THROUGHOUT LAD LAKE, WE INSPIRE AT-RISK YOUTH TO ENGAGE IN POSITIVE PERSONAL CHANGE … CHANGE THAT RESULTS IN THE PROMISE OF BRIGHTER TOMORROWS, TODAY. WITH FOUR LOCATIONS IN MILWAUKEE AND SOUTHEASTERN WISCONSIN, THE OPPORTUNITY TO EXECUTE OUR MISSION – GUIDING GROWTH – HAS NEVER BEEN GREATER.

“Each location is a place where hope not only exists, but thrives.”

– Gary Erdmann, CEO
“Lad Lake has always been very family-oriented. We have staff members, like myself, who will stay for not years but decades.”

— Dr. William Buzogany, MEDICAL DIRECTOR
LAD LAKE’S DOUSMAN CAMPUS IS HOME TO MANY PROGRAMS, EACH DESIGNED TO GUIDE THE GROWTH IN THE AT-RISK YOUTH OF SOUTHEASTERN WISCONSIN.

On a blazingly hot spring day, sweating profusely beneath a trifling sun, several young men and boys from Lad Lake’s Dousman Campus experience a kind of joy previously unfamiliar to them – the joy of physical exertion. With a field of freshly planted saplings sprawling before them, and a week’s worth of rainless forecasts, these boys grow overwhelmed with youthful enthusiasm as they fire up the generator that powers a homemade irrigation system, and give these parched trees a much needed drink.

CONTINUED ...
"We engage youth in certain things they've never thought of doing before, therapies that will benefit them long after they leave here."

— Beth Grossmeyer, Occupational Therapist
LAD LAKE’S DOUSMAN CAMPUS possesses an ample supply of water. Established on a private lake 30 miles west of Milwaukee in 1902, its storied history begins here on this serene shoreline, in the midst of 365 acres of wooded rural terrain. In the early days, it was known as the Wisconsin Home and Farm School – and was actually a working farm – where troubled boys could partake in daily chores and schooling, and acquire the strong values of personal responsibility and hard work.

Today, more than a century later, these values remain unchanged. The boys no longer wear knickers and the farm no longer exists, but the Dousman Campus continues to thrive as a place where Lad Lake guides the growth of troubled male youth, many of whom have never ventured beyond the fringes of the inner city.

“Generally speaking,” says Dr. William Buzogany (or Dr. B, as everyone affectionately calls him), Lad Lake’s Medical Director for the past 49 years, “these kids come to us from a bad setting: negative influences, lousy peers, gangs. A lot of them have never had the opportunity to be a boy, to go fishing or swimming, to see a wild turkey! I have a little boy now who’s been here a couple weeks, only 11 years old, has a terrible history. But he caught his first fish yesterday, and he was ecstatic. These boys come here and see there’s a better way to live.”

Take, for example, a young boy named Max. Sent to Lad Lake to deal with anger issues, the 14-year-old was leery at first that anyone here would help him. But according to occupational therapist Beth Grossmeyer, his reluctance slowly subsided, his participation increased, and now he’s making great progress.

“Max has warmed up to us,” says Grossmeyer. “And because of that, he was open to some different therapies, and it’s really paid off.”

One therapy he’s taken to is braiding. “It calms me down,” says Max, who speaks without diverting his attention from the fray of a blanket he’s braiding in Grossmeyer’s OT Room. The repetition helps Max focus his energy on something positive rather than negative.

While braiding is a way for Max to channel his feelings and frustrations, another form of therapy will soon teach him caution and safety: NYPUM (National Youth Project Using Minibikes), a motorbike safety program.

“What’s cool about the bikes,” says Grossmeyer, “is that it’s one of those things our boys probably haven’t ever done before. It expands their horizons, builds their confidence, affords them a new and completely different experience than they’re used to.” >>
“It’s like our own little world out here,” says physical education teacher Matt Dollar, after a quick game of dodge ball in the gymnasium with half a dozen middle school kids. “Lad Lake lets them see a different part of the world. We help them think beyond their block.”

With so many programs and services located at Dousman, its success hinges less on what the youth engages in and more on who engages them.

“We have a core group of staff at Dousman that is extremely dedicated,” says Kevin Foster, a unit supervisor who’s been with the organization 27 years. “Anytime a kid comes in contact with any of the staff here, it’s a very positive thing.”

No matter who you talk to at Lad Lake – staff, student, or resident – you’ll hear them echo the very same sentiment.

“We do have a great staff,” agrees Grossmeyer. “What I’m particularly fond of is the variety of staff that works here. We all have our own approach, our own niche, our own way of connecting with the kids.”

Dr. B chimes in, “I’d say the biggest thing that makes us unique is the way our staff cares about these kids. It doesn’t matter who he is, where he comes from, or what his problem is, we care about our youth. We care about trying to make some positive changes in their lives and help them develop. We really get to know the youth. Because if you don’t get to know them, you’re not going to help them.”

