

Comprehensive Revenue Policy

2025

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**City of Waukesha
Parks, Recreation & Forestry Department**

Vision

“Gold Medal” services.... Exceptional quality of life!

Mission

To be responsive and committed to providing essential park, recreation and urban forestry services making our community a desirable place to live, work, and play.

Fees & Charges Philosophy

The City of Waukesha Parks, Recreation & Forestry (WPRF) Board and Department is committed to providing quality comprehensive community services and programs that meet the needs of Waukesha residents.

WPRF staff will recommend program fees & charges through a fiscally responsible plan of balancing affordable fees with the need for cost recovery. Each program will be evaluated individually, with a higher level of subsidy consideration being given to broad-based community programming. Both direct and indirect costs will be identified and considered when determining the fees & charges for each program.

As part of the overall pricing program, staff will seek alternative revenue whenever possible, including sponsorships, grants, partnerships, and other revenue producing opportunities. To provide a comprehensive and inclusive community recreation program, WPRF must be sensitive to the special recreation needs and socio-economic make-up of the community. Adapted recreation programming and a financial assistance program will be included in the overall department services. In most cases, City of Waukesha residents will pay a lower fee than non-residents for program participation.

Policy Approval

The City of Waukesha Parks, Recreation & Forestry Board will review and approve the Comprehensive Revenue Policy ideally every 5 years or as needed. Specific fees & charges (program user fees, rental fees, tree assessments) will be reviewed and approved on a seasonal basis.

Approved by WPRF Board:

6/13/05	2/07/11
7/10/06	3/05/12
7/09/07	5/06/13
7/14/08	2/3/14
11/02/09	2/19/18
11/14/22	11/18/24

3. Definition of Services

Definition of services outlines our service classification system. Based on a pricing pyramid, each program is classified into one of the identified classifications. This classification system provides the economic rationale upon which decisions about fees and charges are based. It assumes that the objectives are to price each program or service at a level that is fair and equitable to citizens. The philosophy of each classification of the pricing pyramid is as follows:

Community Benefit

Community Benefit level services are equally available and beneficial to all citizens and offered at no charge. All costs for providing these programs are paid through the General Fund budget (tax revenues) or recovered through other funding sources (i.e., sponsorships, grants, etc.). The National Recreation & Parks Association identifies multiple benefits for parks, recreation, and forestry services in the areas of economic, social, individual and community benefits.

Examples:

- Non-Monitored Access – Open Access to Parks and Trails, Open Space
- Community Events – JanBoree, July 4th Parade and Fireworks

Community Investment

Community Investment services and programs benefit both individuals and the community. These programs are offered with a participant user fee goal of covering up to 50% of direct program costs and an additional 30% administrative surcharge. The remaining costs for these services are supported through the community investment of the local tax system.

Examples of Community Investment Programs

- Drop in Monitored Access - Summer Playground Program, Open Cards, Toboggan Run, 55+ Open Activities, Adapted Recreation Programs

Individual Investment

Individual Investment programs and services are provided for the benefit of a particular individual or group rather than the public. These programs are offered with a participant or group user fee goal of covering up to 100% of direct program costs and an additional 30% administrative surcharge. Most recreation programs offered by WPRF are in this fee classification.

Examples of Individual Investment Programs

- Education Services – before/afterschool programs, homeschool, 3 and 4-year-old preschool, babysitting, lifeguard training
- Skill Based Activities – Beginner/Intermediate – Tumbling youth sports leagues, swimming lessons, general fitness classes
- Special Events –Buchnerfest, Pool Special Events

Specialized Investment

Specialized Investment programs have a limited enrollment and provide a specialized service benefiting participants exclusively. This type of program offsets 100% or greater direct program costs and an additional 30% administrative surcharge.

