8.71/Hr.	8/91 Office moved off busline. 1/99 Quit. Desired more challenging job. 7/07 Job phased out. 4/09 Fired. 3/21 Job phased out. 1/22 Not a good job match. Retired 9/24	
35. KL	8/02 6/06 3/00	Stafford and Rosenbaum Boston Store Metcalf's Market-Hilldale	-- -- 13.5	6.00/Hr. 8.00/Hr. 15.45/Hr.	1/04 Fired. Quit.	Maintain in current job.
36. AL	9/00 6/03 7/03 5/09	Borders State of WI Bureau of Children's Services State of WI Dept. of Corrections State of WI Department of Transportation	-- 8 6 4	8.22/Hr. 9.69/Hr. 8.00/Hr. 8.00/Hr.	2/09 Laid off due to economy.	Maintain in current jobs.
37. KL	8/86 10/89 3/97 10/12 4/90 9/90 4/16	MATC – Duplicating Center/Food Service City of Madison Fire Station #3 Badger Cab Fleet Services State of WI Env Health City of Madison Police Dept. City of Madison/County of Dane Public Health Nursing Community Skills Activities	-- -- -- -- 4 4 6	Volunteer Volunteer 7.25/Hr. 8.09/Hr. 8.71/Hr. 9.18/Hr. 14.93/Hr.	9/89 Desired new placement – not a good job match. 6/01 Increased hours at Badger Cab 6/12 Let go due to financial restraints. 4/16 Placed in different job that fits skills better. Community Skills activities currently on hold.	Maintain in current jobs.
38. NL	3/89 2/90 11/91	Hardee's-University Ave. Video Station-University Ave. State of WI Dept. of Transportation Community Skills Activities	-- -- -- 6	2.85/Hr. 3.20/Hr. 8.00/Hr.	11/91 Not a good job match. 8/14 Business closed. Retired 9/24	
39. TL	7/87 2/89 3/97 10/12 4/87	MATC-Duplicating Center City of Madison Fire Station #3 Badger Cab City of Madison Fleet Services State of WI Division of Health Services	-- -- -- -- 6	Volunteer Volunteer 7.25/Hr. 9.26/Hr. 8.53/Hr.	1/89 Fired – behavioral changes. 6/01 Increased hours at Badger Cab. 6/12 Let go due to financial restraints. Did not report to job in 2021 due to health issues. 8/22 Not a good job match.	Maintain in current job.
40. PL	6/87 12/89 6/93	Bruce Company Division of Health Heartland Properties	-- -- --	3.75/Hr. 5.00/Hr. 5.00/Hr.	8/90 Quit. Seasonal employment. Desired to increase hours working at Dvsn Health. 1/94 Fired. 3/95 Fired.	

