

ANNUAL REPORT

2024

Dear Community Members,

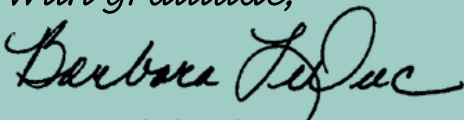
In 2024, Opportunities, Inc. proudly served over 3,000 individuals, continuing our mission to enhance the dignity of work in Jefferson County and beyond. Founded nearly 60 years ago to support adults with developmental disabilities, our organization now provides comprehensive services for individuals of all ages and abilities across Wisconsin.

Our programs address a broad spectrum of needs, including developmental, physical, and intellectual disabilities; mental health and substance use challenges; language barriers; individuals impacted by incarceration; displaced workers; and veterans. Services are available throughout Jefferson and Dodge Counties, with payroll programs extending statewide.

Recent investments by our Board of Directors have expanded training opportunities, modernized our facilities, and introduced automation and robotics, ensuring state-of-the-art services and genuine choice for those we serve. We are dedicated to supporting individuals as they move from school into the workforce, pursue career growth, or take part in enrichment activities, all with the aim of helping stakeholders reach their fullest potential and achieve greater independence. Our birth-to-three program fosters early childhood development, and as a corporate guardian, we emphasize respect and personalized care throughout the entire lifespan.

Our success is built on strong partnerships, both longstanding and new. On behalf of myself and the Board of Directors, thank you to everyone dedicated to improving the lives of individuals with diverse abilities.

With gratitude,



President/CEO of Opportunities, Inc.

MISSION & VISION

Provide services for individuals for the purpose of maximizing their success and enhancing their abilities to be independent, contributing members of the community.

Social enterprises will combine keen business mindset with community focused mission to expand employment and independence for all stakeholders.



MISSION SERVICES

Birth to 3 Christmas Celebration

In December, the Birth to 3 program celebrated its annual holiday party at Green Valley Enterprises. Current and former families were warmly invited to join in the festivities. Families had the chance to create holiday ornaments, decorate cookies, and even Santa made a special appearance. This year introduced a donation closet where families could browse through free clothing, baby food, formula, and more.



Quarterly Top Shop Awards

Each quarter, department leaders gather after lunch to award hard-working team members! They are recognized for timeliness, collaboration, improvement, and attendance through awards such as Minute to Win It, Buddy Work, Just Do It, and Most Improved. Top Shop Awards keep our participants engaged in training so that they may advance to their highest potential.

Workplace Apprenticeship

In August, students from our 2024 Workplace Apprenticeship Program were recognized for successfully completing the program. Through this initiative, students gain valuable hands-on experience, develop essential workplace skills, and learn best practices within integrated workforce environments. The program also offers exposure to advanced technologies, including robotics, preparing students for the modern world of work.



Business Mentorship

Four students completed their Business Mentorship with Delafield Hotel, beFitness, and I.d. restaurant. The program is funded through the Division of Vocation Rehabilitation and provides a real-world work experience in a host of businesses, with a variety of tasks to build skills and good work practices.

ADULT DAY SERVICES



Giving Back

Inspired by the holiday season, the Director group at Opportunities, Inc. spearheaded a community project called the Baby Blanket Mission Project. This led to a collaboration across teams with the Adult Day Services programs and the Directors partnering together for babies!

OiCloset Fashion Show - Adult Day Services

The annual fashion show is a highlight of the year in Fort Atkinson! Held right in Connections, the event gives participants the chance to shine on the runway and show off clothing generously donated by our community to the Oi Closet. From selecting outfits and music, every detail is thoughtfully chosen by our team members and participants. The result is a joyful celebration of self-expression, confidence, and creativity—made possible through community support and collaboration.



GVE Community Outings - Adult Day Services

Participants in our Beaver Dam location took advantage of many of the opportunities that Dodge County offers! From visits to the Dodge County Airport, the fair and Lisa Amport at the Dodge County Center of the Arts (DCCA). Special thanks to the Beaver Dam Fire Department for their visit, as it was definitely the highlight of the entire year!

Enrichment & Community Integration - Life Academy

Life Academy, the post graduate program hosted in Beaver Dam, had a successful Summer 2024 program of 27 graduates. Students prepared for the Ham 'n Jam, visited farms and zoos, went bowling and so much more! They also participated in the Good Karma Brands John Mozier Radiothon, hosted brat fries and supported many local area businesses.



ADVANCEMENT



New Wheels to Access Rural Dodge County

A new van made possible through the generous support of the Pappas Family and the Department of Transportation's 5310 Grant expanded our transportation fleet to five medium vans serving participants daily. These vehicles play a vital role in helping individuals access work and day services programs, community employment opportunities, volunteer sites, and inclusive community activities throughout rural Dodge County. More than just a mode of transportation, this new van represents independence, connection, and inclusion for those we serve, empowering participants to engage more fully in their communities.

Advancement in Production

The John Deere Home Maintenance Kit production line in Beaver Dam successfully transitioned to the GVE main plant, enhancing operational efficiency and safety. This move provides team members with a brighter, more ergonomic workspace designed to support productivity and overall well-being. Additionally, with Bubblr as a new co-packaging partner in the Blackhawk plant, opportunities in the Youth Apprenticeship program have expanded.



22nd Annual Spence Jensen Classic



We were honored to have special guests Green Bay Packer Legends Paul Coffman and Lynn Dickey visit with participants in Connections at our Fort Atkinson location before joining golfers for our 22nd Annual Spence Jensen Golf Classic fundraiser at Koshkonong Mounds Country Club. Both participants and golfers had a blast with Paul and Lynn!

BOARD OF DIRECTORS

Jeff Theder – Chair (Business Member/Parent)
Bruce Loeb – Vice Chair (Business Member)
Barb Callahan – Director-At-Large
Brett Healy (Media/Public Relations Member)
Pat Miller (Education Member)
Dr. Donald Williams, MD (Medical Member)
Larry Lange (Business Member)
Jay Vanden Boogart (Business Member)
Kristine Benedict (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:	\$274,475
Grants:	\$685,220
Contract Revenue:	\$4,699,236
Program Revenue:	\$6,934,635
Total Mission Services Revenue:	\$12,593,566

Social Enterprise Revenue:

Staffing, Production, Warehousing, Graphic Arts	\$28,429,483
Other Income:	\$404,127
Total Social Enterprise Revenue:	\$28,833,610
Investment Income	\$5,720,804
Total Revenue:	\$47,147,980
Total Expenses:	\$38,438,277
Change in Net Assets:	\$8,709,703