



Leadership is not about titles, organizational charts, or even assigned responsibilities. 2020 taught us that **leadership is the commitment** to the mission and the caring of others that is most important during challenging times.

The YMCA of Greater Waukesha County has served the region for over 125 years. Inspiring a love for learning in our youth, transforming the health and wellness of individuals, developing quality programs that create memories of a lifetime for families -- is how the Y builds stronger communities. Our work is driven by our mission, guided by Christian principles, with a commitment to strengthen the spirit, mind, and body of all people.

We are thankful for the collective impact of our board, donors, staff, and members which allows us to be a vital part of the diverse communities we serve. We work together to solve community needs and the complex challenges of today. The Y connects with people of all backgrounds to break down barriers and open doors.

During the past year, we devoted much time and energy to developing our 2020-2024 Strategic Plan -- Growing with our Community. This year-long venture was an intense effort by Y leaders that will guide our work in the years ahead.

Our goals include:

- Well-Being for All
- Empowered to Serve
- Maximize Impact
- Community Benefit

We look forward to sharing the impact of this collective work with you over the next few years. Together, we will continue to lead the way to brighter futures. Thank you for your continued support.

Where there's a Y, there's a way.

RICK ANDRITSCH
Chief Volunteer Officer

CHRIS BECKER
Chief Executive Officer



~~~~~

If there was ever a year that tested the **mission** of the YMCA, 2020 was it. COVID-19 has impacted all facets of our lives, but the YMCA stood strong.

We persevered with the belief in our Christian principles and **found strength** in the resolve of our staff, board, and members.

We look forward to working together to continue to build on our legacy of **servicing all**.

~~~~~

One of our biggest takeaways from 2020 is how the mission of the Y is bigger than a building. After COVID-19 brought months of uncertainty, isolation, and stress, the Y movement came together to help communities recharge, refocus, and re-emerge stronger than before.

Our association embraced the responsibility to help every person thrive by creating our first community-wide wellness challenge. Free and open to all, the Stronger Together Challenge created an opportunity for us to share the Y experience beyond the walls of our branches.

More than 985 individuals joined our Stronger Together community to explore ways to be active, nourished, connected, present, grateful, and committed. Over the course of six weeks, participants came together virtually, online, and in person by engaging in activities aimed to strengthen their spirit, mind, and body.

