



2006 Annual Report
Opportunity Development Centers, Inc.

*"I want to be all that I
am capable of becoming."*

- Katherine Mansfield

**ODC's mission is to
"Enrich the lives of people
with disabilities or other barriers
to employment by developing
meaningful work opportunities."**

To our supporters,

ODC is all about work. Helping people to find and keep jobs is what we do at ODC everyday.

Our mission is often challenging, but also very rewarding. When the people we serve achieve success on the job, we know that we too are succeeding in our job.

During 2006, ODC provided vocational assistance to **617** people with disabilities or other barriers to employment right here in Central Wisconsin...**the highest number of people we have served in our 41 years of existence.**

We have grown as an agency because we are committed to developing work opportunities for every individual that wants to work. Over the past several years, with the help of our partners and supporters, ODC has reached out to serve people who, in the past, may not have had work opportunities due to the severity of their disabilities. We are continually motivated by the desire and hard work these individuals demonstrate, and when we witness their personal achievements, we realize that work really is **enriching their lives.**

Everything we do at ODC everyday is driven by **4 core values: Work, People, Achievement and Innovation.** In this year's annual report, we are featuring 4 personal success stories that exemplify each one of these values. If we had more space, we could share hundreds of other unique stories of determination and success that clearly show that the **values** that guide ODC are alive and well among those we serve.

When these values are shared by determined workers, committed and talented staff and board members, willing employers and business partners, supportive funding sources and generous donors, it is no wonder that so many people are able to succeed on the job.

We are deeply grateful to everyone who believes in ODC's mission and **values**...you are a significant part of ODC's success, and more importantly, the success of the people we serve. **Thank you for your support!**

Pam Ross
ODC
President



Bob Peterson
Chair
ODC Board
of Directors

Work

ODC believes that...
“work enhances the
quality of our lives.”



JENNY

“...wanted and important”

Jenny Wunrow truly fits the description of a “working woman”...she currently holds 3 jobs! Jenny has worked hard over the years to overcome her personal barriers, and her desire and work ethic has been a key to her success.

When Jenny first started working with ODC in 2001, ODC staff arranged a temporary work experience for her at a local sub sandwich shop. The employer was impressed by her work ethic and offered Jenny a permanent part-time position. Over the course of time, as Jenny learned more tasks, she became a full-time employee. The employer counted on Jenny to make sandwiches, run the cash register, take the deposit to the bank, take orders by phone and close the shop independently. **Jenny said, “Having an employer that trusted me to do all of these things made me feel wanted and important.”**

ODC job coaches were there for Jenny, helping her to learn work procedures and policies and problem solving. She gained the confidence to discuss work issues with her supervisors, which in turn gave them confidence in Jenny.

Unfortunately, the sub shop went out of business, and Jenny was left unemployed after 4 years of successful employment. Undaunted, Jenny and ODC staff went back on a job search, and she secured 2 part-time jobs...as a dishwasher at Misty's Menu and as a document scanner at the Wood County Courthouse. Jenny got the third job at the Humane Society on her own.

Jenny says that ODC did more than help her get a job. **“The things that my job coaches have taught me also helped me have the confidence to go to the bank and apply for an auto loan, understand how to purchase car insurance, and manage my finances independently. Working means making money, having responsibilities and having my co-workers respect me and count on me.”**

In 2006, ODC helped 238 people to find or maintain employment in the community. We now work with more than 100 employers!



CHAI



People

ODC believes that....
“each person has unique abilities to contribute to the workplace and the community.”

“...a dream come true”

Chai Lee arrived in Stevens Point with his wife and young family in November 2004. **“It was a dream come true,”** said Chai. **“I want to express my thanks and appreciation to the social workers and governmental agencies that helped my family get settled.”** Chai was referred to ODC for assistance in finding a job. ODC made contact with potential employers and helped Chai with applications and interviews, test preparation, and job coaching. Once Chai was hired, ODC's Bilingual Training Specialists provided on-the-job support to help him understand the job requirements.

Chai started working at Worzalla Publishing Company in Stevens Point in May of 2005. In March of 2006 he was offered full time, permanent employment at Worzalla with a full benefit package. **“The biggest struggle I face is not speaking English well enough to express myself,”** says Chai. As the only Hmong employee on 3rd shift, Chai is getting some practice using his English!

In addition to working full time, Chai is enrolled at MSTC in the English as a Second Language Course, and recently accepted a position as a Board member of the Hmong American Association of Portage County. This volunteer position requires a significant time commitment including attendance at board meetings, problem solving, fundraising for cultural events and teaching young people about the Hmong culture. Chai also has a goal to earn his GED here in the United States and would like to continue on with some higher education classes.

