



Promoting Resilience & Growth

2025-2026 Annual Impact Report

Wisconsin • Texas
Illinois • Missouri
Minnesota

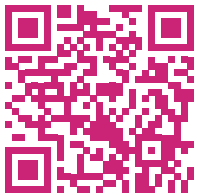




Get To Know UMOS

UMOS, a multi-state nonprofit, empowers individuals, families, and communities through integrated workforce, education, and social services.

umos.org



Download this UMOS Annual Impact Report in digital format by scanning this QR code.

You can also find our most current IRS Form 990 and our Financial Audit by visiting umos.org/annual-reporting.



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Reserved

EXIT

A Message From Our CEO

José Martinez

President & CEO

At UAMOS, we observe resilience daily among the individuals, families, and communities we serve. This resilience manifests in parents striving for stability, participants gaining new skills, families seeking safer housing, and communities overcoming challenges and change.

“Resilience
is built one
step at a
time.”

We also recognize our own resilience as we manage the rapid and numerous changes initiated at the federal level. Thanks to UAMOS' diversification and ongoing evolution over our 60+ year history, we are well-equipped not only to confront these challenges but also to adopt a growth mindset. Developing new programs and scaling our core competencies enable us to stay stable amid turbulence.

Therefore, this year's Annual Impact Report theme is “Promoting Resilience and Growth.” In 2026, we laid the groundwork for our Strategic Plan and reaffirmed our purpose, which will steer our efforts. Throughout this report, our mission, vision, and values are highlighted. These are not just slogans; they were collectively developed and empower us to be resilient and to grow – as shown throughout the following pages.

The impact detailed in this report is made possible by the dedication of our staff, the guidance of our Board of Directors, and the support of funders, partners, employers, community organizations, and public agencies.

Looking ahead, UAMOS remains dedicated to responsible growth, building strong partnerships, and providing integrated services that address the needs of the populations we serve. We will keep listening, adapting, and working each day diligently to “BUILD Better Futures.”



A Message From Our Board Chair

Maria Borda-Wiesner

Board Chair

“ Resilience
means helping
people move
through
immediate
challenges while
building pathways
toward greater
opportunity.”

On behalf of the UMOs Board of Directors, I am proud to share this year's Annual Impact Report and the progress it reflects across the communities we serve.

Promoting Resilience and Growth is more than a theme. It represents the responsibility UMOs carries every day: to support individuals and families through immediate challenges while helping create pathways toward greater stability, opportunity and self-sufficiency.

The work highlighted in this report reflects the strength of UMOs staff, leadership, partners and participants. Across Wisconsin, Texas, Illinois, Missouri and Minnesota, UMOs continues to respond to complex community needs with professionalism, compassion and accountability.

As a Board, we remain committed to supporting the mission, vision and long-term sustainability of UMOs. We are grateful to the funders, partners, employers, public agencies and community organizations whose trust makes this work possible.

Thank you for your continued support of UMOs and for your shared commitment to building better futures.

Board of Directors

The UMOs Board of Directors provides governance, oversight and strategic guidance in support of the organization's mission, vision and values. Board members help ensure that UMOs remains accountable to the communities it serves, fiscally responsible in its operations and focused on programs and partnerships that create meaningful impact for individuals, families and communities.

Maria Borda-Wiesner



Board Chair

Maria Watts



Vice Chair

Cesar Sotelo



Board Treasurer

Nedda Avila



Board Secretary

Marisela Galaviz



Board Parliamentarian

Mike Milam



Member at Large

Jose Ruano



Member at Large

Dr. Todd Beadle



Don Cohen



Brad Grant



Julio Guix



Joseph Rivas



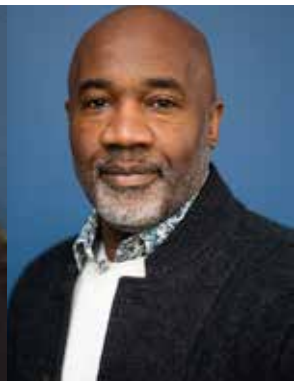
Rita Saavreda



Pastor Juan Salinas, Jr.



Willie Smith



Strategic Planning

Over the past year, UMOs engaged in a comprehensive strategic planning process that brought together the Board of Directors, executive leadership, management, and staff to define a clear path forward for the organization. Beginning in early 2025 and continuing through a series of planning sessions, retreats, and stakeholder engagements, the process focused on clarifying UMOs' identity and future direction by answering a central question, who UMOs is and how it creates impact.

This inclusive effort incorporated input from leaders across the organization, external partners, and hundreds of staff, resulting in the formal adoption of updated Identity, Mission, Vision, and Values that now guide all aspects of UMOs' work.

Building on this foundation, UMOs approved a multi-year Strategic Plan in early 2026 that positions the organization for long-term growth

and measurable impact. The plan centers on advancing the Career & Family Success model as an integrated, whole-family approach to service delivery, while also prioritizing the strengthening of organizational infrastructure, the expansion and innovation of programs and services, and the continued development of local, state, and federal partnerships to increase opportunity and sustainability. This work has strengthened alignment across the organization and positioned UMOs to deliver more coordinated, effective, and impactful services to individuals, families, and communities.



Mission: Building Better Futures.

Vision: A Future Where Everyone Thrives.

Values:

Respect: Non-judgmental, empathetic, and culturally responsive engagement

Professionalism: Integrity, honesty, and transparency

Partnership: Collaboration across divisions and with external partners

Sustainability: Innovative, sustainable growth

Stewardship: Responsible resource use aligned with mission

Executive Leadership Team

José Martinez
President & CEO

Renee Dudley
Chief Financial Officer

Barb Felske
Chief Information Officer & Facilities Management

Margaret Fischbach
General Counsel

Kaye Hartmann
Vice President, Planning & Resource Development

Carmen Valle
Vice President, Child Development

Tim Schindler
Vice President, Workforce Development

Marjorie Rivera-Torres
Vice President, Social Services

Jesús Cabrera
Chief of Staff

UMOS

Building Better Futures

UMOS Retreat - Green Lake, WI
Aug. 13, 2025

Strategic Planning

- Updated identity ✓
- Mission: Building Better Futures ✓
- Values: A Future Where Everyone thrives ✓
 - Respect
 - Professionalism
 - Partnership
 - Sustainability



Child Development Division

UMOS provides early childhood education and family support to migrant and seasonal farmworker families. Through Migrant and Seasonal Head Start, Early Head Start and Migrant Child Care, UMOs helps children learn in safe, nurturing environments while parents perform essential agricultural work. Services support school readiness, health, nutrition, mental health, disabilities services, family engagement and parent involvement, with programming responsive to each child's culture, language, development and family experience.

Migrant & Seasonal Head Start

During Fiscal Year 2025-2026, UMOs continued to operate the Migrant and Seasonal Head Start and Early Head Start program in South Texas, Wisconsin and Missouri through 27 centers serving pregnant women, infants, toddlers and preschool-aged children. Services focused on strengthening school readiness, improving health outcomes, supporting family wellbeing and promoting safe, nurturing learning environments for highly mobile agricultural families.