CLIENT	DATE PLAC ED	JOB PLACEMENTS	HOURS PER WEEK	PAYMENT	REASON FOR LEAVING	GOALS FOR 2025
	2/96 7/03	Dane Co. Sheriff's Dept. State of WI Dept. of Corrections	-- --	6.55/Hr. 10.00/Hr.	4/09 Fired increase days at DOC. 9/24 Retired	
41. MM	1/24 5/24	State of WI Dept. of Corrections Kwik-Kill Community Skills Activities	12 4 6	10.00/Hr. 10.00/Hr.		Maintain in current jobs.
42. SM	5/90 3/84 10/07	Dane Co. Juvenile Detention City of Madison Clerk's Office Dane County Facilities Mgmt.	-- 4 6.5	4.43/Hr. 9.18/Hr. 14.93/Hr.	10/07 Job phased out.	Maintain in current jobs.
43. RM	1/88 11/88 5/93	Material World Co-op Wis. Coalition for Advocacy State of WI Dept. of Transportation	-- -- --	4.25/Hr. 4.37/Hr. 8.00/Hr.	7/93 Needed different job-health reasons. 4/92 Quit. 12/24 Retired	
44. DM	3/21 4/22	Fastenal – Middleton Dane County District Attorney's	-- 6	10.00/Hr. 14.93/Hr.	6/21 Work was shipped out to be done at a different facility.	Maintain in current job.
45. RM	8/15 2/17 2/12 5/12	Zenith Limousines & Jets LLC MSCR City Club WBPDD Fleet Services	-- -- 8 8	8.00/Hr. 11.00/Hr. 12.00/Hr. 11.17/Hr.	3/19 Inconsistent work. 6/19 Inconsistent work.	Maintain in current jobs.
46. LM	4/87 6/89 11/89 7/92 2/93 4/94 7/92 1/00	Orvis' Deli Dane County Court Commissioner's Office Edgewood College Dane Co. Print Shop St. Mary's Hospital Healthworks Dane Co. Facilities Management Dane Co. District Attorney's Dept of Transportation Community Skills Activities	-- -- -- -- -- 3.4 6 3.5	1.34/Hr. 4.25/Hr. 2.12/Hr. 4.25/Hr. Volunteer 14.93/Hr. 14.93/Hr. 8.00/Hr.	6/89 Business closed. 7/92 Office relocated-space limitations. 2/93 Moved to better job match. 4/94 Space limitations in office – moved to different job. 12/99 Moved to paid position.	Maintain in current jobs.
47. RM	8/89 4/90 5/91 5/94 6/95 6/96 10/96 10/98 5/17 5/17 10/13 11/18	Washington Host State St. Brats City of Madison Fire Station #4 First United Methodist Church Bayview Foundation Meriter Hospital Home Savings City of Madison Public Library Office of Commissioner of Ins. Dane County Facilities Mgmt. City of Madison Municipal Court State of WI –Dept of Corrections	-- -- -- -- -- -- -- -- -- -- 1.67 6	3.65/Hr. 7.25/Hr. Volunteer Volunteer Volunteer Volunteer 7.25/Hr. Volunteer 7.25/Hr. 8.76/Hr. 9.91/Hr. 7.25/Hr.	3/90 Business closed. 5/17 Retired - no longer good job match 6/95 Desired additional paid job. 5/96 Job requirements changed – too difficult 9/98 Wanted different job 9/16 Chose to stop volunteering. 11/12 Business moved to less desirable location & downsized. 2/09 Job phased out. 11/18 Changed jobs to match support needs. 4/19 Increased hours at other job.	Maintain in current jobs.
48. PM	12/95 10/07 5/09 8/00 4/12 5/18 08/03 6/14	Pasqual's-Monroe St. Blue Moon (Summer Only) First United Methodist Church Kohl Center (Arena Control) Kohl Center Facilities Mgmt. Catholic Multi Cultural Center Kohl Center Food & Beverage Camp Randall (only works summer) Community Skills Activities	-- -- -- -- -- -- 16 16 3	7.25/Hr. Volunteer 8.00/Hr. 7.25/Hr. Volunteer 17.00/Hr. 17.00/Hr.	7/03 Left for job in Food Service at Kohl Ctr. 7/10 Chose not to return. 7/10 Lack of work. 8/10 Increased work in other areas at Kohl Center. 8/16 Laid off – lack of work. 8/21 No longer a good volunteer site for Pat.	Maintain in current jobs.
49. MO	9/87 6/93 3/94	Wendy's-E. Washington WI School of Electronics Dane Cty. Facilities Mgmt.	-- -- 14.5	3.80/Hr. 3.50/Hr. 14.93/Hr.	6/93 Desired new placement – not a good job match. 2/94 Laid off – lack of work.	Maintain in current job.

