

UNIVERSITY SCHOOL OF MILWAUKEE

A 501(c)(3) Nonprofit Organization

2025–26

ANNUAL REPORT OF PHILANTHROPY



ANNUAL REPORT OF PHILANTHROPY
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A Message From University School of Milwaukee

At University School of Milwaukee, our mission calls us to provide an exceptional educational experience that prepares students for lives of learning, leadership, and purpose. Fulfilling that mission requires more than outstanding programs and facilities—it depends upon talented and dedicated educators, meaningful opportunities for students to discover their strengths and passions, and a community united by a belief in the possibilities of every child. Philanthropy helps make that mission possible.

We are delighted to share University School of Milwaukee's 2025–26 Annual Report of Philanthropy. The following pages provide an overview of our financial performance and philanthropic progress, as well as the impact of our community's generosity throughout the fiscal year. Together, these metrics and stories reflect a culture of generosity, thoughtful investment, and shared commitment as we continue investing in the people, programs, and opportunities that have defined USM for more than 175 years.

Philanthropy touches nearly every aspect of life at USM, from strengthening academic programs and co-curricular experiences to supporting exceptional faculty, expanding student opportunities, and enhancing our campus. Alongside the key fundraising and financial highlights within this report, you will find stories that bring this philanthropic impact to life and celebrate a year of meaningful progress for our school.

We are especially grateful to the donors recognized for their support of USM during the 2025–26 school year. Every individual, family, foundation, and organization listed is also an investor in Our Commitment to Excellence, USM's comprehensive campaign to strengthen annual giving, grow our endowment, and enhance our campus for future generations. Their generosity reflects a shared belief in the transformative power of a USM education and in the importance of investing in our students, faculty, and future.

There is much to celebrate throughout these pages. We hope this report provides a meaningful look at our progress, demonstrates the collective impact of philanthropy at USM, and inspires confidence in our shared vision and excitement for what we can accomplish together.

With gratitude,



Steve Hancock
Head of School



Leslie Tector '87
President, Board of Trustees

Fiscal Year 2026 Balance Sheet

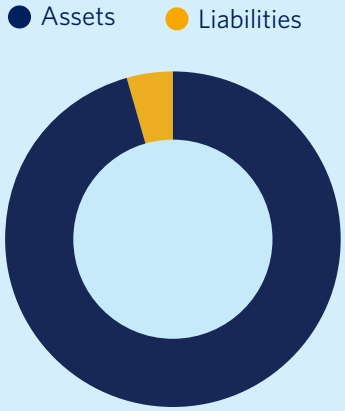
Net Assets: $177 million (as of 6/30/26)

ASSETS *in millions*

Cash and Current	Property and Equipment	Endowment Investments	Pledges and Other
$ 9.7M	$ 49.6M	$ 122M	$ 4.4M

LIABILITIES *in millions*

Prepaid Tuition	Line of Credit and Debt	Accrued Wages and Benefits	Accounts Payable
$ 2.76M	$ 0.34M	$ 1.98M	$ 3.2M



Net Assets
$177,774,737

Operating Revenue and Expenses Summary

University School of Milwaukee's financial reports reflect a commitment to sustaining an exceptional educational experience while stewarding the resources entrusted to the school by families, donors, and the broader community. During the 2025–26 year, USM generated $36 million in total revenue, with tuition providing the largest source of income. This revenue includes a $4.8 million endowment draw, $3.8 million from auxiliary programs and student activities, $1.4 million in annual and restricted giving, and $1.3 million in investment income.

The school applied the $36 million revenue to support students, faculty, programs, and the campus facilities. The largest expenditure was for salaries and benefits at $26 million, reflecting the importance of exceptional faculty and staff to the student experience. Additional resources supported instruction, student activities and programs, facilities, administration, technology, capital needs, and ongoing campus maintenance.

