

VERITAS
HIGH SCHOOL
Est. 2001

TENOR
HIGH SCHOOL
Est. 2005

MC² HIGH SCHOOL
MILWAUKEE COMMUNITY
CYBER HIGH SCHOOL
Est. 2010

WINDLAKE
ELEMENTARY
Est. 1996

WINDLAKE
ACADEMY
Est. 1996

GRANDVIEW
HIGH SCHOOL
Est. 1988

WIC
WOMEN,
INFANTS, AND
CHILDREN
Est. 1983



**SEEDS OF
HEALTH, INC.**
Est. 1983

**OPENING DOORS
TO BRIGHTER FUTURES**

Annual Report **2014-2015**

The mission of Seeds of Health, Inc. is to address the health and educational needs of Milwaukee-area women, adolescents, and children by providing nutritional counseling and focused educational programs to urban populations.

The Seeds of Health Board of Directors includes experienced and well-informed leaders from the business, education, and other professional sectors of the Milwaukee community. Since 1987, the Board of Directors has been committed to proactively addressing the academic, health and social development of Milwaukee’s children and adolescents. The Board’s continuous support and direction has enabled Seeds of Health to fulfill its mission through the successful administration of a WIC (Women, Infants, and Children) Program, and the creation and implementation of innovative and effective elementary and secondary partnership and charter school programs. The Board strongly believes that all children—regardless of geography, economic class, or other disposition— deserve a healthy start and a quality education.



David Hase, President
Attorney
DeWitt, Ross & Stevens, S.C.



Marcia L. Spector,
Vice President
Executive Director
Seeds of Health, Inc.



John Peterburs,
Secretary/Treasurer
Executive Director
Quarles & Brady



Michael Aldana, Member
Attorney
Quarles & Brady



Patricia Algiers, Member
President
Chemistry in Place



David Cullen, Member
Milwaukee County
Treasurer



Bruce Marne, Member
Architect



Jane Trenchard Backes,
Member
Membership Development
Metropolitan Milwaukee
Association of Commerce



Focusing on the opportunities and challenges of the future, Seeds of Health will continue to be Milwaukee’s innovative “home grown” answer to imaginative, collaborative, and cutting-edge education options. We look forward to fulfilling our mission with the same dedication, determination and accountability that has made Seeds of Health a leader in creating educational environments that support diverse urban populations.

Marcia Spector, Executive Director

Marcia L. Spector

WIC
WOMEN,
INFANTS, AND
CHILDREN

1445 South 32nd Street
Milwaukee, WI 53215
414.385.5611

The **Women, Infants and Children (WIC)** mission is to safeguard the health of low-income women, infants, and children up to age 5 who are at nutrition risk by providing nutritious foods to supplement diets, information on healthy eating, and referrals to health care.



AUTHORIZED BY THE
WISCONSIN DEPARTMENT OF
HEALTH AND FAMILY SERVICES

A PROGRAM OF SEEDS
OF HEALTH SINCE: 1983

CLIENTS SERVED
ANNUALLY: 2,560

GRANDVIEW
HIGH SCHOOL

2745 South 13th Street
Milwaukee, WI 53215
414.672.1168

The **Grandview High School** mission is to help young adults become academically, emotionally and socially prepared for productive participation in the 21st century.



MPS PARTNERSHIP SCHOOL
SERVING AT-RISK STUDENTS

FOUNDED: 1988

TOTAL ENROLLMENT: 221

WINDLAKE
ELEMENTARY
& ACADEMY

2433 South 15th Street
& 1445 South 32nd Street
Milwaukee, WI 53215
Elementary: 414.643.9052
Academy: 414.672.0726

The **Windlake Elementary and Academy** missions are to work in strong partnership with parents and community to fully develop the physical, emotional, social and intellectual potential of each child in a safe and supportive learning environment.



2R CHARTER SCHOOL
AUTHORIZED BY THE
UNIVERSITY OF WISCONSIN -
MILWAUKEE

FOUNDED: 1996

TOTAL ENROLLMENT: 442

VERITAS
HIGH SCHOOL

3025 West Oklahoma Avenue
Milwaukee, WI 53215
414.389.5574

The **Veritas High School** mission is to prepare Milwaukee students for post-secondary education success through completion of an academically challenging, values-based curriculum in a safe and supportive environment.



2R CHARTER SCHOOL
AUTHORIZED BY THE
UNIVERSITY OF WISCONSIN -
MILWAUKEE

FOUNDED: 2001

TOTAL ENROLLMENT: 251

TENOR
HIGH SCHOOL

840 North Jackson Street
Milwaukee, WI 53202
414.431.4371

The **Tenor High School** mission is to prepare Milwaukee students for successful entry to post-secondary education and career opportunities through the dual completion of a high school diploma and a Milwaukee Area Technical College program certificate and/or credits in a post-secondary degree program.



