



Annual Report

September 2020-August 2021

Our Mission: We engage youth in opportunities that encourage them to be their best selves

946

children attended Wisconsin Youth Company programs this year.

67

elementary age children attended Elver Park and Theresa Terrace Neighborhood Centers

41

middle school students attended Elver Park Neighborhood Center

13

high school students attended Theresa Terrace Neighborhood Center Driver's Education



Executive Director Letter

In looking back over the past year, the word that comes to mind is resilience. Resilience is an important skill that allows individuals and organizations to adapt to change. **This year, Wisconsin Youth Company practiced resilience. We learned we are capable of doing hard things.** Because of our ability to adapt, be flexible, and manage change, we have overcome obstacles and provided essential care to children safely through a challenging year.

At the beginning of the school year, Wisconsin Youth Company developed a new program model to provide all day child care to children participating in school virtually.

Our staff took on new roles as tech support, internet monitors, and homework supervisors while practicing new health and safety regulations like additional cleaning, social distancing, and wearing masks. In districts where children were in-person during the school day, our After School staff changed program spaces to allow more distancing, purchased additional materials to avoid children touching the same things, and planned activities that could be done without coming into close contact. While we knew how much continuing to offer programs meant to children and families, we also grappled with the fear and anxiety around COVID-19. With careful planning, strategic changes, and resilience we were able to support the children and families who needed care most.

We have retained staff at an amazing rate for our industry. We applied for and received funding from many different sources and have grown a dedicated community of supporters and donors. **Through a recognized effort to make tuition assistance more accessible, we have been able to serve more families in need.**

Wisconsin Youth Company staff and board have committed to doing the anti-racist work to make our organization a more diverse, equitable and inclusive place.

At the start of the pandemic, many people in the business community said that only those who could adapt to the dramatically changing world would still exist on the other side of the pandemic. Wisconsin Youth Company has operated in much the same way since 1974. **Change was not easy for us, but our mission is important. Our tireless staff never gave up. Children continue to thrive in our programs.** And, Wisconsin Youth Company continues to provide opportunities for children to be their best selves.

-Rebecca Carlin
Executive Director



Staff Survey Says

“Of all the centers and programs I’ve worked at, WYC has the most positive culture between coworkers and managers that I’ve ever experienced.”

91% of staff said Wisconsin Youth Company shows commitment to a diverse and inclusive workplace through hiring practices.

“Staff have gone above and beyond with safety practices during this pandemic.”

96% of staff said the organization’s policies and practices reduce risk and promote a safe working environment.

“The organization seems like a family that works together and cares about each other.”

87% of staff said Wisconsin Youth Company has a culture of collaboration. Communication from all levels of the organization is honest and transparent.

97% of parents agree that they feel their child is safe when in a WYC program.

93% of parents agree that WYC staff have built positive, supportive relationships with their children.



Parent Survey Says

"We have LOVED all the art projects, crafts, engineering/STEM flavored weeks. Theme weeks were great this year!" - *2021 Day Camp Parent*

"I absolutely LOVE the WYC staff at Heritage. During an incredibly trying year, they were supportive, accommodating, and flexible, all while having transparent communication." - *2020-2021 After School Parent*

"My daughter spoke about the staff on a daily basis how engaged they were with all activities and how fun they are." - *2021 Day Camp Parent*

"I did feel as safe as we could during a pandemic at the program." - *2020-2021 After School Parent*

"We are very fortunate to have this option for our child. This year has been a tough transition for everyone but WYC has done a great job making the kids feel at ease." - *2020-2021 After School Parent*

"All WYC staff are great, in particular the camp leaders at Camp of the Lakes who provided a really professional and caring service." - *2021 Day Camp Parent*

"Thank you for doing an excellent job promoting positive behavior, interactions and outcomes in our children." - *2020-2021 After School Parent*

Please note: Families are varied and the use of the word Parent(s) refers to the adult(s) who are responsible for the child(ren).



Access & Equity

Diversity, equity and inclusion became a proactive and intentional focus for the organization in 2020. A DEI committee was formed including staff at all levels within Wisconsin Youth Company to evaluate the organization and improve practices. One such practice included a DEI training for all summer and school year staff. **Partnering with the organization LEAD — Let's Empower, Advocate, and Do — staff attended a custom workshop titled, “The Power of Language at Wisconsin Youth Company — A Crash-Course into Allyship & Inclusion at Camp.”** The goal of this workshop was to empower staff with the knowledge, skills, and confidence they need to create an inclusive camp community.

Wisconsin Youth Company was able to provide 97 children tuition assistance totaling \$78,307 during the 2020-2021 fiscal year. Additionally, a new position was created to support children and families who need financial support. The new Family Outreach Coordinator position plays a vital role in ensuring programs are accessible to all families. This position serves as a liaison between community partners, funding sources and families, and is the primary contact for families receiving funding and partners providing funding.

The Elver Park Neighborhood Center (EPNC) Food Pantry that was created at the beginning of the COVID-19 pandemic grew and continued to support families with food insecurity in the Elver Park neighborhood. **EPNC's food pantry provided 8,000 meals to those in need and served more than 115 individuals** through weekly food pantry service.