The challenge served as a powerful reminder that, no matter what, we're stronger together.

~~~~~

# LEADING THE WAY

## ASSOCIATION EXECUTIVE TEAM

CHRIS BECKER | CHIEF EXECUTIVE OFFICER

Stefany Begue  
MEMBERSHIP DIRECTOR

Ryan Buck  
EXECUTIVE DIRECTOR

Linda Daley  
CHIEF FINANCIAL OFFICER

Katy Groh  
EXECUTIVE DIRECTOR

Carley Hoelzel  
OPERATIONS DIRECTOR

Sarah Hynek  
DIRECTOR OF BUSINESS OPERATIONS

Chris Janssen  
DIRECTOR OF FINANCE

Laura Jazwiecki  
DIRECTOR OF HUMAN RESOURCES

Geoff Mertens  
VICE PRESIDENT OF OPERATIONS

Aaron Miller  
EXECUTIVE DIRECTOR

Hanna Misiak  
HEALTHY LIVING DIRECTOR

Emily Salas  
MARKETING DIRECTOR

Laurie Schlitt  
EXECUTIVE DIRECTOR

Kristen Stoll  
FINANCIAL DEVELOPMENT DIRECTOR

Kathy Westpfahl  
EXECUTIVE DIRECTOR

---

# EVERBODY IS SOMEBODY

## BRANCH IMPACT AWARD

The Branch Impact Award is given to leaders from each branch who have gone above and beyond their responsibilities to support the goals of the YMCA of Greater Waukesha County. They exemplify the character values of honesty, respect, caring, and responsibility in all areas of their work. Each person has positively impacted their co-workers, members, and participants, and significantly impacted the Y. We are proud to acknowledge their contributions and showcase those who are truly living our cause.

Carol Spaeth-Bauer  
MUKWONAGO

Kristy Richards  
NEW BERLIN

Jarvis Dingle  
SOUTHWEST

Joanne Holmes  
TRI COUNTY

Laura Nagel  
WAUKESHA

Lew Hill  
WEST SUBURBAN

# SPIRIT OF SERVICE AWARD

In every successful organization you will find individuals who create positive change and inspire growth. At the YMCA, these key players are instrumental in helping us rise to new levels of service and commitment. The Board of Directors established the Spirit of Service Award to honor those who significantly impact our organization, exemplify our mission, and provide outstanding leadership for all.

## PREVIOUS AWARD RECIPIENTS

|      |                  |      |                     |      |                  |
|------|------------------|------|---------------------|------|------------------|
| 2020 | Rick Swan        | 2010 | Rick Frowein        | 2000 | Terry Inman      |
| 2019 | Rick Kalscheuer  | 2009 | Roger Pascavis      | 1999 | John Nevins      |
| 2018 | Jim Wagner       | 2008 | David Schmidt       | 1998 | Tom Dalum        |
| 2017 | Ron Deabler      | 2007 | Ken Riesch          | 1997 | Don Taylor       |
| 2016 | Cheryl Berg      | 2006 | Monte McCormick     | 1996 | Agustin Ramirez  |
| 2015 | Stan Riffle      | 2005 | Donald Fundingsland | 1995 | Carl Taylor      |
| 2014 | Bob Lombardi     | 2004 | Larry Soukup        | 1994 | Mike Hansen      |
| 2013 | Lorraine McAdams | 2003 | David Bahl, Sr.     | 1993 | Geraldson Family |
| 2012 | Doug Hastad      | 2002 | Martin Frank        | 1992 | Warner Kerr      |
| 2011 | Tim Colombe      | 2001 | Tom Czarnecki       | 1991 | Anthony Bryant   |

YOUTH CARING  
DEVELOPMENT  
SUPPORT  
STRONG  
BELONG TOGETHER  
FOR A BETTER  
EVERYONE  
STRONGER  
TOGETHER  
EVERYONE  
COMING  
GROWING  
FRIENDSHIP  
HEALTHY  
COMING  
THRIVING  
CARING & RESPONSIBLE  
FOR ALL

# RICK ANDRITSCH

Our 2020 recipient, Rick Andritsch, was first drawn to the Y because of his love of basketball. After he experienced the benefits of belonging to the West Suburban YMCA and getting his family involved with the YMCA at Pabst Farms, Rick decided he wanted to give back.