Philanthropy remains an essential component of USM's financial model. The school received over $1.4 million in annual giving, Parents' Association and Wildcats Booster Club contributions, and restricted gifts. This support helped provide resources beyond tuition revenue, funding programs and priorities that enrich the educational experience of all students, as well as the larger USM community. Together, with endowment support and investment income, these philanthropic resources help USM balance today's needs with its responsibility to invest in the school's long-term strength.

Revenue ($36M)



Net Tuition	$25M
Endowment Transfer	$4.8M
Auxiliary Programs and Student Activities	$3.8M
Annual Giving including Parents' Association, Booster Club, and Restricted	$1.4
Investment Income	$1.3

Expenses ($36M)



Salaries and Benefits	$26M
Student Programs and Instruction	$4.9M
Facilities	$1.8M
General and Administrative	$2.3M
Capital Expenditures	$1M

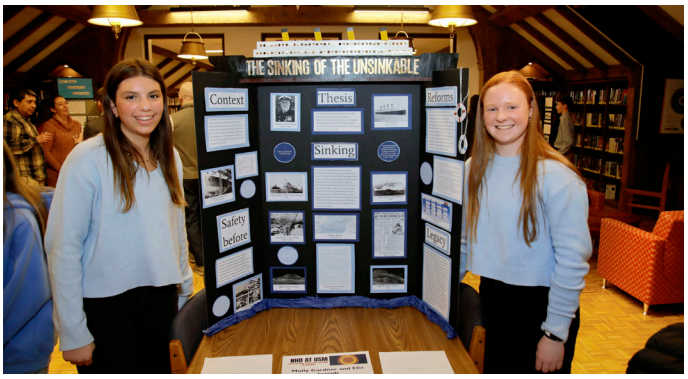
Investment in a USM Education

We understand that choosing University School of Milwaukee for their children's education is a significant investment for families. Tuition is the primary source of revenue that makes a USM education possible, supporting the people, programs, and resources that create an exceptional experience for every student.

Tuition dollars help fund salaries and benefits for our exceptional faculty and staff; instructional costs, arts, athletics, and student programs; facilities and campus operations; and the general and administrative resources that allow the school to operate effectively. Yet tuition alone does not cover the full cost of a USM education. In fact, tuition covers approximately 82% of the actual cost of educating each student.

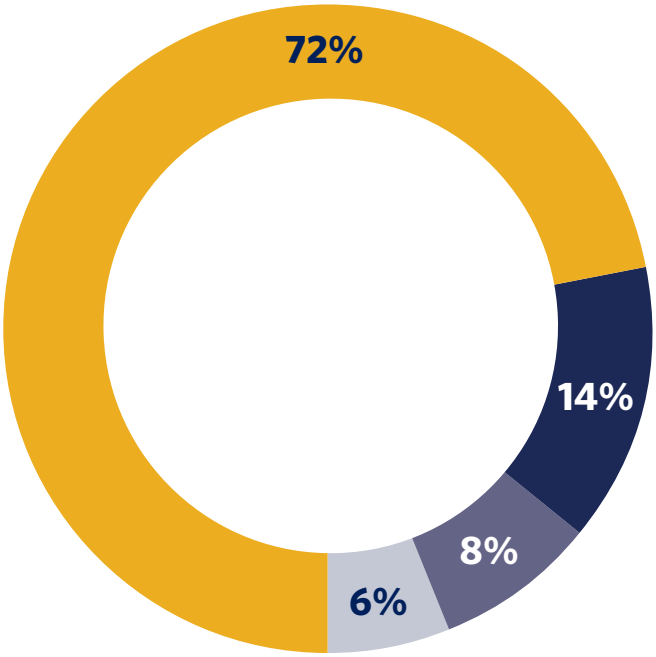
USM subsidizes the remaining tuition gap of 18% for every student. Our ability to close this gap is made possible through philanthropy, endowment support, investment income, and other sources of revenue—and represents our commitment to providing an education that goes beyond what tuition alone can fund. When families choose USM, they are making an investment in their children, and USM is proud to make an investment in them, too.





