



ANNUAL REPORT 2024

January 23, 2025

Dear Friends,

As we reflect on 2024, we are inspired by the resilience and courage of the communities we serve. This year marked a period of progress and transformation for Focused Interruption, Inc. (FI), as we continued our mission to reduce violence and empower communities through proactive outreach, trauma-informed care, and mentorship programs.

FI's work is centered on creating pathways for recovery, safety, and success for individuals and families affected by gun violence. Through direct assistance to survivors, youth mentorship programs, and community engagement initiatives, we have fostered hope and healing across the Madison area.

In 2024, we made remarkable strides:

- Supported over 50 CSW clients and over 90 Outreach clients, providing access to resources such as housing, mental health services, and financial aid.
- Mentored over 15 young people through our Mentorship Programs.
- Collaborated with local stakeholders to address systemic challenges such as trauma, economic instability, and inequity.
- Gave over 30 direct speaking engagements.

Your support has been critical to our success. Whether through your time, donations, or advocacy, your contributions have allowed us to expand our reach and deepen our impact. As we look toward 2025, we remain committed to fostering a community where everyone has the opportunity to heal and thrive.

With gratitude,

Anthony Cooper Sr.

Anthony Cooper Sr.
President and CEO

Mission and Vision Statements

Our Mission

Focused Interruption, Inc. is committed to empowering communities, reducing violence, and fostering resilience through proactive outreach, trauma-informed care, and mentorship programs. We strive to provide pathways for healing and hope, creating opportunities for individuals and families to thrive.

Our Vision

We envision a community where every individual has access to safety, support, and the resources needed to achieve their fullest potential. Through collaboration and innovative solutions, we aim to build a society free from violence, rooted in equity, and centered on healing.

Description of Activities

Focused Interruption, Inc. (FI) is a nonprofit organization dedicated to building safer and more resilient communities by addressing the root causes of violence and providing holistic support to those impacted. Our mission is carried out through the following key initiatives:

Outreach: Preventing Violence and Promoting Stability

Focused Interruption's Outreach Team works to prevent gun violence by developing relationships with people at highest risk of gun violence and engage these individuals in supportive services such as job placement or training, mental health treatment, legal services, and childcare. Throughout this process our highly trained Outreach Team, many of whom who have lived experience with violence and incarceration, provide ongoing mentoring, life coaching and dispute mediation to people at highest risk of community gun violence.

Community Safety Work (CSW): Developing Community Engagement and Collaboration

The purpose of Focused Interruption's Community Safety Workers (CSWs) is to prevent violence in affected neighborhoods by acting as conflict mediators, social service connectors, and community builders. They collaborate with our outreach and support group programs to refer high-risk people to suitable services. Drawing from their own experiences and professional skills, CSWs help facilitate public safety through strong relationships with neighbors, police, and social services.

Leaders of Tomorrow (L.O.T.): Empowering Future Leaders

Through our Leaders of Tomorrow (L.O.T.) program, Focused Interruption supports school aged youth who have strayed from a constructive path in their school and community lives. The program is designed to help young individuals make better choices, avoid incarceration, improve their lives, and develop solid career and educational goals. Through a combination of mentorship, skills training, and emotional support, the program aims to increase school engagement, foster a constructive role in community life, and reduce recidivism.

Brothers Against Odds (B.A.O.): Inspiring Growth and Achievement

The Brothers Against Odds (B.A.O.) initiative is a mentoring and goal setting program for young men at high/medium risk of gun violence victimization and perpetration. B.A.O. focuses on community readiness by working with community partners, parents, and schools to develop a post high school graduation plan that helps youth confidently transition into adulthood. The group meets weekly on Wednesdays to discuss issues like loyalty, friendship, dating, finances and other life skills and on Fridays to share progress and to meet on fun activities.

Aftercare Services: Providing Trauma-Informed Support

FI's Aftercare Services offer compassionate, trauma-informed care to individuals and families affected by violence. By addressing emotional, psychological, and practical needs, this initiative helps survivors heal and rebuild their lives with dignity and hope.

Focused Interruption, Inc. remains unwavering in its mission to empower communities, reduce violence, and create pathways to brighter, more equitable futures.

