



URBAN
TRIAGE

RETURNING TO OUR PAST TO HEAL FOR OUR FUTURE

Board of Directors Orientation 2025



**Please Ask
Questions!**

**(We want you
to get clear
understanding)**

OUR MISSION

**We aim to transform
culture, institutions, and
communities to ensure a
humane future.**



OUR VISION



A world where everyone
has the freedom,
resources, and support to
heal and self-actualize



OUR FIVE VALUES

INTEGRITY

We are committed to being our word and honoring our word. We are unapologetic in naming and addressing issues that impact Black and other vulnerable people.



RESPONSIVENESS

We shift and adjust as necessary to center the needs of Black people.



COMMUNITY COLLABORATION

We center cooperation and build relationships to meet the needs of Black and other vulnerable people and demonstrate respect for clients, community, and partners.



CENTERING BLACKNESS:



For Us. By Us. We employ the people we serve and are dedicated to meeting people where they are with kindness and non-judgment to strengthen and heal Black and other vulnerable people.

EDUCATION:

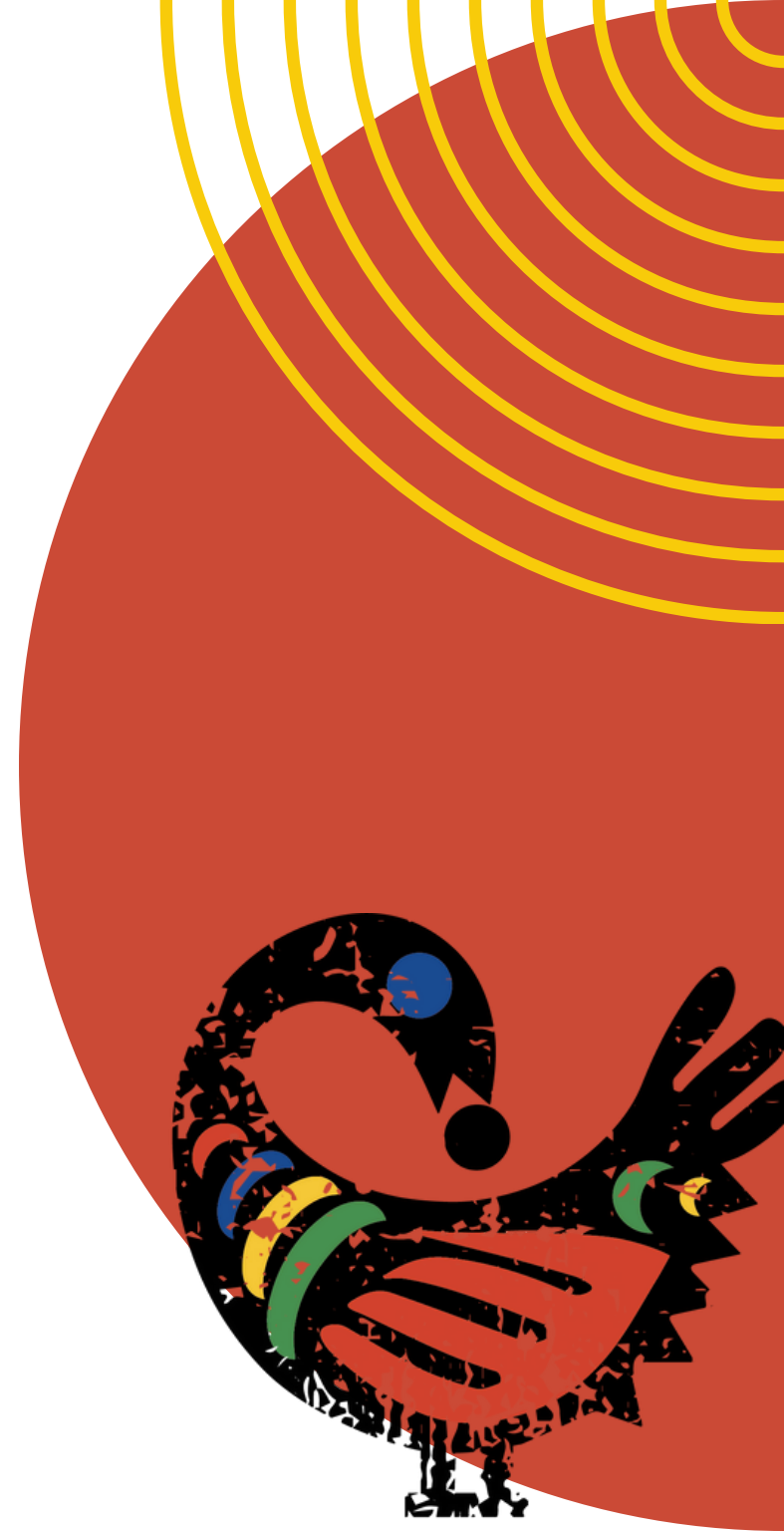
We provide educational programming to facilitate trauma recovery and self-actualization.



