Lad Lake certainly enjoys a proud history of helping individuals overcome the problems of their past so they can meet the challenges of the future. For more than 100 years, Lad Lake has dedicated itself to guiding at-risk youth down life’s pathways, teaching the skills they need to enter adulthood with promise and direction. There is much we can reflect on. But today Lad Lake finds itself more interested in looking forward.

From our first moment of involvement in someone’s life, Lad Lake’s goal is to be a beacon that won’t fade or disappear, no matter how much time separates them from our care. Because once a boy or girl, young adult, or family seeks help with Lad Lake, we seek to be a touchpoint in their lives. We understand that change never occurs smoothly and that periodically additional support will be needed. While our people may change, our 105-year history is a promise that youth and families can still count on us when they encounter those unexpected challenges in their lives after they leave our care.
In 2006, Lad Lake initiated *Building Futures*, a capital campaign designed to garner funding for the Lad Lake Education and Life Skills Development Center that intends to respond to concerns about Milwaukee’s future and its youth. This center is an important addition to Lad Lake, as we will consolidate most of our Milwaukee-based programs, unifying our efforts and becoming a sign of hope for a community that needs it now more than ever.

We invite you to become part of *Building Futures*. At the end of this annual report, you’ll find a number of ways in which you can donate to Lad Lake. Join us in our dedication to guiding growth and offering the promise of a better tomorrow for the at-risk youth and families with whom we work.

Let us look forward … together.
Living here is the greatest thing that ever happened to me.

JOSH
Josh was diagnosed with bipolar disorder at an early age, and soon found himself mixed up with drugs and alcohol. After several unsuccessful attempts to find proper care at other treatment centers, Josh turned to Lad Lake, and not only found the treatment he was looking for but a renewed optimistic view of what lies ahead of him.

“In my past treatment centers,” says Josh, “I had so much freedom, it didn’t feel like freedom at all. It felt like I was chained to the alcohol and drugs. But at Lad Lake, there’s always someone by your side.”

Dr. Loescher, psychotherapist in the unit where Josh stayed, says, “He’s matured a lot since he came here, and he has dramatically improved his social skills and problem-solving ability. A good deal of his progress came from his willingness to accept what we have to offer.”

Transitioning into a healthy new living environment is often the first step in setting someone down the right path.
Located on our Dousman campus, Lad Lake’s Residential Program features a school and gymnasium, indoor and outdoor recreation facilities, administrative and maintenance facilities, a student employment center, and a licensed Community Based Residential Facility (CBRF) for young adults.

“I’ve never been to a place like this before,” says Josh of the campus, which includes 365 acres of rural land and access to a private 50-acre lake. “I look around, and all I see is beauty.” With four living units equipped with 59 residential beds, Lad Lake is an ideal setting for young males to live, learn, and work, as they redirect their lives toward a promising future and the ultimate goal of successful reintegration into the community.

But Josh will contend, the best thing about Lad Lake is its staff. “The people here really care about you. If you want treatment, you’re going to get it. If you want recovery, you’re going to get it. In my mind, there’s no denying that Lad Lake is the best.”
Lad Lake has a holistic approach to treatment. We try to give the guys in our care what they need. That’s why we offer highly individualized treatment plans to optimize a young man’s chances for success once he’s discharged from Lad Lake.
The Residential Treatment facility hosts approximately 50 full-time staff members, as well as 20 part-time employees who monitor the young males enrolled in the program. Among them are administrators, a registered nurse, psychiatrist/medical director, licensed AODA (Alcohol and Other Drug Abuse) counselor, several psychotherapists, youth care workers, teachers, and others – all professionally qualified and more than willing to go out of their way to help our residents. Whether it be physical health, mental health, interpersonal skills, or emotional stability, Lad Lake tackles them all.

“I lost 50 pounds since I entered treatment,” says Josh. “When I first came here, I couldn’t walk up and down the stairs without losing my breath. So they put me on a diet and exercise plan, and one of the counselors even went on a diet with me to help me lose weight. That’s the kind of dedication Lad Lake makes to all-around healing.”