“A dream come true! My whole family including the children are happy here and doing well. The children are growing so fast, they need new clothes every year. My wife has learned how to drive. It is good to have a job, earn my own money and have the freedom to do what I want,” says Chai.

Chai said, **“I want to thank Patti, Mary and all of the ODC staff for helping me seek employment and get a good job. And I also want to thank those companies that have given the Hmong refugees a chance to work for them.”**

In 2006, ODC provided job assistance to 114 W-2 participants, including 37 Hmong refugees that relocated to our communities.



Achievement

ODC believes that...
“given the opportunity and support, people with the desire to work can succeed.”



LINDA

“...a better place for everyone”

Every morning, Linda Weigel asks if she is going to work that day. If the answer is “yes”, she is eager to get to work...and when the weekend rolls around, she is disappointed that she has to wait two days to get back to work. As Linda's caregiver states, “**If everyone had Linda's disposition and work ethic, work would be a better place for everyone.**”

Linda has been working at ODC since 1993. When she first started, she needed significant one on one assistance and supervision throughout the work day. She was pretty apprehensive about work and unsure of what to expect. These days, Linda can't wait to start the workday, and loves the variety of jobs she performs. She has become more accustomed to the workday routine, and is able to be more independent as she moves from job to job or takes a break from work. Though Linda is primarily non-verbal, she can clearly express her opinions...and it is clear that work is a very important part of her life.

The opportunity and support Linda has received in ODC's Access program has helped to increase her self-confidence and understanding of work expectations. She likes working in the Access workroom, but enjoys working on the main production floor even more. She has learned a variety of different jobs, and is willing to try new tasks. Her supervisors state, “**For Linda, it's not so much about what job she is on, but that she is at work that makes her happy.**”

Linda is proud of her achievements, and likes to show others what she has accomplished. Linda's growth on the job over the years confirms ODC's belief that “**given the opportunity and support, people with the desire to work can succeed.**”

In 2006, ODC served 100 people in Workskills, Access & Beginnings—programs designed for people with significant disabilities.



KERRY



Innovation

ODC
believes that...
"Success is
limitless with
creativity and an
open mind."



BRETT

"...I could do this job..."

Kerry and Brett are just two of the individuals working in an innovative partnership between ODC and Wood County Department of Social Services. The work crew, which works at Social Services' office sites in Wisconsin Rapids and Marshfield, is responsible for scanning documents for electronic records storage. The positions require accuracy, attention to detail and the ability to make important judgment calls. Doreen Lang of WCDSS said, **"Working with ODC's staff and clients with our electronic case file project has been a great experience for Wood County Department of Social Services. They have done an excellent job learning the new scanning system and job coaches are available on a continuing basis whenever the need arises."** This creative employment arrangement allows both Kerry and Brett to utilize their skills while having ODC staff available to provide on-the-job support. This support is an important link that allows Kerry and Brett to gain confidence and independence while working in a community setting. Doreen also said, **"It has been a joy for our staff to see Kerry and Brett's smiles and communication skills increase due to their growing self-confidence."**

Kerry states, **"Working with my job coaches gives me a comfortable feeling that all my concerns and questions about my job are going to be answered...they are people I can trust and depend on. They helped me realize that I could do this job, and it has helped build my self-confidence in my abilities."** Kerry now works 31.5 hours per week in this position.

Brett has also excelled at Social Services, and enjoys working in an office setting where he can put his computer skills to work. His supervisor states, **"Brett is a pleasure to work with. He promptly reports to work and it seems he hates to leave! He is very conscientious and hard working, has excellent typing skills and is very accurate."**

Brett also works at Figi's performing order entry. Now that he is comfortable with both positions, Brett needs only minimal support from his ODC Job Coach, but both Brett and his supervisors have the assurance that ODC is ready to lend support whenever it is needed.

In 2006, ODC recognized Wood County Department of Social Services and Unified Services with the Partnership Award.



2006 Highlights...

Serving People

ODC provided vocational assistance to **617** people in Central Wisconsin in 2006, compared to 585 people in 2005. Much of this growth was a result of expanding our services to meet increasing needs. In Marshfield, we expanded our Access program for people who have significant disabilities and need highly personalized levels of support. The Access program now serves **17** individuals compared to **6** people a year ago.



ODC also continued to assist individuals with other barriers to employment, including W-2 program participants and individuals from the Hmong community. By focusing on reducing barriers and opening doors to employment, ODC helped **48** people within these programs to find jobs or upgrade their employment and benefits during the year.

