



# ENSURING A **STRONG FUTURE**



## **2022 IMPACT REPORT**

**YMCA AT PABST FARMS • WATERTOWN AREA YMCA**

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**GLACIAL COMMUNITY YMCA**

# BOARD AND COMMITTEE VOLUNTEER LEADERSHIP

## BOARD OF DIRECTORS

Jarrold Thomas, DDS – Chair	Mark Erdmann
Stacie Andritsch – Past Chair	Rob Marchant
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Jason Curtis	Sarah Sullivan

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Jason Curtis – Chair	John Holborow
Michael Archie	Doug Meier
Curt Downes	Ryan Nowicki
Erin Dischler	Chris Nelson
Jason Ewart	Cindy Pagenkopf
Margo Fieseler	Chris Sauvé

### Watertown Area YMCA • Board of Managers

Sarah Sullivan – Chair	Jon Salemi
Kendall Bocher	Kathy Schleicher
Judy Frohling	Pam Sterling
Stan Jones	Dan Stukenberg
Kevin Kuckkan	Marcy Tessmann
Helen Mortazavi	Jarrold Thomas, DDS
Ryan Nowatka	Joe White
Ben Olsen	

### Endowment Board of Trustees

Angela Batterman – Chair	Jacky Morgan – Emeritus Member
Keith Farley	Cindy Pagenkopf
Tom Kueht	Mike Schoen
Dean Martinelli	Maureen Stapleton
Mary Sue McNamee	Jarrold Thomas, DDS

## COMMITTEE VOLUNTEERS

### Christian Emphasis

Karen Britt  
Joey Curtin  
Chris Fanning  
Margo Fiesler  
Bill Lentz  
Lisa McCloskey

### Finance

Michael Archie  
Bill Lentz  
James Meyer  
Mike Schoen  
David Schroeder  
Mark Wierman

### Annual Campaign Auction Committees

#### YMCA at Pabst Farms

Audra Baklaras  
Janet Burnette  
Jami Carrico  
Matt Carrico  
Deb DeMaster  
Curt Downes  
Abby Hannula  
Becky Jenkins  
Doug Meier  
Chris Nelson  
Sarah Sandkuhler

#### Watertown Area YMCA

Pam Buss  
Helen Mortazavi  
Tom Sieger  
Dan Stukenberg  
Judy Ulm



**Pictured right:** (top) Participants from Rocktober Group Ex Weekend at the Watertown Branch. (bottom) A group shot from the "Best of" Fest at the Pabst Farms Branch

**Dear Y Members and Friends,**

We're excited to provide this Impact Report that reflects back on the work accomplished during 2022. It is safe to say that this year was pivotal to moving forward. With the pandemic behind us, we had an open slate to cast our vision for the future, which we did via a strategic planning process that engaged over 100 board and staff members.

As we looked toward the future, it became clear that we need to focus on ensuring your YMCA has lasting impact on those we serve. To do so, we identified the need to establish a mental health focus similar to the spiritual development work that began 17 years ago. Our Endowment Board of Trustees established an interdisciplinary team to assess what was most needed in our communities and what models were emerging as best practice for community organizations like the Y.

Additionally, it was time to expand our capital assets as we had intended pre-COVID. In Watertown, the Bethesda Corporate Center was acquired by the Greater Watertown Community Health Foundation and work began towards a new child care center and express YMCA, among a host of other non-profits and service organizations. Named "The Collective", this site was also announced as the future home for our new full facility YMCA in Watertown. A quiet capital campaign began in the fall of 2022. At the time of this letter, The Collective is open and significant progress has been made raising funds for the new YMCA.

Why is all this important...because it allows us so many more opportunities to make an impact, change a life, and help a person chart a new course. Our programming and service continues to put Christian principles into practice through programs that build a healthy spirit, mind and body for all,

In Service



Jarrod Thomas  
YMCA Association Board Chair



Jon T. Lange  
Chief Executive Officer

**32**

**COMMUNITIES  
SERVED  
ASSOCIATION WIDE**



**18,365**

**MEMBERS AS OF DEC 31, 2022**

YMCA AT PABST FARMS: 14,743  
WATERTOWN AREA YMCA: 3,622



**2,937**

**COMMUNITY PARTICIPANTS  
IN PROGRAMS**

YMCA AT PABST FARMS: 2,567  
WATERTOWN AREA YMCA: 370



**3,235**

**GUEST PASSES**

YMCA AT PABST FARMS: 2,352  
WATERTOWN AREA YMCA: 883



# YOUTH DEVELOPMENT

2,169

YOUTH BUILT  
CONFIDENCE  
IN YOUTH SPORTS

1,360

CHILDREN GAINED  
WATER SAFETY  
SKILLS

## 2022 HIGHLIGHTS

- Two new Y Care after school sites were added in 2022 bringing our total reach to 16 locations serving 1,457 children overall.

