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

Annual Report
September 2020-August 2021

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.
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.
“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).
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
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

**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 Gopalpan  
Christine Greger  
Leslie Grimm  
Larry Gundlach  
Briana Gutierrez  
Daniel Hallinan  
Melissa Harrison  
David Havas  
Kristen Havnen  
Debbie Heim  
Brienne Hennessy  
Jodi Hernandez  
Mitchell Horrie

*Current staff member  |  +Current board member

Gifts made between August 1, 2020 and September 31, 2021
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 McGillivary
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 Wills
Laurie Wood
Catherine Zacharias
Shaohiang Zhu
Chris Ziemba

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

### Support & Revenue*

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Program Fees</td>
<td>$1,767,757</td>
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<tr>
<td>Registration Fees</td>
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<td>Grants/Program Support</td>
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<tr>
<td>Donations</td>
<td>$60,265</td>
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<td>Investment</td>
<td>$91,328</td>
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<tr>
<td>Other</td>
<td>$1,681</td>
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**Total** $3,792,929

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

### Expenses

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<th>Description</th>
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<td>Personnel</td>
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<tr>
<td>Direct Program Costs</td>
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<td>Office Expenses</td>
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<td>Space Costs</td>
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<td>Insurance</td>
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<td>Marketing</td>
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<td>Professional Services</td>
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<td>Interest</td>
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<td>Depreciation</td>
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<tr>
<td>Other</td>
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**Total** $3,756,946

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### Scholarships & Tuition Assistance

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<td>Virtual School Day Programs</td>
<td>$29,232.37</td>
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<tr>
<td>Traditional After School Programs</td>
<td>$29,032.42</td>
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<tr>
<td>Summer Camp Programs</td>
<td>$20,042.57</td>
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</table>

**Grand Total** $78,307.36

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**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)*

**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