2R CHARTER SCHOOL
AUTHORIZED BY THE
UNIVERSITY OF WISCONSIN -
MILWAUKEE

FOUNDED: 2005

TOTAL ENROLLMENT: 235

MC² HIGH SCHOOL
MILWAUKEE COMMUNITY
CYBER HIGH SCHOOL

131 South 1st Street
Milwaukee, WI 53204
414.308.1230

The **MC² High School** mission is to empower students to become engaged learners utilizing 21st century tools and resources leading to successful post-secondary opportunities in a global environment.



NON-INSTRUMENTALITY
CHARTER SCHOOL
AUTHORIZED BY MPS

FOUNDED: 2010

TOTAL ENROLLMENT: 110

TENOR
HIGH SCHOOL

MC² HIGH SCHOOL
MILWAUKEE COMMUNITY
CYBER HIGH SCHOOL

WINDLAKE
ACADEMY

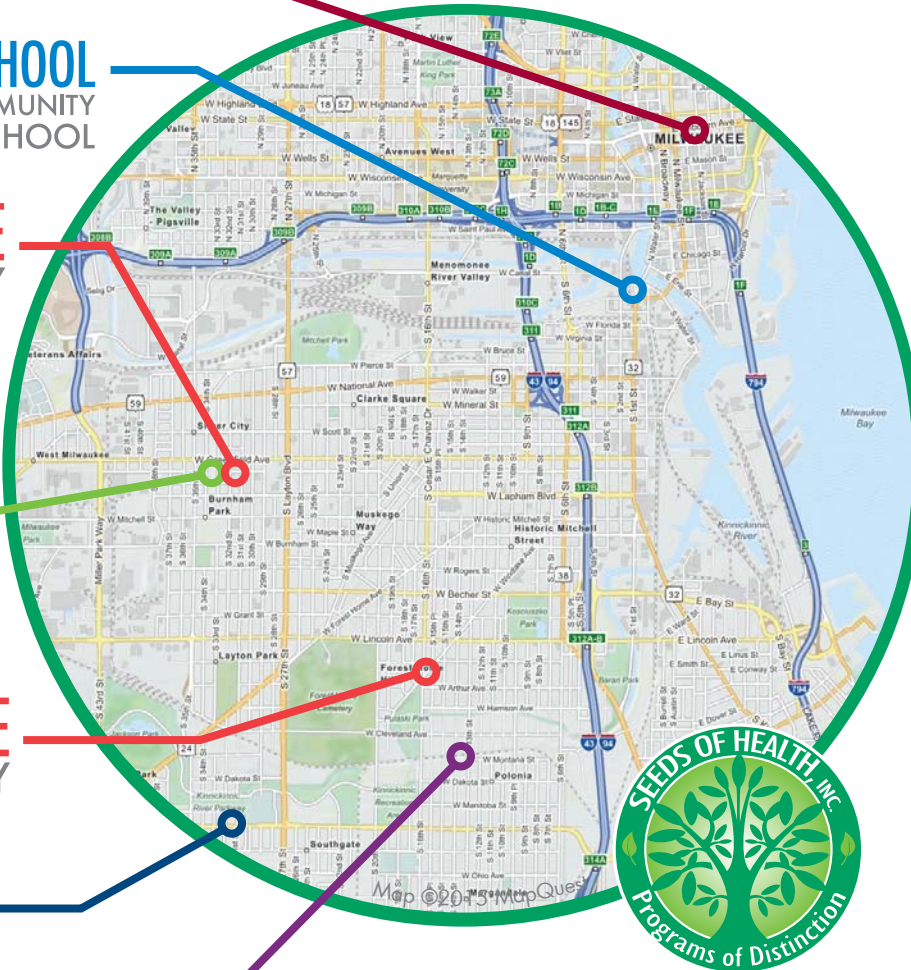
WIC
WOMEN,
INFANTS, AND
CHILDREN

WINDLAKE
ELEMENTARY

VERITAS
HIGH SCHOOL

GRANDVIEW
HIGH SCHOOL

Campuses
of Seeds of Health, Inc.



**SEEDS OF
HEALTH, INC.**

Windlake Elementary, Grades K4-3, 2433 South 15th Street, Milwaukee, WI 53215
Windlake Academy, Grades 4-8, 1445 South 32nd Street, Milwaukee, WI 53215
Grandview High School, 2745 South 13th Street, Milwaukee, WI 53215
Milwaukee Community Cyber (MC²) High School, 131 South 1st Street, Milwaukee, WI 53204
Tenor High School, 840 North Jackson Street, Milwaukee, WI 53202
Veritas High School, 3025 West Oklahoma Avenue, Milwaukee, WI 53215
Women, Infants, and Children (WIC), 1445 South 32nd Street, Milwaukee, WI 53215



SEEDS OF HEALTH, INC.
Programs of Distinction
WIC
WOMEN,
INFANTS, AND
CHILDREN

"Seeds of Health WIC impacts our community by helping participants meet their own goals for eating more nutritious foods, feeding their families economically, successfully breastfeeding their babies, and addressing undesirable eating behavior in children. Participation in WIC improves nutrition and health behaviors resulting in overall healthier pregnancies, healthier birth outcomes, better growth and development of young children, and improved health status of participants."