Rick joined the Waukesha YMCA Board in 2003 and soon became the chair of the building and grounds committee. It was a natural fit for Rick. As a partner and Vice President for VJS Construction Services, he used his talents, experience, and connections to create facility maintenance, development, and project planning that accelerated the growth of the Y. Rick also provided expertise and leadership during the planning of the Mukwonago YMCA and keen insight in the 2014 acquisition process, which greatly expanded our community reach and presence.

As the YMCA of Greater Waukesha County was formed, Rick became even more involved. He served as Board Vice-Chair and chaired the Board Governance and Development Committee. Rick is now concluding his two-year leadership role as Chief Volunteer Officer (CVO). As CVO, Rick's main goal was to develop a strategic plan that would chart the course for the YMCA of Greater Waukesha County. Our 2020-2024 Strategic Plan, Growing with our Community, was successfully completed with significant collective input and committee and board consensus. Rick has also done a tremendous job of navigating the Y through the pandemic and positioning our organization towards a strong recovery.

Rick and his wife Stacie, who is the current CVO for the Glacial Community YMCA, are the proud parents of Samantha and LuLu. Rick enjoys coaching and encouraging his daughters in their athletic involvement and is very proud of their accomplishments. In addition to supporting the Y, Rick is the current Board Chair of Rodgers Behavioral Health and is involved with the Waukesha Business Alliance, Brookfield Academy, and Village of Oconomowoc Lake.

Thank you, Rick, for your commitment to our community and your steadfast leadership of the Y. Your vision will have an everlasting impact on our organization!

# FINANCIAL STATEMENTS

## CONDENSED STATEMENT OF FINANCIAL POSITION

As of December 31, 2020

### ASSETS

|                             |           |                   |
|-----------------------------|-----------|-------------------|
| Cash and equivalents        | \$        | 1,236,336         |
| Certificates of deposit     |           | 214,991           |
| Other assets                |           | 36,941            |
| Accounts receivable, net    |           | 60,975            |
| Pledges receivable, net     |           | 10,939            |
| Property and equipment, net |           | 41,938,613        |
| <b>Total assets</b>         | <b>\$</b> | <b>43,498,795</b> |

### LIABILITIES AND NET ASSETS

|                                         |           |                   |
|-----------------------------------------|-----------|-------------------|
| Payables and accrued expenses           | \$        | 485,683           |
| Deferred revenue                        |           | 559,667           |
| Refundable Advance*                     |           | 1,825,000         |
| Capital lease obligations               |           | 156,688           |
| Notes payable                           |           | 5,614,663         |
| <b>Total liabilities</b>                | <b>\$</b> | <b>8,641,701</b>  |
| <b>Total net assets</b>                 |           | <b>34,857,094</b> |
| <b>Total liabilities and net assets</b> | <b>\$</b> | <b>43,498,795</b> |

## CONDENSED STATEMENT OF ACTIVITIES

For the year ended December 31, 2020

### OPERATING REVENUE

|                                  |           |                   |             |
|----------------------------------|-----------|-------------------|-------------|
| Public support                   |           |                   |             |
| Contributions and special events | \$        | 428,428           | 3.34%       |
