



*Transforming People
and Communities*



New Nursing Skills Program [pg. 1](#)
Community Needs Assessment Available [pg. 2](#)
Board of Directors Openings [pg. 2](#)
Domestic Violence Awareness Month [pg. 2](#)
Over 100 Skills Completers in Waushara [pg. 3](#)
Skills Enhancement Program Enrolling for
Spring '23 [pg. 3](#)
CAP Community Resource Team Visits
Wautoma [pg. 4](#)

CAP Services is Hiring!

Are you or someone you know looking for a career change? CAP Services is headquartered in Stevens Point, Wisconsin with offices in each of the five counties we serve – Marquette, Outagamie, Portage, Waupaca, and Waushara. With positions available in each of our counties at some time, there may be a perfect opportunity for you or someone you know.

You can find a listing of our job opportunities and how to apply at capservices.org/jobs.

CAP Services is an equal opportunity employer and service provider. Our goal is to be the employer of choice for mission-driven persons seeking employment in central Wisconsin.



New Nursing Skills Program

On October 7, CAP Services was honored to host the Wisconsin Department of Workforce Development, Wisconsin Economic Development Corporation, and the Wisconsin Community Action Program Association to announce the new Nursing Skills Enhancement Program. This program is a result of the \$4.9M Workforce Innovation Grant to strengthen Wisconsin's healthcare industry. CAP Services and nine other Community Action Agencies in Wisconsin will be able to support those who are looking to become a Certified Nursing Assistant, Licensed Practical Nurse, Medical Assistant, Associate Degree Nurse, and Registered Nurse.

CAP will be able to provide up to \$24,000 per person in full tuition assistance, additional training-related financial support, and referrals to any other resources as needed. To be eligible for this program through CAP Services, a person must reside in Marquette, Outagamie, Portage, Waupaca, or Waushara counties and have a household income of 80% County Median at the time of enrollment.

To learn more about the program please visit capservices.org/skills or call 920-204-6729.



Community Needs Assessment Available

CAP Services has completed our 2022 Community Needs Assessment for our primary 5-county service area. You can find the report on our website at <https://capservices.org/who-we-are/reports/>. All community action agencies are required to conduct a community needs assessment every three years.

CAP would like to thank the community members and partners who participated in the focus groups, surveys, and discussion. Through the process, CAP identified seven priority issues facing people with low incomes in Marquette, Outagamie, Portage, Waupaca, and Waushara counties:

- Lack of savings
- Cost of housing and heat
- Cost of car maintenance
- Building credit and accessing loans
- Experiencing anxiety or depression
- Buying a house
- Cost of childcare

CAP's report includes a section exploring each topic area in more detail. CAP and our partners will continue to work to address these issues in our region.

Section 1: Introduction

Overview of Community Needs Assessment Process

As a community action agency, CAP Services (CAP) is required to conduct a community needs assessment (CNA) and issue a report every three years. CAP completed this assessment in 2022. CAP's last assessment was completed in 2019 and an addendum for COVID-19 was completed in 2020.

CAP's research objective for the CNA is as follows: to collect and analyze current data and report key findings on the causes and conditions of poverty and its prevalence related to gender, age, and race/ethnicity in Portage, Waushara, Marquette, Waupaca, and Outagamie counties to guide decision making.

CAP formed a CNA Team in 2021 with staff and board representatives across program areas, counties, and marginalized populations. CAP staff also met regularly with a research professional from the University of Wisconsin-River Falls (UWRF). The CNA Team reviewed qualitative and quantitative data and discussed the causes and conditions of poverty in our region. Staff conducted focus groups in Fall 2021, a survey of people with low incomes in Spring 2022, and a survey of partners in Summer 2022. Upon reviewing secondary and survey data, the CNA Team recommended 7 priority issues for the agency. CAP leadership used the data to create the agency's strategic goals for 2023-2025. See Appendix A. CAP's full Board of Directors reviewed and accepted information throughout the process.

Board Approval

CAP's Board of Directors approved the full CNA report on September 28, 2022.

Agency Mission and Vision

CAP's mission is to transform people and communities to advance social and economic justice. Our vision is that individuals and families have the capacity to achieve their goals and thrive in resilient, equitable communities.

Service Area

CAP's primary service area includes Portage, Waushara, Marquette, Waupaca, and Outagamie counties. CAP offers select services in other counties.

Programs and Services

Poverty is complex. CAP offers nearly two dozen programs that respond to the unique conditions in our region. We work to create interconnected solutions that lead to client success. CAP programs are responsive to changing needs and designed to achieve the highest impact.

- CAP provides programming in seven focus areas:
 - job skills and economic security
 - business coaching and lending
 - community and real estate development
 - housing and transportation
 - child and family development
 - health, wellness and safety
 - advocacy and community engagement



CAP Services' Board of Directors Openings

CAP Services' Board of Directors has two openings for Low-Income seats, one in Outagamie County and one in Waushara County. CAP Services' tripartite Board of Directors includes low-income, government, and community representatives.

Tripartite Boards reflect and promote the unique anti-poverty leadership, action, and mobilization responsibilities assigned by law to community action agencies.

For CAP's Board of Directors, a minimum of one-third of our members must represent low-income individuals and families who reside in the geographic area being served.

If you or someone you know are interested in serving on CAP Services' Board of Directors, don't hesitate to get in touch with CAP's President & CEO Nicole Harrison at nharrison@capmail.org.



Domestic Violence Awareness Month

CAP Services' Family Crisis Center team held multiple events in the community in October to bring awareness to domestic violence.