Students enrolled in Schurz Elementary Y Care were included in a pilot program to receive a "Super Snack" as a part of their 22/23 school year. Super snacks are five component snacks that help kids re-fuel after school. They consist of: Low-fat milk, lean protein, fruit, vegetable, and a whole grain. This helped kids in after school activities get the nutrition they need for the long afternoon/early evening and also encouraged them to try something new while facilitating nutritious eating habits.

- Camp enrollment was one of the largest ever, with 625 children in attendance association wide. In addition, a partnership with the Watertown Unified School District provided free lunches to Watertown camp participants.

## US CELLULAR LOUNGE

In 2022, work began to transform what previously was the Primetime room into what now is the UScellular Lounge, thanks to a generous donation from mkCellular. This re-imagined space offers a safe, friendly, and casual atmosphere for youth ages 8-17 to work on homework, play games, and socialize with friends. It also includes various work/gaming stations, perfect for esports, along with an upgraded makerspace, where youth can design work on crafts, pottery or STEAM projects.

During school hours, adult Y members enjoy the tranquil space to relax, connect with friends, read, or work. Individual work spaces make it easy to plug in and enjoy a bit of privacy for those looking for an off-site work space.



## DIFFERENCE MAKERS

The YMCA Service Without Boundaries (SWB) Day Program helps support adults with disabilities through weekly activities within the Y and the community. The program provides opportunities to gain independence, make friends and make a difference in the community.

In 2022, a new program was introduced that paired the SWB participants with children from our Child Care Center. This program, called Difference Makers, provided time for the two groups to collaborate on activities, play together, and learn with one another.

It's an opportunity for children at a very young age to start interacting and learning about others with varying disabilities and, in many ways, look past those differences to just enjoy an interaction with someone who also enjoys spending time with them.



**Pictured:** Owen (far right) at Y Camp with two camp friends

## GROWING IN GUIDANCE

Transitions can be hard regardless of what stage of life you're in, but for Jennifer Smith, and her young son Owen, making a cross-country move from Kentucky to Wisconsin 2 years ago, definitely proved to be a tough one.

While initially living in Oconomowoc, then returning to Kentucky for a summer, then back to Wisconsin, finally settling in Watertown, Jennifer realized the back and forth changes in their living situations had started to cause some negative behaviors to surface with Owen.

The loss of formed connections and friendships as a result of moving so frequently had left Owen upset and acting out in ways that showed an inability to self-regulate his behavior.

Eager to find an after-school support system for Owen, Jennifer was led to the YMCA after a positive experience with the Y's summer camp. The Y's after school care program proved to be just what Owen needed, although he still struggled with disrespect, talk back, and arguments.

But Jennifer says it was the Y's after school Y Care staff at Douglas Elementary who were Owen's biggest supporters, encouraging him to pause and regroup when he was having a bad moment, adapting when something just wasn't working for him, and praising his positive behavior to call attention when acting as a role model for others.

"The Y staff has allowed me to support Owen and provide opportunities for growth at home, by keeping me informed of Owen's behavior daily, which gives me the ability to have conversations with him about respect, honesty and kindness," says Jennifer. "His behavior in after school care has improved over the course of the school year, and my hope for him is that it will only continue to improve."

Jennifer admits that Owen still has room for growth and improvement, but she is confident in the guidance and role modeling that the YMCA staff have provided her son. Owen's participation in after-school care has allowed him the opportunity to learn, grow and explore, while surrounded by a group of supportive individuals that care about each child as if he were their own.



## HEALTHY LIVING

**94,494**

GROUP EXERCISE  
CLASSES ATTENDED

**29**

APP CHALLENGES

**800**

CHALLENGE  
PARTICIPANTS

### 2022 HIGHLIGHTS

- The Watertown Y launched a new member event called Adult Recess. Each month, 15-30 adults gathered to compete and reminisce about games and sports they loved as kids. From dodgeball to dance our members enjoyed a night at the Y that was geared towards fellowship and healthy competition.
- In July, 2022, more than 100 Y members got together to spend the morning exercising at our Les Mills "Best Of" Fest at the Pabst Branch. Members voted on their favorite tracks from 8 Les Mills programs and instructors pulled the top votes to create a new class! Each class format was represented over the course of the weekend with many members participating in multiple classes. The energy and passion the instructors and participants brought to the day showcased the Y community at it's best: when everyone is working together toward a common goal, the individuals and the community get stronger.

## A LITTLE FRIENDLY COMPETITION

In October of 2022, the Y held its first annual basketball match up between our Special Olympics Basketball team and YMCA staff. The idea for the friendly game stemmed from schedule limitations created by COVID which impacted the teams ability to play other Special Olympics teams from around the area. In response, the YMCA Special Programs department invited Y staff to play a basketball game against the Special Olympics team to make up for the loss of the season's scheduled games.

"The game was such a hit that we decided to make it an annual event! In 2023, the event was expanded and community leaders, board members, and leadership from several area businesses were invited to participate," said YMCA Special Programs Director, Jodi Dabrowski. "The second annual event was even bigger with enough Special Olympics athletes, YMCA staff, board members and volunteers to play 2 games!"