At Lad Lake, they don’t deal with the boy as a behavior. They deal with the boy who displayed a bad behavior. Lad Lake makes it clear to these boys: While bad behavior led them here, such behavior does not define who they are. Each of them is a unique and significant individual who possesses inherent value. By instilling a renewed sense of self-worth in these youth, Lad Lake is able to isolate their bad behavior and attempt to reform it. But Lad Lake does so much more than that.

“Lad Lake gives these boys an opportunity,” says Dr. B, “to know what it’s like to be a child, a teenager … to go to bed at night and be able to know they’re not going to have to worry about somebody shooting them … to wake up in the morning and have a healthy breakfast available. Lad Lake helps these boys understand their school teachers care about them … that school’s important … that it makes a difference. All those things they don’t already know because they haven’t experienced them. Lad Lake gives these boys that opportunity.

“And then you see them change,” Dr. B continues. “You see them grow. That’s what means so much to me. Because these kids really are wonderful. You see so many different faces over the years, and when you care about them as much as we do, it’s almost like … it’s almost like they become your own.” ●
“There’s a lot of history here. We’ve helped so many kids since 1902, the year Lad Lake was founded, and when I think about all the kids we’ve yet to serve through the numerous programs and service areas we offer here at our Dousman campus, I can’t help but feel hopeful about the future of our youth. This is a place of beauty, a place of healing, of positive transition. And our extraordinary staff is second to none.”

— Gary Erdmann, CEO
“These girls want to feel like they’re part of a family. We give them that family feeling.”

— Denise Cassidy, LCSW, RESIDENTIAL TREATMENT THERAPIST
LAD LAKE’S ST. ROSE CENTER GIVES GIRLS AND YOUNG WOMEN THE OPPORTUNITY TO TURN THEIR LIVES AROUND WITH THE HELP OF NUMEROUS PROGRAMS.

There is no replacement for a happy childhood, except maybe a second chance at one. For the girls at Lad Lake’s St. Rose Center, this may be as close as they ever get: a late-afternoon tea party on the floor of a residential unit, surrounded by secondhand dolls, stuffed animals, and the pained memories of their shared misfortune.

CONTINUED ...
“Before you can make these girls feel like they’re family, you have to help them feel at home. We do that here.”

— Jessica Waldron, Clinical Coordinator
“THE GIRLS IN OUR CARE have, for the most part, missed out on all the innocent, childlike play synonymous with a typical youth,” says St. Rose Residential Treatment therapist Denise Cassidy, LCSW. “Due to their circumstances, they've been thrust into adulthood much sooner than they should have been. So it’s delightful to watch them interact with Gwen this way. It really touches my heart.”

Gwen is 12 years old, and when she takes out her tea sets and her dolls, the older girls in St. Rose's Residential program sit with her and engage in imaginative play. They don't make fun of her, they don’t disparage her. Instead, they treat her as their equal. If you ask them, they might tell you they're playing along solely for Gwen’s benefit – a virtuous act, to be sure. But if you ask Denise, this kind of interaction is doing them a whole lot of good as well. “By their very nature, children want to be hopeful,” says Denise. “And if you give them an opportunity, and you believe in them, and you get them to believe in themselves … then hope can actually stand a chance.”

St. Rose has instilled hope in the hearts of girls and young women since the day it was founded in 1848. Today, as the newest member of the Lad Lake family of programs, St. Rose continues to work toward its mission, reshaping the worldview of these girls into positive perspectives that guide growth and encourage success.

Of course, it’s an uphill battle. These girls come to St. Rose with a slew of severe emotional and behavioral issues: self-abuse, delinquent activity, runaway tendencies, academic failure, excessive anger, inappropriate sexual activity, depression, mental health issues, and more. St. Rose helps to replace those issues with coping skills, self-confidence, and healing.

“This is a one-stop shop,” says Denise. “If the girls need it, we provide it: a school, therapy, psychiatrist, nursing services, substance abuse counseling, equine therapy. Beyond mere service offerings, the St. Rose milieu is therapeutic and restorative. Most importantly, it allows them adequate time to mature, which is an imperative factor to their success.”

Sometimes, even a simple activity like baking can make a world of difference. Such is the case for Maddie, a 14-year-old girl whose self-injurious habits and suicidal tendencies delivered her into the arms of St. Rose a little more than a month ago. In that short time, she’s made great strides. Testament to that very fact is her ability to speak positively about the St. Rose Center staff and her overall experience with Lad Lake, even while in the throes of a bad day.>>
“The staff here is nice,” says Maddie. “They talk to me when I’m having any negative thoughts and help me work through them. Talking to Miss Denise, she tells me positive things about me, and I like how she and other staff check in on me. I feel like the people here really care about me.”

“It takes a lifetime to develop the kinds of difficulties Maddie has,” says Denise. “So we don’t expect to see a lot of change right away. If she’s allowed to be here long enough, she should show some pretty significant improvements in numerous areas of function.”