Growing as a business

ODC achieved a record level of sales in 2006, reaching **\$5.9 million** in sales, compared to **\$5.2 million** in 2005. We focused on maintaining strong partnerships with current customers as well as serving new customers. With guidance from Wisconsin Manufacturers Extension Partnership (WMEP), we engaged in a strategic repositioning process to help refocus our sales and marketing efforts. Going forward, our focus will be on building on our strengths in the packaging, assembly, bindery and wood fabrication areas through increased marketing to prospective customers in the region, state and nation. As ODC's business grows, so will our ability to provide meaningful employment opportunities for people with disabilities.



Developing jobs

During 2006, ODC assisted **238** people in finding and maintaining jobs in the community, and a total of **338** people with disabilities worked within our Wisconsin Rapids and Marshfield facilities. Several individuals worked both within ODC and within community businesses. Our goal is to help each person utilize and build upon their abilities while working at a job that gives them personal satisfaction.

Improving our facilities

We completed several major facility projects during 2006 to improve accessibility for individuals and position ODC to better serve our business customers. A major exterior refurbishing project in **Wisconsin Rapids** resulted in an attractive facility that will serve our needs for many years to come. With the help of several foundations, organizations and individuals, we also remodeled the employee entrance to provide "hands free" accessibility for everyone entering the building and also built a



permanent canopy to protect workers from the elements as they arrive and depart from work.



In **Marshfield**, thanks to the help of the Umhoefer Foundation, Steve J. Miller Foundation, Knights of Columbus and several individuals, we were able to construct and furnish a new workroom for the "Access" program. The Umhoefer Foundation also helped us to finish blacktopping our parking lot and install a walking trail on our property that provides a safe place for workers to walk and exercise during breaktime.

Recognizing people

On an annual basis, ODC presents awards to individuals and businesses that have played a significant role in our mission. In 2006, we presented the Partnership Award to **Wood County Unified Services and Social Services** for their many years of working with ODC to create work programs that have helped thousands of people to become employed.



The Employer of the Year Award was presented to **Hiller's True Value Hardware** in Marshfield. **Dottie Lawson** was honored with the John P. Melsen Volunteer Award for her ongoing volunteer efforts in assisting clients on the work floor. The Personal Achievement Award recipients were **Luke Krause** of Marshfield and **Aaron Fellenz** of Wisconsin Rapids. Our thanks and congratulations to all of the nominees and award recipients!

Partnering with our generous supporters



Community support allows ODC to purchase and adapt numerous pieces of equipment and furnishings that increase accessibility and help workers to perform their jobs on a daily basis. In 2006, with the help of our community, ODC was able to purchase a conveyor, tabber/labeler for the mailing department, adjustable tables and chairs, a work positioner, automatic roll up warehouse door, hands-free sink, new computer with "zoom text" magnifier and a number of other essential items. Contributions to ODC allow us to be creative and progressive, and make ODC a great place for people to come for training and

employment opportunities. **Our supporters can be proud of the difference they are making in the lives of people with disabilities in our community.**

Looking ahead...

Developing new business initiatives

ODC was recently awarded a grant from the State DNR to support a recycled textile business initiative. This project has the potential to provide ongoing jobs for ODC workers, and has the added benefit of reducing the volume of used blankets and other industrial textiles that are discarded in landfills every year. ODC has developed several end user markets for these items, including the "pet" market. The grant will allow us to further develop this market and find other markets and innovative uses for the textiles.



Preparing for growth

During 2007, ODC will determine the feasibility of further expanding its capacity to serve individuals with significant disabilities within both of its facilities. In order to expand services, we will need to consider facility space, staffing and work needs for these individuals.

Increasing accessibility

ODC will be addressing the need to expand and improve our personal care area for individuals with significant physical and cognitive disabilities in the Wisconsin Rapids facility. We are committed to making our programs and facilities accessible to all people that want the opportunity to work, and this project will support that commitment.

Preparing for the future

ODC counts on financial support from our community to provide progressive services today...and for many years to come. In addition to seeking support for current projects and programs, ODC will continue to focus effort on building endowed funds that will help us to expand our services and ensure that ODC will be able to provide services in the many years ahead.

More 2006 data...

- ◆ A total of 34 students from 8 school districts participated in assessments and work experiences at ODC.
- ◆ A Data Management Credential Program was created to assist individuals wanting to acquire computer, office and clerical skills.
- ◆ 36 new employers hired individuals seeking community employment.
- ◆ ODC hosted Business After Hours, Locals on Stage, and a Yard Sale to increase awareness of ODC and people with disabilities.
- ◆ 56% of individuals were served in Wisconsin Rapids, 32% in Marshfield, and 12% in Stevens Point.
- ◆ ODC expanded employee wellness initiatives in both of its facilities.
- ◆ ODC offered vocational English classes for Hmong individuals to increase their understanding of work terminology and expectations.
- ◆ ODC achieved high satisfaction ratings in surveys of consumers, employers, customers, funding sources and parents/caregivers.