CLIENT	DATE PLAC ED	JOB PLACEMENTS	HOURS PER WEEK	PAYMENT	REASON FOR LEAVING	GOALS FOR 2025
		Community Skills Activities			Community Skills currently on hold.	
50. JP	11/86 8/88 11/86 7/90 5/05 8/96 6/96 5/00 5/21	McKee's Restaurant Pizza Hut City of Madison Fire Station #1 Pasqual's-Atwood Ave. Elks Lodge Edgewater Hotel State of WI Office of Commissioner of Insurance State of WI Dept. of Transportation Home Depot	-- -- -- -- -- -- 9 5.25 4	3.35/Hr. 2.75/Hr. T. Stipend 4.50/Hr. 7.00/Hr. 5.15/Hr. 7.25/Hr. 8.00/Hr. 18.16/Hr.	8/88 Business closed. 5/90 Management not supportive. 5/96 Moved to paid employment. 3/96 Quit due to health reasons. 2/07 Increased hours at Commissioner of Insurance. 1/05 Laid off – decline in business.	Maintain in current jobs.
51. NP	10/17 1/22 1/22	City of Madison Fire Station #9, City of Madison Fire Station #8 City of Madison Fire Station #13	1 1 1	7.25/Hr. 7.25/Hr. 7.25/Hr.		Maintain in current jobs.
52. OP	8/13	Dane County. Facilities Management.	5	14.93/Hr.		Maintain in current job.
53. TP	6/21 8/21 2/23 2/23 3/23	Home Depot Community Living Alliance City of Madison Fire Station #1 City of Madison Fire Station #4 Dane County Facilities Manage.	4 4 1.5 1.5 2	18.03/Hr. 10.00/Hr. 7.25/Hr. 7.25/Hr. 14.93/Hr.		Maintain in current jobs.
54. BR	9/87 6/93 7/93 8/01 7/04	Wendy's-Dempsey State of WI Dept. Regulation & Licensing Bureau of Public Nursing State of WI-DHS Dane County Adult Community Services	-- -- -- 5 6.25	3.80/Hr. 4.27/Hr. 6.55/Hr. 8.53/Hr. 14.93/Hr.	5/92 Desired new placement. 1/01 Fired. 7/04 Job relocated too far away.	Maintain in current jobs.
55. WR	9/87 9/98 7/06 1/91 6/01 8/00 4/09 11/19 10/22	Persoft Flad & Associates State of WI Dept of Transportation WI Manufacturers & Commerce UBS Financial Services FAC Services Dane County Sheriff's Dept. The Law Center for Children & Families State of WI Dept. of Justice	-- -- -- -- 8 3 3 15	5.15/Hr. 8.56/Hr. 6.55/Hr. 11.21/Hr. 9.00/Hr. 13.00/Hr. 14.93/Hr. 7.25/Hr. 10.60/Hr.	8/00 Business moved out of state. Job became obsolete 4/09 Left due to low volume of work. 4/20 Let go due to COVID 1/21 Job phased out.	Maintain in current jobs.
56. BR	5/89 10/99 5/98	Red Lobster Mani Graphics State of WI DOC	-- -- 9	5.25/Hr. 5.15/Hr. 7.25/Hr.	9/97 Fired. 2/01 Quit. Increased hrs.at DOC.	Maintain in current job.
57. JS	9/87 9/87 3/90 8/91 4/93 7/14 8/95 11/94 6/19	Trigg's Bakery Midway Motor Lodge Pasqual's – Production WKOW-TV Channel 27 Ovens of Brittany Dane Cty. Facilities Management Monty's Blue Plate Department of Corrections National Conference of Bar Examiners Community Skills Activities	-- -- -- -- -- -- -- 6 1.5 3	2.25/Hr. 3.65/Hr. 4.25/Hr. 7.25/Hr. 4.25/Hr. 8.76/Hr. 11.00/Hr. 10.00/Hr. 8.76/Hr.	7/91 Moved to more challenging & social job. 2/90 Laid off - motel lost contract with airlines. 3/93 Business moved off bus line. 8/13 Fired due to behaviors. 8/95 Business closed. 6/19 Switched jobs with other supported worker in need of more support. Did not work in 2021 due to pandemic. 5/22 Lack of work.	Maintain in current jobs.