Length of stay is an important factor when it comes to recovery for a lot of kids. There are children who need long-term, intensive treatment. And they can find that kind of exceptional care at St. Rose.

“There are children,” says Denise, “who have no way of accessing the type of care they get here anywhere else. These girls want to feel like they’re part of a family. We give them that family feeling.”

Lucy can attest to that. At 16 years old, she’s been in the group home at the St. Rose Center for seven months. She came here with a serious drug problem, and she’s about to leave here four months sober.

“St. Rose has the best AODA counselor in the whole world,” says Lucy. “She basically saved my life. I learned a lot about myself during my time here. I’ve gotten stronger, I have better coping skills now, I’m better at dealing with certain situations. I am a work in progress. And I think it’s because of my time here that I am this way.”

It’s all about relieving suffering and restoring hope. By simply being at the St. Rose Center, the girls begin this process of healing. They are able to settle into these safe surroundings and drop their guard, perhaps for the first time in a very long time. When the guard goes down, they can begin to develop trusting relationships with the staff. And that’s what it takes.

“I think individuals can make a difference,” says Denise. “I think these girls often come here without hope and they leave here with hope … with a sense that things are not always going to be the way they’ve been. That they can have better relationships. That just because they’ve had an unhappy childhood doesn’t mean they can’t go on to enjoy a happy and productive life as an adult.”

While Lucy isn’t exactly willing to say she wants to stay at the St. Rose Center – and she’s right in her desire to leave – she does admit to a certain kind of creeping nostalgia for the time she’s spent here.

“I’ve come to feel somewhat at home at St. Rose,” she says. “And I am going to miss it when I leave. I am going to miss it.”
For many of the girls we help at the St. Rose Center, this place becomes something of a sanctuary. They come to us in need of a safe haven, where they can learn a better way of life and turn their old ways around. With an extraordinary continuum of care, we offer them that chance.

– Gary Erdmann, CEO
“This school is a second chance for these kids ... they can use Lad Lake as a launching pad for a better future.”

— Patrick McNamee, SYNERGY TEACHER
LAD LAKE’S EDUCATION AND LIFE SKILLS DEVELOPMENT CENTER HOUSES THREE KEY PROGRAM AREAS THAT SERVE YOUTH AND FAMILIES IN MILWAUKEE.

It’s impossible to see Lake Michigan from Lad Lake’s Education and Life Skills Development Center, but several 11th- and 12th-grade students received a firsthand glimpse of the Great Lake when teacher Patrick McNamee led them, dressed in waders, into waist-deep water for a biological studies workshop.

CONTINUED …
“Lad Lake is wonderful. The clients are amazing, the staff is so pleasant. Clients love coming here.”

— Lakesha Reid, Connections Specialist
“IT WAS GREAT to see these guys dressed in waders, wielding nets, and walking out into Lake Michigan,” says Patrick, whose classroom at Lad Lake is self-contained – meaning, he teaches whatever his students need him to teach, from algebra and world geography to English and earth science.

One of his students, a seventeen-year-old senior named Marvin, remembers the experience: “I like hands-on activities. I like science. But I did not like going into Lake Michigan,” he says, smiling fondly at the memory despite himself. “Wearing those waders was hard!”

Patrick enjoys taking students out into the world as a way of bestowing new experiences upon them: Concordia University’s new Environmental Center to study biology, an organic fish farm to see aquaculture and aquaponics in action, a construction site to learn about the unions and trades, and other destinations that might prove interesting and educational.

“It’s all about opening their eyes to something they wouldn’t normally see,” says Patrick. “Breaking them out of their element and expanding their realm of experience. It’s important to show them they can do more than just what others have told them they can do.”

This hands-on approach to teaching is rare among public schools, but elemental to Lad Lake’s successful Education services at the Capitol Drive location, which houses both Synergy (an alternative school for students with a history of truancy, disorderly conduct, and out-of-home placement at a juvenile correctional facility) and ULTRA (a day treatment program for students with anger management, drug, and alcohol issues). With small class sizes and teachers who care enough about each student to get to know them individually, Lad Lake distinguishes itself from other schools in ways that encourage the highest potential for success among its students.

“This school is a second chance for these kids,” says Patrick. “And a good majority of them take that seriously. And I’m glad they do, because our staff has a vested interest in their success. We put a lot of time and energy into them, making sure they know they can use Lad Lake as a launching pad for a better future.”

Marvin is a great example of a student who has capitalized on his time at Lad Lake. As a result, he is graduating at semester’s end. “I don’t think I’d be graduating high school if it weren’t for Lad Lake,” says Marvin. “The teachers here give you more help than the teachers in typical schools. They take time to help you with the work you really need help in. And they explain things better here too.”