In 2023, the opposing team consisted of many community leaders such as, Emily McFarland, Mayor of Watertown, and Bob Magnus, Mayor of Oconomowoc, as well as leadership from several area businesses. Mayor McFarland expressed gratitude for the invitation to play, saying, "The afternoon was wonderful! I feel guilty saying this, but I think my family and I got more out of today than we gave. The joy is so contagious and inspiring."

Games like this one give these athletes an opportunity to put their sportsmanship into action. "I've never seen so many people smile so brightly in the span of one hour, from staff, volunteers, parents and kids. The day was really impactful for everyone who watched or participated," added YMCA Chief Executive Officer, Jon Lange.





**Pictured:** Phyllis (middle) with granddaughter, Amber, and daughter, Sarah

## CYCLES OF LIFE

You've heard the expression, "like mother, like daughter," but for YMCA member, Phyllis Turke, it would be, "like grandmother, like mother, like daughter." Phyllis, still remaining active even into her eighties, enjoys a special bond with daughter, Sarah, and granddaughter, Amber, all part of an active and thriving family who love to spend time together at the Watertown Area YMCA. These three generations really do represent the core of the YMCA, through a desire to maintain a lifelong wellness journey and connection to the community.

Phyllis, Sarah and Amber all attend cycling class together on Fridays at the Watertown Area YMCA. Phyllis, at 82 years young, has celebrated many birthdays at the Y's cycling classes and has overcome many challenges, including a hip replacement, Covid and skin cancer. Yet, she's always the first one in the classroom and enjoys giving her daughter and granddaughter a big hug when they arrive. She says that she sweats more in class than she does on her own, so that's why she keeps coming back, and admits she can't do the fast RPM's anymore, but she always gives it her best effort.

Daughter, Sarah, also shares the same dedication for remaining active. "Initially, my goal was to train to run in a 5K," she says, "but eventually, I found the cycling classes and invited my mom to come. We've been hooked ever since."

Sharing a connection with friends, neighbors and other Y members is what makes this family look forward to coming back each week to work out together.

"I think one of my favorite things about the Y is the fact that I see so many familiar faces daily," says granddaughter, Amber. "I love being surrounded by so many different women and men from all walks of life. There are always stories to be shared and in a short time, strangers have become friends."

Amber also adds that the older she gets, the more important it is for her to stay fit and healthy. She looks to both her mom and grandmother as an inspiration in remaining active no matter what your age. "I think it's special that we can all encourage each other to keep going," she adds.

For Phyllis, Sarah and Amber, the Y is so much more than just another gym. The YMCA is an integral part of their entire family's health and well-being and staying connected to their local community proves to be invaluable. Because of the Y, they are stronger together!



## SOCIAL RESPONSIBILITY

# 200

FAMILIES RECEIVED FREE  
TAKE-AND-BAKE  
THANKSGIVING MEALS



### 2022 HIGHLIGHTS

- Bruce Osborn, Director of Spiritual Development, was invited to speak at the Coalition Partners Conference in Valparaiso, Chile in September as part of our coalition work with the YMCA in South America. The conference was attended by partners from the U.S., YMCA of the USA staff, and staff and volunteers from partner YMCAs across Chile.
- Our Service without Boundaries (SWB) Day Program for adults with disabilities volunteered with Zachariah's Acres, Oconomowoc Public Library, Oconomowoc Food Pantry, and added the Blue Butterfly Thrift Store as a new volunteer location.
- Service Without Boundaries also collected donations of gently used shoes for our Soles for Jesus drive in the month of April, 2022 and the response was astounding. The group managed the donations and dropped them off at the Soles for Jesus warehouse. With your help, we filled 2½ of the big boxes behind the group in the picture for Soles for Jesus.
- The Y partnered with Operation Christmas Child to host their annual event and over 3,000 shoe boxes were packed and shipped around the world to offer love, hope and God's grace to children of all races and ages.

## A MISSION TO MOVE FORWARD

In July of 2022, the Y was able to resume international travel and successfully sent its 4th team to Puebla, Mexico, as part of a mission trip at the orphanage, Esperanza Viva. The overall mission of Esperanza Viva is to rescue children and give them the opportunity to experience joy and reach their God-given potential. The work being done through this organization closely aligns with our Y mission and we were happy to resume our partnership.

The Y team's week at the orphanage was centered around the children. The week consisted of morning service projects around the campus, meals, crafts and recreation with the children, cultural activities as a team, learning more about the ministry of Living Hope International, and relationship building with both children and staff.

Osborn adds, "The days are long for our team members during the week, but the work is rewarding. It is a recipe for a radical shift in the priorities of life, and one that I wish everyone could experience."

When the team returned, there was enough interest that another team was formed and another team of nine individuals made the trip in February 2023.

