



iMISSION: POSSIBLE

Since
1966



OPPORTUNITIES, INCORPORATED ANNUAL REPORT 2022



Dear Community Members,

Opportunities, Incorporated was founded nearly sixty years ago by grassroots families to ensure individuals with the most significant disabilities had a place to learn, work, and advance their independence. Decades later, we continue to pursue and fulfill the dreams of our original founders by providing individuals of all barriers a place to belong and find success.

When Opportunities, Inc. began, it primarily focused on adults with developmental disabilities, but since has broadened to include people with physical and intellectual disabilities, those with mental health issues, people who have been in the correctional system, those veterans and others with barriers to employment.

Throughout 2022, Opportunities, Inc. continued to support and advance the mission through our number one and most valuable asset, the people we serve. With our participants, staff, customers, and your support, we have been able to expand services and spread our mission throughout Wisconsin, welcoming Green Valley Enterprises, a division of Opportunities, Inc. in Beaver Dam in June 2022.

Our mission values of **community**, **choice**, **commitment**, and **collaboration** are the foundation we have set to build and strengthen our services. These values are at the heart of everything we do. With the mission in our hearts and at the forefront of our work, we make people's dreams come true!

In Service,



Barbara LeDuc

President/CEO of Opportunities, Inc.





GREEN VALLEY ENTERPRISES

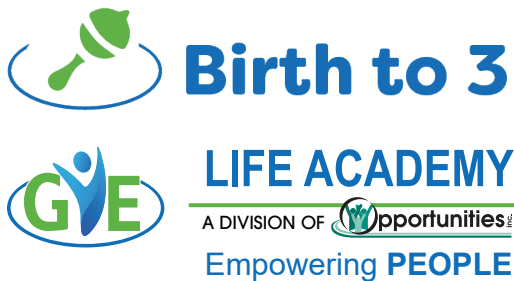
A DIVISION OF  **Opportunities**



Green Valley Enterprises started over 50 years ago when a small group of motivated parents wanted their adult children to be given the opportunity and choice to work. They presently serve over 400 families throughout the Dodge County area. In June of 2022, Opportunities, Inc. acquired Green Valley Enterprises to expand mission services in Dodge County for individuals; with the purpose of maximizing success and enhancing their abilities to be independent, contributing members of the community.



The two organizations combined their mission to expand service choices and social enterprises, while boldly advancing the lives of people with diverse abilities, backgrounds, and life circumstances. Furthermore, this strategic action will ensure long term sustainability of a vital social mission while cultivating the pioneering spirit of the organizations' collective leadership & team.



Together, the mission will strengthen its services for individuals with diverse abilities in the unique **Birth to Three program**, which serves families with children under the age of 3 years who have delays or disabilities. **Life Academy** offers school to work transition for youth, vocational training and employment, community and social engagement, independent life skills & a multitude of professional career paths through social enterprising.

Under new leadership, Green Valley Enterprises, a division of Opportunities, Inc., will continue to focus on our most important asset, the people we serve, and build upon all mission possibilities!



Heart for PEOPLE

MISSION VALUES: **COMMUNITY**

Coordinating efforts and expanding programs to build diversity and inclusion.



The goal of Green Valley Enterprises **Life Academy** is to build students' confidence related to living, learning, and earning within the community. Students learn communication skills, critical thinking, decision-making, problem solving, self-advocacy, resilience, & so much more.

GVE Life Academy offers community engagement and enrichment throughout the year, with a unique summer day program, transition service within the school year, as well as an after-school program. Community volunteering and employment opportunities provide a robust real-world learning environment for youth and young adults. Over 60 students from area communities and school programs throughout Dodge County received services annually.



MISSION VALUES: **CHOICE**

Promoting self-determination.



In 2022, Opportunities, Inc. started the **Workplace Skills Apprenticeship** program; a great opportunity for the first-time employee or a young person starting out in the workforce. Participants in the program receive paid work exploration in a variety of entry level production jobs along with an emphasis on work readiness skills in preparation for a successful career path advancement.