Christine Murr, Director, WIC



"At Windlake we focus on getting to know all students and their families and by doing that I am able to individualize learning for each student. Knowing how they learn will enable them to be successful and strive to do their best."

Stephanie Douglas, Academic Resource (Special Ed) Teacher, Windlake Elementary



WINDLAKE
ELEMENTARY



"Teaching at Windlake makes a difference in the lives of children because as teachers, we push our students beyond what they thought was possible. Each student is given challenging educational opportunities tailored to his or her needs within a safe and inclusive environment."

Kenn Zolltheis, Upper Elementary Teacher, Windlake Academy



WINDLAKE
ACADEMY



"Grandview High School provides a safe, caring, and structured learning environment where teachers and administrators work to build supportive relationships with each and every student. Teachers provide the one-on-one supports that students need to build their academic skills and become independent learners. Strong emphasis is also placed on helping students mature as young adults so they are able to develop self-responsibility and make positive life choices. Teachers at Grandview are truly invested in the success of their students and have helped many of them transition to work, college, and the military."

Monica Cinnamon, Associate Principal, Grandview



GRANDVIEW
HIGH SCHOOL

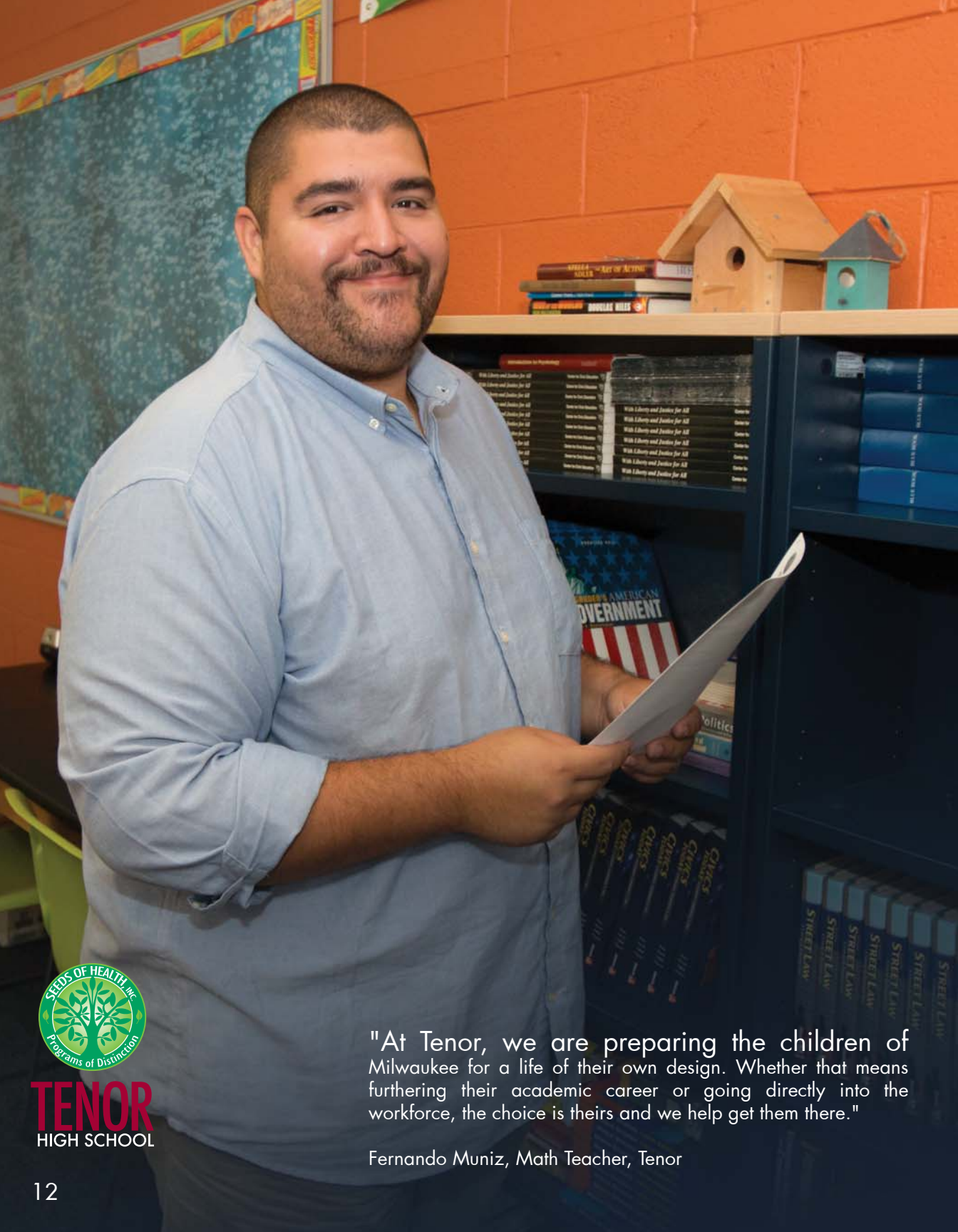


"The difference between MC² High School and any other high school is that MC² prepares students not only for academic success, but also for social and occupational success. I'm showing students how to contribute to the greater community through collaboration while providing them the technological insight and innovation that they'll need in order to adapt to our ever-changing world."

Jeff Wojcik, Math Teacher, MC²



MC² HIGH SCHOOL
MILWAUKEE COMMUNITY
CYBER HIGH SCHOOL



TENOR
HIGH SCHOOL

"At Tenor, we are preparing the children of Milwaukee for a life of their own design. Whether that means furthering their academic career or going directly into the workforce, the choice is theirs and we help get them there."

Fernando Muniz, Math Teacher, Tenor



TENOR
HIGH SCHOOL