In addition to a diploma, Marvin and his graduating classmates will receive a miniature glass globe with their names etched into it, a symbolic gesture that communicates the gravity of >>
their tremendous achievement: *With this diploma, each of you now holds the world in your hands.*

Lad Lake imparts life-changing guidance to youth in many forms at the Education and Life Skills Development Center, Education being just one of them. The Center is also headquarters to two other program areas: Independent Living and Outreach, both of which offer numerous services.

“It’s really a one-stop shop,” says Alex Kennedy, a transitional support specialist for Project O’YEAH, a federally funded initiative for youth with serious mental or emotional health issues, with which Lad Lake recently became a partner agency. “Lad Lake helps youth and young adults with everything from education to mental health issues to finding employment and housing. We have a food pantry and can even help young adults aging out of foster care furnish their apartments. We literally have something here for every aspect of their lives.”

In fact, through its Independent Living program, Lad Lake serves a majority of the youth in Milwaukee County who age out of foster care. One program in particular, Connections, does a lot of the heavy lifting in the lives of these youth who, because they’ve aged out of foster care, no longer have anywhere to turn for help.

“We take on the role that foster care left them lacking,” says Connections specialist Lakesha Reid. “When they leave foster care, they largely don’t know where to go. Connections serves as a networking source for them. We help them find housing and get into school, we help them with community resources, and with rent if they qualify. We teach them life skills. Anything to help them get on the right path.”

As a result, these youth have resources they wouldn’t otherwise, resources that help sustain them and their families so their own children don’t end up in foster care. In that way, Lad Lake’s programs have cross-generational benefits.

“We help more than just the young adults aging out of foster care,” says Lakesha. “We help them provide for their families. Because their children make up a new generation of kids that we don’t want to end up in foster care. That’s our goal: to keep the next generation out of foster care.”

Whether involved in Connections, Synergy, ULTRA, or any other program at Lad Lake’s Education and Life Skills Development Center, guiding their growth is a way of shaping their future.

Says Patrick, “It’s not so much about the time our youth spends here at Lad Lake as it is what they do with their time the moment they leave here. We try to mold them into mature adults so they can positively affect the community for the rest of their lives.”
“Our Education and Life Skills Development Center is a beacon of hope for the Milwaukee community. It’s a place where a culture of care pervades everything we do. With so many service offerings housed in one central location, we seize on every opportunity to positively impact the lives of as many youth and families as we’re able. There is no limit to the personal transformation that takes place within these walls.” – Gary Erdmann, CEO
“We’re a family here. We’ve always been a family here.”

— Kimberly Gross, SITE COORDINATOR
SYNERGY SOUTH IS A BEHAVIORAL REASSIGNMENT SCHOOL THAT IMPROVES THE ACADEMIC AND INTERPERSONAL SKILLS OF AT-RISK YOUTH ON MILWAUKEE’S SOUTH SIDE.

Students across the board will tell you they're not too fond of cold lunches; it matters little that they benefit so greatly from them. At Lad Lake’s Synergy South, the students feel much the same way. In fact, one student complained so vehemently about the cold lunches, she was on the brink of facing suspension. But the situation was swiftly diverted when quick-thinking site coordinator, Kimberly Gross, asked the student to create a list of inexpensive alternatives they could use to supplement the lunch program.

CONTINUED ...
“We’re in it for the kids and to make this a good place for them to come. And a good place for the community.”

— Kimberly Gross, Site Coordinator

SYNERGY ALTERNATIVE SCHOOL
MALE AND FEMALE, GRADES 6-12

PHOENIX CREDIT RECOVERY PROGRAM
VOCATIONAL TRAINING
SPECIAL EDUCATION PROVIDERS
YOUTH COUNSELORS
SOCIAL WORKERS
“THE NEXT thing I know,” says Kimberly, “there are several kids in my office discussing it amongst themselves. So it went from this really high intensity moment to four or five kids calmly discussing a topic that could result in our school becoming a more pleasant place for them to attend."

It’s something you don’t see everywhere, this kind of inclusive relationship between student and staff. At Synergy South, however, it’s business as usual. Because this is a school where faculty work together to offer creative solutions that will help their students attain the greatest success possible. Solutions that empower their students and give them a voice. As a result, Synergy South is a school where students don’t have to worry about being nameless numbers sitting in a classroom. Here, they are individuals, and they take top priority.

“It happens time and again,” says Kimberly, “students come to Synergy South from bigger schools. They’ve gotten into trouble, they’re ready to drop out, and then something amazing happens … slowly, the staff here turns them around. They perform okay at first, and slowly their attendance gets better, and slowly their behavior gets better, and by semester’s end the students are begging to stay.”

Like Synergy North at Lad Lake’s Education and Life Skills Development Center, Synergy South is a school for behavioral reassignment students. Ultimately, these students have experienced some level of difficulty in their academic careers at traditional high schools: those with a history of truancy, disorderly conduct, or out-of-home placement at a juvenile correctional facility. Lad Lake helps these students earn their academic credits for a semester – or an entire year, depending on the student’s needs – through the Phoenix Credit Recovery Program. All while helping them reshape their negative behaviors. The goal is to prepare them for re-entry into public school. Lad Lake equips these students with the tools they need so they can go back and be successful.