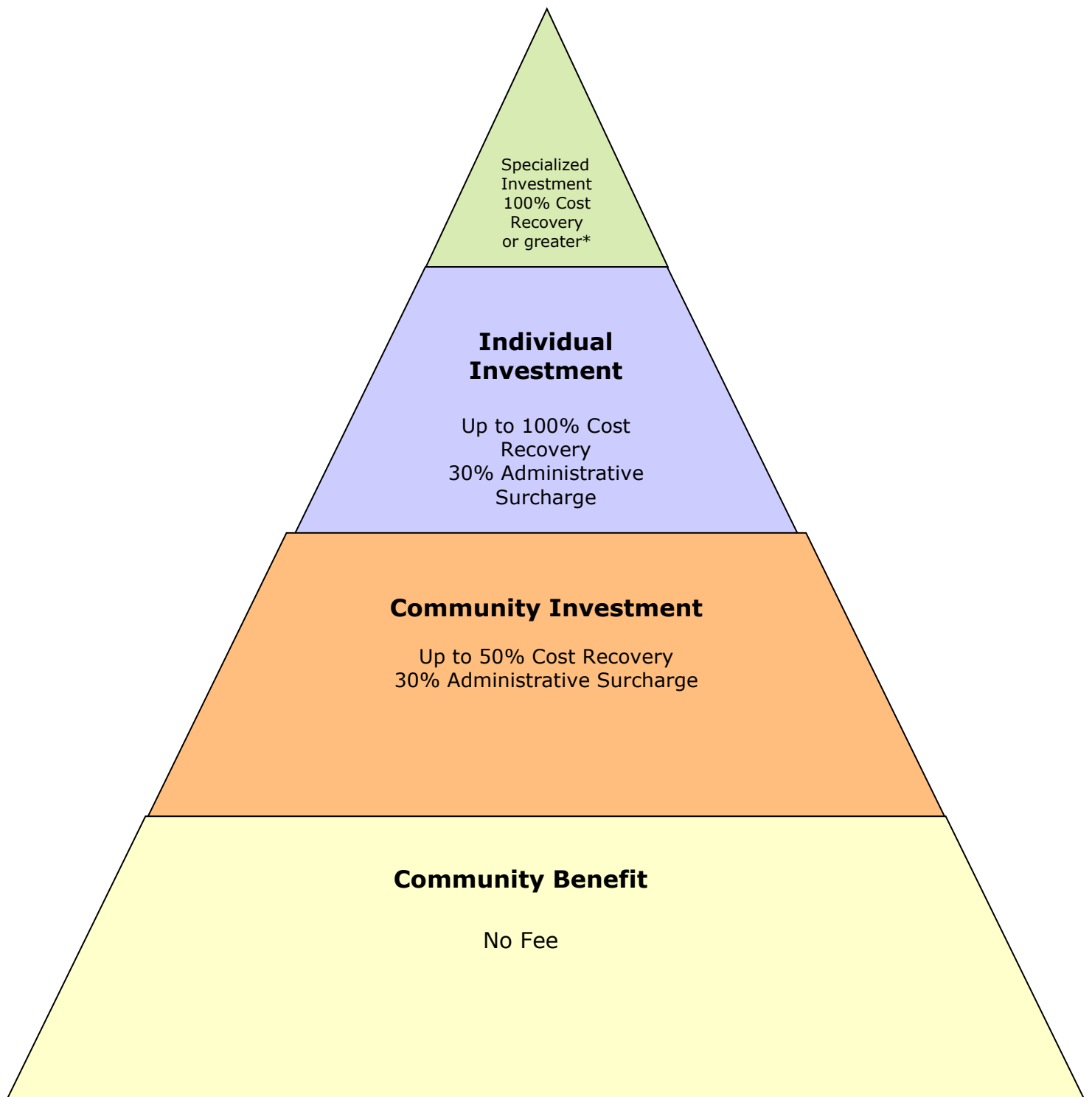
Examples of Specialized Investment Programs

- Skill Based Activities – Advanced/Competitive – adult sports leagues, pickleball, yoga
- Specialized Services – family and senior trips
- Rentals – Schuetze Recreation Center, Picnic Shelter, Les Paul Performance Center
- Resale – swim goggles, swim diapers, concession food, softballs

***Market Driven Fees** – When determining Individual and Specialized Investment fees, WPRF staff will evaluate the “market” prices charged by other suppliers or vendors of similar services. Staff can establish a range of prices which may then be adjusted according to “market driven” prices. These fees can help subsidize Community Benefit and Community Investment programs.

30% Administrative Fee – The 30% administrative fee is set to reflect more accurately the true costs of a service. This is further supported through research conducted by the National Recreation and Park Association (NRPA) that indicates on average approximately 31% of park and recreation full-time staff time is dedicated to programming efforts.