"Tenor High School's partnership with MATC assures that every student develops college-ready academic skills and receives the needed support to complete the requirements for a high school diploma in three years and earn college credits when they attend MATC as a senior. With mentoring and guidance from both Tenor and MATC, our students practice becoming advocates for themselves, assuring that they work through their own unique challenges as college students. We assure that students who go on to 4-year colleges and other post-secondary options have all the pieces in place for a successful transition. Tenor's partnership with MATC assures that our students make informed choices and have the skills to be successful as they continue their education beyond high school."

Carol Pook, School Counselor, Tenor



VERITAS
HIGH SCHOOL

"The Veritas staff is invested in the future of our students. As the counselor, it is my job to work directly with students in completing the steps necessary for having access to their future goals. However, without the full support of my staff and their continuous efforts, high standards, and dedication to the needs of our students, we wouldn't be nearly as successful."

Brenda Jeske, School Counselor, Veritas



VERITAS
HIGH SCHOOL

"Teaching at Veritas makes a difference in the lives of children because we strive to teach our students to be educated and strong individuals both inside and outside of the classroom. We have created an academic environment that is inclusive, supportive, rigorous, and a place where students feel safe and cared for."

Shentel Manresa, English/Spanish Teacher, Veritas

Seeds of Health WKCE Results WKCE is the Wisconsin Knowledge and Concepts Examination. The WKCE provides information about student attainment of subject-area proficiency to students, parents, and teachers, and information to support curriculum and instructional planning.

Windlake Elementary School
Grade 4
2014 WKCE Results

	WE	MPS	State
SCIENCE	58%	52%	80%
SOCIAL STUDIES	84%	72%	91%

Windlake Academy School
Grade 8
2014 WKCE Results

	WA	MPS	State
SCIENCE	68%	50%	79%
SOCIAL STUDIES	91%	55%	82%

Grandview High School
2014 WKCE Results

	GV	MPS	State
SCIENCE	22%	38%	76%
SOCIAL STUDIES	25%	47%	81%

MC² High School
2014 WKCE Results

	MC ²	MPS	State
SCIENCE	41%	38%	76%
SOCIAL STUDIES	48%	47%	81%

Tenor High School
2014 WKCE Results

	TN	MPS	State
SCIENCE	54%	38%	76%
SOCIAL STUDIES	74%	47%	81%

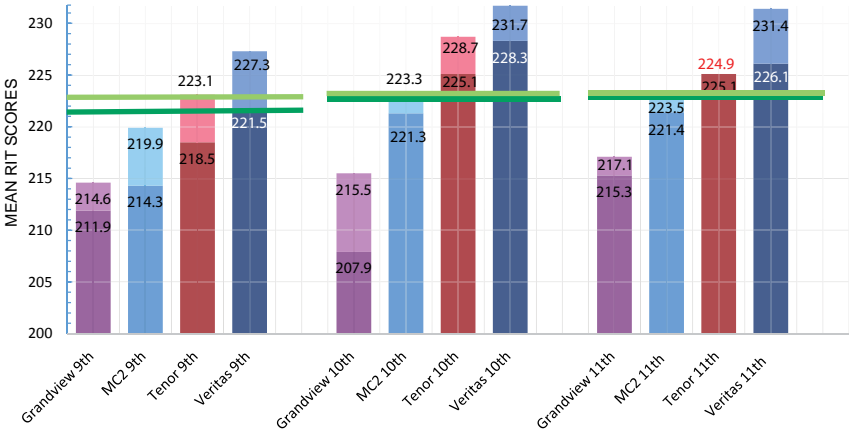
Veritas High School
2014 WKCE Results

	VT	MPS	State
SCIENCE	71%	38%	76%
SOCIAL STUDIES	80%	47%	81%

Seeds of Health MAP Results Seeds of Health schools use MAP (Measures of Academic Progress) testing in reading, math, and language usage to accurately assess student progress in mastering the basic skills. MAP results, along with other assessment tools, provide detailed, applicable data about students' strengths and if help is needed in any specific area.