On October 3, CAP's Family Crisis Center held the Purple Ribbon Walk on the steps of the Portage County Courthouse to read the names of the 2021 victims of domestic abuse homicide. They then had a silent walk around the building.

On October 8, Trivia Unplugged by Jim "Oz" Oliva, was held at the World War II Building in Wautoma to benefit the Waushara County Domestic Violence Outreach Program. Thank you to Jim and the Moose Inn for their help in putting together this event.

October 11 was the Domestic Violence Awareness Silent Walk in Waupaca. At this event, the team brought the community together to listen to the special recognition for the 2021 Wisconsin Domestic Abuse Homicide Victims and a survivor's story. They then walked down Main Street to raise awareness for others in the area.

Thank you to all who attended those events and to our wonderful staff who organized the events.



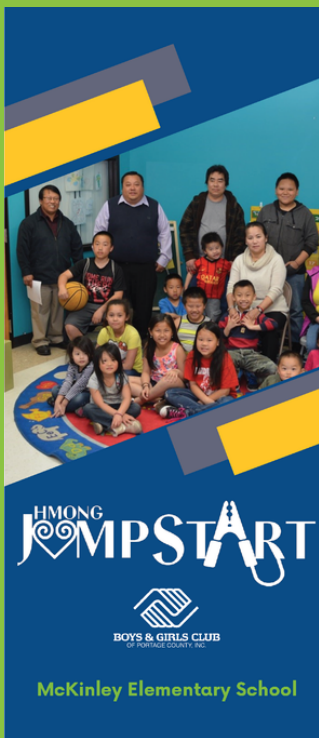


New Hmong UPLIFT Program at McKinley Elementary School

We're excited to announce a new program through [CAP's Hmong UPLIFT Program](#). The Hmong Jumpstart Program was created through a partnership between CAP Services, the [Boys & Girls Club of Portage County](#), and [Stevens Point Area School District](#).

This program, based at McKinley Elementary School in Stevens Point, provides Hmong students with a safe space to learn about their culture and language, receive literacy and homework support, and build leadership and social skills.

Hmong Jumpstart serves children grades 1-6 with bilingual staff. The cost to join Hmong Jumpstart for the year is \$10, but if a family cannot afford the costs, they can contact the Boys and Girls Club for other options at 715-321-3095.



Over 100 Successful Completers in Waushara!

CAP's Skills Enhancement Program works with adults with low incomes who are building their skills so they can compete for living wage jobs. The participant is considered a "completer" of the Skills Enhancement Program once they have obtained their degree or certificate and found new or secured better-paying employment.

As of Fall 2022, CAP Services' Skills Enhancement Program has had over 100 individuals complete their program in Waushara County. Congratulations to those who have completed the program!



Skills Enhancement Program Enrolling for Spring 2023

The Skills Enhancement Program has started recruitment for the Spring 2023 semester. The Skills Enhancement Program provides participants with assistance with tuition, books, and/or training-related costs such as transportation, internet, and childcare.

This program is open to those who reside in Marquette, Outagamie, Portage, Waupaca, or Waushara counties whose incomes are at or below 200% of the federal poverty income guidelines.

To be eligible, participants must be working at least 20 hours a week while enrolled, and must pursue training for occupations that pay a living wage and typically offer employer-sponsored health insurance.

To see if you qualify, you can fill out the Skills Screening Form at capservices.org/skills.



PORTAGE COUNTY

Administrative Office

2900 Hoover Road
Stevens Point, WI 54481
(715) 343-7500

Program Office

1608 West River Drive
Stevens Point, WI 54481
(715) 343-7100

MARQUETTE COUNTY

Early Learning Center

222 South Franklin Street
Oxford, WI 53952
(608) 296-2141

OUTAGAMIE COUNTY

Program Office

821 East 1st Avenue, Suite 3
Appleton, WI 54911
(920) 968-6365

WAUPACA COUNTY

Program Office

101 Tower Road
Waupaca, WI 54981
(715) 258-9575

WAUSHARA COUNTY

CAPsell Center

205 East Main Street
Wautoma, WI 54982
(920) 787-3949

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CAP Community Resource Team Visit Wautoma

On Saturday, October 7, CAP's Community Resource Team visited a Wautoma mobile home community to share information about resources available in their community and vaccines, and to connect with community members.

The Community Resource Team streamlines access to resources across marginalized populations within our service area, striving to simplify the often-complicated maze of health and human services. This team can provide intake in English, Spanish, and Hmong using a trauma-informed approach so clients can more easily share their situation and receive services that address their needs.

CAP Services' Community Resource Team currently has five staff, all of which identify as BIPOC (Black, Indigenous or people of color), and three of which are bilingual/bicultural, the team is intentionally diverse in order to offer cultural understanding, representation, and connection with the community served.

In 2023, the team will provide agency-wide representation at community outreach events and partner meetings to increase awareness of CAP's programs and build trust and relationships with marginalized communities. The connections and conversations will encourage eligible individuals and families to contact CAP and ultimately enroll in program services.



Can We Count On Your Support?

As the end of the year approaches, you can support CAP's programs and services by making a gift!

CAP's staff assist individuals and families who cannot afford their rent, lack funds to heat their homes and weatherize for the winter, search for safety from domestic violence, need affordable and safe living arrangements when aging out of foster care, want access to mental health programs, need reliable transportation, seek affordable childcare, and want to increase their skills to obtain a better paying job.

There is no gift too small or too large as all funds will be used to support individuals and families working toward a better future. You can donate to CAP by visiting our website at capservices.org/donate.