4. WPRF Pricing Pyramid



5. Fee Definitions

Cost is the measurement, in monetary terms, of the amount of resources used for some purpose. The agency's costs for developing and offering a program are all the resources used to produce the program.

Price is the dollar amount the agency charges patrons to participate in a specific program.

Direct Costs are those that can be traced to a specific program. Examples of such are: program instructor salaries, program supplies, etc.

Indirect Costs are those that the agency incurs regardless of whether it operates a specific program. Indirect direct costs are often called "overhead" costs. Examples of such are: facility and maintenance costs, marketing costs, administrative salaries.

Variable Costs are those that change directly and proportionately with changes in volume. A variable cost is one that changes by the same amount of money with the addition of each new participant, i.e., instructional book, uniform.

Fixed Costs are those that do not change with changes in volume (number of participants). These costs are fixed because they remain the same for the duration of a program, regardless of the number of participants. There can be both direct and indirect fixed costs.

Changing Fixed Costs are those that change in the same direction, but not proportionately, with changes in volume or the number of participants. These costs do not change in the same amount for each participant added, but they are costs that change after a certain number of participants are added.

6. Fee Classifications

The City of Waukesha Department of Parks, Recreation & Forestry will utilize six (6) basic Comprehensive Revenue Policy for programs, facilities and services. Following are the fee categories:

1. Program User Fees

Program user fees are charged to an individual or team for participation in a program or activity.

2. Rental Fees

Payment for the priority use and/or rental of a facility. These facilities may include buildings, rooms, or athletic fields. Additional fees are required for services such as field prep or facility cleaning.

3. Concession Fees

Concession fees will be charged where non-department vendors are selling products/services on City parks or facilities (paddle boat vendors, beer sales etc.) These fees will be determined through a contract with WPRF based on a lump sum fee, a percentage of sales or both.

4. Sales Fees

This fee may be required for the privilege of selling goods or services in City parks or facilities. These fees include but are not limited to special event booths, athletic tournaments, etc.

5. Admission Fees

A fee charged for entry into a facility/activity. Some type of program, event, demonstration or exhibit to attract visitors is usually offered. These fees include but are not limited to special events, tournaments.

6. Street Tree Assessment

A fee charged to City of Waukesha property owners when a street tree is planted in the terrace, adjacent to one's property.

7. Special Improvement/Maintenance Fee

May be assessed to each participant. Revenues will be deposited to cover new program startup costs, major program facility upgrades, or other program specific fees.

7. Independent Contractual Services

The City of Waukesha Department of Parks, Recreation & Forestry uses contractual services for specialized instruction in varied activities, such as youth gym classes, outdoor programs, art/craft classes, adult enrichment, and general instruction. The Comprehensive Revenue Policy for contractual services may include but are not limited to the costs of materials and supplies, instructor's fee, and direct costs related to facility or support staff, and a percentage of WPRF's indirect costs.

In the use of contractual services, a formal contract must be created between WPRF and the instructor/contractual provider and approved through the Parks, Recreation and Forestry Board and the Common Council.

The instructor/contractual provider's fee will be calculated using one of the following: a percentage of the established program fee or a flat rate per session or hour. The percentage paid will vary from program to program.

Contracts should be negotiated to benefit the City using one of the following guidelines:

- a. A percentage split of maximum 70% of collected resident program fees to contractor, minimum of 30% of program fees to WPRF. This option should be utilized when the contractor and WPRF are sharing in the indirect program costs and the contractor assuming all direct costs. These programs will often be held at a WPRF facility.
- b. A percentage split of maximum 80% of collected resident program fees to contractor, minimum of 20% of program fees to WPRF. This option should be used when the contractor is bearing the majority of the burden for direct and indirect costs. These programs will often be held at the contractor's facility.
- c. Any variance to these contractual options would need approval by the Recreation Services Manager.

8. Community Collaboration (Cooperative Agreement Policy)

The City of Waukesha Department of Parks, Recreation & Forestry promotes and seeks collaboration with other community agencies and organizations to enhance efficiency and quality of services provided. Sought collaborations relate to governmental, not-for-profit, and for-profit groups (see appendix A). WPRF Board will determine entity collaborative status according to the following identified categories:

- a. **Partner** - A partnership between WPRF and another agency/business/group, demonstrates community-wide benefits and generally mutual cost sharing of

organizational finances, resources, and/or contributions to program services and/or capital improvements. Other tax-based community agencies would generally be considered partners. Typically, no fees would be assessed to partners.