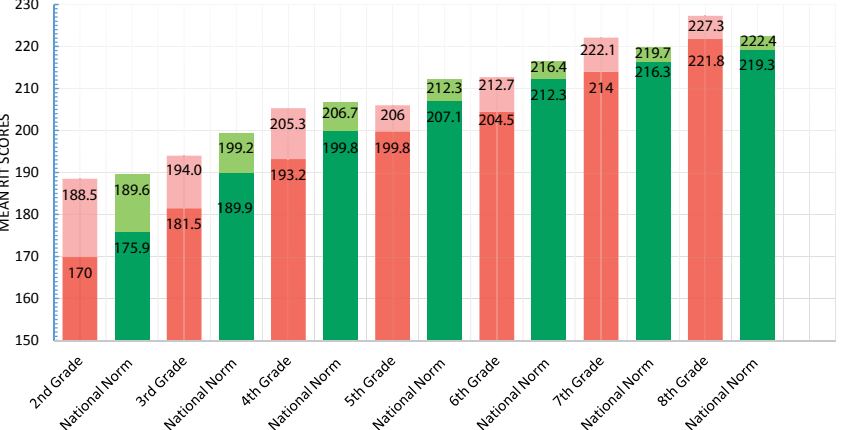
READING
2014-2015 MAP Results
Seeds of Health
High Schools

Spring National Norm
Fall National Norm
Spring (Light)
Fall (Dark)



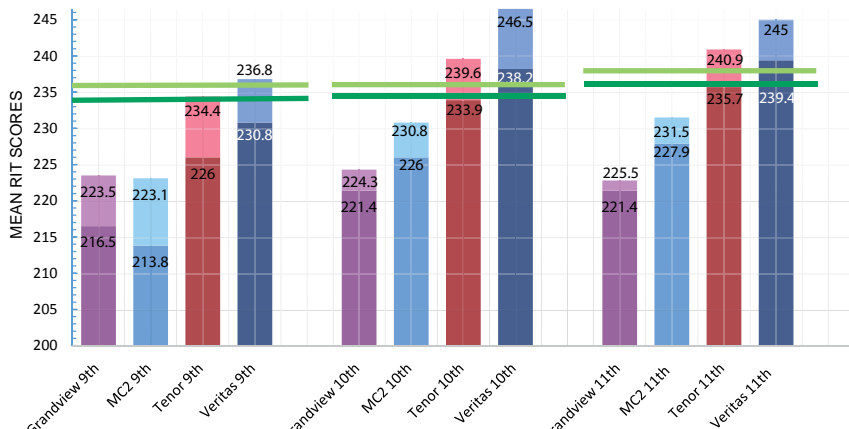
READING
2014-2015 MAP Results
Windlake Elementary &
Windlake Academy

Spring National Norm
Fall National Norm
Spring Windlake
Fall Windlake

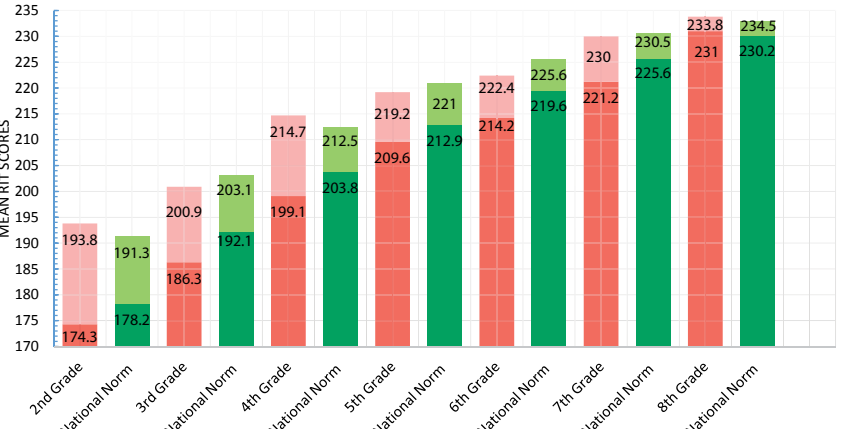


MATH
2014-2015 MAP Results
Seeds of Health
High Schools

Spring National Norm
Fall National Norm
Spring (Light)
Fall (Dark)