About finding his own dedication, Josh says, “One of my mom’s favorite sayings is ‘Three steps forward, two steps back.’ I got lucky because my drug abuse didn’t damage my brain. Just my soul. And you can heal the soul. You can turn your life around and keep moving forward. That’s the best thing this place taught me.”
I knew Lad Lake was finally a good fit for me.

ANTONIO
When Antonio first arrived at Lad Lake’s ULTRA Day Treatment Center, he had certain anger issues that landed him in some trouble at his previous schools. Lad Lake’s small class sizes and highly individualized atmosphere helped nourish a desire in Antonio to change his ways. And it didn’t take long for that desire to grow.

“Two days, actually,” says Antonio, “It took just two days for me to get comfortable in my surroundings.” And according to Tom Casper, Lad Lake’s Director of Community Education, that level of comfort makes all the difference in the world to youth who habitually act out.

“Our number one priority is to make kids feel safe,” Tom says. “The simple result is that when kids feel safe, they don’t feel the need to fight. Antonio came to us for fighting and violence, but never had a single fight when he was in our care. If anything, he helped prevent fights.”

Opening new doors of communication enables us to break down certain barriers in our students so the true learning process can begin.
There are several ways in which Lad Lake encourages this feeling of safety. As Tom puts it, inherent in each youth is a symmetry of needs, and when those needs are met, a balance is made.

“If you go out of your way to feed them in the morning, for instance,” says Tom, “they understand there’s something different about you. That this is not just a job to you. That you actually care about them. So we feed them, because a lot of times they don’t get to have breakfast in the morning. This helps them feel safe. And when kids feel safe, they can concentrate on a desire to learn.”

Lad Lake offers four specialized academic programs: Lakewood School, Campus Day Education, Synergy Alternative School, and ULTRA Day Treatment Center.
Communication is key; and being genuinely concerned with whom they are. Each of our classrooms only has 16 students, so our teachers are very approachable and have quality time to give each student.
Lakewood School and Campus Day Education are both located on our Dousman campus and provide stable school settings for 10- to 21-year-old males. Lakewood School is focused specifically on youth enrolled in the Lad Lake Residential program, whereas Campus Day Education serves commuter students (personally picked up and dropped off by a Lad Lake staff member) from surrounding school districts.

Synergy Alternative School and ULTRA Day Treatment Center are geared toward helping Milwaukee’s urban youth right where they live, in their own neighborhoods. Staffed by teachers who devote themselves to eliminating the inevitable distractions and negative influences encountered in other classroom settings, ULTRA/Synergy North will relocate to the Lad Lake Education and Life Skills Development Center, which is the focus of our ongoing Building Futures capital campaign. Synergy South will remain at its Southside location.

“We’re more than a school,” says Tom. “We offer treatment. Our students receive a combination of treatment with education. We provide them with a curriculum and resources to meet their individual needs academically, while offering treatment on an emotional/self-awareness level. When you combine those, wonderful things happen. Just look at Antonio.”
I now have plans that lead to plans that lead to plans.

REBECCA
Lending guidance and support is the key to promoting a smooth transition from foster care to adulthood and new life within the community.

Rebecca was born in Ghana, West Africa in 1987 and immigrated to the United States in 2000. When a difficult home life led to the intervention of the Bureau of Milwaukee Child Welfare in 2004, she was sent to a series of foster homes until eventually entering Lad Lake’s Connections program in 2005. With Lad Lake, she received the support system she needed and moved into her own apartment shortly thereafter.

“Whenever I need help,” says Rebecca, “all I have to do is ask, and Lad Lake is there for me. But my caseworker keeps telling me, ‘Your life is in your hands now. It’s up to you to make it better.’”

At its heart, that’s what our Independent Living program is all about: giving young adults like Rebecca the support they need, while equipping them with the life skills required to promote a stable, self-sufficient life in the community.
“We want them to be able to successfully maintain their own apartment,” says Karie Brophy, Coordinator for the Independent Living program, “to hold down a job, become a productive citizen in society. So we put them in contact with resources in the community and teach them skills so they are able to take care of themselves.”

