



iMISSION:

POSSIBLE

Since
1966
www.oppinc.com



OPPORTUNITIES, INCORPORATED

ANNUAL REPORT 2023





Heart for **PEOPLE** | Mind for **BUSINESS**

Dear Community Members,

Opportunities, Inc. was founded nearly six decades ago by community-driven families to address the needs of individuals facing significant disabilities, striving to enhance their learning, work opportunities, and overall independence. Over the years, our mission has expanded to encompass a diverse range of individuals, including those with developmental, physical, and intellectual disabilities, as well as individuals who are experiencing mental health challenges, language barriers, former incarceration, displaced workers, veterans, and others confronting substantial employment barriers. Throughout 2023, Opportunities, Inc. continued its commitment to advancing this mission, focusing on the growth and advancement of our team members, the cornerstone of our organization. Through collaboration with all our stakeholders, we have not only expanded our service offerings but also extended our reach across Wisconsin.

Our organizational ethos is rooted in values of community, empowerment of choice, unwavering commitment, and effective collaboration. These principles serve as the foundation for our work, ensuring that every initiative undertaken serves to enhance the people we serve. With this dedicated focus to impact lives with a host of technology and system automation, robotics, safety and security enhancements, along with transportation and environmental advancements, Opportunities, Inc. remains steadfast in its mission to confidently state, we have a heart for people and a mind for business.

With gratitude,

Barbara LeDuc
President/CEO of Opportunities, Inc.





GREEN VALLEY GARDEN



Opportunities, Inc. is excited to announce the launch of a transformative new initiative. The Green Valley Garden not only enriches the local environment, also provides valuable learning opportunities and a peaceful retreat for all members of our community. Founded on core values of community engagement and empowerment, this project embodies our commitment to fostering inclusive spaces where all can thrive.

Through the generous contribution from Marsh Haven Nature Center, Green Valley Legacy Fund, Tom & Judy Heffron Family Fund, Good Karma Radiothon, Nelson G. & Vera C. Hicks Charitable Foundation, and local community members, not only was a garden built, but they helped to cultivate a sense of belonging and pride within our neighborhood.

Situated at the heart of our organization, Green Valley Garden will feature a diverse array of elements designed to cater to various interests and needs. From birdhouses that promote wildlife conservation to seasonal plantings that celebrate the beauty of each season, the garden will serve as a dynamic learning environment for individuals of all abilities. Moreover, an herb garden will offer practical lessons in gardening and culinary arts, empowering participants to cultivate their skills while enjoying the therapeutic benefits of gardening.

Beyond its educational offerings, the Green Valley Garden will serve as a tranquil oasis for relaxation and reflection. Equipped with seating areas and pathways, it will provide a serene escape where community members can unwind amidst nature's beauty. This holistic approach underscores our belief in the interconnectedness of personal well-being and environmental stewardship, reinforcing our mission to improve lives through meaningful engagement and support.



As we embark on this exciting venture, Opportunities, Inc. invites all members of the community to join us in nurturing this shared space. Through collaborative efforts and mutual respect, we aim to cultivate not only vibrant gardens but also lasting bonds that strengthen our community fabric. Together, we envision a future where the Green Valley Garden becomes a cherished resource, fostering growth, learning, and well-being for generations to come.

HEART FOR PEOPLE

MISSION VALUES: COMMUNITY



Coordinating efforts and expanding programs to build diversity and inclusion by connecting lives to the community.



Opportunities, Inc. continued to give back to the community by creating a free boutique shopping experience for anyone in need. This free service is organized and managed by Opportunities, Inc.'s Connections Day Service participants. Individuals in need of warm clothes for work, day-to-day activities, job interviews, professional appointments, and even community events are welcome to visit the closet at no cost to the individual.

OI Closet furthered "DiversiStyle Your Wardrobe" initiative to create a boutique shopping experience for community members and team members in need. Significant donations from local businesses and community members continue to be shared. The "Five and Take Tuesdays" program experienced a refresh with more of the onsite workforce coming to shop at the boutique over lunch hours, rather than having clothes brought to them. Therefore, the program held 40 events this year to still accommodate the onsite diverse workforce.

MISSION VALUES: CHOICE



Promoting self-determination by advancing lives through skill development and training.

Peyton had the choice and opportunity to develop his skills through a tailored internship offered by the Opportunities, Inc. School to Work Transition Program. During the program, he honed abilities such as communication, problem-solving, critical thinking, and meeting performance expectations while building a strong relationship with those around him.

