



# 2024 - 2025 ANNUAL REPORT

*“Building academic  
excellence and life skills  
while growing in our  
Catholic faith.”*



# Why GRACE Schools?

It's a question we often ask and one that our families, staff, and parish communities continue to answer in powerful ways.

**Why do families choose GRACE schools for their children?**

**Why do teachers and staff choose to serve here?**

**Why do our 23 parishes faithfully support GRACE Schools?**

If you asked any of our stakeholders these questions, you'd likely hear a variety of personal stories and motivations. Yet, at the heart of them all lies a shared belief in the value of Catholic education and the conviction that forming our children in faith is essential. Together, we strive to ground them in God's love and promise, preparing them to live productive, purposeful lives aimed toward the ultimate goal: heaven.

We are truly blessed by all who have intentionally chosen GRACE Schools as partners in our sacred mission together.

Throughout this Annual Report, you will find data and information that reflects the outcomes of our shared work. These measurable successes are a testament to what we are building together. We are building a vibrant, faith-filled community dedicated to academic excellence and spiritual growth.

Thank you for your continued support and for the many ways you contribute to our mission. We are grateful for each and every one of you who stands with us in this important work. Please enjoy reading the GRACE 2024-2025 Annual Report.

*In Christ,*

**Nicholas O. Anderson**  
**Chair, GRACE Board of Trustees**



**Kimberly A. Desotell**  
**President, GRACE Schools**



## 9 Schools - 23 Parishes - 1 Community

Annunciation of Blessed Virgin Mary Parish • Holy Cross Catholic Church • Nativity of Our Lord Parish • Our Lady of Lourdes Catholic Church • Prince of Peace Catholic Community • Resurrection Catholic Parish • Ss. Peter and Paul Catholic Church • St. Agnes Catholic Church • St. Bernard Parish • St. Elizabeth Ann Seton Catholic Parish • St. Francis Xavier Cathedral • St. Francis Xavier Catholic Church • St. John the Baptist Catholic Church • St. John the Evangelist Catholic Church • St. Joseph Parish • St. Jude Parish • St. Mary Parish • St. Mary of the Angels Catholic Church • St. Matthew Catholic Community • St. Norbert College Parish • St. Patrick Parish • St. Patrick's Roman Catholic Oratory • St. Phillip the Apostle Catholic Church • St. Willebrord Parish

**WE ARE  
GRACE**



# GRACE BY THE NUMBERS



**86%**

of our students are registered at a GRACE parish



**9**

School Volunteer Awards

**9%**

of students scored in the 95<sup>th</sup> percentile or higher on the Star Reading test in Spring 2025



\*Grades K-8 Assessment Data



**8%**

of students scored in the 95<sup>th</sup> percentile or higher on the Star Math test in Spring 2025

**31**

New Teachers Hired

**16**

Top Teacher Talent Awards



**20**

High School Graduates

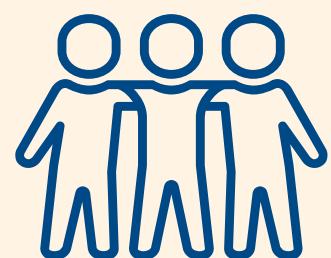


**199**

8<sup>th</sup> Grade Graduates



\*Spring 2025



In **Math**, GRACE students perform **8%** higher relative to the Wisconsin average.

In **ELA**, GRACE students perform **13%** higher relative to the Wisconsin average.



\*These scores are based on the 2024-25 proficiencies on STAR (GRACE) and Forward (Wisconsin) Exams

# Profit & Loss Including Restricted 2024-2025

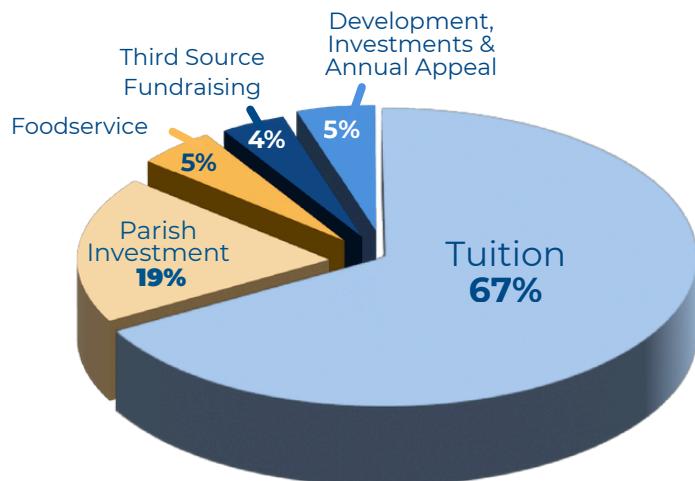
Revenue	FY 24-25	FY 23-24	Year-over-Year Difference
Tuition	\$14,083,154	\$13,304,478	\$778,676
Parish Investment	\$4,175,394	\$3,602,338	\$573,056
Advancement/Donations	\$2,080,713	\$2,691,195	-\$610,482
Site Advisory Fundraising	\$868,958	\$1,204,237	-\$335,276
General/Other	\$1,360,389	\$1,175,324	\$185,065
<b>Total Revenue</b>	<b>\$22,568,608</b>	<b>\$21,977,569</b>	<b>\$591,039</b>
<b>Expenses</b>			
Employment Costs	\$16,510,753	\$15,270,668	-\$1,240,085
Purchased Services and Supplies	\$2,559,259	\$2,660,589	\$101,330
Buildings and Grounds	\$2,813,495	\$2,274,240	-\$539,255
General Office and Other	\$850,095	\$947,644	\$97,549
<b>Total Cost</b>	<b>\$22,733,602</b>	<b>\$21,153,141</b>	<b>-\$1,580,461</b>
<b>Net Gain (Loss)*</b>	<b>-\$164,994</b>	<b>\$824,428</b>	<b>-\$989,422</b>