Where do families' tuition dollars go?

Based on 2025–26 expenses and average tuition amounts across all grade levels



- **72% | Salaries and Benefits:** Includes costs associated with attracting and retaining high-quality faculty, administrators, coaches, counselors, and staff members, and providing comprehensive health insurance and retirement plans.
- **14% | Instructional Costs and Student Programs:** Includes classroom materials, books, lab equipment, art supplies, athletic gear, daily lunch program, and co-curriculars such as student clubs and affinity groups.
- **8% | Facilities and Operations:** Includes campus maintenance, utilities, insurance, technology infrastructure, campus security, and organizational equipment.
- **6% | General and Administrative:** Includes professional services, accounting, marketing, admissions, and advancement efforts.

2025–26 By the Numbers

Annual Giving	**$1,412,375**
Capital and Restricted	**$5,760,310**
Endowment	**$2,695,644**
TOTAL GIVING	**$9,868,329**

We are deeply grateful for the generous support University School of Milwaukee received in 2025–26 from 1,079 members of our community, including **you**. Each year, your generosity fuels so much of what makes USM exceptional. Your steadfast support not only reflects a deep commitment to excellence—it has propelled our community to new, extraordinary heights of academic distinction, innovation, and achievement. University School of Milwaukee is thriving because of your commitment. We hope you take pride in all that we've built together and all that we will accomplish in the year ahead.







Consecutive Year Donors

30+ years: 43

20–29 years: 30

10–19 years: 83

156
donors who have given to USM for 10 or more consecutive years totaling over $25M in philanthropic support

1,079
total donors to University School of Milwaukee during the 2025–26 year

204
faculty and professional staff who gave to the USM Fund, representing 100% participation

An Inspirational Year of Giving

Special Projects Came to Life

Donor support helped to make new and enhanced spaces and programs possible—including the creation of Harvey B. Sperling Hall and the addition of Ming Ming Voo MDS'63 Dining Room, improved collaborative furniture, the expansion of campus security initiatives, updates and enhancements to performing arts equipment, and curricular enhancements.



Leadership Giving Reached New Heights

223

individuals and families throughout the community stepped up to make a leadership gift of $1,000 or more.

Inspirational Philanthropy

598

USM Fund donors increased the amount of their gift last year—helping to inspire 123 first-time donors to make a gift and join them in their philanthropy.

Faculty and Staff Were All In

100%

of employees made a gift to the USM Fund—up from 73% from the previous year. This included 38 first-time faculty and staff donors.

Wildcat Spirit Across the Globe

973

donors from 38 states and four countries—including current families, grandparents, alumni, parents of alumni, faculty and staff, and friends of the school—showed their support with a gift to the USM Fund last year.



Thanks for your support!

Every single donor, and each and every gift, makes an impact. Thank you for partnering with USM and making our school a philanthropic priority!

Annual Giving:
USM Fund

$1,412,375

USM Fund and contributions from the Parents' Association and Wildcats Booster Club

University School of Milwaukee is fortunate to have a strong tradition of philanthropy. Each year, every member of our community is asked to make a gift to the USM Fund to support the school. These gifts are invested in all divisions across campus and enhance the USM experience for all students, faculty, and staff. The USM Fund offers our school maximum flexibility, funding everything from special events and educational initiatives to safety and security needs. Contributions directly fund technology upgrades, fine arts programs, inclusive and competitive athletic programs, classroom innovations, and essential facilities maintenance.



Upper School students demonstrated their love for throwing clay to a captive audience of Preschool students.

34
smart panels installed in classrooms

204
employees trained for emergency medical response

12
author visits across all three divisions

1,002
students participated in visual arts curriculum

Kindergarten Entrepreneurs Bring Economics to Life

A highlight of the kindergarten experience at University School of Milwaukee is the annual economics unit, in which students create a business. In previous years, the businesses have ranged from an outdoor arcade to a pizza restaurant, hot chocolate shop, and slime store. Last year's businesses were just as creative: Happy Hearts Spa, Happy Paws Humane Society, Keychain Kingdom, and Flavorful Sips.