Comprehensive Report on Key Programs and Services

Focused Interruption, Inc. remains steadfast in its commitment to reducing violence, fostering resilience, and empowering individuals and communities through proactive engagement and holistic support. Below is an overview of our core programs and their 2024 achievements:

Outreach Services: Proactive Engagement and Mentorship

Our outreach efforts prioritize building trust, mentorship, and providing resources to reduce violence and promote recovery. This year, our initiatives made a tangible impact:

- **90+ clients supported:** We helped individuals rebuild their lives through tailored mentorship, access to essential services, and ongoing guidance.
- **Direct aid for urgent needs:** Provided to 15+ individuals, covering housing stabilization and funeral expenses to ease immediate burdens.

Community Safety Work (CSW): Community Outreach

As a cornerstone of our mission, the CSW program provides vital support to survivors of gun violence and their families. In 2024:

- **50+ clients served:** Comprehensive assistance included housing support, mental health care, and employment resources.
- **Neighborhood engagement:** Conducted over 25 events to build trust, resilience, and a sense of community among participants.

Leaders of Tomorrow (L.O.T.): Empowering Future Change-Makers

Launched in 2024, the L.O.T. program equips young adults with the skills, knowledge, and opportunities to become impactful leaders in their communities. This year's milestones include:

- **Monthly workshops:** Focused on leadership, advocacy, and career development, fostering critical skills among participants.
- **Partnership development:** Collaborated with local organizations to offer internships and mentorship opportunities, enhancing participants' career readiness and professional networks.

Brothers Against Odds (B.A.O.): Addressing Unique Challenges for Young Men

The B.A.O. program is designed to support young men in overcoming obstacles and achieving personal and professional success. This year, we:

- **Mentored 15+ participants:** Focusing on leadership development, academic achievement, and career preparation.
- **Daily neighborhood engagement:** Conducted activities to build trust, resilience, and a sense of community among participants.

Aftercare Services: Providing Trauma-Informed Recovery Support

Our trauma-informed recovery services offer comprehensive care for survivors of violence and their families, addressing both immediate and long-term needs. Key outcomes for 2024 include:

- **Personalized recovery plans:** Tailored to the unique circumstances of each survivor, supporting their healing journey.
- **Access to critical services:** Facilitated connections to mental health care, housing support, and other essential resources to promote stability and recovery.

A Year of Impact

In 2024, Focused Interruption's programs collectively strengthened communities, empowered individuals, and laid the foundation for long-term stability and growth. By addressing both the immediate and systemic challenges surrounding violence, we continue to build pathways to safety, opportunity, and resilience.

Funding Strategies at Focused Interruption, Inc.

Focused Interruption, Inc. (FI) is deeply committed to empowering communities and reducing violence through impactful programs and services. To sustain and grow our initiatives, we employ a comprehensive approach to fundraising that ensures financial resilience and fosters collaborative partnerships.

FI actively pursues funding through grant applications and partnerships with corporate sponsors, aligning with organizations that share our vision of fostering community well-being. These collaborations not only provide financial resources but also create opportunities for joint initiatives that amplify our collective impact.

Engaging the community is a cornerstone of our fundraising efforts. Through events such as benefit galas, charity walks, and awareness campaigns, we not only raise funds but also cultivate a sense of unity and shared purpose. Private donations from individuals who are inspired by our mission further diversify our revenue streams, ranging from one-time contributions to recurring support.

Strong partnerships with philanthropic organizations are central to our strategy. These collaborations go beyond financial contributions, encompassing resource sharing, co-developed initiatives, and joint advocacy efforts that strengthen our ability to address complex social challenges.

Raising awareness is integral to our mission and funding strategy. Through storytelling, social media campaigns, and educational outreach, we highlight the importance of our work and the transformative impact of our programs. By engaging a broad audience, we inspire support and encourage active participation in our cause.

At Focused Interruption, we believe that sustainable growth is rooted in diverse funding sources and meaningful relationships with donors, partners, and the community. This holistic approach ensures that we remain a steadfast force for change, empowering individuals and building safer, more resilient communities for generations to come.

Source and Allocation of Contributions

Focused Interruption, Inc. (FI) relies on a diverse funding portfolio to support its mission of empowering communities and reducing violence. Financial contributions are sourced from private donors, government grants, corporate partnerships, and philanthropic foundations. This multifaceted approach ensures both the sustainability and growth of our programs, allowing us to maximize our impact across the communities we serve.