This year, the program expanded family engagement opportunities, strengthened staff recruitment efforts, enhanced ongoing

monitoring systems, increased professional development for staff and improved coordination with community partners. The program also used community assessment findings to guide planning around changing family needs, including population shifts, childcare deserts, mental health support needs and service realignment opportunities.

“ I want to know what they are doing in the classroom because it's working.”

- Pedro, parent



Scan for video



27 Centers in Texas,
Wisconsin, and
Missouri

1,246 Families served

1,699 Children served

66 Pregnant women
served

85% Average attendance
rate overall

1,830 Combined funded
enrollment target

Migrant Child Care

UMOS provides Migrant Child Care services for school-age children of migrant farmworker families across Wisconsin. The program serves children ages 6 to 12, and up to age 19 for children with special needs. Services are available for 9 to 12 hours per day, including weekends during peak harvest season, helping families maintain stable care while parents work agricultural schedules.

Migrant Child Care provides a safe, structured and supportive environment where children can learn, eat and play. It also supports wraparound care for Head Start families who need extended hours because of long workdays or Saturday employment. By reducing child care barriers, the program helps parents continue working while children receive developmentally appropriate support.

Generations of Success



One parent's story shows the multi-generational impact of Head Start. A former Head Start child, Mr. Zuniga felt proud and reassured when his own child enrolled in UMOs Head Start. Hearing his parents describe how the program had supported him as a child gave him confidence that his own family would also have a strong foundation.

As a young parent, Mr. Zuniga was determined to continue his education and create greater opportunities for his family. Through UMOs parent meetings and trainings, he learned about local workforce and certification programs. With encouragement, parent goal-setting support and follow-up from UMOs staff, he pursued welding and commercial driving training, earned two professional certifications and secured full-time employment with a well-established trucking company.

Highlights:

- Projected August 2026 grand opening of a new 10-classroom early childhood education facility that will replace the Cardwell and Malden centers in Missouri.
- Expanded outdoor learning through garden beds at the Palmview Center and planned greenhouses at all program locations in Texas.
- A partnership with Texas Benavides Independent School District that brought more than \$200,000 in additional funding to support teaching staff and operating costs.
- Expanded playground safety capacity, with 48 staff trained and certified in Playground Safety Inspection in addition to two previously certified staff.



Workforce Development Division

UMOS Workforce Development programs help individuals build skills, gain work experience, earn credentials and connect to employment. Participants include parents seeking stability, young adults, migrant and seasonal agricultural workers, refugees, people with limited English proficiency, individuals re-entering the workforce and job seekers who need supportive services to move forward.

Through assessment, coaching, job readiness, training, subsidized work, employer partnerships and supportive services, UMOs helps participants take the next step toward family-sustaining employment and long-term economic stability.

Wisconsin Works (W-2)

The W-2 program provides eligible parents with monthly cash assistance and employment and training services. Services include assessment, employment planning, work experience, job readiness, supportive services, job search and retention, basic education and job training. Participants are assigned to W-2 placements while seeking work or waiting for Supplemental Security Income (SSI) benefit approval due to disability. Related supports include refugee assistance, emergency assistance, job access loans and services for non-custodial parents.

This year, W-2 strengthened its whole-family approach, placing greater emphasis on the needs of the entire household. The program also expanded virtual options, digital applications, QR codes, and online job search tools and updated outreach materials to improve service access and activity engagement.

Single Mother Support



A single mother of two came to W-2 after job loss and used Job Club and individualized support to rebuild confidence and strengthen her skills. On February 2, 2026, she secured full-time employment as a Lead Teacher at Alphabet Academy earning \$15 per hour. Another participant balanced her child's complex medical and behavioral needs, her own health concerns and financial uncertainty. With W-2 support, she stabilized housing, stayed engaged in job search activities, and secured two positions as a Personal Care Worker, working 32 hours weekly across two jobs and earning up to \$17 per hour.

100%

Performance targets claimed

\$3M

Maximum performance benchmark funds earned

768

Total performance claims submitted

4/4

Quarterly state audits passed, exceeded 80% threshold



The setback of being laid off last month and having to seek assistance from W-2 wasn't easy. I didn't know what to expect, but the process has flowed smoothly."

- Jackie, W-2 recipient

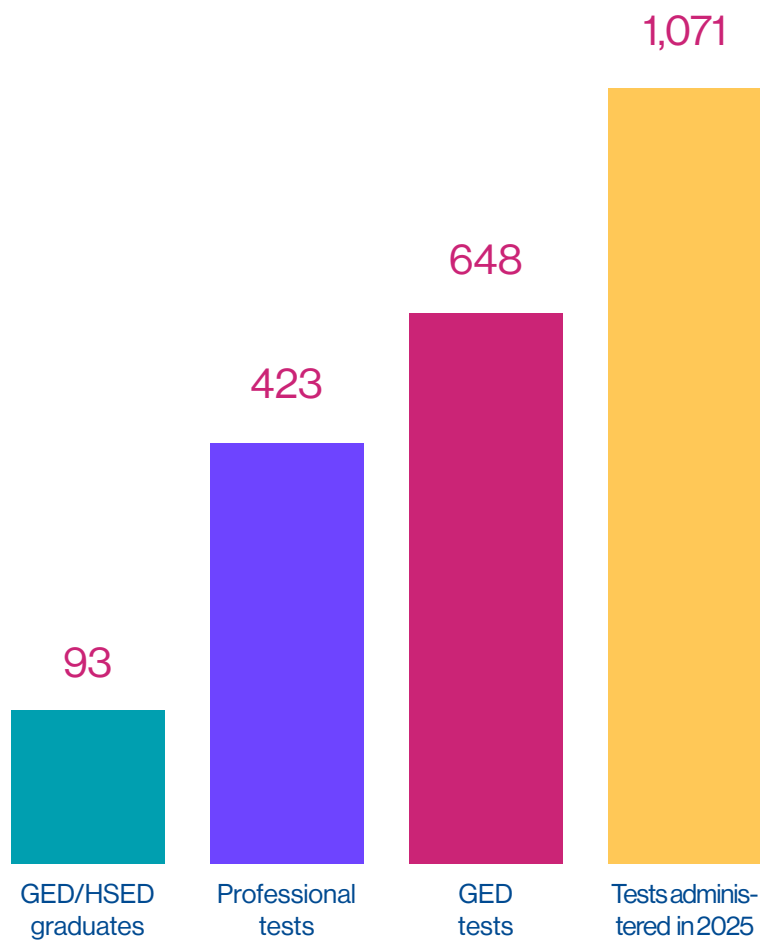
GED Instruction & Testing Center

UMOS' GED program and certified Pearson Vue Testing Center supports education, credential attainment and career advancement for participants who need academic credentials or professional testing to succeed in a job or career pathway.



Job Club to Full-Time Employment

 After experiencing job instability and financial hardship, a single mother of two applied for W-2 services in December 2025. Through Job Club and guidance from her Financial and Employment Planner, she strengthened her resume, explored career opportunities and stayed focused on her goals. In January 2026, she secured full-time employment with AdaptHealth LLC earning \$20 per hour.



Transitional Jobs & Transform Milwaukee Jobs

Transitional Jobs (TJ) and Transform Milwaukee Jobs (TMJ) provide short-term work opportunities that combine real work experience, skills training, education, and support services. Staff works with participants and employers to create subsidized work placements that help participants build experience and move toward unsubsidized employment. Employers may have a portion of participant wages paid for up to 1,040 hours, giving workers a pathway to demonstrate skills and gain stability.