At times, community partners request facility rentals at no charge, beyond the typical reciprocal usage. Requests will be considered on an individual basis and may be approved by the Director, Recreation Services Manager or Facilities Coordinator. Building or Park Shelter requests will be considered for only non-prime time hours (Monday – Thursday, 8:00 am – 10:00 pm & Friday, 8:00 am – 3:30 pm) and will not be considered when an alcohol permit is requested. Any requests requiring a Building Attendant and/or generates the need for overtime assistance may be assessed applicable charges.

- b. **Affiliate** - An affiliation between WPRF and another agency/business/group is demonstrated by a mutual/formal relationship between both parties, generally focused on a specific program or neighborhood need. All affiliations need to be clarified in a written agreement. Typically, a reduction in fees would be considered for a community affiliate.

Identified Affiliates:

Adopt-A-Park Groups
American Red Cross
ERAs Senior Services
Noon Rotary Club

- c. **Sponsor**

A sponsorship of WPRF programs, services or facilities is defined as an agency/business/group that provides negotiated financial or in-kind support of an identified WPRF function, in return for specified benefits.

- d. **Other City of Waukesha Department Programs**

City of Waukesha functions or programs will not be charged fees.

9. Commercial Use of Facilities

Safeguards are necessary to ensure proper use of public facilities when requests are received by WPRF to conduct commercial or promotional activities on park property or facilities.

- a. Commercial and promotional activities in WPRF parks/facilities should be authorized only if they provide a positive public/private service, as determined by the Director, Recreation Services Manager or Facilities Coordinator.
- b. Commercial and promotional activities in WPRF parks/facilities should be permitted only when not in conflict with Department-sponsored programs, or if the activity can be conducted without any restriction of public use for a reasonable period.
- c. Commercial and promotional activities in WPRF parks/facilities will be required to pay all facility rental fees as set by WPRF policies.
- d. Commercial and promotional use of public facilities, including use of public names of structures, is generally not authorized if such use constitutes an expressed or implied endorsement of commercial products, services, or activities. Any authorization needs to be approved by the Director, Recreation Services Manager or Facilities Coordinator.

10. Refund Policy

- a. ~~A program that does not meet its minimum registration requirements will be cancelled within two (2) working days prior to its beginning. Participant will be~~

~~notified accordingly by phone. Any fees paid will automatically be credited to the payee's account unless a refund is requested by participant within five (5) business days.~~

- ~~b. A credit will be given unconditionally when requested in writing within five (5) business days of program completion.~~
- ~~c. If a refund is desired, written notification to WPRF office is required. Participant will receive a refund for the full program fee minus a \$10 service charge. Refund checks will require 2–3 weeks for processing.~~
- ~~d. Refunds under \$10 will automatically be credited to participants account and may be used towards future registrations.~~
- ~~e. WPRF credit will be available for use up to two (2) years of date of issue, as permitted by law.~~
- ~~f. Adult Sports refund policy: Teams withdrawing from the league after their entry fee has been paid shall forfeit 75% of said fee prior to the first game. After the first game, the whole fee shall be forfeited.~~
- ~~g. Pool passes and daily pool fees are not refundable. (Only exception is parties that have been suspended for the season)~~
- ~~h. Certain supply fees, tickets, or coupons may be non-refundable if WPRF has purchased materials.~~
- ~~i. Program Satisfaction Guaranteed – WPRF is constantly striving to provide the community with high quality public recreation programming. Our staff is confident that people will enjoy the variety of activities offered and that the program will deliver the published expectations as described in our seasonal activity guides. We guarantee it! When a participant is not satisfied with the quality of a program, we want to hear their ideas or suggestions on how we can improve our services. If requested, a 100% refund or credit will be issued by simply contacting the WPRF office. (Please note, class supplies are not refundable.)~~

Refund/Credit Policy:

- a. A program that does not meet its minimum registration requirements will be cancelled within two (2) working days prior to its beginning. Participant will be notified. Any fees paid will automatically be credited to the payee's account unless a refund is requested by participant within three (3) business days.
- b. To be eligible for a requested full refund or credit to account, the request must be received in writing no less than five (5) full business days **prior to the start** of the program.
- c. A \$10 service charge will be assessed on refunds that are not credited to the customer account. Account credits will be available for use up to two (2) years of date of issue, as permitted by law.
- d. An account credit will be issued automatically for a program costing \$10 or less.
- e. Class supplies are non-refundable.