| United Way                       |           | 30,228            | 0.24%       |
| Membership revenue               |           | 7,070,576         | 55.11%      |
| Program revenue                  |           | 4,987,246         | 38.87%      |
| Other                            |           | 312,788           | 2.44%       |
| <b>Total operating revenue</b>   | <b>\$</b> | <b>12,829,266</b> | <b>100%</b> |

### OPERATING EXPENSE

|                                 |           |                   |             |
|---------------------------------|-----------|-------------------|-------------|
| Youth development               | \$        | 8,477,858         | 54.77%      |
| Healthy living                  |           | 5,041,295         | 32.57%      |
| Social responsibility           |           | 204,187           | 1.32%       |
| Management and general          |           | 1,505,420         | 9.73%       |
| Fundraising                     |           | 250,311           | 1.62%       |
| <b>Total operating expenses</b> | <b>\$</b> | <b>15,479,071</b> | <b>100%</b> |

**CHANGE IN NET ASSETS** **\$ (2,649,805)**

\*Refundable Advance: \$1,825,000 are proceeds received through the Paycheck Protection Plan (PPP Loan).  
The YMCA of Greater Waukesha County has applied for forgiveness through the U.S. Small Business Administration.



# MEMBERSHIP & PROGRAM REVENUE

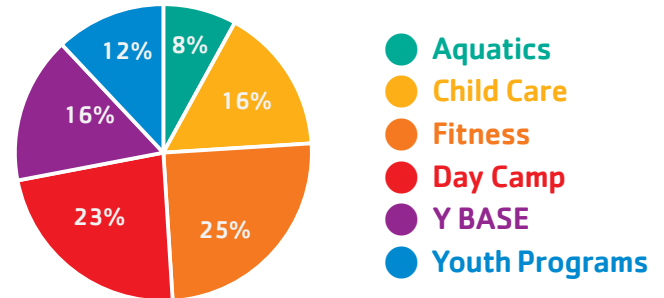
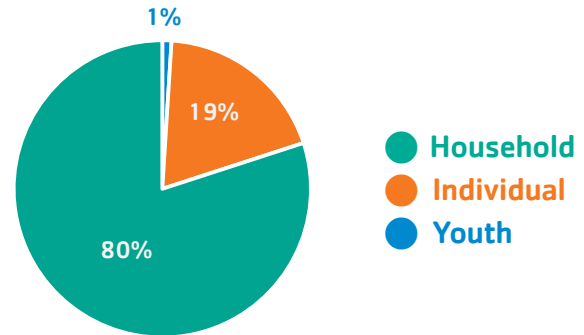
For the year ended December 31, 2020

## MEMBERSHIP REVENUE

|                                 |                     |               |
|---------------------------------|---------------------|---------------|
| Household                       | \$ 5,806,194        | 79.94%        |
| Individual                      | 1,347,327           | 18.55%        |
| Youth                           | 109,248             | 1.50%         |
| <b>Gross membership revenue</b> | <b>\$ 7,262,769</b> | <b>100%</b>   |
| Financial assistance            | (192,193)           | -2.65%        |
| <b>Net membership revenue</b>   | <b>\$ 7,070,576</b> | <b>97.35%</b> |

## PROGRAM REVENUE

|                              |                     |               |
|------------------------------|---------------------|---------------|
| Fitness                      | \$ 1,253,841        | 24.55%        |
| Day Camp                     | 1,191,117           | 23.33%        |
| Y BASE                       | 837,165             | 16.39%        |
| Youth Programs               | 584,723             | 11.45%        |
| Child Care                   | 826,032             | 16.18%        |
| Aquatics                     | 413,699             | 8.10%         |
| <b>Gross program revenue</b> | <b>\$ 5,106,577</b> | <b>100%</b>   |
| Financial assistance         | (119,331)           | -1.64%        |
| <b>Net program revenue</b>   | <b>\$ 4,987,246</b> | <b>98.36%</b> |





# WELL-BEING FOR ALL



The Y will provide an environment that supports physical, mental, and social well-being. We are uniquely positioned to be a total wellness resource. A healthier community is a stronger community.



**56,571 INDIVIDUALS**

grew in spirit, mind, and body through Y membership and programming



**1,408 YOUTH**

were inspired to learn, play, and grow in our Before & After School programs



**992 KIDS**

combated summer learning loss, tried new activities, and gained independence at Day Camp

# EMPOWERED TO SERVE



The Y will create an inclusive culture committed to serving through leadership. We believe our people are our greatest asset. More than facilities, equipment, programs, it’s our people who make a difference in the lives we serve.