Recent eligibility policy changes this year opened access for people who had stopped working or were marginally employed for fewer than 16 hours per week before applying. Applicants no longer have to wait until they are unemployed for at least four weeks, and unemployment insurance requirements have been adjusted to reduce barriers to program access and enrollment.

537 TMJ enrollments

257 TJ enrollments in Northeast and Urban Bay offices

89 TJ participants started subsidized work

185 TMJ participants completed 1,040 hours

493 TMJ participants started subsidized work

126 TMJ participants reached 60-day retention

Employer & Community Partnerships

The Transitional Jobs program expanded employer relationships through its Oshkosh Chamber of Commerce membership. The membership helped create new worksites with Aquire Restoration, Actus Nutrition and Kleenmark, and introduced the program to the Link 2 Learn initiative with the local school district, creating a new referral pathway for graduating seniors entering the labor market.



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National Farmworker Jobs Program

The National Farmworker Jobs Program (NFJP), funded 100% by the US Department of Labor/ Employment & Training Administration with Workforce Innovation & Opportunity Act (WIOA) funds, promotes employment and long-term economic stability for migrant and seasonal agricultural workers and their dependents. Services help participants overcome employment barriers and improve financial wellbeing. Through basic and individualized career services, workforce training and supportive services, NFJP helps participants build skills, earn credentials and connect with career pathways.

Since January 2026, UMOs expanded outreach by adding full-time Outreach Specialist positions in each state. The program also implemented structured outreach reporting to better track engagement, evaluate outcomes and identify areas of greatest need. These improvements strengthened access for agricultural communities across Illinois, Missouri and Wisconsin. UMOs exceeded its target performance rates in nearly all categories for each state service area in its most recently completed program year, 2024, for which we have certified data.

249

Employed in 2nd quarter after leaving program

362

Employed in 4th quarter after leaving program

223

Training/education credentials earned

\$20

Hourly average starting wage

Training to Higher Wages



One NFJP participant worked two jobs harvesting, transporting and hauling grain and servicing equipment while attending the Electrical Power Distribution program at Wisconsin's Southwest Technical College. Car repairs and tuition costs threatened his ability to continue. With NFJP support, a stipend and advocacy from his Career Coach, he completed the program, graduated with an Electrical Power Distribution Technical Diploma and jobbed out early. He is now a groundsman at InterCon Construction earning \$32.31 per hour.

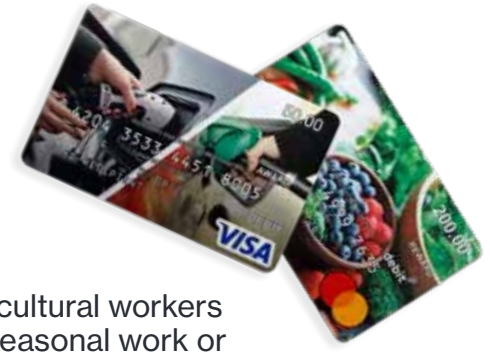
Another participant worked on his Illinois family farm and had prior excavation experience earning \$22 per hour. With NFJP support, he enrolled at 160 Driving Academy, received supportive services for gas and groceries, completed CDL training and returned to excavation work part-time at \$30 per hour while continuing to support his family farm.



This program has worked very well for me. It has allowed me not to stress about finances and focus on my schooling."

- Sara, CDL student

Comprehensive Crisis Relief



Comprehensive Crisis Relief (CCR) is a CSBG-funded program for agricultural workers in Wisconsin and Illinois. Because agricultural workers often move for seasonal work or temporarily relocate to follow planting, harvesting and processing needs, unexpected expenses can create immediate instability. CCR provides emergency financial assistance to address crises involving housing, transportation and food.

Wisconsin:

For the program year ending December 31, 2025, UMOS provided crisis financial support for 1,583 migrant and seasonal agricultural workers in 1,101 households.

Nearly 75% of those served received help paying for food, gas and emergency lodging.

Illinois:

For the program year ending December 31, 2025, UMOS served 1,425 migrant and seasonal agricultural workers making up 555 households.

Just over 93% of those served received help paying for food.

H-1B One Workforce TechStars

The federal administration did not appropriate funding for the US Department of Labor's H-1B One Workforce grants to continue. As a result, UMOS' TechStars program ended January 31, 2026, but not without exceeding targeted participant enrollment and credential attainments.

TechStars helped participants across Wisconsin access training, career coaching and employment pathways in technology-related fields. The program connected underrepresented workers with accelerated training opportunities in areas such as web development, healthcare coding and advanced manufacturing, while providing coaching and support to help participants move toward employment in their chosen fields.

During its grant period, TechStars helped expand access to technology careers for individuals who may have faced barriers related to income, geography, training access or employer connections. UMOS carries forward lessons learned about flexible training models, employer partnerships and the importance of helping participants turn credentials into career opportunities.

491 Participants enrolled

308 Credentials earned

289 Education/job training program activities completed

196 Training-related employment attained

WIOA Youth Program

The WIOA Youth program helps out-of-school youth prepare for employment, education and long-term career success. Through UMOS' partnership with Employ Milwaukee, participants received support designed to help them build job readiness, explore career

pathways, strengthen workplace skills and connect with opportunities that can lead to future employment or training. The program served eligible young people, ages 16-24, with barriers to school completion or well-paying employment.

Refugee Career Pathways

Refugee Career Pathways helps eligible refugees build stability through post-secondary education and training support, career coaching, and supportive services. Many refugees arrive with professional experience, education, skills and credentials, but face barriers such as limited English proficiency, unfamiliar hiring systems, transportation needs or difficulty transferring credentials to meet U.S. standards.

UMOS helps participants identify career goals, prepare for employment, connect with post-secondary education and training, and navigate the steps toward a meaningful livelihood in the U.S.

Services include career planning, job readiness, employer connections, tuition assistance, referrals, supportive services and coordination with other UMOs workforce programs.

By helping refugees move from initial resettlement toward long-term career success, the program supports both family stability and regional workforce needs.

100 Refugees served

55 Participants enrolled in training

67 Participants placed in employment





Social Services Division

UMOS Social Services programs respond to immediate needs while helping individuals and families move toward safety, stability and long-term wellbeing. Services include food access, housing support, energy assistance, health promotion, domestic violence and sexual assault advocacy, support for survivors of human trafficking and housing for agricultural workers.

The division's programs are designed to meet people where they are. Whether a household needs food, a utility crisis resolved, a safety plan, housing support, harm reduction services or a connection to health care, Social Services provides practical support and links participants to stabilizing resources.

Wisconsin Home Energy Assistance Program

The Wisconsin Home Energy Assistance Program (WHEAP) provides assistance for heating costs, electric costs and energy crisis situations. UMOS administers WHEAP in Milwaukee, Kenosha and Marquette counties, helping eligible households reduce energy burdens and remain safely connected to essential utilities.

Energy assistance supports housing stability,

health, and safety. A utility disconnection, lack of heat, furnace failure or water heater emergency can create immediate risk for children, older adults and people with health needs. UMOS provides assistance through office-based services, crisis support, utility disconnection prevention, emergency furnace and water heater referrals, weatherization referrals and mobile outreach at community sites.