In addition to the work in Mexico, the Y also partners with Y-USA and other YMCAs around the country to help support the mission of the Y in Valparaiso, Chile. Past trips to Chile have included service projects, community outreach, teaching seminars, program development and support of their George Williams School.





# OUR Y CONTINUED TO REINTRODUCE PROGRAMS AND SERVICES

In 2022, the Y brought back many important services and programs that experienced a hiatus due to COVID.

- The summer was a little more joyful with the YMCA Miracle League back in session. The Miracle League at the YMCA at Pabst Farms gives kids ages 4+ with varying abilities the opportunity to get off the bench and get onto the field to enjoy the game of baseball. Athletes learn the fundamental skills needed, and have the opportunity to practice, as well as take part in competitive game play. The rules are simple: Everyone hits. Everyone gets on base. Everyone crosses home plate. Each week of the season, volunteers buddy up with Miracle League players to support them through the game. One of those buddy groups was the Five O's U12 team. Five O's coach Jason Baumann was quoted in the Oconomowoc Enterprise about the team's experience at the Miracle League game: "This gives (my players) an idea that sports aren't always about winning. It's about being out there and enjoying what's going on."



- During COVID, our Special Olympics bowling program experienced difficulty securing a bowling alley for their games. Thankfully in September, 2022, the program was able to return with weekly games thanks to a partnership with Watertown 18 Bowl. Our 25+ Special Olympics bowlers were very excited to be back on the lanes.
- Our Pastor Appreciation Breakfast returned in 2022 following COVID. A planning team made up of community partners offered an opportunity to connect with local pastors here at the Y for a morning of food and networking. 18 pastors attended the gathering. This was a great way for our spiritual development program to strengthen our clergy and church partnerships.
- The courtesy counter reopened at the YMCA at Pabst Farms Branch. This also meant the return of a staff team that our members love and missed seeing daily. The courtesy counter (towel desk) is staffed primarily by individuals with disabilities and we were excited to welcome this crew back to our staff team.



- Our Climbing Wall reopened in 2022 and was re-outfitted with an auto-belay system making it easier than ever to enjoy this challenging and fun activity.

"When my boys were young, one of them was afraid of heights. That is the reason I got my sons into climbing at the Y, to learn how to overcome your fears in a safe environment. I soon started climbing with them because it looked like fun. My older son eventually worked at the Wall as a belayer.

Climbing helps with cardio — when the lines aren't long and I'm able to climb one route after another. It also works out your mind. You have to mentally figure out how to climb a route and try different techniques until you succeed.

Having a climbing wall at our Y means so much to me. I have met many families and friends through climbing. I love to be a role model as well. My height, weight, and age are not the "ideal climbing" stature, but if I can do it, anyone can! It is rewarding to cheer on another climber and have them cheer on me. Climbing builds relationships, confidence, and overall physical and mental wellbeing."

- Holly Rahn Heim (pictured left)





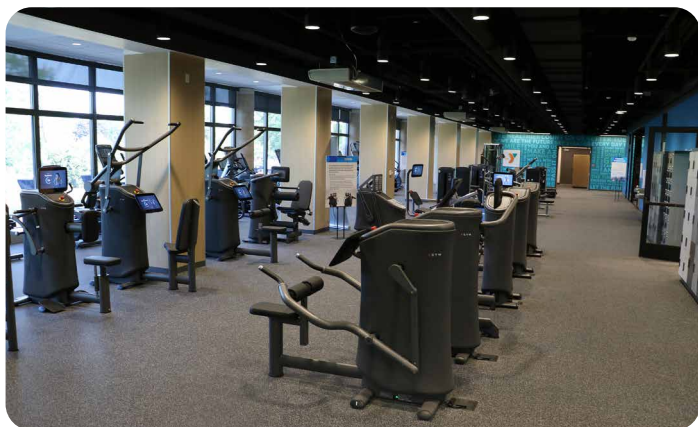
## NEW BEGINNINGS FOR ALL

On August 16th, 2022 the Greater Watertown Community Health Foundation (GWCHF) celebrated new ownership of the former Bethesda Corporate Center and 90 adjacent acres along the Rock River with a Key Ceremony and an exciting shared venture began resulting in new offerings for the Watertown Community. The Y was announced as a key partner in this project and plans were put in place to transform the campus into a thriving work-live-play neighborhood that models best practices in community connectedness, health and wellbeing, named The Collective.

In less than a year, the former Corporate Center, spanning 55,000 square feet over three floors, was renovated and became home to a new YMCA Early Education Center and the Ehlinger Center, a satellite express YMCA, both of which opened in July 2023. The Collective also houses Jefferson County Head Start as well as nonprofit and innovation co-working spaces. In addition, the Y announced that The Collective will be the future home of a new full facility YMCA which will eventually replace the existing Y on South Eighth Street.