Refund Exceptions:

- a. Medical request: a refund for 50% of the fee may be issued if the program is not yet 50% completed. Written documentation from a physician may be required.
- b. The following programs will not be given refunds for which the department has incurred costs unless the department cancels the program.
 - a. Contractual Programs
 - b. Trips
 - c. Before/Afterschool Programs
 - d. Summer Development Camps
 - e. Pool Passes and Daily Admissions (Exception: individuals who have been suspended for the season).

- f. Adult Sports (Teams withdrawing from the league shall forfeit 75% of entry fee prior to the schedule release (one week). After the schedule release, the whole fee shall be forfeited.)
- c. If a participant is not satisfied with a program or activity due to quality of instruction or participant's ability to adapt to the program, class adjustments may be made, or refunds may be granted. In these extenuating circumstances, written concerns must be submitted to prf@waukesha-wi.gov before the completion of the program. Program supervisor, Managers or Director/Director Designee will work to resolve concerns.

11. Returned Checks

All returned checks will be assessed a \$25 service fee. Returned checks nullify the rental of any facility. In case of a program registration or pool pass purchase, the individual will have two (2) business days from verbal notification of the NSF check by WPRF, to pay the fee in cash, or with a money order. If the fee is not paid after the two (2) business days' notice, then any registration or pass purchase will be nullified.

12. Non-Resident Policy

- a. Definition: In the case of non-resident participation, it is generally accepted that non-resident users should contribute an additional fee to offset their non-tax status. A non-resident is defined as a person who does not reside or own property within the corporate limits of the City of Waukesha (in general, does not directly contribute to City of Waukesha property taxes).
- b. User Fee Surcharge: Persons defined as a non-resident of the City of Waukesha are required to pay an additional surcharge established by the Parks, Recreation & Forestry Board. A 50% surcharge (up to \$25 per program) is required per program. (See Policies of Adult Sports for non-resident fees for all adult sports).
- c. Exception to non-resident User Fee Surcharge: Non-residents who reside within the City of Waukesha School District will not be assessed a non-resident surcharge when registering for any specific program or league that utilizes Waukesha School District facilities.
- d. WPRF reserves the right to remove anyone falsifying information from our programs. WPRF may require residency verification for first time registrants that have relocated to the city (Driver's License or Utility Bill).

13. Financial Assistance Program

WPRF Board/Department believes that everyone, regardless of income, should be able to participate in City-sponsored recreation opportunities. To help facilitate participation, financial assistance (FA) is available to eligible residents.

Verification:

City residents requesting financial assistance must verify eligibility by providing at least one of the following documents:

- Most recent Aid to Families with Dependent Children (AFDC) or Temporary Assistance for Needy Families (TANF) payment stub.
- Written proof of receiving Badgercare, Food Share, Foster Care, Medicaid, or Supplemental Security Income (SSI). A benefit letter from the agency from which you receive aide is the proof we require. You may also print a copy from the ACCESS website.
- I.D cards are not suitable documentation.

Assistance Procedures:

1. Financial Assistance can only be applied toward recreation programming with the following exceptions: all senior/family trips, programs when the primary costs are contractual and/or programs are conducted by non-department employees.
2. Residents may apply for financial assistance for themselves or any member(s) of their household of which they have guardianship and verification.
3. Residents are eligible to receive a 40% reduction of the program fee if qualified for Badgercare and registered by the registration deadline. Those residents qualifying for Food Share, Foster Care, Medicaid or SSI will receive a 65% reduction of the program fee if registered by the registration deadline.
4. Those qualifying for the 65% reduction will also be eligible for a 25% reduction in the following programs:
 - Discount Pool Pass Program
5. The Financial Assistance Application may take up to two weeks to process. If an applicant wants to register for a program while the application is under review, the ~~35% deposit of the total full program fee~~ may be paid to hold a spot in the desired program(s) beginning August 1, 2025.
6. This is a school year qualification; A new application and current verification need must be provided each year on August 1.
7. Application must be fully completed with current (30 days or less) verification documents and residency.
8. Non-residents are not eligible.