The personalized internship laid the groundwork for Peyton to pursue his career aspirations in an inclusive environment. Finding a job that brings him joy and purpose has boosted Peyton's confidence, encouraging him to further develop and achieve ongoing success.



MIND FOR BUSINESS

MISSION VALUES: COMMITMENT

Aligning expertise to expand services by enhancing lives through renovations and improvements.

In 2023, Opportunities, Inc. reaffirmed its unwavering commitment to customers by achieving significant growth in online sales. This success was driven by key system integrations designed to enhance our e-commerce capabilities, streamline inventory management, optimize order processing, and introduce AutoPrint functionality. Our partnership with NPPC and Locus Robotics played a crucial role in implementing these strategic improvements during the Fall of 2023.



Our dedication to customer satisfaction was further underscored by the installation of a state-of-the-art robotic line in Plant 2 in November 2023. This advancement not only boosts productivity but also reallocates labor to support additional projects and drive continued growth at Opportunities, Inc. We are also committed to empowering our diverse workforce through comprehensive training with cutting edge technology. It is our commitment to training that advances the lives of individuals.

MISSION VALUES: COLLABORATION

Dedicating resources to expand the mission by securing lives through safety and security.

In 2023, Opportunities, Inc. transportation program exemplified the power of internal collaboration by orchestrating over 5,500 trips for both program participants and employees. This initiative, a testament to our unified efforts, was crucial in bridging the gap between individuals and their work and community integration activities. By addressing the transportation needs of more than 80 individuals, the program effectively connected them with essential opportunities and support.

Recognizing transportation as a critical barrier for many facing challenges, Opportunities, Inc. leveraged collaborative efforts to ensure reliable commutes for our participants and employees. This collective approach not only enhanced their quality of life but also promoted independence and a stronger sense of belonging within the community. Our shared commitment to addressing these needs underscores the impact of working together to overcome obstacles and drive positive change.



MISSION SERVICES

In 2023, Opportunities, Inc.'s corporate guardianship program served 132 individuals.

COMMUNITY SUPPORT SERVICES



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



Interactive Touch Screen, Life Loop, significantly enhanced Day Services programs impacting personal engagement with over 70 participants.

COMMUNITY ENGAGEMENT SERVICES



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



In 2023, Opportunities, Inc. provided over 100 hours in direct services for students in career exploration, work readiness skills training, employer engagement and more.

COMMUNITY EMPLOYMENT SERVICES



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



MISSION RESPONSIBILITY

3500
ITEMS

OiCloset, a free clothing boutique managed through Connections, organized and donated items to the community.

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

222

5500
TRIPS

Ol Transportation program utilized by over 80 individuals throughout 2023.



93

INDIVIDUALS

WorkSmart Team provides virtual and in-person services including active job search, training and follow-up retention.



Weekly community outings through Opportunities, Inc.'s Adult Day Services touch lives in both Beaver Dam and Fort Atkinson serving over 75 individuals.

50

Students throughout Dodge County served through Life Academy offering community engagement and enrichment.

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

7
SCHOOL
DISTRICTS

17

STUDENTS
COMPLETED

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

800
HOURS

Provided mentoring and coaching in the community through the Skills Trainer Network.



SOCIAL ENTERPRISES

Oi Staffing



Oi Staffing placed over 145 individuals who identify as a person of color, 80 individuals who identify as having a disability, and 25 individuals who identify as a veteran.

- **Temp-to-Hire**
- **Workforce Solutions**
- **Professional Placement**
- **Recruitment & Payroll**



Oi Packages



Oi Packaging hit a record month of production in 2023 with over 68 million cans packed in a month.

- **Packaging & Fulfillment**
- **Advanced Automation**
- **Warehouse & Logistics**
- **Certified GMP Facilities**



Oi Prints



Oi Prints enhanced their operations with the lease of two new copiers and the purchase of a new automated envelop press.

- **Printing Solutions**
- **Banners/Posters/Signs**
- **Custom Graphic Design**
- **Copies & More..**



SOCIAL RESPONSIBILITY



40



ESSENTIAL POSITIONS members for Opportunities, Inc.

DPS Pro talent acquisition specialists hired key team

200

Staff members completed the Lock Out Tag Out project ensuring the safety of all employees.

80

New or advanced team members welcomed and orientated in 2023 by Opportunities, Inc. Employee Services.

55,000

Orders
Shipped from the
Fulfillment Center.

3.2
MILLION

ITEMS
FILLED

500
MILLION

Total cans packed
in 2023



17 YEARS

AS AREAS
BEST PRINTER!