The Ehlinger Center is an extension of the existing full-facility YMCA that will remain on South Eighth Street and access is included as part of a regular Y membership. It offers unique fitness training options for predominantly adult members of all levels, including amenities that cater to those who are new or returning to exercise. The center includes cardio equipment and weight machines, as well as group exercise spaces for traditional classes, small group training, and virtual/on-demand classes. Beginning in Fall, the Ehlinger Center will offer a 24-hr access option for a nominal fee.

The Early Education Center is dedicated to providing child care services in an environment of trust, caring, learning, comfort and safety. The center offers full & part-time care for ages 6 weeks to 6 years for up to 126 children. It features exceptional teaching staff trained in Behavior Management, Child Abuse Prevention, Child Development, and CPR/First Aid and provides creative curriculum based on the child's interests and developmental needs. Families can count on the Y to give their children the opportunity to develop a healthy spirit, mind & body.





# RECOGNIZING AMAZING LEADERS AND VOLUNTEERS

## 2022 WILLIAM CHAPMAN DISTINGUISHED LEADERSHIP VOLUNTEER AWARD

"In recognition of your long and unwavering dedication to supporting the YMCA in its commitment to serve the community."

### David Schroeder

David Schroeder has been a part of the YMCA's governance since the Watertown Area YMCA began its operation 15 years ago. Not only did he serve as an original Watertown Area YMCA Branch Board Member, he also chaired the first Annual Campaign in Watertown and then became part of the Association Board of Directors in 2014. David has been the treasurer of the board since 2018 and is currently the Capital Campaign Chair. David's leadership extends beyond the YMCA and his love of the Watertown Community is evident. He has served on the Greater Watertown Community Health Foundation Board of Directors, and currently is on the Board of Directors for several organizations including the Watertown Regional Medical Center, Watertown Unified School District, and Thrive Economic Development Corporation, where he is Board Chair.

David's energy is matched by his persistence — a combination that is invaluable. He puts his heart and soul into every project he is involved with, and as a result, those projects are highly successful. Additionally, David and his family have been generous financially to the YMCA as well as many other Watertown causes. David and his wife Katie have two kids, Josh and Anna, and a yellow lab named Copper.



## 2022 YMCA KEY LEADER AWARD

### Cindy Pagenkopf - YMCA at Pabst Farms

Cindy has not only served on our YMCA at Pabst Farms and Association Board, but also is an enthusiastic advocate for our YMCA within our communities. She served an extended board chair term as we worked through pandemic closures and challenges and is a generous supporter of our Annual Campaign and Auction. Cindy's energy, moral support, and creative ideas are a inspiration to our staff team and we are so grateful for all she contributes to our YMCA.

## YMCA LEGACY AWARD

### Kay Nord - Watertown Area YMCA

In Fall 2022, Kay Nord announced her plans to retire from her role as Watertown Area YMCA Branch Executive Director after 43 of service. Kay began her Y career in 1980 at the YMCA in Oconomowoc and throughout her early years held positions in many areas, from Member Services, to Aquatics, to Youth Sports, and eventually as Program Operations Director. Her focus shifted to the Watertown community in the Fall of 2008 when the YMCA began interim management of the Health & Wellness Center of Watertown and Kay was called upon to serve as Interim Director. On December 29, 2009, the Watertown Area YMCA was officially established and Kay's position as Branch Executive Director was solidified, a role she has poured her heart into for the last 13 years. She built very strong relationships in the community, with Y members, and among the staff team.

On October 7th, 2022, Kay was awarded the YMCA Professional Network Legacy Award which recognizing a Y professional who has chosen the YMCA as a lifetime career and has demonstrated excellence in their chosen field.



# 2022 YMCA VOLUNTEERS

Thank you to the many volunteers that devoted their time and expertise to join the Y in service to the community.

## YMCA AT PABST FARMS

### ADMINISTRATIVE

Ann Gessert

### ACTIVE OLDER ADULT

Laura Ferree  
Jamie Hardt  
Julie Hribar  
Mary Hunter  
Skyla Kanter  
Jess Kluth  
Colleen Lauder  
Katelyn Lutz  
Leighann Moll  
Sarah Sandkuhler

### AUCTION

Justin Bielefeldt  
Heather Burkle  
Julie Copeland  
Jodi Dabrowski  
John Hummitchsch  
Becky Jenkins  
Jody Merry  
Bruce Osborne  
Jody Schmidt  
Kim Schooley  
Todd Stamper  
Randee Sterzinger  
Michele Sukovich  
Taylor Walsh  
Courtney Wood

### CHILD CARE CENTER

Doug Meske

### LEADERSHIP AND VOLUNTEER PROGRAM

Sophia Camus  
Maxwell Fredricks  
Cole Himburg  
Illiannah Mammoser  
Molly Marquardt  
Claire Paynter  
Lily Schooley  
CJ Sterzinger  
Marina Sterzinger  
Annie VanDerLinden

### PIRANHAS SWIM TEAM

Carri Baril  
Sumera Beg  
Jamie Boney  
Christine Bonk  
Kristen Brown  
Stevi Chadwick  
Ann Ellifson  
Sharon Ellifson  
Jessica Florczak