“I’ve had a better experience at Synergy than I would have had anywhere else,” says Montgomery, a 17-year-old sophomore who’s been at Lad Lake five months, having been expelled from his previous school for fighting. “They make it easier for me to learn here, and they’ve helped me get my head on straight, so I can get my credits up and go back to public school.”

One key factor in rendering such positive results is the school’s small size. Built in 1960, it originally operated as a small Lutheran school. Lad Lake moved into the building in 1994 and, when the church disbanded 10 years later, acquired the facility and remodeled.
Today, Synergy South accommodates approximately 60 students, each of whom is well acquainted with staff.

“Typically, our students come from schools so big,” says Kimberly, “their teachers don’t even know their names by the end of the semester. How can you give a kid a grade if you don’t even know who he is? The small environment here is hugely important to our success. We have sixty kids, and we know each of them by name. We can make stronger connections with more students and become a bigger part of their lives. We’re small enough to really make that work.”

Due to the intimate nature of the school, the students know they hold value as individuals. They know the faculty cares for them. And according to Kimberly, that’s a difference maker in education these days.

“The lunch person knows their name. The secretary knows their name. The teachers and the youth counselors know their names. Everyone here is in it together. It’s small, it’s cozy, there’s one hallway. Honestly, I think the fact that we’re small is huge in terms of making a positive impact on their lives.”

“I love it here,” says behavioral specialist Kelvin Burnom. “Everyone does what they need to do to help these kids. We’re smaller and more manageable, and the kids have a better attitude because of it. We have students who actually want to finish high school here at Lad Lake.”

Eighteen-year-old Xavier is one of those students. Expelled from his previous school for drug use, he’s been working toward getting back on the right path since his arrival at Lad Lake earlier this year. “Before I came here, I used to do drugs. But since coming to Lad Lake, I don’t do drugs anymore. If there’s one thing I’ve learned here, it’s that if you don’t have your high school diploma, you don’t have anything.”

Xavier’s classmate, Montgomery, learned the same lesson. “I’ve learned that school isn’t something to play around about,” he says. “Education is serious. And I know when I leave here, I want to graduate from high school, then go on to college.”

“The point is,” says Kimberly, “at Synergy South, we adapt to the kids, we don’t make the kids adapt to us. We look at each of them on a per-student basis, giving them the help they need in the areas they need. It’s a highly individualized academic approach with smaller class sizes. There are no switch times, there’s no study hall. It’s just straight academics all day long.”

And as for those inexpensive alternatives to the cold lunch program, “There’s an order for Sam’s Club ready to go,” says Kimberly.
“Synergy South is a stepping stone. Both transitional and transformational, it’s a school where students – and their families – learn to modify their value systems to include education. Its small size and caring staff make it an ideal setting for a positive educational experience.”

– Gary Erdmann, CEO
$5,000 AND UP
A.W. Asmuth Foundation
Jennifer Banker
Joan & Peter Bruce
Dick & Kristine Davidson
Dierks, Waukesha Wholesale
William & Sylvia Edstrom
Elizabeth A. Brinn
Foundation
Evon & Marion Helfaer
Foundation
Greater Milwaukee
Foundation
Paul & Chris Hartnett
Hergert Foundation
Kaztex Foundation
McFarland
The Marshall & Isley Corp.
NFL Alumni – Madison
Chapter
Lynn Nicholas
ROS Foundation
Steiner & Assoc.
Mr. & Mrs. Christian
Steinmetz
The Streich Family
Foundation
Willis HRH
Joseph Zvesper

$500-$999
Jim & Susan Allen
Anex, SC
Baker Tilly Virchow
Krause, LLP
Bayshore Town Center
Harry & Karen Carlson
Central States Insurance
Agency
Community Foundation
For The Fox Valley
Sara & Pat Dhein
Glass Concepts
Gomoll Research
& Design, Inc.
Henry Gund Fund
Kelly Hering
John & Virginia Horning
Hunzinger Construction
Jerusalem Presbyterian
Church
Curt Johnson
David Lynch
Edwin Mathews
Dennis & Pat Neuenfeldt
Jeff & Jodie Pease
Proline Entertainment, LLC
Tracy Shilobrit
St. Mary’s Episcopal Church
Target Field Trips
Vulcan Global Mfg. Solutions
Whataletras Archery
Wilkey Rentals