CLIENT	DATE PLAC ED	JOB PLACEMENTS	HOURS PER WEEK	PAYMENT	REASON FOR LEAVING	GOALS FOR 2025	
58. JS	1/87	Ember's Restaurant	--	3.35/Hr.	3/87 Fired.	Maintain in current jobs.	
	6/87	Ovens of Brittany-Shorewood	--	4.50/Hr.	10/91 Fired.		
	7/92	Canterbury Bookstore/Coffee House	--	4.25/Hr.	4/93 Fired.		
	6/94	Opera House	--	5.50/Hr.	6/02 Business closed.		
	10/02	Ocean Grill	--	8.00/Hr.	7/04 Fired.		
	9/04	Camp Randall	--	8.50/Hr.	12/16 Terminated.		
	5/10	Rainbow Project	--	Volunteer	7/12 Chose not to return.		
5/11	East YMCA (Summer)	--	Volunteer	7/12 Chose not to return.			
4/17	Double Tree	--	7.25/Hr.	Did not report in 2021 due to COVID. 2/22 Lack of work.			
5/17	Dane County Facilities Management	4	14.93/Hr.				
2/22	State of WI Central WI Center	4	15.86/Hr.				
59. DS	7/86	Wendy's-State St.	--	4.25/Hr.	10/93 Moved to job with better hours.		Maintain in current job.
	11/93	McDonald's-Odana Rd.	--	5.00/Hr.	4/96 Moved to job with better hours.		
	4/96	Noodles	--	5.50/Hr.	8/98 Fired.		
	1/99	Kohl Center	--	5.15/Hr.	7/00 Fired.		
	3/06	State of WI Ofc Strategic Finance	--	6.50/Hr.	7/07 Fired poor attendance.		
	3/01	Community Work Services	6	7.25/Hr.			
60. MS	10/08	VA Hospital	--	Volunteer	9/13 Job became volunteer.	Maintain in current job.	
	2/17	VA Hospital	--	Volunteer	12/19 Moved to paid position.		
	3/09	Waisman Center		13.01/Hr.	Did not report to work in 2021 due to COVID. 7/22 Lack of work.		
5/15	Dane County-recycling	3.6	14.93/Hr.				
61. AS	4/11	City of Madison Fleet Services	--	7.25/Hr.	1/12 Fired.	Maintain in current jobs.	
	1/10	Ultra Tec	--	9.91/Hr.	11/14 Desired new placement.		
	6/13	Parkside Presbyterian Church	--	10.00/Hr.	6/14 Church closed.		
	11/14	Camp Randall	--	8.00/Hr.	3/19 Issue with background check.		
	7/17	Apartment Cleaning	--	12.50/Hr.	8/18 Davon did not like job.		
	5/16	Paisans	--	15.00/Hr.	1/22 Restaurant closed. Davon went to Porta Bella		
	6/19	Lao Laan Xang		8.50/Hr.	Did not report to work in 2021. 2022 or 2023 due to COVID. 1/23 Job phased out.		
	1/22	Porta Bella	12	15.00/Hr.			
8/22	Edgewood College	3	13.25/Hr.				
62. TS	3/88	Madison Mutual Housing	--	5.50/Hr.	12/92 Desired new placement.	Maintain in current job.	
	3/93	Ovens of Brittany	--	4.85/Hr.	8/95 Business closed.		
	10/94	Meriter Hosp Volunteer Svc.	--	Volunteer	10/08 Reduced hrs. due to less work.		
	10/08	Planned Parenthood	--	Volunteer	10/15 Desired new volunteer site.		
	1/16	Catholic Multicultural Center	--	Volunteer	12/18 Change in TS's support needs.		
	2/78	Rocky Rococo's-Beltline	1.5	7.25/Hr.			
63. JS	4/87	State of WI Division of Health	--	5.15/Hr.	7/03 Fired due to poor attendance.	Maintain in current jobs.	
	4/88	Madison Area Technical College	--	Volunteer	10/89 Moved to paid employment.		
	4/90	State of WI-Envir. Health	--	5.15/Hr.	7/03 Fired due to poor attendance.		
	12/04	Dane County ARC	--	5.70/Hr.	12/05 Laid off - not enough work.		
	5/05	Community Work Services	--	T. Stipend	6/08 Increased paid hours at DOC.		
	8/05	First United Methodist Church	--	Volunteer	2/09 Job phased out due to lack of work.		
	4/06	State of WI Ofc of Commissioner of Ins.	--	6.50/Hr.	6/07 Moved to job with more variety.		
	3/21	Thrive Dane, LLC.	--	14.00/Hr.	7/21 Janie able to return to work at DOC. Thrive was a fill-in job during the pandemic		
4/04	St. James Church		Volunteer	3/22 Needed more supervision, increased hours at other job.			
6/07	State of WI Department of Corrections	10	7.25/Hr.				
64. BS	9/92	City of Madison Health Dept.	--	3.49/Hr.	5/00 Quit. Desired more challenging job.	Maintain in current job.	
	5/00	City of Madison Assessor's Office	--	7.47/Hr.	7/17 Computer work no longer good fit.		
	3/84	City of Madison Clerk's Office	8.0	9.18/Hr.			
65. CTR	12/24	Kwik-Kill	4	10.00/Hr.		Maintain in current job. Find additional job.	