Jennifer Frank  
Jenny Gagan  
John Gagan  
Jessica Gunderson  
Lucas Harwick  
Kristen Heimsch  
Eric Helwig  
Shannan Hornby  
Jeremy Jones  
Becky Katka  
Michelle Kelly  
Jaala Kirkley  
Andrea Kolsta  
Brian Konop  
Kelly Leibham  
Elizabeth Leonard  
Richard Lindlau  
Jill Low

Jennifer Dotto  
Rebecca Madole  
Cassie Maduscha  
Jamie Marquardt  
Maria McKellips  
Natalya Morrow  
Nicole Moser  
Scott Pedretti  
Candle Pridemore  
Erin Prymas  
Lynn Reahm  
Aubrey Samson  
Loren Schmidt  
Kimberly Schooley  
Randee Sterzinger  
Shelly Strancke  
Eric Swanson  
Derek Theisen  
Dave Tylicki  
Mary Tylicki  
Howard Underwood  
Melissa Wardle

### SPECIAL PROGRAMS

Brenda Barnes  
Will Connors  
Kristina Deputy  
Em Enockson  
Jennifer Fink  
Jordan Haney  
Amy Hayes  
Carrie Hollman  
Matthew Howe  
Lori Klomstad  
Gavin Knaus  
Owen Knaus  
William Knaus  
Alexis Kraft  
Sandra Lammers  
Brenda Lastrilla  
Nicole Mammen  
William Mammen  
Jody Mayers

Sean Ryan  
Patricia Sisk  
Don Stoll  
Jessica Stoll  
Mary Jo Stoll  
Arthur Stritzel  
Rachel Teren  
Ashley Tilden  
Amanda Vegso  
Denise Wayne  
Morgan Wirkus

### YOUTH SPORTS

Michael Agamaite  
Keely Agnew  
Kristopher Allen  
Brian Allikas  
Jon Anderson  
Rachel Anderson  
Logan Arndt  
Joseph Arnold  
Cindi Bachmeier  
Michelle Bainbridge  
Buwa Baldeh  
Jessica Barnett  
Isabella Becker  
Josh Behnke  
James Bencivenga  
Grace Bhend  
Ryan Biechler  
Nicole Blau  
Chelsea Blum  
Gregory Bouchette  
Mike Brezonick  
Katherine Brockway  
Chris Brown  
Bryan Brunclik  
Eduardo Bueno  
Brady Burrill  
James Callaghan  
Nolan Carl  
Brian Carroll  
David Castillo  
Chad Cerroni  
Andrew Cimbalknik  
Michael Conigliaro Jr  
Vincent Coraggio  
Eric Cormany  
Matt Cruise  
Brett Dailey  
Brian Dalbke  
Greg Damask  
Nelda D'Amour  
Erin Danen  
Tyler Danen  
Zachary Deal  
Alicia Deer  
Derek Deer  
Andrew DeKeyser  
Kelly Denissen  
Hunter Desandre

Alicia Dougherty  
Thomas Dougherty  
Brett Etzel  
Chris Evenson  
Michael Fazio  
Aaron Feggstad  
Philip Frawley  
Garrett Fredrick  
Addam Friedl  
Cody Froemming  
Jennifer Gagan  
Anthony Galati  
Maegan Garces  
James Gauerke  
Matt Gaulke  
Tom Gibbons  
Craig Gomez  
Emily Gooding  
Nathan Griebenow  
Christopher Gries  
Megan Griswold  
Neil Gustafson  
Jeff Haas  
Samantha Hamilton  
Christopher Hansen  
Tyler Hanson  
Dave Harris  
Amber Harrison  
Robert Hartmann  
Howard Hayes  
Elizabeth Helwig  
Jason Hickling  
Cary Hilet  
Joshua Hoeft  
Adam Hoff  
Valerie Hoff  
Megan Holsen  
Shannon Howell  
Mason Hyland  
Matthew Hyland  
Alex Ignatowski  
Randall Jacks  
Kirsten Jarlsberg  
Kyle Jarlsberg  
Jason Jarosch  
Julie Jaskolka  
Cliff Johnson  
Jason Julien  
Tim Kaptur  
Abbey Kaszubowski  
Jim Keller  
Kevin Kendellen  
Joseph Kenitz  
Catrina Kenyon  
Jared Koepp  
Erin Konkol  
Erin Kowalewski  
Riley Kubatzke  
Desmond Laabs  
Jace Laatsch  
Jen LaBarre