$1-$499
Amalga Composites, Inc.
Betty Alice Anderson
Thomas Anderson
Peter & Joann Angelos
Mr. & Mrs. Anthony
Asmuth, Ill
Assurant Health
Mary McKey
Joseph R. Pabst
Potawatomi Bingo Casino
James Reisdorf
Roto-Graphic Printing
Dean & Patricia Scheels
Shepherd of the Hills
Luth. Church
James Slocum
Society for Information
Management
Waterstone Bank Fund
Phil & Jeannine Zwieg
B.C. Holland Mfg.
James & Mary Banach
Salvatore & Sandra Bando
Bob & Cindy Barczak
Christopher Barger
Baron Chiropractic Clinic
Don & Carol Battenberg
Lee & Jill Beitzel
Ronald & Mary Bero
Barbara Billings
Blankstein Enterprises
Adam Brophy
Bruce Ford Brown
Charitable Trust
Roger & Joanne Buesser
Allan & Debra Burns
William & Phyllis Buzzogany
Thomas & Jenny Casper
Joseph & Amy Cesarz
Bob & Christine Chappie
Thomas & Nancy Check
Jeff Christensen
Joe & Bridget Ciurlink
Margaret Collins
Community Shares of
Greater Milw.
Robert & Lisa Conley
DRC Building Co., LLC
Jack & Catherine Tully Dierks
Mr. & Mrs. W.S. Dillon
Hon. Lee & Susan
Dreyfus, Jr.
Diane Dziengel
William Eastham
Gregg Eisenhardt
Warren & Sharon Eulgen
Jeff & Marcia Everson
Executive Function
Management, Inc.
Laura Falbo
Financial Partners
of Wisconsin
James & Barbara Fisher
Lynne Fitzpatrick
R.J. & Jennifer Feigle
Don & Kathy Flowers
Bruce or Deborah Follo
Mike Garber
Joseph Garstecki
Mr. & Mrs. Mike Gehl
Travis Gensch
Glendale
Redevelopment, LLC
Cynthia & Tom Godar
Thomas & Mary Goulet
Harry & Vivian Guzniczak
Mildred Harpole
Paul & Mary Beth Haubrich
La Vern Heitkamp
Herbert Hentzen
Herbert Kohl Charities, Inc.
Dave Herman
Mark Hines
Edward Hipke
Jimmy Holst
Jack Safro Motors
Steve & Polly James
Jomela/Wells
KT Refrigeration
Mary Jean Kais
Alfred & Mary Ellen
Kasprowicz
Edward Kelly
Steven & Christine Keto
Kettle Moraine Golden
Lasers
Gary & Ruth Kirst
Michael & Mary Kloth
Sue Konopka
Jeanne Kuelthau
Stephen & Laura Kwantski
Frank & Dorothy LaConte
Bradley LaRue
Cary & Kris Larson
Elizabeth Larson
Law Offices of
Adam Essling, SC
Elizabeth Leshin
H. James & Sharon Liebeck
Joan & James Maro
Clem & Joyce Maslowski
John/Lee Medrow
John & Wendy Mikkelson
Dr. George & Barbara Miller
Trudie Miller
Paul & Pamela Minzlaff
Dr. Edwin & Mary Jo
Montgomery
Derek Mosley
Nancy Moyle
Bill & Marty Nosek
Jeffrey & Mary Opiela
Crystal Owney
Alan Padlock
Frank & Sharon Partl
Oleta Partl
PepsiCo Foundation
Robert & Sandra Perkins
Porter Builders
John & Martha Prince
Scott Prucha
Quadgraphics
R&R Insurance Services, Inc.
Dawn Reynolds
Steve & Kathy Rieth
Eric & Rebecca Ritzke
Barbara & Daniel Riva
Scott & Amy Sanders
Phyllis Scharner
Judy & Jim Schiel
Robert & Adena Schlei
Christine Schmidt
Kevin & Tracy Schmotzer
Ms. J.B. Schroeder
Charles Schultz
Mary & Peter Schwantes
Latha Shankar
Grace Sharamitaro
Dwight & Sandy Simon
Jonathon Smith
Jennine Sonntag
Larry Sorce
James & Christine Speaker
Phyllis Spencer
William & Judith Starr
Stolley’s Hogg Alley, LLC
Jim & Jan Stoerk
Mary Streich
Bob Sweda
Joan Switalski
Target Take Charge of Education
Gavin & Judith Taylor
Ter-Mar Labradors
The Windover Foundation
Thrivent Financial Foundation
Irma Valdez
Chad & Kristi Waddell
Joseph Wagner
The Waterville Horse Association
Waukesha County Comm. Foundation
Wendy L. McCalvy
Sandy Widman
Bregetta Wilson
Donna Wilson
Leslie & Carlton Wininger
Winter, Kloman, Moter & Repp
Women in the Wind
Brian Wysocki
Nicholas & Jean Zanoni
Debbie & John Zwicky

IN HONOR OF
Phil Zwieg
Executive Function Management, Inc.
Robert Waterstein
Don & Kathy Flowers

