



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

ANNUAL REPORT

2025

Dear Community Members,

In 2025, Opportunities, Inc. proudly served more than 3,000 individuals, advancing our nearly 60-year mission to uphold the dignity of work. Founded in Jefferson County to support adults with developmental disabilities, we now provide comprehensive services for people of all ages and abilities throughout southeast Wisconsin.

Our programs support people with physical, intellectual, and developmental disabilities; mental health or substance use challenges; language barriers; incarceration histories; workforce displacement; and military service. We provide local services in Jefferson and Dodge Counties, along with statewide payroll programs that expand access and independence.

Strategic investments by our Board of Directors have expanded training and increased warehouse storage to match our co-packing partner's facility and product expansion. These improvements strengthen our services, build competitive skills, and create meaningful choices for those we serve.

Our lifelong continuum of care includes early childhood development through our birth-to-three program, support with school-to-work transitions, career advancement, enrichment opportunities, and personalized corporate guardianship. At every stage, we help individuals pursue greater independence and their fullest potential.

These achievements are possible because of our dedicated staff, partners, and supporters. Thank you for helping us improve lives and build more inclusive communities where people of all abilities can thrive.

With gratitude,

President/CEO of Opportunities, Inc.

MISSION

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



VISION

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

MISSION SERVICES

Birth to 3 Program ▶

The Birth to 3 Program provides early intervention services that can prevent developmental delays, improve child outcomes, reduce future health and education costs, and strengthen communities. The services and support occur during a child's most critical time period for brain and body development. In 2025, we proudly served 130 children.



◀ Top Shop Recognition

The Top Shop Awards consistently boost team morale! Team members eagerly anticipate the quarterly recognition of their attendance, punctuality, collaboration, and other achievements. These awards not only honor individual successes but also cultivate a sense of unity and motivation within the team, inspiring everyone to strive for their highest potential.



Workplace Apprenticeship ▶

Local high school students in the 2025 Workplace Apprenticeship Program successfully completed the program, gaining essential skills and confidence through hands-on experience in integrated work environments. They learned industry best practices and explored advanced technologies like robotics, preparing them for the demands of the modern workforce.

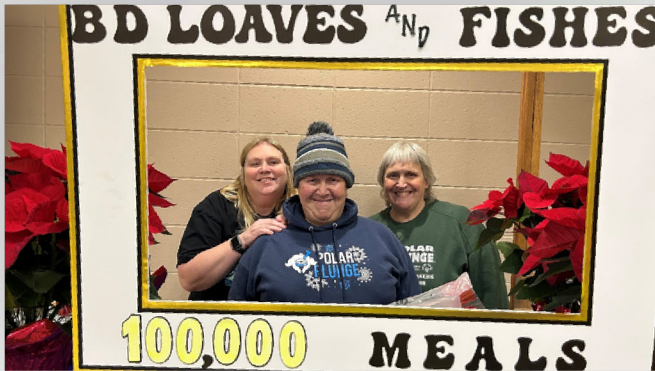


◀ Community Employment Collaborations

The Community Integrated Employment program builds inclusive employment partnerships that create meaningful opportunities for individuals with disabilities. One example is Schumann Printers, Inc., located in Fall River, WI, where Green Valley Enterprises participants Elias C. and Austin R. have worked as recycling technicians for four years. Through their roles, they have developed valuable workplace skills and become trusted, contributing members of the team.



ADULT DAY SERVICES



◀ Giving Back

Connections, SNAP, and Next Steps give back by supporting local organizations, volunteering in the community, and helping meet real needs through service and teamwork. Their efforts build inclusion, connection, and a stronger community for everyone. Collaborations include: Loaves & Fishes, Salvation Army, Conservationist Club, Oi Closet, UWW Arts Alliance, Gathering Source, ReStore, Prairie Ridge, Hillside Manor, and more.

Oi Bike Ride Simulation - Adult Day Services▶

Connections Day Services expanded their healthy living offerings by introducing stationary foot pedals and a custom-designed cornhole set. Participants now have the chance to engage in bike ride simulations that traverse diverse landscapes. By utilizing the 55-inch interactive Life Loop, a simple exercise is transformed into an immersive sensory experience, allowing participants to cycle through virtual landscapes from around the globe.



◀ GVE Community Connections-Adult Day Services

Green Valley Enterprises (GVE), a division of Opportunities, Inc., located in Beaver Dam, partnered with John Deere Horicon to host a special Gator Experience, giving participants with diverse abilities the opportunity to enjoy all-terrain vehicle rides at their own comfort level. The event also gave John Deere employees a behind-the-scenes look at GVE's Home Maintenance Kit assembly line, celebrating a partnership that has supported meaningful work and inclusion for nearly 30 years.



Enrichment & Community Integration - Life Academy▼

2025 brought continued growth of the GVE Next Steps program, which serves young adults between the ages of 18 and 30 who are eager to expand their horizons and prepare to live independently within their communities. Part of the program's goals involves establishing entrepreneurial and micro-enterprise opportunities where participants can learn skills to create crafts for entrepreneurial businesses. Plans include relocating to the newly renovated Entrepreneur Center at the GVE campus in 2026.



ADVANCEMENT



◀OIW (Warehouse)

Opportunities, Inc. officially opened its new 54,000-square-foot warehouse expansion in March 2025, increasing training, production, and storage capacity to support growing customer needs, including its partnership with Nestlé Purina PetCare. The expansion creates additional opportunities for individuals with diverse abilities to gain meaningful training and employment while strengthening Opportunities, Inc.'s ability to serve its customers and community.

Advancement in our Customer Base ▶

With support from a Growth and Modernization Grant from SourceAmerica, Opportunities, Inc. invested in new packaging equipment that helped secure a new partnership with SNFood & Beverage LLC, the Wisconsin-based company behind Carbliss. This partnership expands production opportunities while creating meaningful work training for individuals with significant disabilities and strengthening Opportunities, Inc.'s impact in the community.



◀Celebrating 1 Million Orders

The Opportunities, Inc. Blackhawk Fulfillment Team celebrated picking more than 1 million orders with Locus Robotics! This exciting milestone showcases their hard work and dedication while providing valuable hands-on training with advanced technology in automated and robotic equipment. The experience continues to build workplace skills, confidence, and opportunities for success in today's evolving workforce.

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

YEAR ENDED DECEMBER 31, 2025



MISSION SERVICES REVENUE	TOTAL
Contributions	\$247,337
Grants	\$557,036
Contract Revenue	\$4,891,542
Program Revenue	\$7,214,391
TOTAL MISSION SERVICES REVENUE	\$12,910,306
SOCIAL ENTERPRISE REVENUE	
Staffing, Production, Warehousing, Graphic Arts	\$34,474,734
Other Income	\$576,972
TOTAL SOCIAL ENTERPRISE REVENUE	\$35,051,706
\$ INVESTMENT INCOME	\$7,390,886
TOTAL REVENUE	\$55,352,898
TOTAL EXPENSES	\$41,912,346
CHANGE IN NET ASSETS	\$13,440,552