Ryley Laird  
James Langford  
Lori Leet  
Nellie Leis  
Kurt Lesser  
Cole Lewandowski  
Benjamin Lockwood  
Katelyn Lutz  
Dave Madsen  
Alisha Mahaffey  
Vince Mancuso  
Matias Marchan  
Brett Marshall  
Santonio Martin  
Kevin McIntyre  
Michael Mechelke  
Ricco Medina  
Todd Mieling  
Tim Mikulance  
Kristy Miller  
David Milz  
Jessica Monville  
Bill Moomey  
Jason Moss  
Scott Mossner  
Jacob Mrugacz  
Jessie Mueller  
Shea Mueske  
Jennifer Naeger  
Brian Neuman  
Pat Neumuth  
Jim Packee  
Kristeen Padgett  
Chris Paulson  
Patricia Payton  
Coleman Peiffer  
Arianna Peters  
Brandon Peters  
Mike Peters  
Niels Peterson  
Nick Polzin  
Sanja Prock  
Tim Pulizzano  
Eric Ransom  
Bryan Rayborn  
Michael Reichhart  
Stephanie Reinke  
Andrew Retzer  
Will Rothmeier  
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Adam Young  
Mack Ziegler

### **WATERTOWN AREA YMCA**

#### **AUCTION**

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Cameron Cudnowowski  
Jodi Dabrowski  
Sharon Kurkiewicz  
Rod Laudenslager  
Kim Schooley

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### **GLACIAL COMMUNITY YMCA**

#### **MISSION TRIP**

Emily Bartlett  
Tammy Evert  
Kayla Hovila  
Jasmine Martinez  
Jacob Studer  
Eden Wasserman  
Jamie Wasserman  
Savannah Wasserman

## **GIVING BACK TO THE NEXT GENERATION**

After devoting more than 50 years of his life to a career in family therapy, YMCA member, Doug Meske, knew that his time spent helping others was far from over. Once retired, Doug and his wife of 57 years, Rosie, decided to start volunteering their time helping at a local charity in the community, Lake Country Caring. However, even despite this outlet, something was still missing for Doug – the special interaction he once had working with families and children.

One afternoon, while walking on the indoor track at the YMCA at Pabst Farms, he noticed a long, red stroller being pushed alongside him with 6 smiling little faces beaming back at him. The joy from these happy YMCA child care babies was exactly what Doug was searching for! He decided to become a volunteer in the Y's Child Care Center, working with children ages 6 weeks to 1 year old.

"Being a volunteer has truly given me a sense of purpose and accomplishment," says Doug. "There is very little that compares to walking in and having these children crawl to me to be picked up and held. It is an absolutely wonderful feeling to know these little ones feel safe and comfortable in my presence."

Doug also says another great feature of volunteering his time at the Y's child care is working alongside the incredible staff. The loving care, devoted energy and organization's attention to detail are just a few of the reasons why parents choose the YMCA for their peace of mind. "It's truly remarkable to be a part of," says Doug, "and I am blessed for it."



# 2022 YMCA DONORS

**With your help, the Y empowered people and communities to learn, grow and thrive.**

**We provide a place where no one is turned away due to financial need.**

**THANK YOU!**

▼ The Triangle Society is symbolic of the equilateral triangle in the Y's logo, which represents optimal health in spirit, mind and body. The society consists of the Y's most generous donors who know the organization well and are committed to its bold vision and bright future. Members ensure the Y gives every person in Lake Country and the Watertown Area the opportunity to learn, grow and thrive for years to come by making a multi-year pledge of at least \$1,500 for three years.

## WATERTOWN AREA YMCA

### CHAIR'S ROUND TABLE GIFTS

#### \$10,000+

David & Katie Schroeder

#### \$5,000+

Bank First  
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# THANK YOU

## YMCA AT PABST FARMS

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### CONTRIBUTIONS IN SUPPORT OF SPECIAL PROGRAMS

Anonymous  
James & Marion Guzanick  
Mary Jo Stoll

### CONTRIBUTIONS IN SUPPORT OF PIRANHA SWIM TEAM

Dennis & Kristen Brown  
Jennifer Gagan

## GIFTS TO THE SPIRITUAL DEVELOPMENT DIRECTOR ENDOWMENT

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Margo Fieseler Ministries  
Barbara Mommaerts  
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Oconomowoc High School



# THANK YOU

## WATERTOWN AREA YMCA CAPITAL GIFTS

### ADVANCE GIFTS

Crave Brothers Farmstead Cheese  
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Lloyd & Daphne Holterman  
Julia Gray & Jon Lange  
Maas Brothers Construction  
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### GYM CURTAIN

John C. Stoner

## YMCA AT PABST FARMS CAPITAL GIFTS

### USCELLULAR LOUNGE

mkCellular, Inc.



While we make every effort to ensure the accuracy of our donor recognition lists, we apologize for any errors or omissions. Please contact Taylor Walsh at 262-354-3314 if we have made an error in your acknowledgement so that we can correct our records for future listings.

Recognizes all pledged and cash contributions for fiscal year ending December 31, 2022.

## HERITAGE CLUB

Individuals who have made a meaningful gift to the YMCA Endowment Fund are recognized for their generosity and become members of the Heritage Club. Becoming a member of the Heritage Club requires a commitment, which now, or in the future, will add to the Y's Endowment Fund.