Thank You to Our 2020-2021 Donors

——— *Current staff member | +Current board member ———

Gifts made between August 1, 2020 and September 31, 2021

Best Friends

(Gifts of \$1,500+)

Kevin Black
Justine Coburn
Ryan McKnight

Friends

(Gifts of \$750-\$1,499)

Jenna Alsteen
Christl Eggleston
Irena Knezevic
Mary McCarthy*
Barbara Springer+
Scott and Betsey Wills
Alex Wong*

Buddies

(Gifts of \$250-\$749)

Cecile Ane
Nora Bergeon-Capps
Ellen Boyle
Ann Braus
Molly Brewer
Nicholas Brown
Bree Bruington
Rebecca Carlin*
Bradley Caruth
Rory Foster
Autumn Garza
Tammy Greco
Ruthie Hauge
Julianne Lind+
Anne Lindgren
Theodore Lyons
Michele Malloy
Hilary McElroy
Mohammad Moosavi
Douglas Morsbach
Erin Mullan-Towns
Scott and Gretchen Poulsen
Renee Raffel
Ann Richards
Paula Ryan

Tim Schulte
Rachel Shikoski
David Sromalski
Kay Stevens
Steve Suleski
Jason Weinfurter
Lisa Williams
Anonymous

Neighbors

(Up to \$249)

Robert Agarwal
Milda Aksamitauskas
Giovanni Aleman Sotelo
Connie Allen
Amy Alstad
Deborah Arter
Juliet Aylward
Ann Baker
Muhammad Bakhtear Talukdar
David Barkin
Tim Bartelt
Danielle Bashirullah
Lena Batt
Stacy Baumeister
Stacy Benedict
Sarah Bennett
Laura and William Bird
Lynn Blackbourn
Brandon Blackmer
Deborah and Bob Brancel
David Brenneis
Peter Brenner
Alison Brooks
Monica Brown-Hoke
Monique Bryson*
Debra Burken
Jennifer Burken-Brett+
Lindsey Buscher
Gayle Bush
Adam Cabell*
Lauren Capitini

Michael Cardiff
Richard Carlin
Charles Carlin
Brady Carlson
Deandre Clay
Cara Coburn Faris
Loree Collett
Jean Colvin
Kacie Conroy
Stephen Cork
Kathryn Cowdy
Thomas Cramarossa
Joleen Cullen
Randall Dahn
Kari Davis
Colleen Deal
Brynne Deneen
Rob Diderrich
Laura Doolin
Patrick Downey
Mike Dudley
Emily Dula
Tom Eggert
Elizabeth Elgar
Gayle Elsner
Michal Engelman
Josh Enslin
Amelia Erbs
Elizabeth Erickson
Tara Evans
Lisa Everett
Corey Everts
Chris Fearn
Ruth Frawley

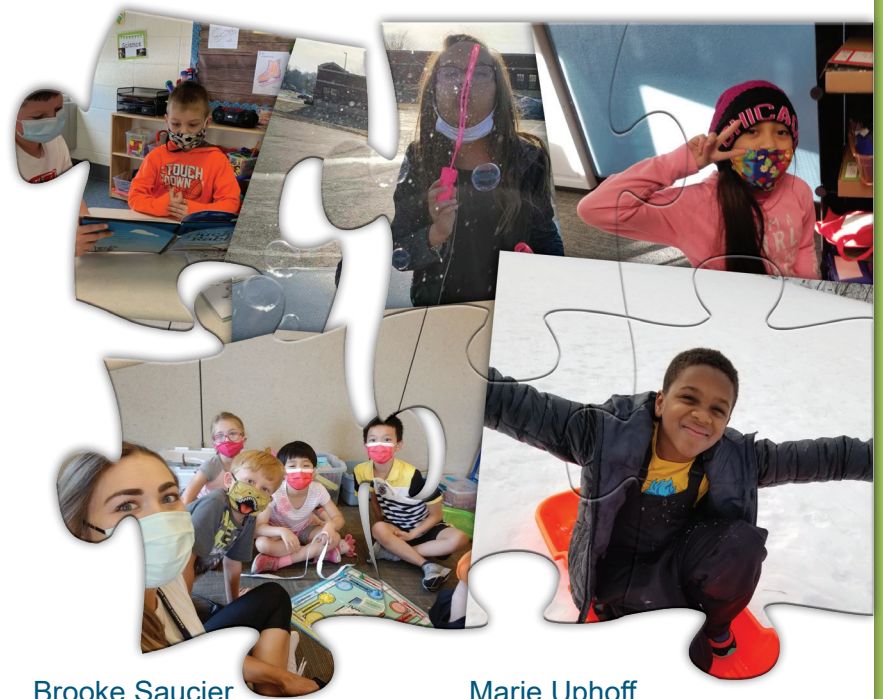
Thomas Friedrich
Andrea Garn
James Garot Vanderpas
Robert Gee
Sara Gilbertson Ley
Mario Giombi
Denise Gliwa
Manju Goel
Nancy Goetz
Nikki Golden
Robin Goldman
Kerry A Goldrosen
Narayana Gopalan
Christine Greger
Leslie Grimm
Larry Gundlach
Briana Gutierrez
Daniel Hallinan
Melissa Harrison
David Havas
Kristen Havnen
Debbie Heim
Brienne Hennessy
Jodi Hernandez
Mitchell Horrie