Allocation of Contributions

Every dollar received is strategically allocated to support FI's critical programs and operational needs, ensuring both the effectiveness and transparency of our efforts. Contributions are utilized in the following key areas:

- **Outreach and Mentorship:** Supporting proactive engagement with at-risk individuals, providing mentorship, and fostering stability through trust-building initiatives.
- **Trauma Recovery Services:** Delivering comprehensive, trauma-informed care to survivors of violence and their families, addressing emotional, psychological, and practical needs.
- **Community Engagement:** Facilitating workshops, awareness campaigns, and collaborative events that strengthen community ties and promote collective well-being.
- **Operational Sustainability:** Covering essential operational costs, including staff training, program development, and administrative functions, to ensure the long-term success and transparency of our initiatives.

Focused Interruption is committed to maintaining the highest standards of financial responsibility and transparency, ensuring that all contributions directly support our mission to create safer, more resilient communities.

For more information about our funding sources, allocation, or partnership opportunities, please contact Mark Cash at mcash@focusedinterruption.org. We are grateful for the support of our donors and partners in driving meaningful change and building brighter futures.

Leadership and Governance at Focused Interruption, Inc.

Focused Interruption, Inc. (FI) is guided by a dedicated team of professionals and community leaders who bring expertise, vision, and commitment to advancing the organization's mission. Together, the executive leadership team and Board of Directors ensure the strategic direction, operational excellence, and accountability of our programs and initiatives.

Executive Leadership Team

- Anthony Cooper Sr., Executive Director
- Dr. Diamond Williams, Chief Operating Officer
- Mark Cash, Director of Donor Engagement

Board of Directors

The Board of Directors provides governance, strategic oversight, and fiduciary guidance to ensure the organization's success and sustainability.

- Anthony Cooper Sr., Chair
- Corinda Rainey-Moore, Treasurer
- Bob Clark, Secretary
- Dr. Andrea Gilmore Bykowski, Board Member

Commitment to Excellence

The leadership and governance team at Focused Interruption, Inc. is united in its dedication to building safer, more resilient communities. Through their combined expertise and passion for change, they ensure that FI continues to drive meaningful and transformative impact.

Assurance of Public Accessibility

Focused Interruption, Inc. is firmly committed to upholding the principles of transparency, accessibility, and accountability. We are dedicated to ensuring that information about our organization, including reports, programs, and financial disclosures, is readily available to the public in a clear and accessible manner.

To obtain a copy of this report, review additional documentation, or inquire further about our programs and services, please contact us via the following methods:

- **Mailing Address:**
Focused Interruption, Inc.
2820 Walton Commons Lane, #136
Madison, WI 53718-6797
- **Website:**
www.focusedinterruption.org
- **Email:**
mjcash@focusedinterruption.org

We welcome and encourage community engagement. Whether you are a donor, partner, or member of the public, our team is available to provide information and answer your questions promptly. At Focused Interruption, transparency is a core value that guides our efforts to empower communities and foster trust with all stakeholders.

Looking Ahead: Building a Stronger Future Together

In 2025, Focused Interruption, Inc. (FI) remains resolute in its commitment to empowering communities, reducing violence, and fostering resilience. The year ahead represents an exciting opportunity to expand our reach, deepen our impact, and strengthen the foundations of community well-being.

Our priorities for 2025 include:

- **Scaling Outreach Programs:** By broadening the scope of our outreach efforts, we aim to engage more individuals and families at risk, providing them with the resources, mentorship, and support needed to foster stability and prevent violence.
- **Enhancing Strategic Partnerships:** We will continue to cultivate meaningful collaborations with government agencies, philanthropic organizations, corporate sponsors, and community stakeholders. These partnerships will enable us to amplify our impact, share resources, and develop innovative approaches to addressing systemic challenges.
- **Deepening Trauma Recovery and Prevention Initiatives:** Recognizing the lasting effects of trauma, we will strengthen our trauma-informed recovery services and prevention programs. By addressing the root causes of violence and providing holistic care, we aspire to create lasting change in the lives of those we serve.

As we look toward the future, our vision remains clear: a community where every individual has the opportunity to heal, grow, and achieve their fullest potential. This vision is only possible through the unwavering support and collaboration of our partners, donors, and community members.

Thank you for standing with us as we strive to create safer, stronger, and more resilient communities. Together, we will continue building a brighter and more hopeful future for all.