Restoring Essential Services



An elderly community member came to UMOS after a sudden utility disconnection. She lived independently and did not expect to need assistance, and was unfamiliar with the energy assistance program. UMOS intake staff explained eligibility requirements, helped reduce administrative barriers further and expedited the application process. Her utility services were restored, resolving an immediate safety risk in her home that supported her continued independence.



9,636 Paid applications processed

9,418 Households supported

8,853 Households enrolled into LIHEAP benefits

80 Community outreach events

65 Water heater replacements arranged

161 Furnace referrals managed

Agricultural Worker Housing

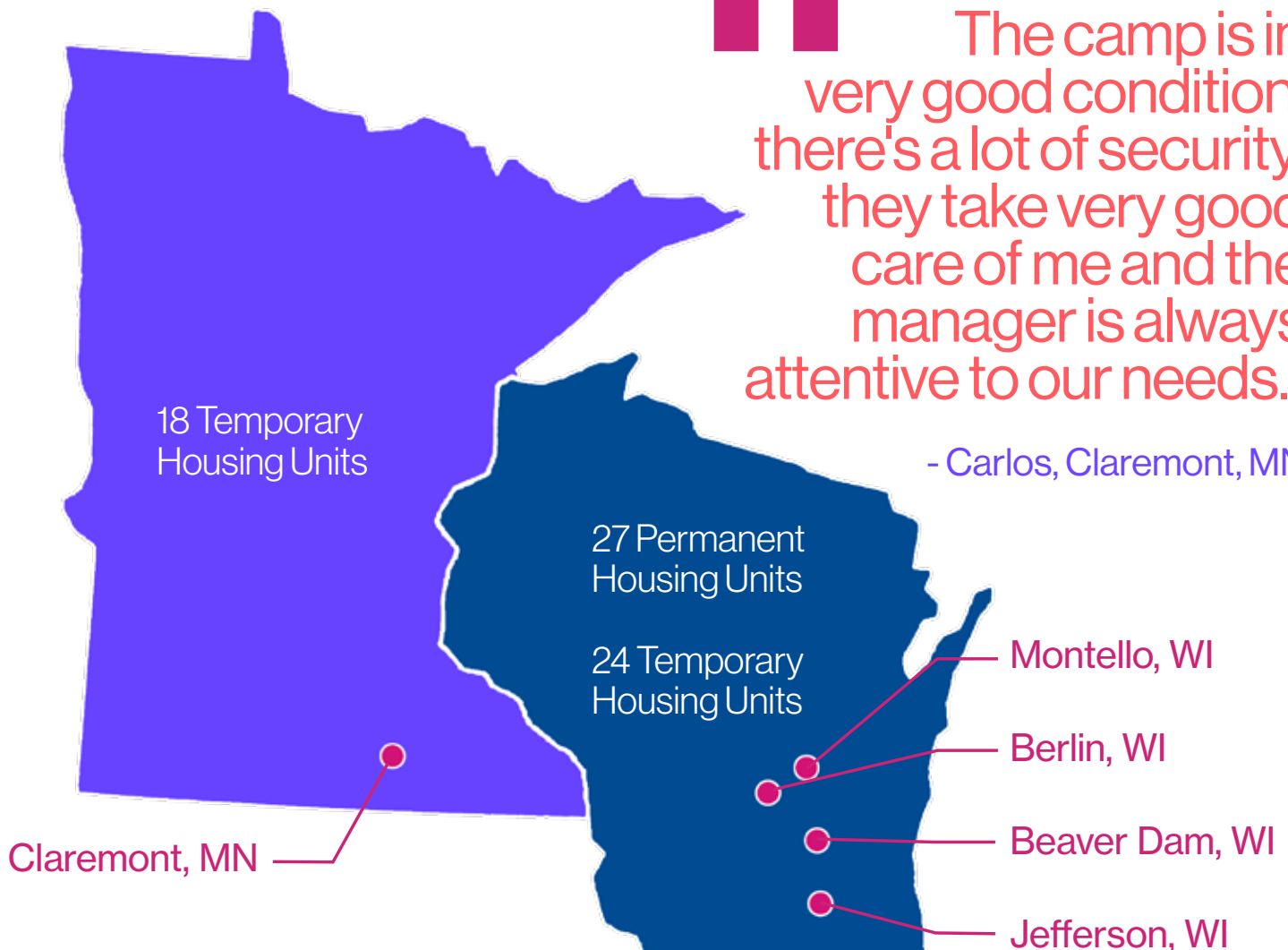
UMOS addresses the housing needs of migrant and seasonal agricultural workers in Wisconsin and Minnesota through temporary and permanent housing options. For families who migrate for work, safe and reliable housing reduces instability and allows workers to focus on their jobs without the added stress of finding a place to stay.

In Wisconsin, UMOS operates permanent housing centers in Beaver Dam and Jefferson and temporary housing centers in Montello and Berlin. In Minnesota, UMOS operates a temporary housing center in Claremont. Over the past year, UMOS continued work on renovations and additional housing center improvements.



The camp is in very good condition, there's a lot of security, they take very good care of me and the manager is always attentive to our needs."

- Carlos, Claremont, MN



Community Pathways Program

The Community Pathways Program (CPP) is a CSBG-funded initiative launched in January 2026 to support Milwaukee County residents facing financial hardship, housing instability, food insecurity and health-related barriers. The program serves households at or below 125% of the Federal Poverty Level and connects participants with rental, mortgage and property tax assistance, physical and behavioral health referrals, Food Pantry support and resource navigation.

UMOS, a member of Wisconsin's community action program network, is serving as the interim point of contact for CSBG-funded services in Milwaukee County. The early response from the community has been significant, and UMOS is working to build on the program's initial results while exploring a more permanent role for the program. Food Pantry services are now part of CPP, a significant component of UMOS' broader Community Pathways model.

UMOS works with Northcott Neighborhood House, Silver Spring Neighborhood Center, Wellpoint Care Network and Outreach Community Health Centers to expand access, improve referrals and bring services closer to Milwaukee County residents in need. Through Wellpoint, UMOS supports monthly Diaper and Food Pantry Pop-Up events for the county's north side community. Outreach Community Health Centers also brings a mobile unit to UMOS facilities and partner sites to provide physical health services on-site.

3,000+

CPP pre-applications received Jan.-Apr. 2026

346

Households assisted with rental, mortgage & property taxes

\$544K

Paid in housing-related assistance

176

120 behavioral and 56 physical health referrals

Housing Assistance & Gratitude



One participant received confirmation that UMOS would provide \$1,800 in assistance toward her housing need. After speaking with her leasing office, she reached back out to express gratitude and shared that the help made a meaningful difference during a difficult moment. She also shared that as a newly graduated nurse, she would like to volunteer with UMOS in the future. The story shows that CPP support can do more than resolve an immediate financial crisis; it can help stabilize a household and strengthen its connection to the community.

A Ripple Effect



Another community resident reached out after UMOS assisted a young woman she had mentored since the eighth grade. She described the participant as a loving mother who had faced significant family challenges and said the assistance brought her to tears. The message reflected the broader ripple effect of stabilization: when one household receives support, children, mentors, extended family and support systems also feel the impact.