Neighbors Continued

Jean Huffman
 Jessica Hughes
 Tina Huisman
 Melissa Ibach
 Christopher Interisano
 Andrew Interisano
 Melissa Jennerjohn
 Michelle Johnson
 Christopher Johnson
 Cristina Johnson
 Karen Jones
 Nate Jorgensen
 Nicole Judnic
 Andrew Justman
 Janel Kalish
 Joanne Kane
 Michelle Kempf-Weibel
 Elizabeth Kerwin
 Justine Kessler
 Jordan Kizmann
 Andrea Klemm
 Jon Koelsch
 Aneta Kosturova
 Andrea Kunes
 Daniel Lamm
 Jennifer Lamontagne
 Hannah Lanser
 Chad Lawler
 Chris Lemaster
 Anya Lienau
 Janna Lind
 Patrick Litonjua
 Noelle Loconte
 JC and Laura Love
 Sarah Lowery
 Kim Luke
 Emily Lyle
 Don Lyons
 Jennifer Mackie
 Harjinder Mahtta*
 Julie Majerus
 Cynthia Manno
 Lennie Marcott
 Oana Martin

Sarah Mattes
 Tam Mayeshiba
 Virginia McGill
 Michelle McGillivray
 James McWhirter
 Andrew Mehle
 Julie Meinholz
 Erin Mellem
 Heather Messer
 Gloria Meyer
 Noal Miles
 Emma Mohr
 Julie Monahan*
 Karen Moncher
 David Moore
 Layla Moosavi*
 Darrin Most
 Jodi Nascimento
 Thuan Ngo
 Beth Nguyen
 Glen Obear
 Trisha O'Connell
 Jennifer Parrish
 Kari Paterson
 Kathryn Paul
 Jenny Peabody
 Andrew Peppard
 Angel Perez
 Jacob Pfeiffer
 Brittani Phelps
 Jinny Phillips*
 Trisha Pinka
 Briana Raday
 Emily Read
 Shelley Reidt
 Gina Reinhard
 Elaine Rich
 Jessica Rock
 Nicole Roepe
 Marek Rogal
 Sarah Romens
 Ashley Rose*
 Nicholas Rossi
 Kate Rotzenberg
 Helen Saha



Brooke Saucier
 Emily Savard
 Annamaria Scalia
 Andrew Schirmer
 Kellie Schmidt
 Joseph Scholler
 Bill Schutten
 Christine Schwartz
 Pawan Shahi
 Sarah Shatz
 Lee Ann Short
 William Sierzchula
 Matthew Simmons
 Holly Simon
 Sarah Smith
 Talisa Smith
 Laura Smith
 Annie Smith
 Wei Song-Feng
 Christine Sponagle
 Jenna Stoughtengetr
 Joel Swenson
 Jon Tack
 Erica Taft
 Regina Thompson
 Jami Thornton
 Carol Tolejano
 Christina Tremonti
 Joel Trowbridge

Marie Uphoff
 Heather Wah
 Patrick Wall
 Megan Webster
 Caitlin Weitzel
 Judson Westgate
 Rachelle Westmont
 Andy White
 Jill Wildonger
 Emily Wills*
 Amber Wiza
 Laurie Wood
 Catherine Zacharias
 Shaohiang Zhu
 Chris Ziemba

Corporate and Foundation Funding

Country Financial
 CUNA Mutual Foundation
 Group Health Cooperative
 Kendra Scott
 Madison West Neighborhood
 Association
 Sales Force
 SPL Legacy Foundation
 Staples
 Target
 Upper Iowa University

Financial Breakdown

Support & Revenue*

Program Fees	\$1,767,757
Registration Fees	\$13,755
Grants/Program Support	\$1,858,143
Donations	\$60,265
Investment	\$91,328
Other	\$1,681

Total **\$3,792,929**

*Not included above are additional funds received from PPP \$632,352

Scholarships & Tuition Assistance

Virtual School Day Programs: \$29,232.37
Traditional After School Programs: \$29,032.42
Summer Camp Programs: \$20,042.57
Grand Total: \$78,307.36

46 families served by mobile food distribution, totaling over 8,000 meals being delivered (March-June 2020)

115 unique individuals served through Elver Park Neighborhood Center Food Pantry (July-December 2020)

Expenses

Personnel	\$2,776,786
Direct Program Costs	\$290,973
Office Expenses	\$287,341
Space Costs	\$178,195
Insurance	\$116,852
Marketing	\$5,152
Professional Services	\$4,285
Interest	\$13,051
Depreciation	\$77,219
Other	\$7,092

Total **\$3,756,946**

16 school year program locations serving Dane and Waukesha Counties.

8 summer camp locations serving Dane and Waukesha Counties.

49 school year program staff | **51** summer camp staff