CLIENT	DATE PLAC ED	JOB PLACEMENTS	HOURS PER WEEK	PAYMENT	REASON FOR LEAVING	GOALS FOR 2025
66. NT	5/16 7/16 7/16 5/17	James Reeb Church County of Dane – DA’s County of Dane DCHS CCB recycling- 911 Office	-- 6 1.6 4	7.50/Hr. 14.93/Hr. 14.93/Hr. 14.93/Hr.	5/17 Left for better job match. Nemesio did not work at all in 2021 due to COVID. Returned in 2022	Maintain in current job.
67. PT	9/98 9/03 2/04 5/08 3/08 7/04 7/00 11/22 8/23	Noodles & Company Dane Co. Facilities Mgmt. Planned Parenthood Law Center TASC Natures Bakery State of WI Office Commissioner of Ins. Community Living Alliance Dane County District Attry.Office	-- -- -- -- -- -- 6 4 3	5.75/Hr. 7.25/Hr. Volunteer 7.25/Hr. 7.25/Hr. 8.25/Hr. 7.25/Hr. 10.00/Hr. 14.93/Hr.	10/03 Fired – poor work quality. 3/08 Moved to job with increased support. 5/08 Left for paid employment. 5/21 Office moved & downsized so no longer have work. Did not report to work in 2021 due to COVID. 4/22 Lack of work. Did not report to work in 2021 due to COVID. Bakery closed 7/23	Maintain in current jobs.
68. BT	4/17 8/18 11/16	Double Tree Hotel Blue Moon Bar & Grill City of Madison Fleet Services	-- -- --	7.25/Hr. 7.25/Hr. 10.28/Hr.	8/18 Not a good job match. 1/21 Brandon able to increase hours at his other job, so resigned. 6/24 Let go due to attendance	Find employment.
69. CVM	1/22	Fastenal	--	12.00/Hr.	8/24 Left job to go back to school.	
70. LW	6/12 11/12 1/14 10/14 3/07 10/20 10/22	TASC DNR Café Zoma Law Center First Weber Edgewood College – Wingra Café Public Service Commission	-- -- -- -- -- -- 7.5	7.25/Hr. 7.65/Hr. 7.35/Hr. 7.25/Hr. 10.00/Hr. 7.45/Hr. 8.32/Hr.	8/14 Quit. 3/17 Insufficient Work. 12/17 Laid off due to low sales. 12/19 Disliked job. Increased hours at other job. Did not work in 2021 due to COVID/employees working remotely. 8/22 Lack of work. Laura unhappy with job.	Maintain in current job. Find additional job.
71. MW	2/85 6/99 4/02 6/02 4/03 6/18 2/04 6/05 7/06	The Avenue Bar Mautz Paint MATC-Commercial Ave. (EMS) Steve’s Wine Market Dane Co. Facilities Mgmt. City of Madison Fleet Fire Maintenance Edgewood College Hampton Inn State of WI Dept. of Administration	-- -- -- -- -- -- 4 6 6	5.15/Hr. 5.40/Hr. 6.00/Hr. 5.70/Hr. 5.15/Hr. 7.25/Hr. 7.25/Hr. 11.27/Hr. 13.15/Hr.	3/98 Desired new placement. 5/02 Business closed. 3/04 Desired new placement with more support. 6/06 Desired new placement. 6/05 Desired less sedentary job with more variety. 11/18 Not a good job match.	Maintain in current jobs.
72. TW	5/24	Gooh	4	8.50/Hr.		Maintain in current job.
73. TW	12/23	Community Skills Activities	1.5	--	--	
74. KY	1/82 10/95 1/82 6/11	University of WI – South Hall Office First Business Bank McArdle Cancer Research Lab Dane County Facilities Mgmt.	-- -- -- 4.5	4.25/Hr. 7.25/Hr. 7.25/Hr. 14.93/Hr.	11/95 Move to more challenging job. 4/11 Fired – Challenging behaviors. 10/24 Retired	Maintain in current jobs.