I can't say thank you enough for your help today. I am in tears."

- Chris, Milwaukee

Latina Resource Center

The Latina Resource Center (LRC) provides culturally and linguistically responsive services for victims of domestic violence, sexual assault and human trafficking. The center's work focuses on safety, wellness and empowerment through advocacy, crisis response, legal support, transitional housing, children's programming, community education and outreach.

Mi Arco Iris



A child referred to the Mi Arco Iris program in October 2025 was navigating significant transitions and uncertainty. The program met her where she was on her healing journey through individual sessions, LRC-sponsored events and support with safety and self-care planning. Over time, she developed confidence using coping strategies, expressed emotions through art and returned after "graduation" to join the RAICES youth leadership group. The group is a safe space for Milwaukee youth valuing their voices while promoting healthy relationships.

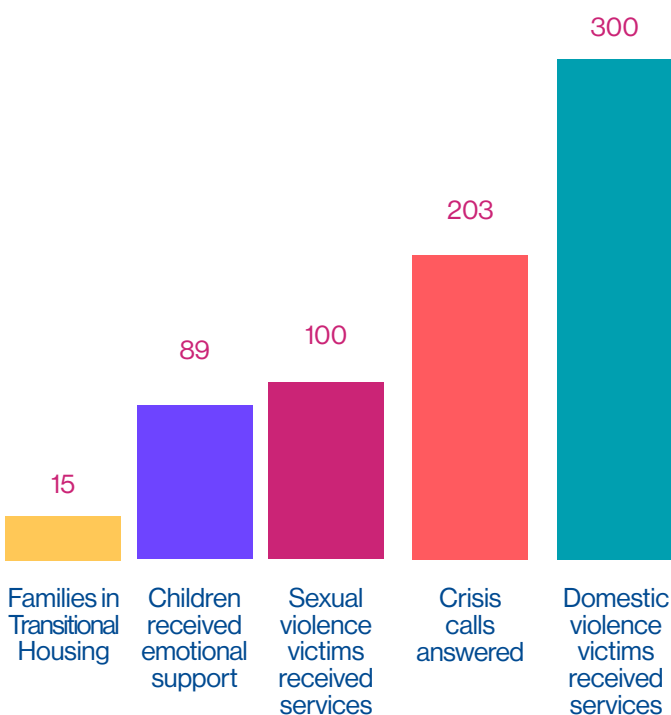
Survivor Support



Recently, LRC supported a survivor of domestic and sexual violence caring for five children. Staff helped create a safety plan, assisted with a restraining order and police report, connected the survivor with legal advocacy, housing stabilization, employment and childcare resources, and helped the family access food, diapers and household supplies. The example shows how LRC's model connects immediate safety needs with longer-term family stability.

We stand together, united against domestic violence."

**- Mariana Rodriguez,
LRC Director**



Anti-Human Trafficking

The UMOs Latina Resource Center (LRC) continues to strengthen Wisconsin's response to human trafficking – both sex and labor trafficking – through comprehensive victim services, statewide collaboration and multidisciplinary systems coordination.

Through U.S. Department of Justice Office for Victims of Crime programming, the LRC provides trauma-informed advocacy, crisis intervention, case management, safety planning and supportive services to survivors across multiple Wisconsin counties. During the reporting period, the program provided advocacy, supportive services and critical resources to 101 confirmed victims of human trafficking while actively participating in the Wisconsin Anti-Human Trafficking Task Force.

The Wisconsin Anti-Labor Trafficking Multidisciplinary Team, funded by the Howard G. Buffett Foundation through December 1, 2025, continued advancing the state's coordinated response to labor trafficking. The initiative supports statewide outreach, survivor identification, multidisciplinary investigations, legal advocacy and stabilization services while strengthening collaboration among law enforcement, healthcare systems, workforce agencies, legal service providers and victim service organizations.

Finding Safety & Security



When “Miguel,” a father and domestic violence survivor, came to the UMOs Latina Resource Center, he was seeking support after leaving an abusive relationship. He had experienced physical and verbal abuse, and his children had witnessed aggression in the home.

LRC advocates provided crisis intervention, safety planning, emotional support and an individualized wellness plan to help Miguel and his family move toward safety. UMOs also helped him navigate the legal process, including assistance with filing a restraining order, court accompaniment, transportation and referrals for legal support.

With these supports in place, Miguel and his children were able to place, Miguel and his children were able to remain safely in their home and begin rebuilding a sense of routine and stability. Today, Miguel continues working with an advocate while his family focuses on healing together.

Legal Services

UMOS Legal Services has recently transitioned into a new focus area under the Expanding Legal Services Initiative (ELSI) Grant. Under ELSI, UMOs will provide legal representation on civil and immigration matters relating to custody, child support, divorce, and restraining orders for victims of domestic violence, sexual assault, stalking, and dating violence in the Winnebago, Fond du Lac, Milwaukee, Racine, and Kenosha counties in Wisconsin. These services will become available after a yearlong program planning period.

Previously, UMOs Legal Services provided immigration legal support to victims of labor trafficking in Wisconsin funded through the Howard G. Buffett Foundation grant. These services came to a close in November of 2025 with a total of 19 T and U visa cases opened, 17 of which were filed with United States Citizenship and Immigration Services (USCIS).



Health Promotions

Health Promotions provides HIV integrated prevention, harm reduction and tobacco prevention services. The department strengthens community health through education, outreach, testing and supportive services designed to reduce disparities and improve wellness. Services include HIV prevention, linkage to testing, safer health education, stigma reduction, overdose awareness, Narcan distribution and training, prevention supplies and referrals.

This year, Health Promotions expanded services by adding syphilis testing and strengthening internal referral processes so participants can receive more services in one location. The Wisconsin Hispanic/Latinx Tobacco Prevention Network also continued culturally responsive education on nicotine and tobacco use while supporting tobacco-free lifestyles and healthier environments.

“

Having access to this service has helped with having a place to get bio hazard bins and dispose of used needles in a safe and reliable way."

— James, Milwaukee, WI

14,899 Used needles collected

10,990 Fentanyl test strips distributed

1,645 Doses of Narcan distributed

72 HIV tests completed



Food Pantry

The UMOS Food Pantry provides direct food assistance to households facing food insecurity across the Milwaukee area. For many families, the pantry is one of the most immediate ways UMOS helps stabilize a household – making sure parents, children, older adults and individuals have access to nutritious food during periods of financial strain, job loss, housing instability or unexpected crisis.

As part of the Community Pathways Program, the Food Pantry is also a connection point to broader support. Individuals and families who come for food assistance may also

be connected to housing resources, health referrals, behavioral health support, resource navigation and other services that help address the challenges surrounding food insecurity.

This scale of activity reflects both the level of need in the community and the consistency of UMOS' response.

The pantry's work is simple, essential and deeply human: helping households keep food on the table while they work through the next step forward, the next bill, the next appointment or the next challenge.