Working both with males and females, Lad Lake’s Supervised Independent Living program for 16- to 21-year-olds offers daily transitional services like subsidies, life skills, training, housing placement, and supervision.

Connections, the program Rebecca was enrolled in, is a voluntary service for 17.5- to 21-year-olds who have aged out of foster care and are facing life on their own for the first time. Connections consists of four core service areas – Employment, Education, Community Resources, and Housing – and is tailored toward the specific individual needs of each young adult we help.
“Rebecca is a prime example of how Lad Lake adjusts its assistance level to meet the needs of the young man or woman we’re working with,” says Karie. “Being from Ghana, Rebecca wanted to gain U.S. citizenship more than anything. So we helped her in every way we could and saw her through the process. And today, we’re proud to say she’s officially an American. Nineteen years old and working full-time, plus going to school full-time, her heart is set on really finding success in the world.”

“Sometimes,” says Rebecca, “you have to do what you have to do,” a lesson her caseworker conveyed time and again. Rebecca’s story is the epitome of what we aim to achieve with all our Independent Living clients. But as Rebecca can attest, no matter how independent our young adults become, they know they can always rely on Lad Lake for help.

We work with each person as an individual and ask them to tell us how they want their lives to be. Then we guide, but we never order. We allow them to make mistakes and support them through that time as they rebound. We help these young people when they want us to help … and always with no strings attached.
I’m so thankful to Lad Lake for putting Pete in my life.

JAMES
OUTREACH

Coming from a foster care situation, James was in need of someone who could lend a little guidance and friendship to his life. A few summers ago, Pete Cowman stepped in as his mentor through Lad Lake’s Outreach program, and the two have since formed a close bond.

“I like Pete,” says James. “We talk a lot, and he helps me with my problems. He’s giving me driving lessons right now so I can get my license soon. And I like spending time with his horses.”

“The horses,” Pete says, “are a great way for James to learn responsibility. Whenever we do something fun together, there’s always a lesson he can learn. The other day, we watched a movie about Iwo Jima, so I’m having him do some research and write a little report on what happened there.”

Forming a one-on-one personal relationship can be the most significant, influential experience in the life of someone in need.
Whether it’s guidance, friendship, bonding, or even just someone who will listen, our clients can count on their mentors to be flexible enough to fill the role most required of them, adjusting their approach to better suit the needs of whoever is in their care.

The same is true of all Lad Lake’s Outreach services, which include Mentoring, In-home Therapy, The Brighter Future Initiative, parent training classes, supervised visitation, and others. The Lad Lake Outreach program promotes the development of personal one-on-one relationships between each client and caring adult so we can help stabilize our clients and guide them. We foster individual growth so clients can overcome obstacles in their environment and achieve an autonomous life within a community.

Lad Lake’s In-home Therapy program allows therapists to meet with clients in the comfort of their own homes. Through this unique approach, we interact with our clients in a natural, familiar setting, which often results in a deeper understanding of the issues at hand. It also encourages a higher level of cooperation from our clients by relieving the tension and discomfort otherwise felt in other in-office sessions.
All the kids I’ve worked with have seemed to love the horses I have at my ranch. It’s good because it helps me teach them responsibility. That’s something I always try to pass on to everyone I mentor … how important it is in life to be responsible.

The Brighter Future Initiative offers intervention services for boys and girls (ages 10-18) – and often their family members, as well – who have committed their first minor delinquent offense.

Mentoring serves boys and girls (ages 7-21) who have a history of substance abuse, truancy, disorderly conduct, or unstable family life. Our mentors guide youth, like James, toward positive activities and help them obtain better decision-making skills.

“James has a job now,” Pete says. “He is a dishwasher for a new restaurant that opened up in Port Washington. Where is the money you earn going toward, James?”

“Either a car,” says James, “or college. Maybe both.”

Saving money will take some time, but time isn’t something Pete is too worried about. “Even after I’m through technically being his mentor,” Pete says, “I’ll still be spending plenty of time with James. He doesn’t have to worry about that.”
The link between substandard educational outcomes and poverty has been well documented. Educational failure lies at the heart of entrenched poverty, and in Milwaukee, specifically, far too many children and youth experience such educational failure.

Lad Lake aims to turn some of these negative outcomes into positives with the Lad Lake Education and Life Skills Development Center.

This projected Development Center – located on the corner of Capitol Drive and 2nd Street – will expand and solidify Lad Lake’s permanent presence in Milwaukee. It will be a sign of hope within the community, a place where we will initiate a unique learning environment for the youth and families who need it most, a place where we can respond intensively to their needs, individualizing their learning experiences and equipping them with critical life skills to ensure the promise of a brighter tomorrow.

Your investment in Lad Lake’s Building Futures capital campaign will help us create a unique learning environment in Milwaukee, where youth can seek guidance, and transition to a healthy and productive life in the community.
The overall design of the building will allow expansion of both our Independent Living program and ULTRA/Synergy North in Milwaukee. Classrooms will be created on the building’s second floor and provide space for up to 145 students. The first floor will include office space, a computer lab, family visitation rooms, and a large lunchroom. Additional entrances will be created, and interior walls and doorways will allow for the separation of our daytime education programming from our other services. The gymnasium will be used throughout the day and evening for both Synergy students, and youth and families in our transitional programs.

The combined cost of these improvements and the purchase of the building for Lad Lake total approximately $5 million, and is the basis for our five-year Building Futures capital campaign.

You hold the power to change the life of each young boy and girl, and family we serve. Every dollar of support we receive will provide proven and effective assistance to those who need our help in the Milwaukee area. Every dollar of support will help prevent deepening problems and greater future needs. Help us address these long-term problems.

When you join Lad Lake in this effort and support our Building Futures capital campaign with a financial contribution, you invest in today’s youth and provide them all the promise of better tomorrows.

To donate, or for more information on Building Futures, contact Gary Erdmann at 262-965-2131.
Your gift to Lad Lake is an investment in the youth of today, one that will help us deliver them our promise of better tomorrows. Every dollar of support will help us address long-term needs that will give Lad Lake the opportunity to continue our commitment to guiding growth.

In addition to our capital campaign, there are many ways you can support Lad Lake:

**UNRESTRICTED GIFTS** lend us the flexibility to commit funding to areas in which it’s most required. Your unrestricted gift 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** benefit specific programs of your choice, whether they are particular schools within Lad Lake’s educational services or a certain program area as a whole.

**CORPORATE MATCHING GIFTS** are 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 AND HONOR 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, a special notification is sent to the family or individual being honored.

MAJOR GIFTS demonstrate your profound support of Lad Lake, and represent a strong commitment to cultivate our future and the futures of the people we help.

ENDOWMENTS have been a vital part of private giving to Lad Lake for many years. Your gift will create a lasting legacy in the benefactor’s name.

OTHER EXAMPLES OF GIVING include purchasing furnishings, classroom materials, computers, and the like; sponsoring events; etc.

PLANNED GIVING, in the form of gift annuities, charitable remainder trusts, or designating Lad Lake in your will, is also an option.

CONTRIBUTING ONLINE is possible by going 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 the Lad Lake Development Office at 262-965-2131.
Lad Lake thanks all those who donated to us in 2006. Your support helped us be a positive influence in the lives of the people we work with on a daily basis. We honor your contribution and hope to earn your future support.

Contributors

2006 CASH GIVING
$5,000 and up
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Trepte Family Fund
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Wal-Mart Foundation
Waukesha Wellness Center
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Advance Manufacturing
Aillon Office
Best Buy
Bristlecone Pines Golf Course
Brookside Chevrolet
Chocolate House
Cousins Subs
Dick’s Final Touch
Dierks-Waukesha
Emmanuel United Church of Christ
PC Clinic
Frank F. Haack & Assoc.
Glass Concepts
Golf Gear-Steve Weiss
GolfTEC
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HSM
Jack’s Tobacco
Jewel-Osco
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Saz’s
Sentry Food Store
The Pines Restaurant
The Red Circle Inn
The Village at Manor Park
Tickets for Kids Foundation
Wal-Mart
Wisconsin Club
Wraparound Milwaukee

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Mrs. Lois Gleason
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Gail Rutkowski
Mildred Seibel
Marguerite Tracy
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Wendt Family
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For questions regarding the list of donors, or for more information, please contact the Lad Lake Development Office at 262-965-2131.
# 2006 Financials

**Statement of Activities**
Based on preliminary audit figures

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Operating Revenues</td>
<td>$10,497,405</td>
</tr>
<tr>
<td>Operating Expenses</td>
<td>$10,198,522</td>
</tr>
<tr>
<td>Operating Revenues in Excess of Expenses</td>
<td>$298,883</td>
</tr>
<tr>
<td>Net Gain on Investments</td>
<td>$251,457</td>
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<tr>
<td>Increase in Unrestricted Net Assets</td>
<td>$550,340</td>
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<tr>
<td>Increase in TemporarilyRestricted Net Assets</td>
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<tr>
<td>Increase in Permanently Restricted Net Assets</td>
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<td>Change in Net Assets</td>
<td>$591,372</td>
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## Operating Expenses
Calendar year 2006

<table>
<thead>
<tr>
<th>Program Area</th>
<th>Percent</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Residential</td>
<td>42%</td>
<td>$4,332,487</td>
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<tr>
<td>Education</td>
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<td>$2,418,942</td>
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<tr>
<td>Administrative/Development</td>
<td>17%</td>
<td>$1,750,938</td>
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<tr>
<td>Independent Living</td>
<td>9%</td>
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<td>Outreach</td>
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<td>$795,577</td>
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<tr>
<td>Total</td>
<td>100%</td>
<td>$10,198,522</td>
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</table>

## Client Statistics
For year ending December 31, 2006

### Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Percent</th>
<th>Number</th>
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<tr>
<td>Male</td>
<td>61%</td>
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<tr>
<td>Female</td>
<td>39%</td>
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### Race

<table>
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<tr>
<th>Race</th>
<th>Percent</th>
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<tr>
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<tr>
<td>Caucasian</td>
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<tr>
<td>Hispanic</td>
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</tr>
<tr>
<td>Native American</td>
<td>&lt;1%</td>
<td>12</td>
</tr>
<tr>
<td>Asian</td>
<td>&lt;1%</td>
<td>9</td>
</tr>
<tr>
<td>Bi-Racial or unknown</td>
<td>6%</td>
<td>101</td>
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<tr>
<td>Total Served</td>
<td></td>
<td>1,756</td>
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### Program Area

<table>
<thead>
<tr>
<th>Program Area</th>
<th>Percent</th>
<th>Number</th>
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<tbody>
<tr>
<td>Outreach</td>
<td>26%</td>
<td>460</td>
</tr>
<tr>
<td>Independent Living</td>
<td>34%</td>
<td>606</td>
</tr>
<tr>
<td>Education</td>
<td>31%</td>
<td>539</td>
</tr>
<tr>
<td>Residential</td>
<td>9%</td>
<td>151</td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
<td>1,756</td>
</tr>
</tbody>
</table>

### County

<table>
<thead>
<tr>
<th>County</th>
<th>Percent</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Milwaukee</td>
<td>47%</td>
<td>830</td>
</tr>
<tr>
<td>Walworth</td>
<td>5%</td>
<td>85</td>
</tr>
<tr>
<td>Waukesha</td>
<td>6%</td>
<td>111</td>
</tr>
<tr>
<td>Dodge</td>
<td>1%</td>
<td>1</td>
</tr>
<tr>
<td>Dane</td>
<td>2%</td>
<td>40</td>
</tr>
<tr>
<td>All Remaining</td>
<td>39%</td>
<td>689</td>
</tr>
</tbody>
</table>

Grant, Jefferson, Marathon, Marinette, Ozaukee, Racine, Washington, Winnebago, State of Illinois