Attachment #4
Community Work Services, Inc.
2024 Donors

B&A	John Helf
Art & Helen Adler	Katherine Henzler Wildman
Frank Alfano	Marilyn Hughes
Karla & Joe Anderegg	Lisa & Jim Judy
Lisa Armstrong	Axel Junker
Mary Banovetz	Paul & Anne Karch
Monica Bear	Diann Kiesel
Gretta Begas	Mark & Amy Kiesel
Charlotte & Palmer Bell	Dave & Teri Kinney
Norman & Barbara Berven	Kari, Karen & David Klade
Dora Brand	Judith Kleinmaier
John & Mary Brigham	Jennifer Gulig Klippel
Martha Brigham	Susan Koch
Marcie Brost	Gerhard Kraske
Becky Buchda	Tina & Audrey Larson
Bob Burns	John Litweiler
Nancy Caldwell	Lynn & Mariel Lund
Greg & Linda Campbell	Sharon Mason
Jean Casey	John & Sally Mather
Matthew Coan	Ronald McKinley
David Franklin Cobb	Daniel & Beth McLain
Levi & Sarah Cutler	Clete & Annette Minter
Patrick Deethardt	Deirdre Morgan
Janeen Doleschal	Bradley Motl
Deborah Dunham	Abby Munn
Sarah Edgerton	Dorothea Murphy
Sheri and Glenn Edison	Paul Nelson
Jane Eisner	Tim & Teresa Neuenschwander
Delores Erstad	Kellie Oberstar
Arnie & Diane Evensen	Nancy Obrien
Leonard Filut	Debrah Olsen
John Franz	Peg Olsen
Susan Fuszard	Shaun Orourke
Rebecca Glenberg	Mark & Connie Pelton
Ms. Dianne Greenley	Carrie E. Pomije
Sandra Grote	Bonnie Pribbenow
Mr. & Mrs. Alan Gunderson	Sharon Raimondo
Bob & Lisa Hagenow	Denise Ratterman
Andrew & Denise Halada	Jean Roberts
Monica Hale	Wendy Rubenbauer
Paul Harrison	Joanne Lindsey Rowe
Peter Harvey	Charles & Gail Sabeau