OUR HISTORY



- Brandi Grayson
- 2014: Young, Gifted, and Black
- 2019: UT (officially) launched
- 2025: UT runs 9 housing programs and multiple education initiatives



OUR WORK



Or, How We Accomplish Our Mission...

- Transformative Workgroups
- Consulting
- Leadership Development
- Collaborative Partnerships
- Economic Empowerment
- Professional & Personal Development
- Advocacy & Social Justice
- Trauma Responsive Leadership
- Housing Services and Support
- Hiring Those We Serve



PROJECTS & PROGRAMS



- Doubled Up
- Unsheltered RRH/Tiny Homes
- Youth/DV RRH/TH
- Youth/Emerging Adults House
- EHH Outreach
- ICA-Chronic Documentation
- Dane Cty-RRH
- Dane Cty-Housing Navigation
- YHSI--Statewide initiative
- Community Change/EP
- Rental Asst/CBDG
- Workgroups (SHBY, SHBF, SHBA etc)

COMMUNITY PARTNERS



- UW Health
- American Family Insurance
- Roots & Wings
- Dane County Human Services
- City of Madison
- Journey Mental Health
- Community Shares

OUR PEOPLE



STAFF

- CEO
- Executive Staff
- Program Leadership
- Administrative Specialists
- *Consultants





BOARD OF DIRECTORS



2025 BOARD

- Brandi Grayson, CEO
- Dana Pellebon, President
- Kayla Conklin, Vice President
- Sage Weil, Treasurer
- Charlene Smith, Secretary
- Alex Lindenmeyer
- Juan José Fonseca Angel
- Jessica Snyder
- Catherine M. Orr
- Elise Lawson
- Olivia Barrow



BOARD RESPONSIBILITIES:

- Attend Meetings and Events
- Vote
- Avoid Conflicts of Interest
- Provide Oversight
- Pay Dues (time and/or \$\$)
- Support & Evaluate CEO





OUR FINANCES



BUDGET STUFF

- Kollath Provides Monthly Reports to the Board
- Annual Audits
- Revenue v. Expenses
...we are always in the black!



 **2024 REVENUE**

\$3.4M

88% from GRANTS

■ EXPENSES

\$2.8M

**Personnel, Professional Fees,
Programs, Travel, Operations,
Events**



OUR IMPACT

In 2024, Urban Triage Provided...

\$520,000

Rent and utility assistance provided to households



1

2

3,301 Pounds of produce harvested and provided to the community



457

Households supported with rent and utility assistance



3

4

1,265 Households supported during drop in hours



463

Unhoused neighbors connected by Outreach



5

And...

6

415 Families and individuals experiencing homelessness transitioned to permanent housing



127

Youth supported through our Unhoused Youth Initiative



7

8

107 People who graduated from the Supporting Healthy Black Families and Agriculture Workgroups



9

Housing programs were implemented



9

10

10 Participant graduated from our Speciality Crop Hemp Program





QUESTIONS?





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Brandi Grayson
Founder/CEO
Urban Triage