## 162 VOLUNTEERS

devoted time, energy, and heart to serving others as board members, campaigners, coaches, and program leaders



## 1,167 HOURS

spent strengthening our community by dedicated Y volunteers



## 1,272 STAFF

worked part-time and full-time to strengthen our cause and positively impact people in our community

# MAXIMIZE IMPACT

The Y will increase our internal capacity and emphasize external collaborations for the betterment of all. We believe that community comes first and the Y, as it strives to make every community a better place to live, must continually evolve to fulfill our mission.



## 12,192 SENIORS

maintained healthy lifestyles and built meaningful relationships through membership and programming



## 12 ORGANIZATIONS

supported by Y members, participants, and staff during our holiday essentials drives, food drives, and community caring projects



## 33 SCHOOLS

benefited from ongoing Y partnerships in Early Learning, Before & After School, and Summer Day Camp programming

YOUTH CARING  
DEVELOPMENT  
SUPPORT F  
STRONG  
BELONG TOG  
FOR A BET  
EVERY  
STRONGER  
TOGETHER  
EVERY  
COM  
GRO  
FRIEN  
HEAL  
COM  
THRIV  
CARING S  
RESPONSI  
FOR A

G  
NT  
FUN  
ACTIVE  
LEARN  
ETHER  
TTER US  
YBODY  
SPORTS  
ONE WELCOME  
COMMUNITY  
OW PLAY  
IDS  
LTHY LIVING  
CONNECT  
VE FUN  
SOCIAL  
BILITY  
LL

# COMMUNITY BENEFIT

The Y, a local non-profit, will make our community healthier, stronger, and safer by providing critical programs through philanthropic support. We are a cornerstone for social change, empowering individuals and families of all backgrounds and at all stages of life to learn, play, and thrive.



**1,203 DONORS**

ensured Y programs and services are available for all



**\$224,684 PROVIDED**

in financial assistance to families and individuals who need it most



**197 INDIVIDUALS**

participated in evidence-based Healthy Living programming, creating long-term behavior changes and healthier lifestyles

# WHERE THERE'S A Y, THERE'S COMMUNITY

We express our gratitude for the individuals, corporations, organizations, and foundations that are instrumental to our success by helping to ensure the Y is available for all. The gift of access, wellness, and well-being is possible because of the generosity of the donors in our community.

## **\$20,000+**

United Way of Greater Milwaukee &  
Waukesha County

## **\$10,000+**

Craig Jorgensen  
David Jorgensen  
Pepsi Bottling Group  
William N. and Janice V. Godfrey  
Family Foundation

## **\$5,000+**

Anonymous  
Bailey Copeland  
Fibreform Containers, Inc.  
FIS Fitness Challenge  
Byron Huebschen  
L&A Crystal Services, LLC  
National Insurance Services  
Mary O'Brien  
Wisconsin Vision

## **\$2,500+**

The Andritsch Family  
Anonymous  
Kathy and Steve Baptie  
Dillett Mechanical Service  
Educators Credit Union  
Suzanne Frank  
Grainger  
Tom Lamoureux Family  
Terrance McAdams  
Tom and Amy McAdams  
Kelly and Rob Olejniczak

## **\$1,000+**

Anonymous (2)  
Chris and Nancy Becker  
Kerry Bell  
Robert and Cathy Brendel  
Campbell Construction  
Patrick and Jean Canney  
Century 21 Affiliated  
Common Links Construction  
Linda and John Daley  
Matt Deininger  
Tom and Anne Deisinger  
Ellen Dizard  
Paul and Joan A. Ewig  
Patrick and Suzanne Falvey Family  
Bob and Joan Farrell  
Fork in the Road  
Friends of Ben  
The GE Foundation  
George Furey  
Greater Menomonee Falls Foundation  
James and Mary Green  
Byron Hawks  