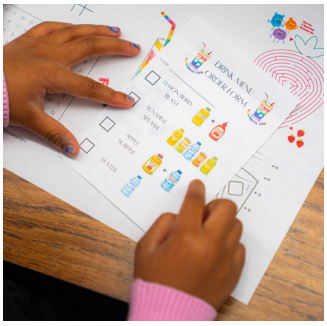
The businesses took multiple weeks to plan and develop. Students created a name and logo, chose the types of signs they needed to display in their business, and decided how to advertise their products. They brainstormed lists of products to be "sold" or performances to be presented, and decided if the class would wear uniforms or costumes and, if so, what they should look like.

Students also researched existing businesses to generate ideas. Each class created a list of potential businesses, and the 2025-26 kindergarten teachers—Andrea Burlew '93, Stacy Peterson, Michelle Troskey, and Cynthia Zuñiga, along with their assistant teachers Lisa Anderson, Prudy Canfield, Jessica Iverson, and Cynthia Stott—coordinated student votes in their classrooms on which businesses to pursue. Students also learned about key economic terms, including needs, wants, goods, services, saving, and spending.

When the businesses were ready to launch, the students invited other classes, faculty and staff, and families to come and enjoy the fruits of their labor. "The students relish the opportunity to create their own businesses and share what they learned with the USM community," said Burlew.











Endowment Giving

$2,695,644

New gifts to University School of Milwaukee's Endowment Fund in 2025–26 totaled nearly $2.7 million—helping to bring the overall endowment value of $122 million (as of June 30, 2026). The Endowment Fund is a collection of funds (unrestricted and restricted) that has existed since the merger of our predecessor schools in 1964. Gifts to help grow the school's endowment are particularly valuable because they are invested, creating a permanent source of funding. USM's endowment functions like a secure, long-term financial savings account that provides reliable funding to support the school's core operating needs and future growth. It generates annual revenue to fund faculty and staff compensation, professional development, scholarships and other tuition assistance, academic and co-curricular programs, curriculum development, and campus maintenance.







Clockwise, from left: Best-selling and award-winning author Salina Yoon visited Preschool and Lower School students in May 2026. Dr. Jeremy Kedziora, PieperPower Endowed Chair for Artificial Intelligence at MSOE, spoke at the inaugural Daniel J. Smyczek '10 Symposium on Innovation and Technology event in February 2026. Elliott Flores '26 (left) and Cristián Barrutia '26 (right), founders of the Upper School entrepreneurship club, interviewed Craig Culver (center), founder of Culver's restaurant, in May 2026.

$5M
awarded in tuition assistance and scholarships from named, endowed funds

10+
visiting experts engaged and inspired students through general endowed fund support

66
faculty and staff applied for and received professional development grants from the Think Big fund

100+
named funds in USM's endowment

Tour of Japan Strengthens Grade Curriculum

The transformational professional development opportunity was made possible by the Think Big Fund established by Julie '68 and David '67 Uihlein.

In March 2026, a contingent of USM teachers and administrators from all three divisions embarked on a nine-day tour of Japan, beginning in Osaka and ending in Tokyo. Attendees participated in a wide variety of activities, some of which were specifically related to their areas of teaching.

Beginning in 1st grade, the study of Japanese culture, geography, and history involves learning about plate tectonics, volcanoes, ancient castles, and densely populated Tokyo subways. Students learn that Japan offers many windows into a different way of life.

In 5th grade, students deepen their understanding of the country's unique geography and learn how it, along with Japan's dominant religion, influence peoples' lives. For the Fine Arts department, Japan presents a wealth of historical and contemporary art forms to explore, ranging from traditional pottery to modern painting techniques, and stands as a hub for pop culture.