14. Additional Revenue Sources

The City of Waukesha Department of Parks, Recreation and Forestry Department encourages additional revenue sources. These sources can include but are not limited to:

- a. "Friends of the WPRF" non-profit group
- b. Bequests
- c. Federal, state, or local grants
- d. In-kind service
- e. Parkland dedications
- f. Private and/or non-profit donations
- g. Private foundations
- h. Sponsorships
- i. The Park Foundation of Waukesha

Appendix A:

P = Partner A = Affiliate

2024 Two Hundred and fifty five (255) Partners and Affiliates

AARP (programming) - A
 Adaptive Community Approach Program (adopt a park, volunteers) - A
 Adeline Montessorri School (volunteers)- A
 Adventure Rock (special events) - A
 Alaskan Malamute Club of Wisconsin (special event) - A
 Allied Veteran's Council (special events) - P
 Allo' Chocolat (programming) - A
 Alloy Products Corp (special events) - A
 AllWriters' Workplace and Workshop (special events) - A
 Alzheimer's Association Southeastern WI Chapter (education, programming) - A

American Red Cross (education) - P
Americorps NCSS (volunteers) - A
Ameriprise Financial Services, Inc. (volunteers) - A
Andrew Frame House (special events) - A
Aries Industries (special events) - A
Ascension Lutheran (volunteers) - A
Ascension Wisconsin Hospital (special events) - A
Avalon Square (special events) - A
Avi Systems (volunteers) - A
Baird Financial (volunteers) - A
Banting Elementary School (programming) - P
Batteries Plus Bulb (volunteers) - A
Berg Management (volunteers) - A
Bethesda Elementary School (afterschool programming) - P
Bell Ambulance (special events) - A
BMO Harris Band (volunteers) - A
Border States (volunteers) - A
Boy Scouts of America (volunteers) - A
Bridge Church (volunteers) - P
B.R.O.A.D.S for a Cause (volunteers) - A
Broadscope (adaptive needs) - A
Brookfield Academy (volunteers) - A
Brookfield Central Key Club (volunteers) - A
Brookfield Central Red Kettle Club (volunteers) - A
Brookfield East High School (volunteers) - A
Lineage Logistics (special events) - A
Camping World (volunteers) - A
Carmax (volunteers) - A
Carroll University (programming, volunteers, facility partner, special events) - P
Catholic Community of Waukesha: St. Mary's, St John Neuman and St. Joseph (volunteers) - A
CBS 58 (special events) - P
CESA 1 (education) - P
Challenger Sports (programming) - A
Christ the Life (special events) - A
Christ the Servant (volunteers)- A
Church of Jesus Christ and Latter-Day Saints (volunteers) - A
City of Waukesha Chamber of Commerce (special events) - A
City of Waukesha Citizen's Academy Graduates (volunteers) - P
Chef Pam's Kitchen (special events) - A
Christina Hampe (programming) - A
City of Waukesha Clean Water Plant (special events) - P
Club 400 (special events, programming) - A
Community Development Block Grants (funding, partnerships) - P
Cops and Kids Foundation (programming) - P
Couri Insurance (special events) - A
Crossfit Waukesha (volunteers) - A
Custom Brush Signs (marketing, special events) - A

Donna Lexa Art Center (special events) - A
E Achieve Academy – Wisconsin Online Charter School (volunteers) - A
Eaton Corporation (special events, volunteers) - A
EB Shurts Environmental School (programming, volunteers) - P
Educators Credit Union (volunteers) - A
Elizabeth Major (programming) - A
Elmbrook Church (volunteers) - A
ERAs Senior Network (volunteers) - A
Ethnos360 Bible Institute (special events) - A
Evangelical and Reformed UCC (special events) - A
First Baptist (volunteers) - A
First Federal Bank (volunteers) - A
First Student (programming) - A
First Congregational United Church (special events) - A
First United Methodist Church (special events) - A
Food Pantry of Waukesha County (special events) - A
Ford Construction (volunteers) - A
Fox River Christian Church (volunteers) - A
Fox River Sports (volunteers) - A
Friends of Retzer Nature Center (special events) - P
Friends of the Waukesha Public Library (volunteers) - P
Friends of WPRF (advocacy, adopt a park program, volunteers) - P
Froedtert Menomonee Falls (volunteers) - A
4K Community Partners (education/programming, special events) - P
Gaco (volunteers)
Galilee Lutheran (volunteers) - A
Generac (volunteers) - A
General Electric of Waukesha (volunteers) - A
Girl Scouts of America (volunteers) - A
Green Room Wellness (special events) - A
Habitat for Humanity of Waukesha/Jefferson Counties (volunteers) - A
Hadfield Elementary School (Community Learning Center programming) - P
Hawthorne Elementary School (Community Learning Center programming) - P
HAWS, Humane Animal Welfare Society (programming, special events) - A
Healing Hearts (special events, programming, volunteers) - A
Heartbeat Drums (programming) - A
Hebron Housing Services (volunteers) - A
Heritage Christian School (volunteers) - A
Heyer Elementary School (afterschool programming) - P
High Rollers (community rentals, special events) - P
Hoopers Hands (programming) - P
Hope Center (volunteers) - A
Housing Action Coalition (special event) - A
Husco (special events) - A
Hydro Thermal (volunteers) - A
Innio (volunteers) - A
Immucor (volunteers) - A