Karin Hiller  
Darren and Jamie Horndasch  
JM Swan Construction  
Daniel and Merry Johnson  
Robert and Ginny Jovanovich  
Rick Kalscheuer  
Mary Lou and Don Kasner  
Jay and Betty Lauck  
Carol and Robert Lombardi  
Katherine Luck

Marsh and McLennan Agency  
Mike and Debra McCann  
In Memory of Emma Mertens  
Aaron and Kristin Miller Family  
Scott Morgano  
Scott Naze  
John and Anne Petrie  
Pieper Electric  
Jeff and Katie Rehm  
Jeff and Kristy Richards  
Ritz Holman  
Ann Sass  
Jeremy and Laurie Schlitt  
Jason and Amanda Schneider Family  
Jeff and Cheryl Sment  
The Sonnemann Family  
Shirley Stanke  
Supporting Families Together Assoc.  
Rick and Martha Swan  
Target Corporation  
Don Taylor  
James Tidey  
United Flooring, Inc.  
Francis Wagner  
Jim and Marjorie Wagner  
Kathy and Tom Westpfahl  
Katie and Kevin Wilke Family  
Wisconsin Coach Lines  
Sherri Wolfmeyer  
Sandy and Paul Wysocki  
The Family of Peter A. Zangerle

## **YMCA Staff Hourly Club Donors**

Laurie Asbeck  
Kerry Bell  
Tara Blakesley  
Bethany Brester  
Donald Enger  
Karen Euer  
Christopher Foley  
Jenny Fremgen  
Maddie Guise  
Larry Hanson  
Susan Harrits  
Carley Hoelzel  
Joanne Holmes  
Cyndi Kilian  
Susan Leonard-Shneck  
Kris Lombardi  
Shannon McNeil  
Aaron Miller  
Jacque Mohar  
Brianna Reti  
Kristy Richards  
Barb Richmond  
Gus Robledo  
Laurie Schlitt  
Kim Sippl  
Melissa Sonnemann  
Darlyn Summers  
Kathy Westpfahl  
Jake Wilson  
Joni Whitehouse

# ASSOCIATION BOARD OF DIRECTORS

## **Rick Andritsch**

CHIEF VOLUNTEER OFFICER

Ron Clayton  
Tom Deisinger  
Tom Dieckelman  
Ellen Dizard

George Furey  
Lew Hill  
Darren Horndasch  
Rick Kalscheuer

Mark Mirsberger  
Scott Naze  
John Petrie  
Jeff Piette

Griffin Prochnow  
Jeff Richards  
Jack Riesch  
Stan Riffle

Samira Serfort  
Gary Sievewright  
Rick Swan  
Jim Wagner  
Sherri Wolfmeyer

# BOARD OF MANAGERS

## **MUKWONAGO**

**Rick Swan**  
BOARD CHAIR

Ben Bergles  
Jennifer Burns  
Trisha Dahl  
Jim Green  
Byron Hawks  
Paul Hennessy  
Jeff Lundberg  
Tom McAdams  
Shawn McNulty  
Robert Pilant  
Samira Serfort  
Jane Thompson  
Fran Wagner  
Mark Wildeman  
Sherri Wolfmeyer

## **SOUTHWEST**

**Gary Sievewright**  
BOARD CHAIR

Teri Block  
Verne Cowles  
Tom Deisinger  
Tracey Esser  
Emily Ho  
Matt Krawczyk  
Tiffany Mitchell-Detvan  
Laurie O'Loughlin  
Gerianne Prom  
Matt Rios  
Robert Shepard  
Joanna Thompson  
Jim Wagner

## **TRI COUNTY**

**George Furey**  
BOARD CHAIR

Rob Brendel  
Patrick Canney  
Suzanne Falvey  
Bill Hayden  
Scott Heine  
Lisa Mackey  
Deb McCann  
Pam Pedersen  
Jeff Piette  
Jeff Richards  
Jason Schneider  
Katie Wilke

## **WAUKESHA**

**Jack Riesch**  
BOARD CHAIR

Tim Black  
Lisa Brown  
Darren Clark  
Matt Deininger  
Tom Dieckelman  
Pam Flores  
Chadd Frank  
Jim Keal  
Tom Lamoureux  
Sherri Mitchell  
Scott Naze  
Matt Nitka  
Tim Norgal  
Jon Oaks  
Brian Radloff  
Marcia Rupp  
Mike Schulist  
Gina Spang  
Sandy Wysocki

## **WEST SUBURBAN**

**Lew Hill**  
BOARD CHAIR

Steve Baptie  
Jerome Beamon  
Fay Berry  
Dominic Cavalco  
Ellen Dizard  
Scott Gierhahn  
Pat Horne  
Eric Koeppe  
John Petrie  
Ryan McCumber

YOUTH CARING  
DEVELOPMENT  
SUPPORT FUN  
STRONG ACTIVE LEARN  
BELONG TOGETHER  
FOR A BETTER US  
EVERYBODY  
STRONGER TOGETHER SPORTS  
EVERYONE WELCOME  
COMMUNITY  
GROW PLAY  
FRIENDS  
HEALTHY LIVING  
CONNECT  
THRIVE FUN  
CARING SOCIAL  
RESPONSIBILITY  
FOR ALL

**YMCA OF GREATER WAUKESHA COUNTY**



3610 Michelle Witmer Memorial Drive  
New Berlin, WI 53151  
[www.gwcmca.org](http://www.gwcmca.org)