Through the Opportunities, Inc. **Workplace Skills Apprenticeship**, Nick was given the opportunity to build his employment portfolio while learning work readiness skills in a real work environment, rather than a traditional classroom setting. Attitude, communication, teamwork, networking, and critical thinking, workplace respect, and performance expectations were some of the topics discussed. The apprenticeship guided Nick to be successful in his job at the Opportunities, Inc. Fulfillment Center.

While working in the Opportunities, Inc. Fulfillment Center, Nick was able to develop skills and experience towards his career path advancement. He found a job that brings him joy and purpose, enhancing confidence to become more outgoing, continuing to grow and find success. As Nick proudly professes, "I'm just happy, I got this job and this income."



Mind for **BUSINESS**

MISSION VALUES: **COMMITMENT**

Dedicating resources to expand mission.



Opportunities, Inc. is committed to advancing the mission by cultivating hidden skills, developing confidence, personal responsibility and building a dynamic team. With a unique community focus, it is the goal of the Opportunities, Inc. **Fulfillment & Training Center** to advance a diverse workforce and expand mail order alternatives for an increasing customer base that engages in on-line ordering through large retailers and **e-commerce** sites.

The Opportunities, Inc. Fulfillment Center shipped nearly 125,000 orders and touched over 4.8 million items in 2022. The dedication and commitment of our diverse team made this incredible feat possible. The **Workplace Skills Apprenticeship** provided six students with diverse abilities training and advancement of skills to prepare for the real world of work.

Along with record orders processed, installation of a new automated packaging line was completed, which will improve productivity and enhance training options. Dale, who has been a part of the team since graduating high school, was excited to learn how to operate the new equipment, further advancing his own career path.



MISSION VALUES: **COLLABORATION**

Aligning expertise to expand services.



In 2022, the **WorkSmart Program** received funding through the Workforce Advancement Initiative (WAI) grant. This funding assisted individuals whose employment may have been affected by the pandemic and provided training for an in-demand trade to enhance employability skills.

In July, the WorkSmart staff facilitated a Welding Cohort specifically for incarcerated individuals from the Burke Correctional Center in Dodge County to strengthen work skills post release.

In October, Opportunities, Inc. partnered with the Workforce Development Board of South-Central Wisconsin and Madison College to offer the first **Leadership Training Academy** for incumbent workers. Thirteen employees from five different companies participated in learning valuable tools to increase their leadership abilities and grow within their career paths. We, alongside Johnsonville Foods, Jones Dairy Farm, Aztalan Engineering, & Fisher Barton all supported this new initiative by selecting upcoming leaders to attend this training.



MISSION SERVICES

Oi Cares



COMMUNITY **SUPPORT** SERVICES



- Guardianship • Resources & Referral • Crisis Care
- Workplace Wellness • Birth to 3 Early Intervention

Oi Connects



COMMUNITY **ENGAGEMENT** SERVICES



- Day Services • Memory Care
- Life Enrichment Skills • Independent Life Skills
- Project S.E.R.V.E. • After School & Summer Programs

Oi Works



COMMUNITY **EMPLOYMENT** SERVICES



- Vocational Training • Placement & Retention
- Diverse Workforce Solutions • Job Retention
- School To Work Transition • D.O.T. Rest Area Contract



iMISSION:

POSSIBLE



20,280
VAN RIDES TO WORK

Nearly a dozen weekly routes to and from Jefferson, Rock, Waukesha, and Dodge counties.

Corporate guardianship program served our wards as coordinator of services, financial organizer, and advocate.

218

INDIVIDUALS SERVED



267

FAMILIES IMPACTED

Green Valley Enterprises Birth to Three impacted families across Dodge County, providing expert evaluation, service coordination, and community resources.