IN MEMORY OF
Max Kurz
Barbara Billings
Virjean Ebertsch
Anex, SC
Edwin Mathews
James Frisch
Waukesha County Community Foundation
Helen Rose Janusz
Don & Kathy Flowers
Warren & Sharon Eulgen
Oleta Partl
Phyllis Scharner
Scott & Amy Sanders
Chad & Kristi Waddell
Carl Kommassa
Leslie & Carlton Wininger
Rev. W.J. Ralph
Mr. & Mrs. Donald Ralph
Mr. & Mrs. W.S. Dillon
Jack Strapko
Cary & Kris Larson
Elizabeth Larson
Arthur K. White
Judy & Jim Schiel

IN-KIND GIFTS
Air Tran Airways
Karen Arenz
Ron & Erika Babic
Ceci & John Balog
Sally Barrientes
Bonnie Barto
Sue Biro
Jane Boesch
Mike Brown
Barb Bruns
Peggy Bucholz
Kathleen Bump
Cabela’s
Joe Klimczak
Joe Cerreto
Lisa Charlesbois
Sophie Chelstowski
Cousins Subs
Cub Scout Pack 146
Grace D’Amato
Bruce & Lisa Delsolar
Dierks, Waukesha Wholesale
Sonja Dockery
Kate Doerfer
Donald Doyle
Laura Drexler
Margaret Dross
Gail Drost
Brian Drumel
Rachel Erickson
Mark Meloy
R.J. & Jennifer Feigle
Ann Fox
German Fest
Mary Jo Gindlin
Alan & Debbie Lurie
Mary Ellen Grace
Regina Graham
GS Design
Mickey Grbic
Great Lakes Distillery, LLC
Sue Haldemann
Gary Hintz
Jennifer Hintze
Homestead High School
Mark Iczkowski
Steve & Polly James
Barb Johnson
Curt & Michelle Johnson
John & Judy Juszczynski
Kalahari Resorts
Sally Karmer
Phillip Katz
John & Sue Kelley
Alex Kennedy
Pay Kennedy
Katie Kessler
Mary & Mike Kloth
Carol Komassa
Kevin Kramer
Kelly Kreul
Lake Country Cigars
Ken Larson
Susan Larson
Diane Lebow
Christine Lenske
Heidi Lloyd
Jim Lurie
Jan Mahlberg
Lois Malawski
Mark Hines Photography
Marquette University
Gloria Mays-Fulsom
Eric Meauz
Rich & Marybeth Meeusen
Laurie Michalski
Paul Moeller
Kris Mungovan
Amy & Steve Nutter
Jeffrey & Marty Opiela
Jodi Otto
Jim & Amy Pease
Gretchen Pec
Julie Peltin
Penzey’s Spices
Al Pomeranz
Linda Potocic
Pregnancy Support Services
Chris Roberts
Dawn Robinson
Imani Ryan
Nancy Saldite
Barb Schneek
Becky Schwabe
Mary & Peter Schwantes
Rosemary Schwantes
Grace Sharamitaro
Norman & Pat Singer
Carla Kirkpatrick Smith
Maurika Smith
St. John’s Lutheran Church
Darcel Stephen
Betsy Stobl
Nancy Szymanski
James & Susie Tweddell
Ron Urban
Dana Van-Alstyne
Sara Walker
John Walsh
Karen Wanta
Steve Weiss
Kristyna Wentz-Graf
Matt Weyers
Mariann White
Karen Wolfe
Rand Wolf
Lauren Wolter
Karen Schoenung
Steve Zajc
Susan Zebber
UNRESTRICTED GIFTS  Your unrestricted gift lends us the flexibility to commit funding to areas where it’s most needed. It goes directly toward solving Lad Lake’s most pressing needs, bridging the gap between where we are today and where we hope to be tomorrow.

DESIGNATED GIFTS  A designated gift benefits specific programs of your choice, whether you designate it to a particular school within Lad Lake’s educational services or a certain program area as a whole.

CORPORATE MATCHING GIFTS  This is an excellent way to increase your giving potential to Lad Lake. You may work for a company willing to match, or perhaps even double, your donation.

MEMORIAL GIFTS AND HONOR GIFTS  Memorial gifts are made in memory of a loved one, colleague, or friend who has passed away. Honor gifts recognize someone special and pay tribute to him or her. When such gifts are made, special notification is sent to the family or individual being honored.

ENDOWMENTS  Your gift to the endowment demonstrates a commitment to the lasting impact of the programs at Lad Lake and St. Rose. The endowment is carefully managed for growth as well as current income, and serves as the foundation for the long-term stability and fiscal success of Lad Lake.

PLANNED GIVING  Planned gifts are a way for you to support Lad Lake and St. Rose through the estate planning process. Lad Lake can work with your attorney or financial advisor to discuss the many options available.

OTHER WAYS TO GIVE  Lad Lake and St. Rose appreciate the donation of a variety of goods and services. These types of donations allow us to allocate much needed funds to our programs serving at-risk youth and families.

CONTRIBUTING ONLINE  Go to www.ladlake.org. Choose the “Donate Online” button and complete the subsequent pages on our secure server.