Pamela Schmid
Sharon Schmid
Tom & Katy Schuessler
Kayla Schween
Frank & Georgia Selden
Dave & Sue Shea
Betsy Shiraga
Carole Shiraga
Susan Shiraga
Maggie, Kathy & Kurt Siegel
Jackie & John Sliter
Jerry Steinhauer
Susanne Steinmetz
David Sugar
Brenda & Betty Sundbakken
Jo Ann Terasa
Sharlene Tebeest
Christine Tomas
Charlie Trevor
William Szmanda
Andrew John Waclawik
Paul White
John & Lucille Winters
Dan & Laura Wyatt
Keith & Natalie Yelinek
Mike & Pat Zapp
Cindy Zellers

Eileen Ahearn & Mark Kliewer
Sue Hunter & Carmen Alcalde
Terri Johnson & Roy Froemming Family Gifting
Kim Kessler & Rick Mundt
Jacalyn McDaniel & James Mueller
Deane Mosher & Frances Fogerty
Melissa Mulliken & Kim Turner
Janis Pulliam & Mark Olson

Jean Roberts & John Voegeli
Sharon Schmid & Jeff Luthanen
Sharon Shiraga and Bruce Waldman
Mark Sweet & Timothy Schmelzer
Randall Wilkins & Dianne Sattinger

Creative Culture Consulting LLC (Dr. Patrick Schwarz)
First Business Bank
Fox & Fox
First Business Bank
Park Towne Development Corp.
Interspond, LLC (Kathy Cox)
John & Janet VanDenWymelenberg Foundation, Inc.
Local 311 Charitable Trust
On-site Environmental Services, Inc. (Kim Kapugi)
Research Products Corporation
The McAweeney Family Charitable Fund – (Tara McAweeney & Kirtt Godager)
Thrivent Choice
TRICOR Insurance
Vita Plus Corporation

*Gift in Memory of Andre Brown
*Gift in Memory of Doris Knaack
*Gifts in Memory of Doris & Gordon Knaack
*Gift in Memory of JoAnn Sams
*Gift in Memory of Julie Owen
*Gift in Memory of Mark Minter
*Gift in Memory of Roger E. Markus
*Gift in Memory of Pat VanDeventer
*Gifts in Memory of Pat & Rodney VanDeventer
*Gift in Honor of Jenna (Hughes)

Contributions are solicited through an annual appeal letter. All contributions go toward furthering the mission of Community Work Services.

Attachment #5
Community Work Services, Inc.
Board of Directors – 2024
 (All Board positions are non-compensated)

NAME/TITLE	OCCUPATION	DIRECTOR TERM	OFFICER TERM
Mary Kay Mussey President	Retired Nurse Veteran’s Administration Hospital	1/1/24 - 12/31/26	1/1/24-12/31/25
Eileen Ahearn Vice President/Secretary	Doctor Veteran’s Administration Hospital	1/1/24-12/31/26	1/1/24-12/31/25
Paul Karch Treasurer	General Counsel Independent Pharmacy Cooperative	1/1/23-12/31/25	1/1/24-12/31/25
Paul Harrison	Development Director Access Community Health Centers	1/1/24-12/31/26	
Alice Udvari-Solner	UW – Madison UW Teacher Educator & Consultant for Inclusive Practices	1/1/23-12/31/25	
Randy Sarver	Human Resources Manager WI Dept. of Transportation	1/1/23-12/31/25	
Lorene Seman	Retired Administrative Manager UW – Department of Radiology	1/1/24-12/31/26	

Community Work Services, Inc.
 Administrative Staff – 2024

Executive Director – Gina Shea
 Program Director – Jeri Murray

To request a copy of this report: call (608)233-0115
 or
 Write to: Community Work Services, Inc. 1402 Greenway Cross #200, Madison, WI 53713
 or
 Email: directors@cwsmadison.com