831,659 Pounds of food distributed

10,866 Households served

32,107 Total clients served

UMOS is grateful to its 2025-2026 donors, including:

Feeding America	Basilica of St. Joseph
National Bakery	Catholic Church
Target (Milwaukee)	Breadsmith
Target (Franklin)	Sam's Club (Franklin)
Meijer (Greenfield)	Nicolet High School
Walmart (Greenfield)	Community members
Walmart (New Berlin)	UMOS employees
Walmart (Franklin)	

Walmart

sam's club



TARGET

**FEEDING
AMERICA**

More Than Food



Food assistance often opens the door to other support. Through the Community Pathways Program, UMOS staff connects Food Pantry visitors to additional resources, including housing assistance, health referrals, behavioral health services and navigation support.





KALONA SUPER NATURAL
BEYOND ORGANIC, BEYOND DELICIOUS

Organic Cream-Top Whole Milk

Low-temp Pasteurized
Grass-fed Cows
Regenerative Farms

USDA ORGANIC

FACTS

MARKETSIDE CINNAMON ROLL CLUSTERS

NET WT 5 OZ

Nutrition Facts
Serving Size: 1 Cluster
Amount per Serving: 190 Calories

FRESHNESS DATE
BEST IF USED BY: 06/02/26
MS 1CT CIN CLUSTER

Scan for video



Events



Light The Hoan 60th Anniversary July 7, 2025

UMOS celebrated its 60th anniversary with a private boat tour around the shores of Lake Michigan and a custom light show on the Hoan Bridge.

Farmworker Appreciation Day August 4, 2025

UMOS hosted an afternoon at the Riverside Park North Shelter in Berlin, Wisconsin. The event welcomed all farmworkers and agricultural families to enjoy food, activities, and community to honor of their essential and hard work.

Harvesting Hands November 7, 2025

This community event held at the South Texas College Mid-Valley Campus in Weslaco, Texas, was hosted by UAMOS' Migrant and Seasonal Head Start program. It featured a variety of resources designed specifically to support agricultural workers and their families.

Breakfast With Santa December 20, 2025

The 2025 UAMOS Breakfast with Santa was a free drive-thru event offering wrapped gifts for children ages 1 to 12 and McDonald's breakfast gift cards.

Recognition

On October 24, 2025, UAMOS was honored with the Ohtli Award from the Government of Mexico, recognizing the organization's 60-year commitment to migrant workers, and Mexican communities and families across the United States. President & CEO José Martínez accepted the award on behalf of UAMOS, marking an important milestone in the organization's longstanding mission to open pathways to opportunity, stability and support.





Guests and UMOS employees celebrate UMOS' 60th anniversary aboard the Vista King on Lake Michigan.



UMOS

Financial Information

UMOS invested \$91.95 million in services and operations during its fiscal year ending June 30, 2025. The majority of these resources supported direct program services, including child education, employment and training, community-based programs, victim services, housing, shelter and food programs. Approximately 89% of total expenses supported program services, reflecting UMOs' continued focus on delivering resources directly to individuals, families and communities.



89%
Directed to Program Services

\$99.96M
Total Revenue

The information is summarized from the audited financial statements of UMOs for the year ended June 30, 2025 and, as summarized, does not include all disclosures required by U.S. generally accepted accounting principles. The complete audited financial statements, including notes and the independent auditor's report dated February 9, 2026, are available at umos.org. The auditor expressed an unmodified opinion.

United Migrant Opportunity Services/UMOS INC.
Statement of Financial Position
As of June 30, 2025

ASSETS

Current Assets

Cash and Cash Equivalents	\$ 4,523,650
Investments in Marketable Securities	50,068
Accounts Receivable	353,999
Grants Receivable	4,773,306
Prepaid Expenses and Other Current Assets	322,848
Restricted Cash	3,341,069
Total Current Assets	<u>13,364,940</u>

Noncurrent Assets

Property and Equipment, Net	23,719,102
Operating Lease Assets	839,389
Total Noncurrent Assets	<u>24,558,491</u>

Total Assets

\$ 37,923,431

LIABILITIES AND NET ASSETS

Current Liabilities

Notes Payable - Current Portion	\$ 51,703
Accounts Payable and Other Liabilities	1,797,847
Accrued Payroll and Related Expenses	1,670,621
Operating Lease Liability - Current	430,342
Unearned Revenue	3,113,176
Total Current Liabilities	<u>7,063,689</u>

Long Term Liabilities

UMOS 457 Executive Plan Payable	414,597
Operating Lease Long Term Liability	412,738
Long Term Notes Payable	544,346
Total Long Term Liabilities	<u>1,371,681</u>

Total Liabilities

8,435,370

Net Assets

Without donor restrictions - Undesignated	29,488,061
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Total Net Assets

29,488,061

Total Liabilities and Net Assets

\$ 37,923,431

United Migrant Opportunity Services/UMOS INC.**Statement of Activities****For the Year Ended June 30, 2025****Revenues**

Grants and Contracts	\$ 96,862,967
Contribution Nonfinancial Assets - Facilities	1,470,632
Program Income	100,695
Rental Income	738,934
Investment	105,923
Other Income	380,623

Total Revenues	<u>99,659,774</u>
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Expenses**Program Services**

Employment and Training	15,929,550
Child Education	42,716,972
Victim Services	2,055,573
Homeless, Shelter, and Food Programs	1,552,556
Community Based Programs	18,957,164
Housing Expenses	759,897

Supporting Services

Supporting Services	8,517,917
Corporate Expenses	1,462,803

Total Expenses	<u>91,952,432</u>
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Change in Net Assets	7,707,342
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Net Assets Without Donor Restrictions, June 30, 2024	<u>21,780,719</u>
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Net Assets Without Donor Restrictions, June 30, 2025	<u><u>\$ 29,488,061</u></u>
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Wisconsin Gov. Tony Evers signs Assembly Bill 778 (now 2025 Wisconsin Act 176) to expand eligibility for the state's Transitional Jobs and Transform Milwaukee Jobs programs.

Government & Community Revenue Sources

UMOS is making a positive difference in the lives of individuals, families, and communities too often overlooked by the broader society, but the nonprofit does not make this difference by itself. Achieving UMOS' mission requires funding and volunteers who are passionate about joining the organization in helping participants build better futures. To every funding source that provided a grant, to every volunteer who gave of your time, talent, and other resources, please know the 800 human services professionals of UMOS thank you. Your support means the world to us and to all those we serve.

Child Development Division

Migrant & Seasonal Head Start and
Early Head Start

Migrant Child Care
Diaper Demonstration Project

U.S. Department of Health and Human Services
Wisconsin Department of Public Instruction
Wisconsin Head Start Association, Inc.
Wisconsin Department of Children and Families
WISCAP

Workforce Development Division

Wisconsin Works (W-2)
Adult Basic Education
Transitional Jobs / Transform
Milwaukee Jobs Program
CSBG Comprehensive Crisis Relief (WI)
Community Pathways Program
National Farmworker Jobs Program
WIOA Out-of-School Youth Program
H-1B One Workforce TechStars
CSBG Comprehensive Crisis Relief (IL)

Wisconsin Department of Children and Families

U.S. Department of Labor
Employ Milwaukee
Illinois Department of Commerce & Economic
Opportunity

Social Services Division

Community Pathways Program

Latina Resource Center

Wisconsin Department of Children and Families
UnidosUS
U.S. Department of Justice
Wisconsin Department of Justice
Wisconsin Department of Children and Families
Howard G. Buffett Foundation
End Domestic Abuse Wisconsin
ARC Community Services, Inc.
Bader Philanthropies, Inc.
Wisconsin Department of Health Services
Milwaukee County DHHS
Feeding America Eastern Wisconsin

Health Promotions

Food Pantry

Agricultural Worker Housing
Wisconsin Home Energy Assistance Program

U.S. Department of Agriculture
Wisconsin Department of Administration



[umos.org/donate](https://www.umos.org/donate)

Our Community Our Partners

Thank you to our individual and corporate donors. Every one of you makes a difference. UMOs also thanks our many volunteers for their support.