Opportunity Development Centers, Inc. and Subsidiary

Consolidated Condensed Statements of Net Assets - December 31	2006	2005	2004
ASSETS			
Cash - Unrestricted	\$166,506	\$273,487	\$224,505
Cash - Restricted	48,518	32,386	36,946
Investments	732,248	585,907	481,497
Accounts Receivable	929,710	792,429	663,590
Inventories	369,769	260,993	205,313
Other current assets	25,591	31,737	33,368
Property and Equipment	3,955,015	3,486,209	3,691,823
Beneficial interest in Bethke Memorial Trust*	1,133,885	1,104,011	1,111,635
TOTAL ASSETS	\$7,361,242	\$6,567,159	\$6,448,677
LIABILITIES			
Accounts Payable	\$91,073	\$121,722	\$82,201
Accrued expenses	187,175	129,539	129,481
Notes and Mortgage payable	309,915	22,133	54,239
TOTAL LIABILITIES	588,163	273,394	265,921
NET ASSETS	6,773,079	6,293,765	6,182,756
TOTAL LIABILITIES AND NET ASSETS	\$7,361,242	\$6,567,159	\$6,448,677
Consolidated Condensed Statements of Activities - Year Ended December 31			
REVENUES			
Rehabilitation program fees	\$1,863,613	\$1,722,493	\$1,616,337
Sales and other program revenue	5,905,042	5,196,313	4,567,166
Total Revenues	7,768,655	6,918,806	6,183,503
EXPENDITURES			
Cost of products sold:			
Wages and benefits - clients and production employees	2,271,941	2,105,781	1,861,352
Materials and other production costs	2,189,657	1,991,782	1,733,516
Total cost of products sold:	4,461,598	4,097,563	3,594,868
Salaries, wages and benefits - staff	2,262,249	2,140,295	2,023,032
Occupancy	244,641	244,046	211,434
Depreciation	444,912	451,516	452,061
General operating expenses	263,490	186,419	199,412
Fundraising	10,742	5,982	7,406
Total operating expenditures	3,226,034	3,028,258	2,893,345
Total expenditures	7,687,632	7,125,821	6,488,213
Excess of expenditures over revenues from operations	81,023	(207,015)	(304,710)
DONATIONS AND INVESTMENT REVENUE			
Unrestricted donated funds and interest	146,560	157,102	130,166
Trust fund donations and interest	49,714	43,539	35,925
Endowment fund donations, interest and appreciation	172,143	125,007	115,802
Increase (decrease) in value of beneficial interest in Bethke Memorial Trust*	29,874	(7,624)	15,713
Total donation and investment revenue	398,291	318,024	297,606
Excess of revenues over (under) expenditures	\$479,314	\$111,009	\$(7,104)

* In accordance with generally accepted accounting principles, the present value of ODC's interest as beneficiary in the future estimated distributions from the Bethke Memorial Trust is recognized as a contribution in the year the trust was established and is adjusted annually for the change in the present value of future estimated distributions. The accumulative amount represents the present value of future trust distributions and, accordingly, does not represent assets available to ODC for funding current programs.

BOARD Of Directors



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Vice-Chair: Connie Willfahrt- Vice-President Student Affairs/Information Technology, MSTC
Secretary: Dick Seifert- Retired Marketing Director, Weyerhaeuser
Treasurer: Mike Glodosky- Vice-President, WoodTrust Asset Management



Marsha Barwick- Marketing Coordinator/Applied Sciences, Marshfield Clinic
Harold Dolan- Retired, Intel Corporation- Parent Representative
Jerry Gebert- President & CEO, River Cities Bank
Steve Hieger- Plant Manager, Erco Worldwide
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TRUST For Rehabilitation Committee



Chair: Mary Anne Getzin- Vice-President, WoodTrust Asset Management
Vice-Chair: Gary Gilbert- Retired President, ODC
Secretary/Treasurer: Randy Gershman- Investment Representative, Edward Jones



Bill Berry- Doctor of Dental Surgery, Dental Clinic of Marshfield
Don Gasch- Owner & CEO, Fey Publishing
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Walt Minder- Attorney, Minder, Gross & Stevning-Roe LLP
Bob Peterson- Regional Development Director, Marshfield Clinic
Lois Umhoefer- