



A 501(c)(3) NONPROFIT ORGANIZATION

OUR CULTURE OF GENEROSITY

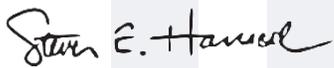
ANNUAL REPORT OF GIVING 2021-22

A MESSAGE FROM UNIVERSITY SCHOOL OF MILWAUKEE

Generations of parents, grandparents, alumni, parents of alumni, faculty and staff, and other friends have supported University School of Milwaukee with their gifts of time, talent, and treasure. Our school's culture of generosity has helped shape the lives of thousands of students, and for that we are eternally grateful. For those of you reading this who already help to support USM, thank you—and for those of you who may not yet have discovered your opportunity to do so, we invite you to join the many individuals, families, corporations, and foundations listed in this annual report of giving in making your best gift to the school.

This annual report of giving for the 2021–22 school year recognizes all the members of our community who viewed USM as an institution worthy of their support and investment. On behalf of everyone at University School of Milwaukee, we are incredibly grateful for their philanthropic support. Whether your specific gifts are ones of time, talent, or treasure, you help to support the exceptional education experience enjoyed by all of our students.

As we launch the 2022–23 school year, we are excited to introduce the school's new strategic plan, which will help guide our work in support of our students over the years to come. We seek to be great stewards of the resources afforded us, and look to all in our community for support in developing new initiatives, creating additional programming, improving our learning environments, and enhancing our already strong curricula as we continue to assist our students in becoming incredible learners, leaders, and citizens. Thank you for everything that you do to support our mission.



Steven E. Hancock
Head of School

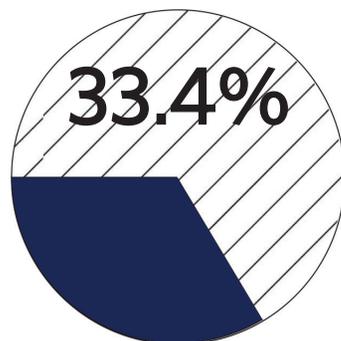


Karin Werner
President, Board of Trustees



2021-22 TOTAL GIVING FROM THE UNIVERSITY SCHOOL OF MILWAUKEE COMMUNITY

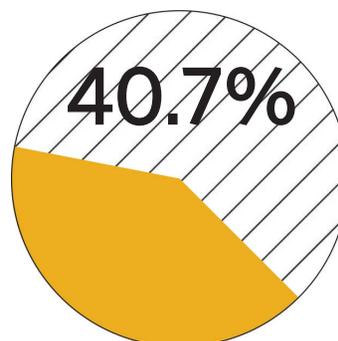
All Annual Giving*
\$1,282,276



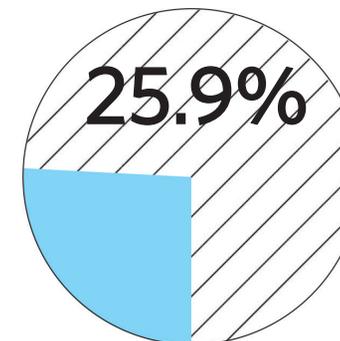
*Includes USM Fund and Restricted Gifts,
and Parents' Association and Booster Club Gifts

\$3,842,791

Endowment
\$1,563,842



Capital
\$996,673



Thank You!

2021-22 BOARD OF TRUSTEES

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Sri Lazzaro
Tamora Martin
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Charles A. Mellowes '87
Brigid Miller
Janan Najeeb
Kara Nelson

Michael Pokel
Catherine Robinson
Betsy Rosenblum
Todd Schoon
Michael Smith
Michael Williams '70

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Parents' Association President Colleen Polston
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2021-22 SCHOOL LEADERSHIP

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Assistant Head of School Gregg Bach (retired as of June 30, 2022)
Head of Upper School Stuart Cushman
Head of Middle School Elaine Griffin
Head of Preschool and Lower School Michael Tauscher

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Director of Development Maria Stone
Director of Annual and Alumni Programs Vanessa Nerbun
Manager of Annual and Alumni Programs Leah Wabiszewski
Advancement Database Manager Pamela Nourse
Advancement Associate Jackie Mitchell

We have made every effort to accurately acknowledge our donor community in this Annual Report of Giving.
We encourage you to contact the Advancement office at 414.540.3339 or advancement@usm.org with questions.

LIFETIME GIVING

University School of Milwaukee is grateful to the following individuals, corporations, and foundations who have contributed more than \$100,000 throughout their relationship with the school to support the annual giving program, endowment, capital projects, and other funding priorities of the school. Their collective support elevates USM's successes in all areas of campus life, for the direct benefit of our previous, current, and future students. Donors' lifetimes giving societies are determined by their cumulative payments as of June 30, 2022.

EGREGIA CUM LAUDE SOCIETY

Lifetime giving of \$2,500,000 or more

Jane Bradley Pettit Foundation, Inc.

The Mellows Family

-Linda and John Mellows MUS'56

-Mr. and Mrs. Charles A. Mellows '87

-R. Jan Pirozzolo Mellows and John W. Mellows '91

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-Polly* H. and William* D. Van Dyke MDS'51 & MCDS'49

Mr. and Mrs. Michael A. Roth

Mrs.* Barbara A. Tooman MDS'58

Mr.* and Mrs.* Henry H. Uihlein Sr. MCDS'39 & MDS'38

The Uihlein Family

-Julia and David Uihlein '68 & '67

-Lily and Alex Uihlein '98

-David and Liza U. Sadoff '99

SUMMA CUM LAUDE SOCIETY

Lifetime giving of \$1,000,000-\$2,499,999

Anonymous Donors

Mr. and Mrs. C. Richard Kramlich MCDS'53

The Lubar Family Foundation

Madeleine and David Lubar

Greater Milwaukee Foundation

The Mark and Anne Hansen Foundation

-Mr. and Mrs. Mark C. Hansen '74

Mr. and Mrs. Craig R. Kasten

Mr. Alexander A. Palermo '86

The Quadracci Family

-Mr.* and Mrs.* Harry V. Quadracci

-Mrs. Elizabeth M. Harned '89

-Mr. H. Richard Quadracci '82

-Mr. James J. Quadracci '87

-Kathryn Quadracci Flores M.D. '85

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Rite Hite Foundation

-Cathy and Michael White

Mr.* James A. Steinman MCDS'45

Stephens Family Foundation Inc.

-Mr. Andy Stephens and Ms. Jane Kim

Ms. Lynde B. Uihlein MUS'63

USM Parents' Association

Mrs.* Virginia Henes Young MDS'31

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Lifetime giving of \$500,000-\$999,999

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Astor Street Foundation, Inc.

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-Steven and Sarah O. Zimmerman '92

Badger Meter Foundation, Inc.

Heidi and Greg Borca

Suzy and John Brennan MCDS'53

Chapman Foundation

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John* Chapman Chester MCDS'47

Mr. William M. Chester Jr. MCDS'42

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Mr. and Mrs. Michael W. Darrow '86

Jennifer and Tom Florsheim '76

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-Kathy and Tom Hauske

-Sarah and T.J. Hauske '08

-Grace '08 and Andrew Robbins '04

-Charlie Hauske '12

-Harriette Hauske '14

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Shawn and Lance Johnson '79

Mr. and Mrs. Bruce K. Lee '81

Marianne and Sheldon Lubar

Mr.* and Mrs.* Geoffrey G. Maclay Sr. MDS'43

Mr.* and Mrs. Geoffrey G. Maclay Jr. '65

Marshall & Ilsley Foundation, Inc.

Milwaukee Winter Club

Northwestern Mutual Foundation, Inc.

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Ms.* Harriet Cary Ross MDS'50

Mr.* and Mrs. Douglas Seaman MCDS'39

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The Smart Family Foundation of Illinois, Inc.

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-Mr. Richard Feitler '81

Bert L. and Patricia S. Steigleder Charitable Trust

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Mr. J. Christopher Uihlein '65

Mr. Philip J. Uihlein Sr. '68

Mr. Richard A. Uihlein '72

The Werner Family

Werner Family Foundation

-The Werner Family

-Mrs. Jill Werner

Frank L. Weyenberg Charitable Trust

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Mrs. Linda Wright

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Lifetime giving of \$250,000-\$499,999

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-Sally Hamilton Lensink '73

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Mrs.* Helen Way Klingler MDS'21

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 Candy and Bruce Pindyck
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 Lisa and Tom Read '75
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 Shelly and Dick Seesel
 Susan Lubar '76
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 The Stratton Foundation
 Mr.* and Mrs. G. Kasten Tallmadge Jr. MCDS'50
 Mr. and Mrs. Thomas H. Tanner Jr. '77
 Mr. and Mrs. Richard F. Teerlink
 Margery* and David* Uihlein MCDS'38
 U-Line Corporation
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 Susan and William A. Wernecke Jr.
 Mr.* and Mrs.* James B. Wigdale MCDS'55 & MDS'55

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 Mr. and Mrs. John Hammes

Ms. Sarah Hammes
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 Mr.* and Mrs.* Joseph F. Heil, Jr. MCDS'43
 Mrs. Marjorie Heil MDS'22
 Mr. * and Mrs.* Richard Herzfeld MUS'16 & MDS'15
 Mrs.* Rosemary Hewlett MDS'35
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 Karen and Joel Huffman
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 -Mr. Justin N. Segel '67
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 Jean and Peter Storer
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 Mr. and Mrs. Joseph B. Tyson Jr. '70
 USM Booster Club
 Ellen and Bob Venable
 The Walker Family
 -Molly Walker Allen
 -Deb and Bill Walker
 -Mr. and Mrs. Willard T. Walker MDS'54
 We Energies Foundation

* Deceased

HERITAGE SOCIETY

The USM Heritage Society, which was formed in 1991, recognizes those individuals who have advised us of their thoughtful and most meaningful remembrances of USM by making a planned gift.

If you have included USM in your estate plans, we invite you to join the Heritage Society. Contact Patrick Tevlin, chief advancement officer, at 414.540.3330 or at ptevlin@usm.org, for information about the Heritage Society or to learn more about Charitable Gift Planning Options. We are deeply grateful to the following donors who have included our School in their estate plans.

Anonymous Members

Marc Ackerman MCDS'63

Franz Backus MCDS'61

The Burton Bartlett Family '74 & '78

Diann Baumann

Kristin Bayer & Alan Paul Price

Mary Bechmann '75

Robinson Bosworth III MCDS'59

T. Thompson Bosworth '71

Alexandra Bowers '65

Marcia Carman Bowlus MUS'49

Al Buettner '66

Mary Jane Bumby MDS'48

Ben S. Cannon Jr. MUS'58

Carol A. Carpenter MDS'57

Angela and Virgis Colbert

Samantha Becker Crownover '87

George W. Cushman MCDS'50

Jen and Mike Darrow '86

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Tom '76 and Jennifer Florsheim

G. Daniel Grunau '86

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P.J. Younglove Hovey MUS'63

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James R. Kolster MUS'54

Todd and Elizabeth Gallun Krieg '79

John C. Ladky '70

Pat Laing

Naomi Bernhard Levinson MDS'52

Linda C. Loving '66

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Elizabeth Kaatz Mooney MUS'44

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Brodie Mutschler '19

Jordan Mutschler

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Wendy and Andrew Petzold, Aaron '16 Grace '19

Margo Peyton '07

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Marina and John Rosenberg '79

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Susan and Michael Smith

Carolyn and John Stephens

Kipp K. Stevens '69

Fred Stratton MCDS'57

Robert L. Teweles and Karen J. Dandurand

Suzy Falk Thompson MUS'56

Michele Vogel '74

Brooke Berger Walker MUS'59

Robert O. Walker MUS'59

Peter A. Wallner

Mr. and Mrs. Blair Wangman

Susan Graham Wernecke and William A. Wernecke Jr.

Karin and Teddy Werner

Ben and Susan Bell Zarwell '87 & '87

** Deceased*

BEQUESTS RECEIVED

University School of Milwaukee is grateful to the many alumni and friends who generously made charitable contributions through their estate plans. Bequest gifts from the donors' estates listed below total \$9,651,660, and include all those represented in the school's gift-recording system since counting began. As contributions to the endowment, these thoughtful gifts continue to advance USM's excellence through meaningful support of USM's people and programs.

Dottie and Charlie Aring

Joan Bowlby MUS'46

George M. Chester MCDS'40

Donald C. Cottrell Jr. MCDS'41

Carol Ann Eckert Cunningham MUS'57

Victor Dahl MUS'52

Nancy Chester Dickinson MDS'46

Marilyn Kieckhefer Fifield MDS'42

Rachel E. Finger MDS'47

Catherine Grootemaat

Daniel B. and Katherine Gute MCDS'48 & MDS'50

Lucille Voigt Heard MUS'44

Edward F. Immler '68

William J. Kieckhefer MCDS'36

Jacqueline Spencer Macomber MUS'42

George A. Mayer MCDS'34

Janet Boughton Pflieger MDS'49

Jean L. Reinhardt MDS'46

Harriet Cary Ross MDS'50

Sidney B. Slocum MCDS'37

Nancy Ann Sorenson MDS'40

James A. Steinman MCDS'45

Phyllis Stratton

Carl T. Syburg MUS'46

Merrill E. Taft MCDS'49

G. Kasten Tallmadge MCDS'50

Barbara Abert Tooman MDS'58

Henry "Chip" H. Uihlein MCDS'63

Henry H. and Polly Uihlein MCDS'39 & MDS'38

Gail Watson VanderLaan MDS'58

Robert H. Walter MUS'18

Virginia Henes Young MDS'31



Heritage Society
University School
of Milwaukee

**THE USM FUND SUPPORTS USM'S EXCELLENCE
AND THE BRIDGE FUND SUPPORTS USM'S HEALTH
& SAFETY PROTOCOLS. THANK YOU!**



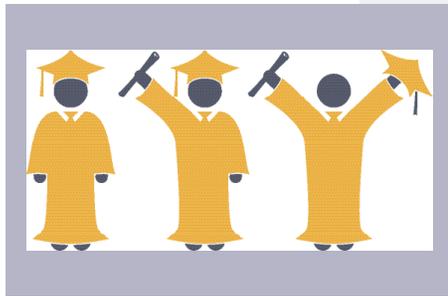
This past year more than ever, USM's culture of generosity supported our more than 1,100 students actively learning, growing, discovering, and contributing to our community. The community's generosity towards the USM Fund and the newly created Bridge Fund supported the solutions to the unique challenges of remaining mission-focused during the pandemic. Established in 2020, the Bridge Fund is earmarked for essential health and safety infrastructure in response to the unprecedented scenarios.

We thank the community members on the following pages who contributed to USM during 2020-21. The collective participation of parents, alumni, parents of alumni, grandparents, faculty, staff, and friends enhances and sustains University School of Milwaukee's mission. Together, you support our first-rate academics, arts, athletics, faculty excellence, campus and facilities, financial assistance, global and community engagement, innovation, technology, campus safety, and all other programs that contribute to USM's excellence.

\$1,260,776

TOTAL GIFTS RECEIVED IN 2021-22 THROUGH
THE USM FUND AND THE BRIDGE FUND
TO SUPPORT USM'S EXCELLENCE!

Thank you for supporting all aspects of USM's excellence!



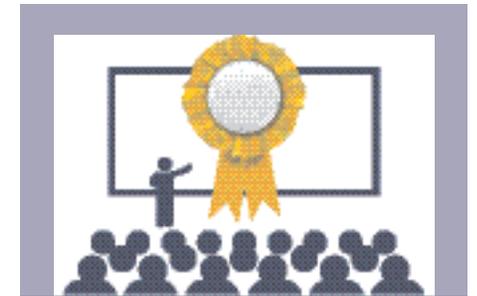
Academic Excellence



Athletics



Facilities and Campus



Faculty Excellence



Financial Assistance



Fine Arts



Cleaning and Sanitizing



Technology and Innovation

2021-22 COMMUNITY OF DONORS

We are grateful for the members of the University School of Milwaukee community who supported the school with their gifts between July 1, 2021 and June 30, 2022. Donors are listed in the giving society that corresponds to their total 2021-22 giving. USM is a 501(c)(3) nonprofit organization, and gratefully accepts tax-deductible gifts and special financial support from our community.

❖ Indicates Loyalty Club membership, resulting from five or more years of consecutive giving * Deceased

HEAD OF SCHOOL SOCIETY

Recognizes donors who contributed \$50,000 or more

Anonymous Donors
The Burch Family Foundation
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Leona L. Chen M.D. '74❖
Ms.* Rachel E. Finger MDS'47
The Mark and Anne Hansen Foundation
-Mr. and Mrs. Mark C. Hansen '74❖
Mrs.* Harold W. Heard MDS'44
Madeleine and David Lubar❖
Mr. and Mrs. Justin L. Mortara❖
The Quadracci Family
-Mrs. Elizabeth M. Harned '89❖
-Mr. H. Richard Quadracci '82❖
-Mr. and Mrs. James J. Quadracci '87❖
-Kathryn Quadracci Flores M.D. '85❖
Mr. and Mrs. Michael A. Roth❖
Drs. Donald and Wanda Routier
Mr. M. David Routier '14
Stephens Family Foundation Inc.
-Mr. Andy Stephens and Ms. Jane Kim❖
Werner Family Foundation
-The Werner Family❖
-Mrs. Jill Werner❖

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Recognizes donors who contributed between \$20,000 and \$49,999

Suzy and John Brennan MCDS'53❖
Stephen J. Bruemmer❖
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Mr. and Mrs. Thomas W. Florsheim Sr.❖
Jennifer and Tom Florsheim '76❖
Molly and David Fritz '80 & '81❖
Greater Milwaukee Foundation
-W. Robert Read Fund
The Michael M. Grebe Family '85❖
Mr. Timothy K. Hoelter MUS'64
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Mr. Craig Karmazin and Ms. Kelli Gabel❖
Dr. and Mrs. Max C. Lee
Roseann and Kevin Lyons
Mr. and Mrs. David Marcus
Mr. and Mrs. Stephen H. Marcus
Jen and Todd Schoon❖
Bill and Julie Sellars❖
The Smart Family Foundation of Illinois, Inc.
-Mr. Richard Feitler '81
-Joan and Robert Feitler
Mr. J. Christopher Uihlein '65

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Recognizes donors who contributed between \$10,000 and \$19,999

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Mr. and Mrs. Michael W. Darrow '86❖
Mr. Adil Daruwala and Mrs. Sona Chawla❖
Mr. Gregory Ehlers '65❖
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Greater Milwaukee Foundation
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-Bessie A. and Harold M. Stratton Fund
-James O. Wright Fund
The Guy Family❖
The Hamilton Family Foundation
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-Jane F. Hamilton '70❖
-Sally Hamilton Lensink '73❖
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Mrs. Susie W. Kasten MDS'60❖
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Mr. and Mrs. Nathan D. Manning
Katie and Skip McGregor '88❖
Mr. and Mrs. Charles A. Mellowes '87❖
John and Brigid Miller❖
Scott F. Miller (Colonel, US Army Retired) '68❖
Mia Moe❖
Heather and Nick Nielsen '99❖
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Buddy and Catherine Robinson❖
Fred Stratton MCDS'57❖
Mr. Gregory A. Norman and Ms. Margaret Stratton
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USM Booster Club
USM Parents' Association
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Steve and Sarah Zimmerman '92❖

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Recognizes donors who contributed between \$5,000 and \$9,999

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Jane and Jim* Bell MUS'58
Dr. Robert H. Bell '71❖
Shaw and Anne Bridges '72
Ms. Caroline L. Bridges '12
Richard Buchband and Betsy Rosenblum
Mrs. Peter D. Chang '70
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Greater Milwaukee Foundation
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WILDCAT PARK BASEBALL STADIUM



The new Wildcat Park baseball stadium is generously supported by a small group of USM families who are involved with the school's baseball program. The school is grateful for their philanthropic leadership resulting in the construction of this new athletic facility.

At the core of the stadium is a reliable, flexible, all-turf field for baseball student athletes and other athletic and physical education programming. Amenities include:

- Repositioned synthetic turf baseball field (full-field)
- Large outfield to serve as an additional multi-purpose field in baseball's off-season
- New location in close proximity to Willie's Corner and restroom facilities
- Two new dugouts to be enclosed from wall to roof
- New stadium-style seats behind home plate
- New raised press box behind home plate
- An updated Joe Lubar '08 Training Facility, featuring batting cages, complete pitching stations, and soft-toss stations, will be relocated adjacent to the stadium

This unique facility for USM's baseball program will engage our student athletes and provide an improved instructional space for their coaches. The new baseball stadium will be in closer proximity to James Laing Tennis Center and Don Forti Stadium. The orientation of home plate will be positioned for optimal sunlight perspective. The outfield will accommodate the football and soccer team practices as well as intramural sport practices and physical education classes. The former baseball field will become grass practice fields.



SINCERE APPRECIATION TO THE FAMILIES WHO CONTRIBUTED TO THE PROJECT IN 2020-21 AND 2021-22, AS FOLLOWS:

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FENGCHI WU CHEN MEMORIAL ENDOWED FUND



Any alumni who had Fengchi Chen as a science teacher during her 18-year tenure at Milwaukee Downer Seminary (MDS) and USM might remember her as being detailed, exacting, demanding, and always in a lab coat. Following her death in February of 2021, her family, including daughter Dr. Leona Chen '74 and son Albert Chen '78, established an endowed fund in her honor, to recognize her incredible life and career, which has since been further supported by additional family, friends, and former students. In addition, there are plans to dedicate the Upper School's chemistry wing in her honor.

During her tenure, Chen taught Upper School chemistry, Upper School physics, Chemistry Physics I, and AP Chemistry, and served as the first female chair of the Science Department. She led a cooperative venture with the Lower School by teaching a weekly science class for 3rd grade students. Chen also served as the senior class faculty advisor and chaperoned more proms, hayrides, and homecoming dances than she could recall. She retired in 1981, but returned often to substitute teach.

Chen had also remained a loyal friend of the school throughout her retirement, connecting with former students and colleagues at numerous USM events and gatherings. She and Leona had returned to campus in 2019 in to tour the new facilities and visit her original classroom (currently the 8th grade science classroom), where she shared stories and knowledge from her years of teaching with students.

Throughout her career, Chen was a strong proponent of independent school education, science, and opportunities for girls and young women. "I wanted to show students, especially girls, not to be fearful of science, of less-than-perfect grades, or of challenges," she said in 2019. "I hope that my students gained the confidence to think analytically in whatever field they chose to pursue."

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ENDOWMENT FUND REPORT

University School of Milwaukee's endowment is an essential investment in the school's ability to maintain its leading edge as a nationally ranked independent school. From academics to athletics, and arts to innovation, life at USM is rich with activities as diverse as our student population. These valuable activities require funding to support the people and programs that contribute to the attainment of the school's annual objectives. The school's endowment, which originated with the predecessor schools and increases in value over time thanks to donor contributions and market growth, provides a significant portion of this funding annually. USM is grateful for all donors who have supported the endowment throughout the years, thus helping to increase the impact of the endowment now and in perpetuity.

As of June 30, 2021, USM's endowment is valued over \$100 million and consists of a combination of general endowment as well as nearly 100 named, endowed funds (listed on the adjacent page) established by USM donors to directly support school priorities. In keeping with our long-standing endowment policy, 5% of the average fund value from the trailing eight quarters is distributed to the fund's designated program, or in the case of general endowment, to all aspects of the school's core mission. In this manner, the endowment inspires our community members to invest in an area of school life that is meaningful to them and their families while helping to educate USM students as learners, leaders, and citizens. Additionally, since the start of the COVID-19 pandemic, the endowment has helped USM implement strategic and mission-focused solutions to key situations, allowing the school to maintain its commitment to excellence in education for our 1,132 students.

For independent schools like USM, endowment is the differentiator between sustaining and thriving. The National Association of Independent Schools (NAIS) has established a guideline that independent schools should aim to achieve an endowment valued at three times their annual budget in order to be a successful school into the next decade. At USM we take this very seriously as we approach, but have not yet achieved, this level. USM's Endowment Board is led by President Tom Florsheim '76 and is comprised of former members of the Board of Trustees. The endowment is managed by CommonFund, a nonprofit investment management firm that serves over 2,000 independent schools, universities, and nonprofit organizations. The school's endowment policy follows a long-term investment strategy, calling for a 75/25 equity-to-fixed income ratio with meaningful international exposure and a careful commitment to alternative investments such as private equity. The thoughtful generosity of our donors allows the endowment to continue supporting our students and school of today and the future.

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We are grateful to the members of our University School of Milwaukee community who have designated their outright gifts or deferred gift commitments to our endowment, in support of our students, faculty, staff, and programs through a particular named, endowed fund. The establishment of a designated endowed fund ensures permanent and sustainable support for school priorities that align with the donors' interests, providing excellence in all areas of school life in perpetuity. Endowed Funds listed in **bold** were generously established by donors in 2021-22.

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A named fund may be established with a minimum commitment of \$50,000 fulfilled over a three- to five-year period. Alumni, parents, and friends are invited to establish named funds that reflect their personal interests, while supporting the priorities of the school. To learn more, contact Chief Advancement Officer Patrick Tevlin at 414.540.3330 or ptevlin@usm.org.

ENDOWMENT GIFTS

We are grateful for the many donors who supported University School of Milwaukee through their 2021-22 contributions to the endowment – either through general endowment or through existing and newly established named, endowed funds.

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