During the visit to Japan, Lower School drama teacher Christopher Vance, and art teachers Mandy Culver (Lower School) and Andrea Worthey (Upper School) studied various Japanese art forms, including kabuki theater, Kintsugi, nyhonga painting, sumi ink making, and calligraphy. Worthey also researched and experienced Japanese pottery styles and firing techniques. "This was more than a trip—it was a rare invitation into the living heart of Japanese ceramic tradition," said Worthey. "Each moment deepened my understanding of craft, culture, and community—an experience I now carry back into my classroom with purpose and gratitude."

First grade teachers were pleased to experience many of the cultural traditions they teach students about, including Japanese cuisine, school life, values, and religions. "Teaching about hanami (cherry blossom viewing festivals), kimonos, origami, and zen gardens will be easier and more authentic after having learned about them directly from the people of Japan," said Erica Melick, 1st grade teacher. "Each experience allowed me to familiarize myself with the why and the how behind the facts we have been teaching about Japan."

Middle School representatives, meanwhile, experienced first-hand many of the subjects they study in class, including population densities of rural Okinawa versus the Taito District of Tokyo; folktales and the Japanese feudal system and samurai; and Buddhist and Shinto shrines. They also visited a Japanese elementary school and had the opportunity to see how the school operates, and to meet with teachers and administrators.



The following teachers and administrators participated in the Japan experience: Cheryl Bair, Elaine Griffin, Mandy Culver, Erica Melick, Lauri Sies, Kelly Strains, Andrea Worthey, and Christopher Vance.

Capital and Restricted Giving:
Our Commitment to Excellence

$5,760,310

An important component of University School of Milwaukee's $31 million Our Commitment to Excellence campaign, capital and restricted gifts allow donors to direct their philanthropy toward specific school priorities and the areas they care about most—creating meaningful, tangible impact while advancing USM's broader mission. These gifts complement annual and endowment giving and may support capital improvements, facilities and campus enhancements, or specific programs and initiatives aligned with the school's strategic priorities.











2
dining spaces opened, Ming Ming Voo MDS'63 Dining Room and Harvey B. Sperling Hall

1,500
square feet added for prekindergarten, junior kindergarten, and kindergarten dining

300+
trees planted as part of the woodlands restoration

Parents' Association

The University School of Milwaukee Parents' Association provides a community for parents and guardians to actively support and be involved with the school, and every parent or guardian is a member. The PA is an organizational umbrella under which parents collaborate and share their time and talents to enhance the USM experience for students, parents, faculty, and staff. Firmly rooted in a rich tradition of involvement and support, the PA continually cultivates programs to best serve the needs of our evolving school community. Signature community events include Holiday Shops, Grandparents and Special Friends Day, Global Enrichment Festival, and parent socials at division Back to School Night events.

2025–26 Parents' Association Contributions to University School of Milwaukee

School Programs $4,557

Student Activities $45,450

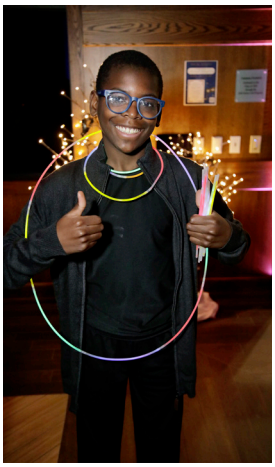
Family and Community Programs $40,150

Faculty and Staff Appreciation $7,600

Capital Improvements $10,000

USM Fund $50,000













Wildcats Booster Club

The Wildcats Booster Club is the parent organization that focuses its support on all University School of Milwaukee athletic teams and athletes. The Booster Club strives to foster school spirit and sportsmanship, provide volunteer and financial support to USM athletics, recognize the achievements of USM teams and athletes, and support cooperation and communication among all constituents. Booster Club programming includes senior night recognition for Upper School athletics teams, recognition of teams and athletes, events such as the Wildcat Homecoming Jamboree, and banquets to recognize athletic teams.