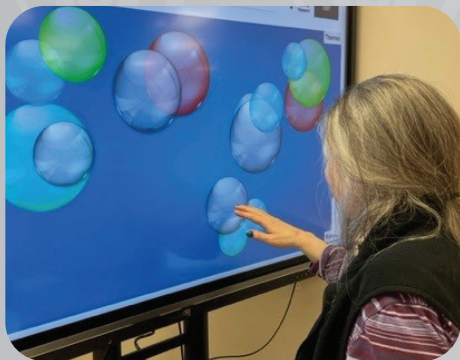
Introduced the iN2L, a 55-inch touch screen that allows participants to navigate their way through educational and individualized content that enriches and enhances their lives, especially those in our memory care program.



CONNECTIONS

Opportunities, Inc.

Community Life | Memory Care



7500
FREE MEALS

Day Service participants bagged lunches for our diverse workforce who were nutrient deficient.



234
ACTIVITIES

Restored outings & volunteer events for individuals to engage their creative spirit in a variety of community experiences.

21

STUDENTS

Continued to inspire the expansion of creative service lines to advance a diverse workforce through Apprenticeship and Mentorship programs.

Expanded students' career exploration and work experience via transitional contracts, direct services, and GVE Life Academy.

TEN
SCHOOL DISTRICTS



300

DAILY TRAINEES

Privately funded Workforce Development Strategist and Retention Service for onsite diverse workforce at all locations and shifts providing engagement, coaching, and customized workplace concierge programs.



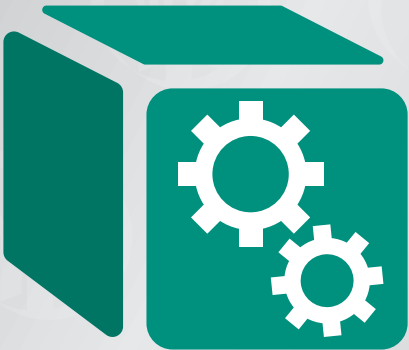
SOCIAL ENTERPRISES

Oi Staffing



- Temp-to-hire
- Professional Placement
- Workforce Solutions
- Recruitment & Payroll

Oi Packages



- Packing & Fulfillment
- Warehousing & Logistics
- Advanced Automation
- Certified GMP Facilities

Oi Prints



- Printing Solutions
- Custom Graphic Design
- Banners/posters/signs
- Copies and More...

50+ 
ESSENTIAL POSITIONS

DPS Pro talent acquisition specialists hired key team members for Opportunities, Inc. & area companies.

DPS

Diversified Personnel Services

A DIVISION OF  Opportunities



60
INDIVIDUALS

Provided employment and training to advance transition of re-integrated workforce populations from Thompson Correctional Center & Rock Valley Community Project.

Hosted pop-up job shops using our fleet and wireless technology. Served Jefferson, Dane, and Waukesha counties where job centers were closed.

20 
JOB FAIRS



Accomplished thousands of shrink wrapping, bagging, bundle wrapping, printed & clear bundle film, kitting, and assembly projects.



70
CUSTOMERS

Federal, state, & local production partnerships to secure services.



5750
UNIQUE PROJECTS COMPLETED

Outsourced variety of jobs to maximize training and advancement opportunities for our diverse workforce.

Full Copy Service

You came to the right place.

Big or Small job?

NO PROBLEM!

Digital Color Copies

Digital Black/White



Opportunities Inc.

Custom Design & Print Services

We get your job done on time at an affordable price.



16 YEARS

AS BEST IN THE AREA



301
CUSTOMERS

Continued to serve key accounts and responded to increased demand for various promotional materials as local businesses opened.

Served community businesses & individuals with printing & graphic design experience.

2425 
PROJECTS

GIVING



COVID VACCINE OUTREACH

Opportunities, Inc. partnered with Wisconsin Department of Health Services to execute multiple vaccine clinics and complete a full public relations solution to expand health equity across the state. This was shared with **over 9,000 contacts** to refresh knowledge on vaccines, renew commitment to personal wellness, while restoring work, health, and life!