Corporate & Foundation Champions

Admiral Power Play Foundation, Inc.
BCBS WI
Blackbaud Giving Fund
Cervera Garcia Law Offices
Elevance Health Inc./Anthem
Forward Latino
Greater Milwaukee Foundation
Gruber Law Offices
Herb Kohl Philanthropies
McDonald's
Nicolet High School
Nicolet Law
Supermercados El Rey Plaza, Inc.
Target
The Bartolotta Restaurants
Walmart/Sam's Club
PayPal Giving Fund

Guardians

Marcus Adams
Angelica Angel
Nedda Avila
Jesús Cabrera
Paul Connolly
Kenneth Diericks
Molly Dotsch

Renee Dudley
Linda Douglass
Curry First
Margaret Fischbach
Cynthia Galvan
Aaron Lilach
Janel Lopez
Alfred D. Luna
Patrick Lynch
Rhonda Maloney
José Martinez
Brian and Laura Putnam
Israel Ramón
Heidi Rattner
Marissa Richardson
Juan Rivera
Marjorie Rivera-Torres & Kris Kleinbeck
Jose Ruano
Laura Schlessner
Tzivi Stern
Andrew Tarnoff
Lawrence & Jill Tarnoff
Mara Tarnoff
Grace Thompson
Erin Thull
Tony Tsai
Ted Uezen
Maria Watts

In Kind Partners

3Bu
Mary Aleman
All Safe Fire Alarm Service
Americas Tech A/C & Refrigeration
Mozelle Barron

Iglesia Bautista
Bethel Mission
Delinda G. Britton
Nancy Caballero
David Campbell
Gladys A. Cortez
City Of Donna
Corazon Consulting Inc
Excellent Fence
First United Methodist Church
Five Star Electrical & Lighting LLC
Diana Garza-Martinez
Staci Hemesath
Industrial Fire Protection
La Joya ISD
Lone Starr Plumbing Co.
Midwest Management II LLC
Pedraza's Auto Service Center LLC
Linda Quick
Quiricho Ltd
Topacio Ramirez
Raymondville ISD
Redeember Luthern Church
Rene's Construction & Sheet Metal
Jessica V. Rios
South Texas Fire Protection LLC
Southern Air Cooling & Heating
Southern Stone & Soil
Stx Door Specialties
Tenzo McAllen LLC
TKM Bootheel Properties LLC
Kimberly Trujillo
Joanne Flores-Tunchez
United Methodist Church Inc.
Zaira Villarreal



Scan for video





Wisconsin Attorney General Josh Kaul speaks at the
UMOS Interfaith Luncheon in July, 2025.



Addendum: Migrant & Seasonal Head Start Annual Reporting

In accordance with Section 644(a)(2) of the Head Start Act (42 U.S.C. § 9839(a)(2)), UMOs has published its Migrant & Seasonal Head Start/Early Head Start (MSHS/EHS) program annual report to the public as part of its organization-wide 2025-2026 Annual Impact Report. The report is accessible at umos.org/annual-reporting. The program report includes fiscal, programmatic, and performance information from the most recently concluded program fiscal year. It is widely distributed to the UMOs Board of Directors, Policy Council, staff, and community partners to ensure widespread access and accountability. For more information or to request a hard copy, please visit: umos.org/contact

A) The total amount of public and private funds received and the amount from each source.

UMOS' Migrant & Seasonal Head Start/Early Head Start (MSHS/EHS) program fiscal year runs from April 1 to March 31. The US DHHS/ACF Office of Head Start awards the organization funding for operations, administration, and training and technical assistance (T/TA). The funding amounts provided below demonstrate the funding awards UMOs received for its most recently completed program fiscal year (2025-2026), which ended March 31, 2026. UMOs received a combination of public and private funds to support operations across UMOs I (Wisconsin and Missouri) and UMOs IV (South Texas) service areas.

Funding Received: Program Year April 1, 2025 – March 31, 2026			
Funds	UMOS I	UMOS IV	Combined Total
Federal OHS MSHS/EHS Base Funding	\$10,753,610	\$30,554,739	\$41,308,349
Federal OHS Nutrition Supplement	\$423,534	\$824,150	\$1,247,684
USDA CACFP	\$254,566	\$848,700	\$1,103,266
Non-Federal Share/In-kind	\$377,588*	\$1,950,303	\$2,327,891
State Supplement (Wisconsin only)	\$75,392	-	\$75,392
Other Grants (State, Local & Private)	\$258,686	\$330,000	\$588,686
Private Donations & Contributions	\$55,000	-	\$55,000
Total Funding	\$12,198,376	\$34,507,892	\$46,706,268

*Partial waiver pending

B) An explanation of budgetary expenditures and proposed budget for the fiscal year.

UMOS' MSHS/EHS budgets for the previous and proposed program years reflect real and anticipated program needs and priorities, including expenditures related to staffing stabilization, enrollment growth, ongoing program quality improvements, and operational and administrative costs of providing comprehensive services. UMOs develops its program budgets to support the delivery of high-quality Head Start services at all 27 centers, while ensuring compliance with all federal requirements and meeting the needs of enrolled children, pregnant women, and families.

UMOS carefully monitors program expenditures to ensure all funds are used in accordance with federal and state regulations, with ongoing oversight to confirm costs are necessary, reasonable, allocable, allowable, and accurately accounted for in UMOS' financial system and financial reports to the Office of Head Start.

Proposed Budget: Program Year April 1, 2025 – March 31, 2026			
Expenditure Class Categories	UMOS I	UMOS IV	Combined Total
Personnel	\$6,093,786	\$17,217,800	\$23,311,586
Fringe Benefits	\$1,872,063	\$6,165,317	\$8,037,380
Travel	\$18,425	\$22,246	\$40,671
Equipment	-	-	-
Supplies	\$296,862	\$692,882	\$989,744
Contractual	-	-	-
Construction	-	-	-
Other	\$1,386,530	\$3,310,800	\$4,697,205
Head Start Training/TA	\$108,342	\$368,115	\$476,457
Total Direct Expenditures	\$9,776,008	\$27,777,035	\$37,553,043
Indirect (NICRA 10%)	\$977,008	\$2,777,704	\$3,755,306
Total Expenditures Funded by Base	\$10,753,610	\$30,554,739	\$41,308,349
Non-Federal Share/Match	\$686,401	\$1,950,303	\$2,636,704
Total Expenditures	\$11,440,011	\$32,505,042	\$43,945,053

Budget priorities for the 2025-2026 and 2026-2027 program fiscal years include the following:

- Staff recruitment and retention
- Professional development and training
- Family and father engagement activities
- Health and safety enhancements
- Nutrition and wellness programming
- Recruitment of children and families
- Facility repairs

C. The total number of children and families served, the average monthly enrollment (as a percentage of funded enrollment), and the percentage of eligible children served.