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

340
CUSTOMERS

2560

PROJECTS

Served community businesses and individuals with our extensive printing and graphic design experience.

GIVING BACK

Recognizing the PEOPLE that make our mission possible.

SUMMER FUNDRAISERS

We deeply appreciate the generous support from our community and business sponsors for the 21st Annual Spence Jensen Classic Golf Outing and Green Valley Enterprises' annual Ham 'N Jam. The funds raised from these events play a crucial role in expanding our services, empowering individuals with diverse abilities and backgrounds, to achieve greater success and independence. These contributions enable them to become valuable contributors to our community.



UNITED WAY CORPORATE CAMPAIGN

For over a decade, Opportunities, Inc. has continued to pursue its mission by donating to the United Way Month of Giving. In 2023, Opportunities, Inc. was able to reach a new record of giving by donating over \$6,000 to the Jefferson and Northern Walworth County United Way Organizations.

BOARD OF DIRECTORS

Jeffrey Theder – Chair (Business Member/Parent)
Bruce Loeb – Vice Chair (Business Member)
Barb Callahan – Director-At-Large
Bernie Fiedler (Ex-Officio)
Brett Healy (Media/Public Relations Member)
Patrick Miller (Education Member)
Dr. Donald Williams, MD (Medical Member)
Larry Lange (Business Member)
Jay Vanden Boogart (Business Member)
Barbara LeDuc (Ex-Officio)
President/CEO of Opportunities, Inc.

STATEMENT OF REVENUE, EXPENSE AND REINVESTING FOR THE YEAR ENDED DECEMBER 31, 2023

Mission Services Revenue:

Contributions:

Grants:

Contract Revenue:

Program Revenue:

Total Mission Services Revenue:

Social Enterprise Revenue:

Staffing, Production, Warehousing, Graphic Arts

Other Income:

Total Social Enterprise Revenue:

Total Revenue:

Total Expenses:

Change in Net Assets:

PATHWAY OF CARE

Our **Adult Day Services** program operates at two convenient locations, offering a distinctive blend of on-site and community-based activities designed to engage participants in meaningful ways. We provide customized services that foster independence and personal achievement, tailored to meet the unique needs and interests of everyone. This nurturing environment supports personal growth and development through structured life-learning experiences and opportunities for social interaction, both within our facilities and in the broader community.



Our **Life Transition and Retirement Program** caters to those embarking on new phases in their lives, emphasizing fun and socialization while focusing on each participant's specific interests and needs. Additionally, our Independent Daily Living Skills service offers assistance and training in areas such as medication management, eating, cooking, grooming, and continence. For those with dementia and Alzheimer's, our **Memory Care** program ensures a safe, stimulating environment using specialized techniques to address their unique needs effectively.



Project S.E.R.V.E (Social Enrichment Rewards through Valuable Experience) enables Connections' Program to actively contribute to the community through meaningful service opportunities. In 2023, we continued our involvement with two key initiatives: the Jefferson County Nutritional Program and Rainbow Hospice. Over the past six years, our partnership with the Jefferson County Nutritional Program has been instrumental in delivering meals to those in need. Our team was responsible for the Johnson Creek route, delivering meals and conducting wellness checks every Friday. In total, we completed 50 routes in 2023, with four to five participants joining each outing.

Additionally, **Project S.E.R.V.E**, the exclusive community volunteer program for Connections, extended its impact to Jefferson County Nutritional Program, Rainbow Hospice, and the Bread Basket. Throughout 2023, Project Serve participants contributed to these organizations on 110 separate occasions, further enhancing our commitment to community service and engagement.





ADVOCATING EMPOWERS

GRASSROOTS

The A-Team, based in Wisconsin, united individuals with diverse abilities and their families to advocate for better services, raise awareness, and support caregivers. Since 2011, it has expanded its grassroots efforts both statewide and nationally.

Currently, Wisconsin has 12 active A-Team chapters, and the movement is growing nationwide. Each state is encouraged to develop its unique identity and connect with members, focusing on employment, housing, and quality of life for people with disabilities.



In 2023, the A-Team saw significant growth and expansion. A-Team WI returned to Madison for The Day for Choice with 75 participants meeting 30 legislators. The A-Team Adventure Series launched in Arkansas, completing six adventures. Finally, self-advocate Klara and her mother, Kathy, alongside A-Team WI Leadership, visited Washington DC to advocate for comprehensive choices for individuals with disabilities.

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