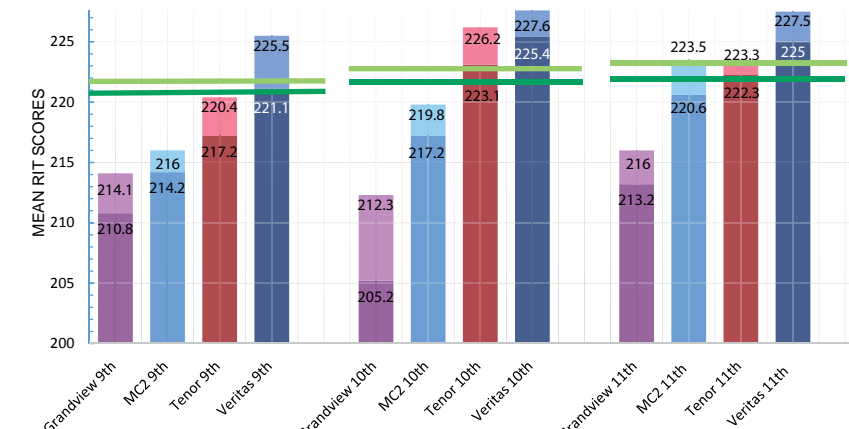


MATH
2014-2015 MAP Results
Windlake Elementary &
Windlake Academy

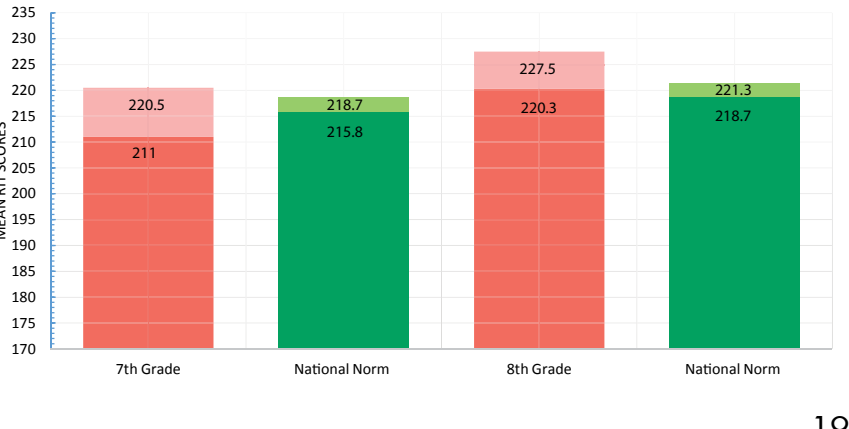


LANGUAGE USAGE
2014-2015 MAP Results
Seeds of Health
High Schools

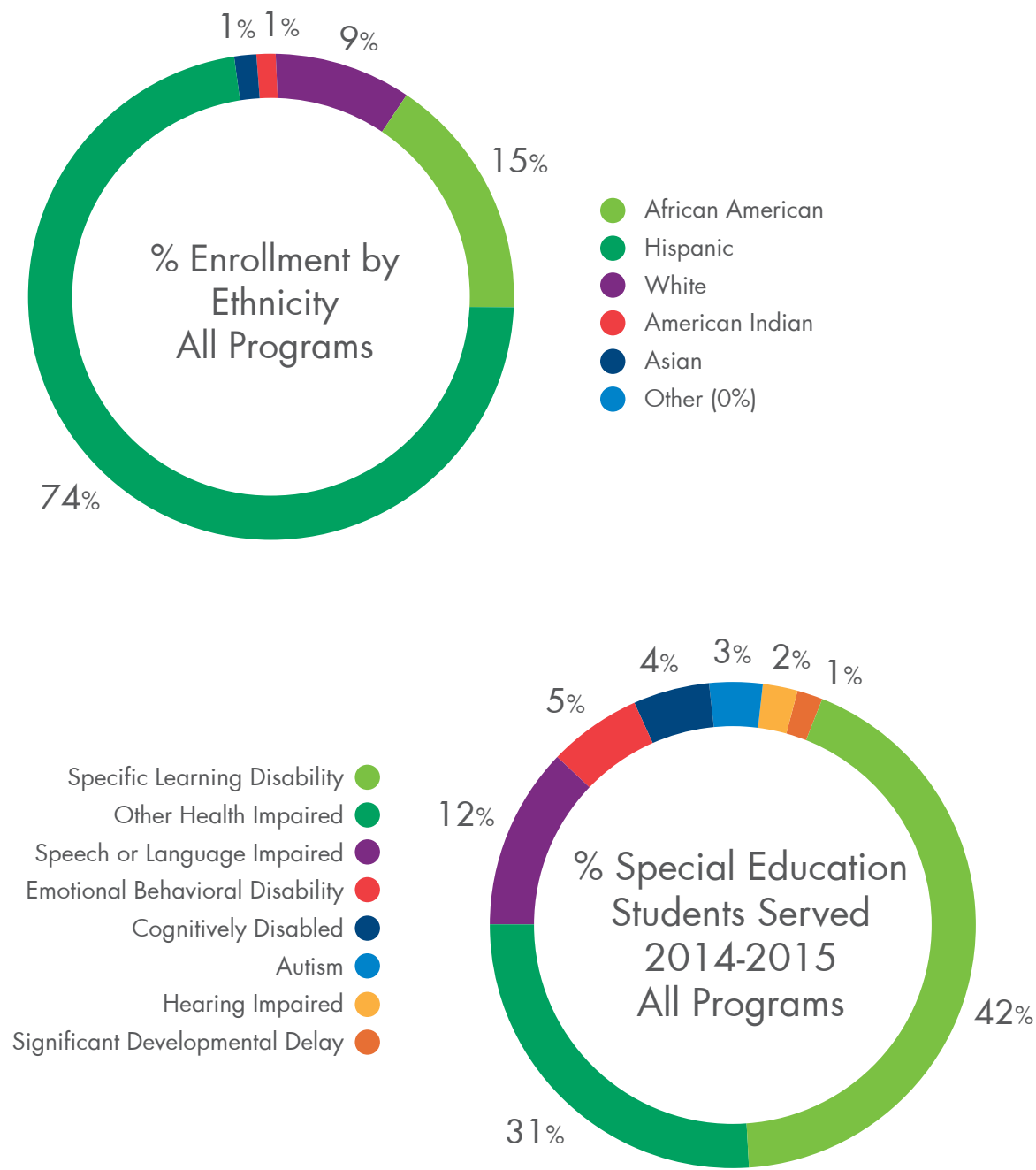
Spring National Norm
Fall National Norm
Spring (Light)
Fall (Dark)



