

## **New Journey New Berlin Campus**

*Plan of Operation*

October 24, 2025

### *Proposed Use of Land and Building*

#### **Project Description: Milwaukee Rescue Mission's New Journey Campus Development**

This property will serve as the permanent, dedicated campus for the Milwaukee Rescue Mission's *New Journey* residential addiction recovery program. For decades, *New Journey* has successfully served single men seeking recovery from substance addiction, offering a structured, supportive, and transformative environment.

#### **Program Overview**

The *New Journey* program begins with a 28-day candidacy period during which participants reside on campus while undergoing a thorough evaluation process. During this time, staff conduct interviews and assessments to determine each individual's suitability for the full six-month residential program. This vetting process includes comprehensive background checks, resolution of any outstanding legal issues or warrants, and addressing any critical health or medical concerns.

#### **Six-Month Residential Program**

Candidates who are accepted into the program commit to a six-month, full-time residential experience. The program is rigorous and holistic, designed to address the physical, emotional, spiritual, and vocational needs of each participant. Key components include:

- **Personal and group exercises** to promote relational development, emotional growth and self-awareness
- **Adult education** aimed at strengthening academic proficiency and essential life skills
- **Individual and group counseling** led by trained staff counselors
- **Physical fitness activities** to improve health and well-being
- **Christian mentoring and spiritual development**
- **Career training and job readiness preparation**
- **Community-building and accountability structures** to support sustained sobriety and personal growth

The development of this new campus will enhance the effectiveness and reach of the *New Journey* program, providing a stable, purpose-built environment where men can rebuild their lives and establish a foundation for long-term recovery and reintegration into society.

### *Activities*

Typical activities on the campus will include:

- Congregant meals
- Social, recreational and athletic activities both indoors and outdoors
- Support groups
- Classes
- Individual study
- Professional individual and group counseling
- Congregant chapel services

Activity Frequency & Days/Hours of Operation

As a residential campus, typical residential activities – i.e. meals, social/recreational – will occur every day throughout the week.

The concentration of program activities – classes, counseling, group sessions – will occur mostly during typical business hours – 8AM – 4PM, Monday through Friday, with occasional groups or activities occurring in the evenings Monday – Friday.

Total Number of Employees – Peak Number Weekly

The campus will build to full capacity over a three to five year period with maximum staffing level achieved at the end of that period. Total staffing will start at approximately 20 FTE and build to approximately 35 FTE. The campus will maintain a staff presence 24/7/365. The highest concentration of staff will occur during the work week (6AM-8PM; M-F) with approximately 20-25 staff members on campus in overlapping 1<sup>st</sup> & 2<sup>nd</sup> shifts.

Number of Program Residents

Participation in the residential component of the *New Journey* program will build through three to five years with projected resident levels as follows:

Year 1 – 50-60

Year 2 – 60-80

Year 3 – 80-100

Year 4 – 90-110

Year 5 - 120

Number and Type of Vehicles on Campus

Three permanent service vehicles will be on the campus – 1 utility vehicle (i.e. pickup truck); 2 passenger vans.

20 – 30 staff and resident vehicles will typically be on the campus at any given time (only residents in the transitional phase of the program will have private vehicles on the campus and this total will likely be 10 or less vehicles).

Occasionally the campus will host an event with outside guests as, for instance, program graduations, where an additional 10-20 vehicles may be present on the campus. At these peak events (i.e. special events hosted during the week), there may be a maximum of 40-50 vehicles on the campus. These type of peak events will not occur more two or three times per month.

*Expected Start and Completion Dates for Construction*

With formal necessary approvals by the City of New Berlin in early 2026, we will plan for construction to begin in the summer/fall of 2026 and complete by summer/fall 2027.