\*As a nonprofit organization, GRACE is committed to ensuring that all funds are used to support our educational mission, covering essential expenses such as wages, medical insurance, educational supplies, tuition assistance, and other critical needs. Total revenue grew year-over-year, driven primarily by both private pay and Wisconsin Parental Choice Program tuition as well as increased contributions from our supporting parishes. This increase in revenue enabled us to support essential expenses, including planned wage increases, educational supplies, and higher rent payments to school parishes. Additionally, we were able to make necessary facility improvements and manage unexpected cost hikes, such as rising medical insurance premiums.

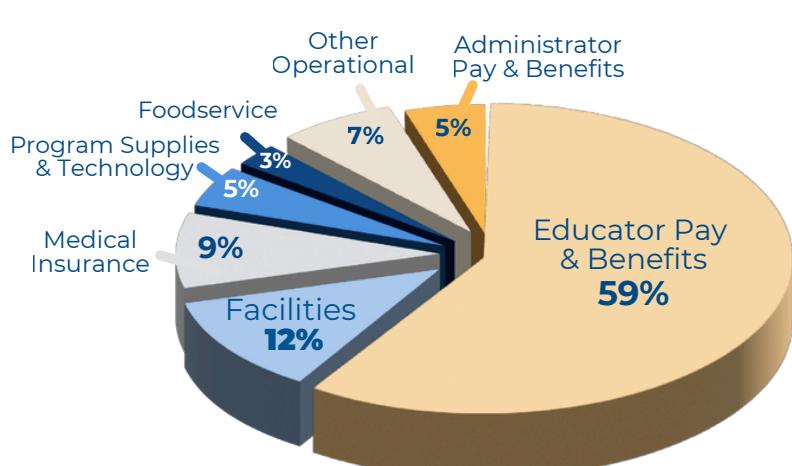
## Cost to Educate

2024-2025	2023-2024
\$9,250	\$8,810

## GRACE Revenue Sources



## GRACE Expenses



# Statement of Financial Position

Assets	June 30, 2025	June 30, 2024
Current Assets		
Cash & Cash Equivalents	\$ 3,053,133	\$ 4,525,375
Accounts Receivable-Parish Investment, Net	266,899	209,279
Tuition Receivable, Net	8,242	1,746
Unconditional promises to give	241,477	238,175
Other	33,337	116,598
Pledges Receivable	205,000	-
Prepaid Expenses	159,338	86,506
Total Current Assets	3,967,426	5,177,678
Investments	2,786,916	2,662,751
Beneficial Interest in assets held by the Catholic Foundation	3,483,879	2,660,214
Beneficial Interest in Charitable Trust	605,970	570,614
Right of Use Operating Lease Asset, Net	389,700	490,138
Equipment, Net	30,286	41,516
<b>Total Assets</b>	<b>\$ 11,264,177</b>	<b>\$ 11,602,912</b>
<b>Liabilities &amp; Net Assets</b>		
	June 30, 2025	June 30, 2024
Current Liabilities		
Accounts Payable	\$ 126,074	\$ 381,030
Accrued Salaries & Benefits	1,722,514	1,557,601
Custodial Accounts	186,015	163,123
Right of Use Operating Lease Payable-Short Term	103,266	99,477
Deferred Revenue	341,307	349,383
Total Current Liabilities	2,479,176	2,550,614
Long Term Liabilities		
Right of Use Operating Lease Payable-Long Term	295,475	397,778
Total Liabilities	2,774,651	2,948,392
Net Assets		
Revenue-Expenditures	193,587	384,109
Fund Balance	8,295,939	8,270,411
Total Net Assets	8,489,526	8,654,520
<b>Total Liabilities &amp; Net Assets</b>	<b>\$ 11,264,177</b>	<b>\$ 11,602,912</b>

A message from GRACE Finance Chair,

*Sarah Green*

GRACE Schools remain in a position of financial strength and stability, guided by prudent fiscal management and steadfast commitment to our mission of faith-based education. As you can see by the financial information in this report, the past fiscal year concluded with a small deficit, attributable primarily to unexpected increases in medical insurance premiums and to strategic investments in our school facilities that will support long-term growth and sustainability. These investments demonstrate our dedication to providing safe, modern, and welcoming learning environments for our students and staff.