LANGUAGE USAGE
2014-2015 MAP Results
Windlake Academy



Seeds of Health Demographics



Seeds of Health Enrollment & Attendance



*SOH Elementary, Grandview, and MC² participate in the National School Lunch Program and qualify for the Community Eligibility Program (CEP). Under CEP, students of these schools are eligible for free breakfast and lunch meals.

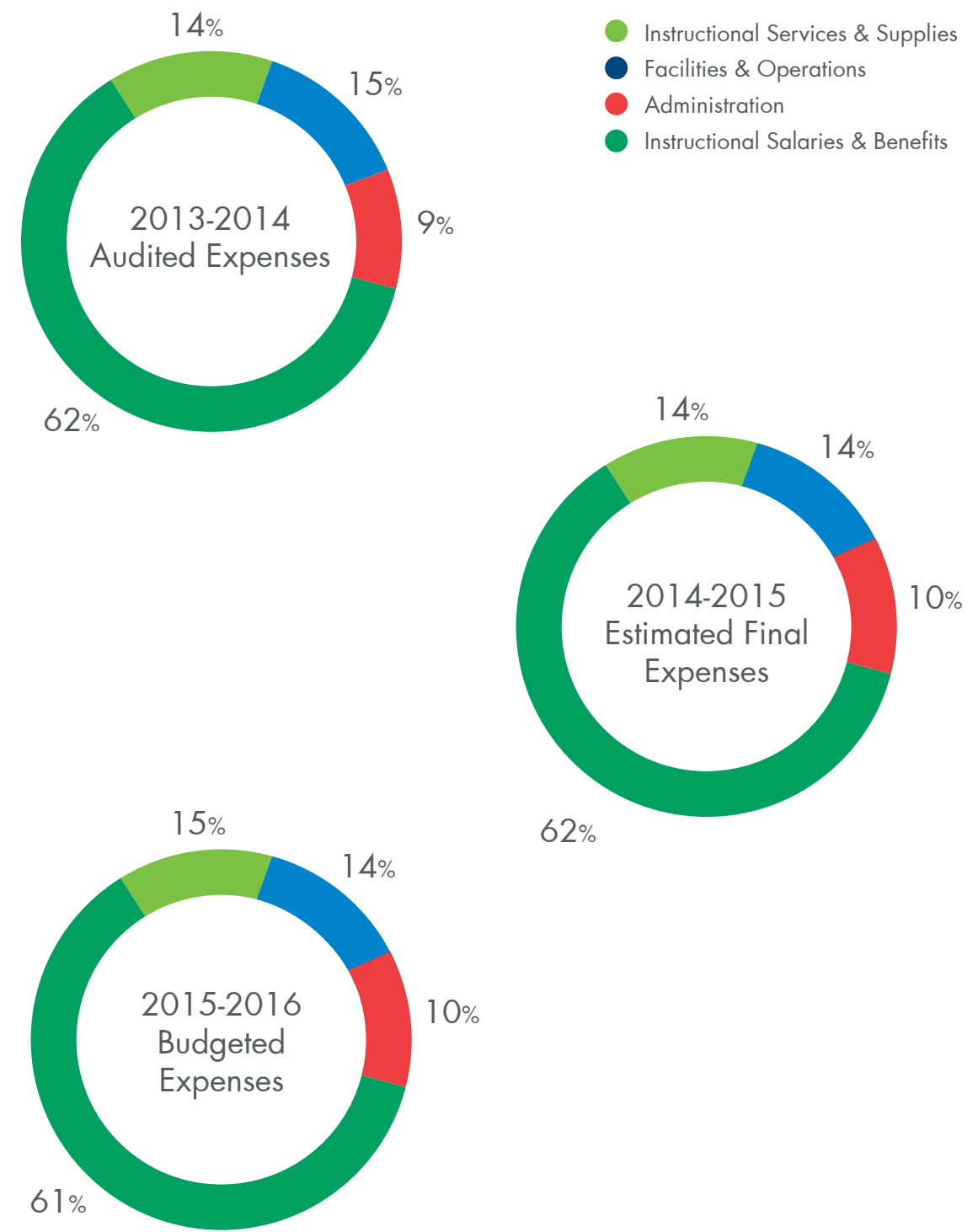
Seeds of Health Financial Summary In its more than thirty years of existence, Seeds of Health has created an excellent reputation for fiscal management, including a long history of unqualified audits by independent, highly reputable audit firms. For fiscal year (FY) 2014-2015, Seeds has a budget of \$13,472,088 for the purpose of operating five separate public school programs and a WIC program. Eighty-six percent of the budgets for all schools is spent on the delivery of the educational programs. The remainder is designated for expenses related to facilities (three owned and three leased) housing the programs.