SUMMER FUNDRAISERS

We appreciate the community contributions and business sponsorships to the 20th Annual **Spence Jensen Classic Golf Outing** & Green Valley Enterprises' annual **"Ham 'N Jam!"** Funds raised advance services for people of diverse abilities & backgrounds to maximize success and enhance their abilities to be independent, contributing members of the community.



BOARD OF DIRECTORS

Jeff McFarlane — Chair (Business Member)
Bruce Loeb — Vice Chair (Business Member)
Bernie Fiedler (Finance Member)
Dr. Donald Williams, MD (Medical Member)
Jeffrey Theder (Business Member/Parent)
Patrick Miller (Education Member)
Brett Healy (Media/Public Relations Member)
Larry Lange (Board Member)
Jay Vanden Boogart (Board Member)
Barbara LeDuc (Ex-Officio)
 President/CEO of Opportunities, Incorporated

STATEMENT OF REVENUE, EXPENSE AND REINVESTING FOR THE YEAR ENDED DECEMBER 31, 2022

Mission Services Revenue:	
Contributions:	\$382,6875
Grants:	\$507,728
Contract Revenue:	\$2,955,267
Program Revenue:	\$6,024,739
Total Mission Services Revenue:	\$13,314,609
Social Enterprise Revenue:	
Staffing, Production, Warehousing, Graphic Arts	\$22,819,492
Other Income:	\$365,089
Total Social Enterprise Revenue:	\$23,184,581
Total Revenue:	\$29,214,063
Total Expenses:	\$31,261,265
Change in Net Assets:	-\$2,047,202

GIVING BACK



UNITED WAY CORPORATE CAMPAIGN



Opportunities, Inc. continued to share our mission by adding an additional county to our United Way Month of Giving. In 2022, Opportunities, Inc. team reached a record of giving by donating **over \$5,000** back to the Jefferson/Northern Walworth Counties and Dodge County United Way Organizations.



OI CLOSET COMMUNITY RESOURCE



We continued to give back to the community by creating a free boutique shopping experience for those in need. The OI Closet is a free service organized and managed by Opportunities, Inc. Connections Day Service participants. Nearly **two thousand items** were generously donated to individuals in need of warm clothes for work, day-to-day activity, job interviews, professional appointments, and community events at no cost to them.

A-TEAM GRASSROOTS

A-Team, a grassroots movement providing structure for individuals with diverse abilities, launched the A-Team Adventure Series with the A-Team Angling Adventure, offering an authentic experience to teach fishing skills and enjoy the great outdoors.

The A-Team Angling Adventure impact area is diversity, equity, and inclusion. In 2022, the great outdoors of Wisconsin was opened to people of diverse abilities in a creative and unique way in hopes of building a bridge to begin to flourish in a unique space... a pond!



- A-Team's first Adventure had three people with diverse abilities attend, four volunteers, and an expert guide.
- 160,000 people reached through social media posts during week of choice, growing from 117% from 2021
- Over 20 legislators awarded the A-Team All Star Champions for Choice Award

A-Team Grassroots Systems, Inc. 501(c)4

www.ATeamUSA.net



Join our

MISSION

POSSIBLE

PATH!

Work with us!

www.dpsworks.com

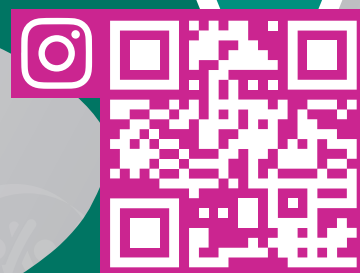
- Join our Team!
- Refer a Friend!

Connect with us!

1.800.314.4567 EXT. 3015

- Partner with Purpose!
- Volunteer in Connections!
- Donate!

Link Up with us!



www.oppinc.com

www.gveinc.org | www.dpsworks.com | www.oiprints.com | www.woipackages.com