The Finance Committee remains focused on ensuring that our financial decisions align with our mission and values. GRACE is committed to supporting fair and competitive compensation for our dedicated educators while maintaining our commitment to keeping Catholic education accessible and affordable for families across our community. We are confident that our strong financial foundation will continue to support the vitality of our schools and the success of our students for years to come.

# STRATEGIC PLAN 2024-2027

## *Three Key Focus Areas*



**FAITH:** ensuring that our Catholic faith is inherent in all that we do



**ACADEMICS:** advancing and maintaining academic excellence and rigor



**VITALITY:** strengthening our system for today and the future while building a robust community with time, talent and treasure

Key Focus Area	2024-2027 GRACE Strategic Plan - GOALS	YEAR 1 2024-2025	YEAR 2 2025-2026	YEAR 3 2026-2027
FAITH	<p><b>1. Strengthen engagement between GRACE and Parishes.</b></p> <p><b>Goal:</b> Ensure GRACE students and families are actively involved in their parishes, with regular priest participation in GRACE schools.</p>			
	<p><b>2. Prepare graduates for an engaged Catholic life</b></p> <p><b>Goal:</b> Ensure GRACE graduates are well-prepared for and choose an active Catholic life.</p>			
	<p><b>3. Promote Eucharistic Revival</b></p> <p><b>Goal:</b> Foster a deeper appreciation for the Eucharist among students and families and GRACE employees in partnership with our parishes during the Eucharistic Revival Year.</p>			
ACADEMICS	<p><b>1. Enhance Reading and Math Proficiency</b></p> <p><b>Goal:</b> Improve student performance in reading and math scores across all classrooms and schools each year.</p>			
	<p><b>2. Develop a “Profile of a GRACE Graduate”</b></p> <p><b>Goal:</b> Establish and use a comprehensive profile outlining the academic, virtue, faith, and social attributes of a GRACE graduate in both 8th and 12th grades.</p>			
	<p><b>3. Pilot Programs for Diverse Learning Needs</b></p> <p><b>Goal:</b> Develop and launch at least two pilot programs catering to a range of learning abilities, including Special Needs, Gifted and Talented, and Bilingual students.</p>			
VITALITY	<p><b>1. Enhance Educator Compensation and Enhance Long-Term System Sustainability</b></p> <p><b>Goal:</b> To grow a major gifts and outreach program for development in support of educator compensation and long term sustainability.</p>			
	<p><b>2. Increase GRACE Student Enrollment</b></p> <p><b>Goal:</b> Achieve a 10% overall increase in enrollment from 2024 to 2027.</p>			
	<p><b>3. Conduct a Long Term Strategic Facilities Study</b></p> <p><b>Goal:</b> Partner with the Diocese to complete a strategic facilities study for the next 5-10 years.</p>			
	<p><b>4. Publish Annual Reports for the System and Schools</b></p> <p><b>Goal:</b> Create and distribute an Annual Report for GRACE as a whole and for each individual school to promote Catholic education and ensure effective communication.</p>			

# Educator Spotlight: Empowered by GRACE



At GRACE, we believe that at the heart of a thriving school system is its educators. Each day, our teachers, administrators, and support staff pour their passion, creativity, and faith into nurturing the minds and spirits of our students.

We recognize that exceptional Catholic education depends on exceptional educators. As part of our strategic priorities, we are taking deliberate steps to study and enhance educator compensation, ensuring our teachers feel valued, supported, and empowered.

GRACE is committed to supporting our staff through every step of the way through professional development, collaboration, and care so they have the tools and encouragement needed to flourish. Ms. Abbie Withbroe, Social Studies Teacher at St. John the Baptist Catholic School, is one of our transformational educators whose achievements reflect not only her individual talent but also the collective strength of a system that truly values and supports those who dedicate their lives to guiding and inspiring our young disciples.

Our belief is simple: **when our educators thrive, so do our students, families, and the wider GRACE community.**

## Achievements & Professional Development

**Master's Path Program:** St. Norbert College, Master of Arts in Liberal Studies, Spring 2025

**Golden Apple Nominee:** Multi-year; most recent nominations in 2023, 2024, and 2025

**Top Teacher Talent Award:** 2022, 2023, and 2025

**Catholic Leader Academy (CLA):** A program through **CatholicLink** designed to develop leadership and communication skills while deepening faith.

**Student Leader Academy (SLA):** Stemming from CLA, Ms. Withbroe established SLA to cultivate leadership and communication skills while deepening faith among students.

**National Catholic Education Association (NCEA):** Presenter, Spring 2024

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