Seeds of Health owns the facilities that house the following programs: MC2 High School located at 131 South 1st Street, Milwaukee; Veritas High School located at 3025 West Oklahoma Avenue, Milwaukee; and Windlake Academy (Grades 4-8) located at 1445 South 32nd Street, Milwaukee. Seeds of Health leases the following facilities: Grandview High School facility - leased from Cleveland Center located at 2745 South 13th Street, Milwaukee; Tenor High School facility - leased from the Archdiocese of Milwaukee located at 840 North Jackson Street, Milwaukee; and Windlake Elementary (Grades K4-3) facility - leased from SS Cyril & Methodius Parish located at 2433 South 15th Street, Milwaukee.

- Seeds of Health currently has four loans:
- 1. A loan for Veritas High School with a principal balance of \$506,000 and will have a balloon payment of \$500,000 on September 1, 2015.
 - 2. A loan for Tenor High School leasehold improvements with a balance of \$93,000 which will paid off on October 1, 2016.
 - 3. A loan with a balance of \$4,280,000 on which only interest is paid until the full value balloon comes due on October 1, 2017. The balance of \$4.28m is divided with \$1,819,000 due for the Veritas building; \$1,913,800 due for the MC2 building; and \$547,200 due for the Seeds building at 1445 S. 32nd Street.
 - 4. A building improvement loan for Windlake Academy with a balance of \$690,000, with a balloon payment of \$535,000 due in March, 2020.

	2013-2014		2014-2015		2015-2016	
	AUDITED EXPENSES		ESTIMATED FINAL EXPENSES		BUDGETED EXPENSES	
SALARIES AND BENEFITS	7,677,272	62%	8,291,725	62%	8,269,188	61%
INSTRUCTIONAL & PROGRAM	1,804,963	14%	1,927,658	14%	2,069,036	15%
FACILITIES	1,859,487	15%	1,842,923	14%	1,919,216	14%
ADMINISTRATIVE	1,129,767	9%	1,409,783	10%	1,294,782	10%
	12,471,489	100%	13,472,088	100%	13,552,223	100%

	2013-2014		2014-2015		2015-2016	
AVERAGE COST PER FTE	ACTUAL		ESTIMATED FINAL		BUDGETED	
SOH ELEMENTARY	\$	9,977	\$	10,068	\$	9,708
GRANDVIEW	\$	9,107	\$	9,629	\$	9,614
VERITAS	\$	8,914	\$	9,502	\$	9,366
TENOR	\$	8,836	\$	9,621	\$	9,621
MC2	\$	8,146	\$	8,772	\$	8,959





SEEDS OF HEALTH, INC.

"We can change the world and
make it a better place. It is in your
hands to make a difference."

- Nelson Mandela

Seeds of Health, Inc.
1445 South 32nd Street
Milwaukee, WI 53215
www.seedsofhealth.org

2015 Annual Report
Updated September 8, 2015

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