2025–26 Wildcats Booster Club Contributions to University School of Milwaukee

General Athletics	$9,000
Football	$2,179
Girls Hockey	$4,042
Skiing	$4,995
Boys and Girls Soccer	$2,460













Community of Donors



Community of Donors

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

Anonymous Donors (114)
Dr. and Mrs. Marc J. Ackerman MCDS'63 ❖
Ms. Chloé Adams
Mr. Mark Adams
Ms. Taylor Adams
Mr. and Mrs. Eric Adar
Mrs. Elizabeth Aeschbacher '71
Ms. Gianna R. Affi '18
Mr. Laith Al-Msaibeeh
Mrs. SaraLee J. Allison '79
Dr. Robby Amiot and Erin Amiot
Mr. and Mrs. Jesse Anderson
Mr. Synanus Apps
Cameron and Julie Kasten Art '91
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Cliff and Janie Asmuth '66 and '68 ❖
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Gregg and Susie Bach
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A. Bakkum
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Jeff and Anne Ballentine ❖
Mr. and Mrs. Richard Ballentine ❖
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Andrea and Pablo Barrutia
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Carla and Burt Bartlett '78 and '74 ❖
Barton Family
Timothy and Brenda Bartz ❖
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Mrs. James D. Bell❖
Dr. Robert H. Bell '71
Mr. Robert N. Bell II '87
Mr. and Mrs. Adam Berger '96



Community of Donors

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

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Mr. David Berndes and Ms. Lisa Gianforte
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Cristina de Vizcarrondo ❖
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Mrs. F.R. Dengel II ❖

⋆ *Deceased*

Community of Donors

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

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William and Susan Van Deuren Donovan '72
Andrea and David Dorgan
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Jennifer and Tom Florsheim '76 ❖
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–Megan and Michael Karp, parents of Kennedy Karp '40

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"USM holds a place in my heart. I had the privilege of attending USM as a student starting in kindergarten. I have worked at USM most of my life as a teacher, and know firsthand the importance of a USM education as a student and giving back to children as a teacher. As a parent of three sons that were lifers at USM, my wife and I know the value of a USM education. We have decided to support the school with gifts even though our children have graduated and are married with their own children. The school demonstrates year after year that respect, trust, honesty, fairness and kindness, our Common Trust, is alive and well. For us, giving to USM is all about paying it forward and allowing the next generation of students a place to thrive and receive a great education. That helps us all."

–Kip Jacobs '74, USM faculty member since 1987, parent of three alumni.

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Ms. Lynn E. Wuesthoff ‘75 ❖
Mr. William E. Wuesthoff MUS’52 ❖
Ms. Yee Xiong
Jerrold Yashiro ‘71 ❖
Mrs. William A. Yost III MDS’57
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Mr. Arthur W. Yuan and Ms. Elie H. Yu
Mr. and Mrs. Jose G. Zarate
Susan Bell Zarwell ‘87
Joseph and Jessica Zenga ❖
Carlene and Andrew Ziegler ❖
Steve and Sarah Zimmerman ‘92 ❖
Ms. Cynthia Zuñiga



⋆ *Deceased*

Leadership

2025–26 BOARD OF TRUSTEES

President: Leslie Tector ‘87
Vice President: Todd Schoon
Treasurer: Mike Lindemann ‘96
Secretary: Brigid Miller

Trustees
Pablo Barrutia
Mary Bechmann ‘75
Lafayette Crump ‘91
Kevin Dahlman ‘92
Julie Gilpin
Charlie Haas ‘97
Jerry King ‘92
Sumeeta Krishnaney ‘92
Sri Lazzaro
Mike Lindemann ‘96
Skip McGregor ‘88
Brigid Miller
Colleston Morgan ‘03
Kara Nelson
Jeffrey Norman
Melissa Perez
Jan Pirozzolo-Mellowes
Michael Pokel
Rochelle Robinson
Betsy Rosenblum
Liza Sadoff ‘99
Todd Schoon
Leslie Tector ‘87
Mark Witt