Julie Toman (programming) - P
Just Serve (volunteers) - A
Kappa Alpha PSI Fraternity Inc. Brookfield Alumni (volunteers) - A
Keller Dance Studio (programming) – P
Kelly Bullard Fitness LLC (programming) - P
Kettle Moraine Key Club (volunteers) - A
Kettle Moraine National Honor Society (volunteers) - A
Kiwanis Early Risers (programming, volunteering) - A
La Casa de Esperanza (programming, special events, volunteers) - A
Lamplight Farms Team (volunteers) - A
Landmark Credit Union (volunteers) - A
Landmark Commission (special events, signage) - A
Leadership Waukesha Alumni (volunteers) - P
Les Paul Foundation (special events) - P
Living Word Lutheran Church (special events) - A
Lowell Elementary (programming) - P
Maddy's Bar and Music Lounge (special events) - A
Mama Ducky's (special events) - A
Masonic Lodge #37 (volunteers, special events) - A
Metro Mountain Bike Association (special events) - A
Metro Transit Waukesha (education, advisory, special events) - P
MetalTek International (special events) - A
Milliman Insurance (volunteers) - A
Milwaukee Bucks (volunteers, programming) - P
Milwaukee Veterans Administration (volunteers) - A
Moleta Artisanal Sharpening (programming) - A
Ms. Ink (Bee Awesome Yoga) Shawna Muren (programming) - P
Music Maker and More (programming) - P
Muskego School District (programming) - A
Muskellunge Club of Wisconsin (special events) - A
Mukwonago High School (volunteers) - A
National Guard (programming, volunteers) - A
National Recreation and Park Association (education) - P
NETA – National Exercise Training Association (education) - P
Nev's Ink (special events) - A
New Berlin West High School (volunteers) - A
New Berlin Eisenhower High School (volunteers) - A
North Pillar Brewing Company (special events) - A
Northwestern Mutual (volunteers) - A
Oconomowoc Area School District (volunteers) - A
Orthopedic Association of Wisconsin (volunteers) - A
Parent's Place (programming) - P
Pepp Nation (programming) - P
Pewaukee High School (volunteers) - A
Prairie Elementary School (afterschool programming) - P
Prairie Home Cemetery (special events) - P
Pro Health Care (education, volunteers, events) - A