Children & Families Served: Program Year April 1, 2025 – March 31, 2026			
Metric	UMOS I	UMOS IV	Total Combined
Families Served	262	984	1,246
Children Served	329	1,370	1,699
Pregnant Women Served	16	50	66
Funded Enrollment (Children and Pregnant Women)	400	1,430	1,830
Average Monthly Enrollment Rate	86%	99%	
Average Attendance Rate	85%	85%	

While the Average Monthly Enrollment Rate for UMOS I reflects a rate lower than the target of 97%,

the cause relates to the seasonal nature of the agricultural work performed by the families UMOS serves in Upper Midwestern states of Missouri and Wisconsin. The MSHS/EHS program operates on a cumulative enrollment, which accounts for the fact that most families are enrolled on a rolling basis as they migrate into the region for agricultural employment. As a result, enrollment fluctuates throughout the year, and many families may participate for shorter periods of time depending on their work patterns and mobility.

D) The results of the most recent review by the Secretary and the financial audit.

Federal Review Results

During the 2025-2026 program year, the Office of Head Start conducted a Focus Area 1 (FA1) review which monitors for health and safety, child supervision, licensing and facilities, and immediate compliance risks. This FA1 review resulted in two health and safety findings. One involved a classroom electrical cord that created a potential safety hazard, and the second involved gaps identified beneath playground fencing at five MSHS/EHS sites.

UMOS implemented immediate corrective actions to remove hazards, secure affected areas, and ensure compliance across all locations. Additional facility-wide inspections were conducted to verify that all environments met safety standards.

As part of ongoing program improvements, 48 staff members were trained and certified in Playground Safety Inspection, in addition to two staff members who had previously obtained certification. This expansion of trained personnel strengthens the program’s internal monitoring capacity and enhances the ability to proactively identify and address playground safety concerns.

Following the FA1 review, the program also strengthened ongoing safety monitoring procedures, including enhanced environmental checks and staff training, reinforcing its commitment to maintaining safe and compliant learning environments for all children.

Financial Audit Results

Annually, UMOS engages an independent, external audit firm to conduct a comprehensive review (Single Audit) of the organization’s financial statements and compliance with federal award requirements. The resulting Single Audit report is submitted to the US DHHS. The Federal Audit Clearinghouse indicates UMOS’ Single Audit for the period ending June 30, 2025 is available and discloses an unmodified opinion. The Single Audit found that UMOS employs systems, procedures, and processes that comply with the Office of Management and Budget Uniform Guidance 2 CFR Part 200 Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards. These results demonstrate UMOS’ continued commitment to fiscal accountability and responsible stewardship of public funds, including those awarded for MSHS/EHS programming.

E) The percentage of enrolled children that received medical and dental exams.

During the 2025–2026 program year, a strong emphasis was placed on ensuring enrolled children received timely medical and dental care.

Metric (% of Enrolled Children)	UMOS I	UMOS IV
Received Dental Exams	88%	89%
Received Medical Exams	66%	89%
Immunizations Up-to-Date	66%	82%
Completed Developmental Screenings	71%	86%
Children with Disabilities Served	9.8%	17.7%

Families enrolled in UMOS’ programs continue to face several barriers that can delay or prevent access to consistent medical and dental care. These include:

- Cost, transportation, and access challenges, especially in rural or underserved areas.
- Language barriers and cultural differences, which may affect how families navigate the health care system.
- Seasonal and migratory work patterns, which make consistent care difficult and lead to fluctuating enrollment.
- Limited health literacy and unfamiliarity with preventive care norms.

UMOS remains committed to addressing these barriers through continued community outreach, partnerships with health providers, and culturally responsive family engagement strategies. These efforts are evident in the many community events in which UMOs participates during the program year.

F) Information about parent involvement activities.

UMOS makes family engagement a central component of its MSHS/EHS programming while children are engaged in services. During the 2025-2026 program year, dedicated Family Services team members facilitated the following:

- Parent meetings and trainings
- Policy Council leadership opportunities
- Family literacy activities
- Nutrition and gardening projects
- Volunteer opportunities
- School readiness workshops
- Fatherhood and family engagement activities
- Community partnership events

In each of these activities, UMOs promoted strong family partnerships and encouraged parents to actively participate in their children's education and development.

G) The agency's efforts to prepare children for kindergarten.

UMOS implements a research-based curriculum and school readiness practices aligned with the Head Start Early Learning Outcomes Framework (ELOF). Enrolled children participated in activities designed to strengthen:

- Language and literacy skills
- Cognitive development
- Social-emotional growth
- Physical development
- Problem-solving skills
- Early math and science concepts

Both UMOs I and UMOs IV programs also utilized Conscious Discipline strategies, individualized learning support, developmental screenings, and transition-to-kindergarten activities to help children successfully prepare for school. UMOs uses these findings to inform program planning, service delivery, and strategic decision-making to better meet the evolving needs of children and families served.

H) Any other information required by the Secretary.

The most recent community assessments identified several key trends and service needs across UMOs' MSHS/EHS service areas of Wisconsin, Missouri, and South Texas. UMOs uses these findings to inform program planning, service delivery, and strategic decision-making to better meet the evolving needs of children and families served.

Community Assessment Summary: UMOs I Wisconsin

In Wisconsin, the assessment identified service gaps in the Stevens Point and Rice Lake regions, along with a continued need for additional community partnerships and increased access to services in areas identified as childcare deserts. The assessment also highlighted the need for extended services during peak agricultural employment seasons to better support working families. In addition, there has been a shift in the migrant and seasonal population, with more families settling long-term and employed year-round in the dairy industry. The assessment further identified a need for increased Mental Health Consultant services to support children, families, and staff.

Community Assessment Summary: UMOs I Missouri

In Missouri, the assessment reflected similar population shifts, along with opportunities to expand services. Specifically, consideration is being given to the potential relocation of the Mt. Vernon center to a more strategically located area closer to where families reside, such as Carthage, Missouri, in order to improve access and reduce barriers to enrollment and participation.

Community Assessment Summary: UMOs IV South Texas

The community assessment in Texas identified several notable shifts in population needs and service trends. There is an increasing need to serve more infants and toddlers, as local school districts have expanded services for three-year-old children. As a result, program enrollment trends are shifting toward younger age groups.

The assessment also identified potential opportunities for service realignment, including possible relocation of centers such as La Paloma and Mercedes to better align with changes in the farmworker population and improve access for families.

In addition, there has been an ongoing shift between migrant and seasonal farmworker populations, although these patterns continue to fluctuate based on employment cycles and agricultural demand.

The assessment further identified a significant increase in children presenting with challenging behaviors, along with a corresponding need for additional Mental Health Consultant services to support children, families, and staff.

These findings are being used to guide planning decisions related to enrollment, staffing, service delivery, and program design to ensure services remain responsive to the changing needs of families in the service area.





Promoting Resilience & Growth



Headquarters:

2701 South Chase Avenue
Milwaukee, WI 53207
(414) 389-6000
umos.org

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