Head of School: Steve Hancock
Immediate Past President: Karin Werner
Parents’ Association President: Kiki Miller
Alumni Association President: Smitha Chintamaneni ‘96

2025–26 SCHOOL LEADERSHIP

Head of School: Steve Hancock
Assistant Head of School: Amy Hand
Chief Operating Officer: Stuart Cushman
Chief Financial Officer: Jeremy Ehlers
Chief Advancement Officer: Vanessa Nerbun
Head of Preschool and Lower School: Michael Tauscher
Head of Middle School: Elaine Griffin
Head of Upper School: Joe Eason
Assistant Head of Preschool: Jen Keppler
Assistant Head of Lower School: Gina Bongiorno
Assistant Head of Middle School: Brad Dunning
Assistant Head of Upper School: Susan Zarwell ‘87
Director of Marketing and Communications: Tim Eilbes
Director of Enrollment Management: Claudia Fritz
Upper School Dean of Students: Charlie Housiaux ‘02
Director of College Guidance: Liz Jackson
Director of Inclusion: Shanee McCoy
Director of Human Resources: Isabel Ornelas-Davila
Director of Auxiliary Programs: Sabrina Raber
Director of Athletics: Tim Williams

2025–26 ALUMNI ASSOCIATION BOARD

President: Smitha Chintamaneni ’96

Gianna Affi ’18
Grace (Wittenberg) Anderson ’05
Chyna (Bacchus) Mahoney ’19
Raj Bhala ’80
George Brumder MCDS’55
Maisha (Meminger) Crosby ’95
Djade Denson ’14
Anne (Weismueller) Dorn ’97
Catherine (Burke) Fink ’06
Chris (Russo) Hawley ’98
Lauren Glusman ’21
Lizzie Keuler ’17
Frank Martinez ’98
Gretchen (Krieg) Mathews ’06
Merrill Read ’15
Ed Richardson ’74
Walter Taylor ’17
Emily (Harrington) Vruwink ’04

2025–26 PARENTS’ ASSOCIATION EXECUTIVE COMMITTEE

President: Kathleen Miller
President-elect: Kimberly Weissgerber
Immediate Past President: Shelly Farrow
Administrator: Kaela McKeon
Treasurer: Katie Wood
Secretary: Victoria Teerlink
PS/LS Advisory Council Coordinator: Megan Nazaret
PS/LS Advisory Council Coordinator: Jessica Lane
MS Advisory Council Coordinator: Swetha Ramakrishnan
US Advisory Council Coordinator: Katie McGregor
Communications Coordinator: Grace Buzzolini
Family Events Coordinator: Maureen Bazelon
Family Events Coordinator: Val Hopper
Volunteer Coordinator: Sara Manning

2025–26 WILDCATS BOOSTER CLUB

President: Mindy Bell ‘96
Vice President: Julie Art ‘91
Treasurer: Kristi Glocke
Secretary: Aimee McDonald
Immediate Past President: Jen Darrow
Marketing/Membership: Mindy Bell ‘96, Jamaica Eilbes
Team Parent Liaison: Katie McGregor
Merchandise Coordinator: Shelly Farrow, Christine Duback
Concessions: Dorothy Dyson
Upper School Special Events Coordinator: Jen Kroening
Middle School Special Events Coordinator: Mindy Bell ‘96
Upper School Advisory Committee: Brad Farrow, Jill Kohli, Mindy Jarmuz, Jamaica Eilbes, Andy Read, Dave Holton
Middle School Advisory Committee: Brooke Fetherston

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





















Thank you for your steadfast support of University School of Milwaukee. Your generosity not only reflects a deep commitment to excellence—it has propelled our community to new, extraordinary heights of academic distinction, innovation, and achievement.

USM is thriving thanks to your support. We hope you take pride in all that we have built together and all that we will create in the years to come.

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