Prolec-GE Waukesha. Inc (volunteers, special events) - A
Raised Grain Brewing Company (special events) - A
Retzer Nature Center (special events, education) - P
RiverGlen Christian Church (special events, volunteers)- A
Rose Glen Elementary School (programming) - P
Salvation Army (free bag lunch program, volunteers) - P
Sam's Club (special events) - A
School District of Waukesha (education, programming, facility partnership, special events, volunteers) - P
Silver Circle Sports (special events) - P
Skyhawks Sports (programming) - A
Sky High Marketing (special events) - A
Southbrook Church Youth Ignite (volunteers) - A
Southeast Master Gardeners (volunteers, programming) - A
Southminster Presbyterian Church (special events) - A
SPARK Literacy (special events, programming, public art) - P
Spring City Garden Club (education, volunteers, special events) - P
Spring City Wine House (special events) - A
Spring Sports (programming) - P
St. Joseph Catholic Church (special events) - A
St. John's Northwestern Military Academy (volunteers) - A
St. Luke's Lutheran Church (volunteers, special events) - A
St. Mark's Lutheran Church (volunteers) - A
St. Matthias Episcopal Church (special event) - A
St Vincent de Paul (free bag lunch program, volunteers) - P
STEM Academy of Waukesha (programming, special events) - P
Summit View Elementary School (summer programming) - P
Target (volunteers) - A
The Clarke Hotel (special events) - A
The Freeman (media) - A
The Park Foundation of Waukesha (volunteers, advocacy, special events) - P
Thomas Press (special events) - A
Tower Hill Neighborhood Association (volunteers) - A
Tree Top Explorers (programming) - P
Trinity Lutheran Church (volunteers)- A
United States Tennis Association Midwest/Wisconsin (programming) -P
United UU Congregation (special events) - A
United Way of Milwaukee & Greater Waukesha County (volunteers)- A
University Lake School (volunteers) - A
University of Wisconsin – Steven's Point (internship) - P
University of Wisconsin – Whitewater (internship) - P
University of Wisconsin – Extension (education) - P
Urethane Systems (special events) - A
Urban Forestry Council (education) - P
US Bank (volunteers) - A
VIBE Fitness (volunteers) - A
Vincent James Mentoring (special events) - A

Vyron Corporation (volunteers) - A
Walmart (volunteers) - A
Waterstone Bank (volunteers) - A
Waukesha 4-H (volunteers) - A
Waukesha and Pewaukee Convention & Visitors Bureau (marketing) -A
Waukesha City Church (special events) - A
Waukesha Civic Theater (special events, programming) - A
Waukesha County Aging & Disability Resource Center (programming) -P
Waukesha County Airport (special events) - P
Waukesha County Business Alliance (special events, marketing, volunteers)-A
Waukesha County Citizen's Academy Alumni Association (volunteers) - P
Waukesha County Community Foundation (programming) - P
Waukesha County Parks and Land Use (education, programming, special events) - P
Waukesha County Historical Museum (education programming, special events, volunteers)- P
Waukesha County Technical College (programming) - P
Waukesha County Youth Volunteers (volunteers) - P
Waukesha Downtown Business Association (special events) - P
Waukesha Early Risers Kiwanis Club (volunteers) - A
Waukesha East Alternative High School (volunteers) - P
Waukesha Express Swim Team (programming) - P
Waukesha Floral and Greenhouse (special events) - A
Waukesha Fire Department (programs, training, special events) - P
Waukesha Food Pantry (volunteers) - A
Waukesha Home Depot - Team Depot (volunteers) - A
Waukesha Housing Authority (programming) - P
Waukesha Lion's Club (volunteers, programming) - A
Waukesha Noon Kiwanis Club (volunteers) - A
Waukesha Noon Rotary Club (volunteers) - A
Waukesha North High School (special event, volunteers) - P
Waukesha North Key Club (volunteers) - P
Waukesha South Key Club (volunteers) - P
Waukesha South National Honor Society (volunteers) - P
Waukesha Sunrise Rotary Club (volunteers) - A
Waukesha State Bank – Helping Hearts (volunteers) - A
Waukesha Police Citizen's Academy Alumni (volunteers) - P
Waukesha Police Department (resource, advisory, special events) - P
Waukesha Public Library (programming, special events, advisory) - P
Waukesha Radio 540AM/101FM the SHA (special events) - A
Waukesha Recycling Center (programming, education) - P
Waukesha Resiliency Center (programming) - P
Waukesha Youth Collaborative (education, programming) - P
Waukesha West key Club (volunteers) - A
Waukesha West Interact (volunteers) - A
Waukesha West High School (volunteers) - P
Wauwatosa Key Club (volunteers) - A
WCTC Dental Programs (special events) - A

WI Dairy Council - Cozy Nook Farm (special events) - A
Wildeck (volunteers) - A
Wisconsin Arborist Association (education) - P
Wisconsin Department of Natural Resources (education) - P
WI Department of Public Instruction (programming, education, funds)-P
Wisconsin Garden Club Federation (volunteers) - A
Wisconsin Geocaching Association (programming) - P
Wisconsin Lutheran College (volunteers) - A
Wisconsin Park and Recreation Association (education) - P
Wisconsin Philharmonic (special events) - A
Workforce Development (staffing) - P
YMCA (programming, facility partnership, special events) - P