### Heritage Club Members:

Anonymous (3)  
Bob Balgeman  
Theodore W. Batterman Family Foundation, Inc.  
Missy Kueht Becker  
Dan and Judy Berghoefer  
Bruce & Jo Brown\*  
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Ralph & Betsy Trepte  
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David & Lisa Young  
Nate and Kristina Zastrow

\*In Loving Memory



# 2022 ANNUAL FINANCIAL REPORT (Unaudited)

## GLACIAL COMMUNITY YMCA OPERATIONS

### Income

Contributions/Public Support .....	\$593,518
Dept. of Children & Family Services Grant* .....	\$878,635
Grant Income .....	\$52,248
Membership .....	\$3,764,163
Programs .....	\$4,183,554
Non-Profit Tenant Rentals .....	\$185,184

**Total Revenue .....** \$9,657,302

### Expenses

Salaries and Benefits .....	\$5,930,105
Administrative Expenses .....	\$816,096
Occupancy .....	\$949,068
Program Expense .....	\$899,199
Financial Assistance .....	\$231,675
Depreciation and Amortization .....	\$516,806

**Total Expense .....** \$9,342,949

**Net .....** \$314,353

\*State of Wisconsin DCF Grants will no longer be available after 2023.

## 2022 BALANCE SHEET

### Assets

Operating Cash .....	\$1,406,014
Reserves for Capital Repair .....	\$1,243,089
Annual Campaign Pledges Receivable .....	\$62,610
Land .....	\$4,863,618
Building, Furniture and Fixtures .....	\$15,271,713
Accumulated Depreciation .....	(\$10,327,181)
Endowment Fund .....	\$2,698,941

**Total Assets .....** \$15,218,804

### Liabilities & Fund Balance

Accounts Payable .....	\$128,744
Current Portion of LTD .....	\$203,551
Long Term Debt .....	\$4,952,398
Other Liabilities .....	\$360,623

**Total Liabilities .....** \$ 5,645,316

Fund Balance .....

**Total Liabilities and Fund Balance ...** \$15,218,804



# 1,200

INDIVIDUALS RECEIVED FINANCIAL  
ASSISTANCE FOR Y MEMBERSHIP

# 564,529

FACILITY VISITS

YMCA AT PABST FARMS: 450,838  
WATERTOWN AREA YMCA: 113,691

# ENSURING A LASTING IMPACT

## STRATEGIC PLAN 2022-2026

### STRATEGIC IMPACT FOCUS AREAS:

#### RESOURCES FOR MENTAL WELL-BEING

- › Establish an integrated mental health focus aligning with our spiritual development work.

#### REACH MORE YOUTH, ADULTS & FAMILIES

- › Focus on quality program recovery, growth of key program areas, and innovation across all program/service platforms (including support services.)

#### SECURING OUR FUTURE

- › Support programs and services by aggressively pursuing necessary facilities.
- › Secure necessary financial resources to re-invest in our facilities, reduce debt, and build endowment.
- › Optimize to recruit, support, and develop our talented staff and (policy/program) volunteers with growth and development.

### GOALS:

- Hire an employee to lead our mental health efforts and train our staff team
- Complete the integration of a Mental Health Program and endow the entire program
- Enhance member engagement/experience
- Increase preschool and youth programs as well as child care/school age care capacities
- Increase young family membership units
- Prioritize teen programs that develop character, leadership, civic engagement, and academic achievement
- Strengthen offerings for age 50+ population
- New YMCA facilities will be opened in Watertown and Capital Funds will be raised in Oconomowoc.
- Membership and programs will surpass 2019 levels.
- The highest quality staff/volunteers will be our norm based on customer survey scores
- Supportive HR resource will strengthen onboarding, support recruiting, re-imagine benefits to attract and retain staff, and create a memorable service experience for all volunteers



### MAKING IT POSSIBLE

As we embark on this Strategic Plan, we are committed to:

- Providing a convenient and superior facility experience for all.
- Growing great leaders by investing in a quality staff.
- Ensuring a strong future by increasing our endowment pledges and paying down debt.
- Utilizing data in decision-making and technology to support our operations.
- Emphasize our YMCA culture as critical to the delivery of our mission.

**Pictured left:** Our YMCA Boards and Leadership Staff Team gathered off-site to discuss community needs, brainstorm initiatives, and develop our 2022-2026 Strategic Plan.



**YMCA Mission:**

To put Christian principles into practice through programs that build healthy spirit, mind and body for all.

**Financial Assistance:**

The Glacial Community YMCA believes in providing membership and program services to all who wish to participate.

---

**YMCA AT PABST FARMS**

1750 E. Valley Road  
Oconomowoc, WI 53066  
262-567-7251

**WATERTOWN AREA YMC**

415 S. Eighth Street  
Watertown, WI 53094  
920-262-8555

**GLACIAL COMMUNITY YMCA**

[www.glcymca.org](http://www.glcymca.org)