For additional information on these and other ways to offer support, please contact David Borash, Director of Development, at 414-466-9450 or DavidBoras@ladlake.org.

---

**PROGRAM AREA**

<table>
<thead>
<tr>
<th>Education</th>
<th>39%</th>
<th>651</th>
</tr>
</thead>
<tbody>
<tr>
<td>Independent Living</td>
<td>22%</td>
<td>369</td>
</tr>
<tr>
<td>Outreach</td>
<td>29%</td>
<td>489</td>
</tr>
<tr>
<td>Residential</td>
<td>10%</td>
<td>174</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td>1683</td>
</tr>
</tbody>
</table>

**COUNTY**

<table>
<thead>
<tr>
<th>County</th>
<th>%</th>
<th>Served</th>
</tr>
</thead>
<tbody>
<tr>
<td>Milwaukee</td>
<td>78%</td>
<td>1174</td>
</tr>
<tr>
<td>Walworth</td>
<td>9%</td>
<td>142</td>
</tr>
<tr>
<td>Waukesha</td>
<td>6%</td>
<td>95</td>
</tr>
<tr>
<td>Washington</td>
<td>2%</td>
<td>31</td>
</tr>
<tr>
<td>Dane</td>
<td>2%</td>
<td>24</td>
</tr>
<tr>
<td>Illinois</td>
<td>0%</td>
<td>4</td>
</tr>
<tr>
<td>Other</td>
<td>3%</td>
<td>40</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td>1510</td>
</tr>
</tbody>
</table>

**CLIENT STATISTICS**

For year ended December 31, 2011.

<table>
<thead>
<tr>
<th>Gender</th>
<th>%</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>62%</td>
<td>942</td>
</tr>
<tr>
<td>Female</td>
<td>38%</td>
<td>568</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Race</th>
<th>%</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>59%</td>
<td>891</td>
</tr>
<tr>
<td>Caucasian</td>
<td>19%</td>
<td>285</td>
</tr>
<tr>
<td>Hispanic</td>
<td>10%</td>
<td>150</td>
</tr>
<tr>
<td>Asian</td>
<td>1%</td>
<td>9</td>
</tr>
<tr>
<td>Native American</td>
<td>0%</td>
<td>4</td>
</tr>
<tr>
<td>Bi-Racial or Other</td>
<td>11%</td>
<td>171</td>
</tr>
</tbody>
</table>

**TOTAL SERVED** 1510
## STATEMENT OF ACTIVITIES

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating Revenues</td>
<td>$13,656,963</td>
</tr>
<tr>
<td>Operating Expenses</td>
<td>13,726,618</td>
</tr>
<tr>
<td>Operating Revenues in Excess of Expenses</td>
<td>(69,655)</td>
</tr>
<tr>
<td>Investment Loss</td>
<td>(268,348)</td>
</tr>
<tr>
<td>Change in Unrestricted Net Assets</td>
<td>(338,003)</td>
</tr>
<tr>
<td>Change in Temporarily Restricted Net Assets</td>
<td>(233,813)</td>
</tr>
<tr>
<td>Change in Permanently Restricted Net Assets</td>
<td>(52,533)</td>
</tr>
<tr>
<td><strong>CHARGE IN NET ASSETS</strong></td>
<td><strong>$(624,349)</strong></td>
</tr>
</tbody>
</table>

## OPERATING EXPENSES

**Calendar Year 2011**

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Residential</td>
<td>48%</td>
<td>$6,427,311</td>
</tr>
<tr>
<td>Education</td>
<td>23%</td>
<td>3,128,106</td>
</tr>
<tr>
<td>Outreach</td>
<td>7%</td>
<td>1,026,539</td>
</tr>
<tr>
<td>Independent Living</td>
<td>7%</td>
<td>1,023,050</td>
</tr>
<tr>
<td>Administrative and Development</td>
<td>15%</td>
<td>2,121,612</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td><strong>$13,726,618</strong></td>
</tr>
</tbody>
</table>
DOUSMAN CAMPUS  
W350 S1401 Waterville Road  
P.O. Box 158  
Dousman, WI 53118  
262-965-2131 DOUSMAN  
414-342-0607 METRO  
877-965-2131 TOLL FREE  
262-965-4107 FAX

LADLAKE.ORG

MILWAUKEE NORTH  
225 West Capitol Drive  
Milwaukee, WI 53212  
EDUCATION SERVICES  
414-332-2675 PHONE  
414-332-2852 FAX  
INDEPENDENT LIVING/OUTREACH SERVICES  
414-332-2690 PHONE  
414-332-2875 FAX

MILWAUKEE SOUTH  
2820 West Grant Street  
Milwaukee, WI 53215  
414-647-1771 PHONE  
414-647-1117 FAX

ST. ROSE CENTER  
3801 North 88th Street  
Milwaukee, WI 53222  
414-466-9450 PHONE  
414-466-0730 FAX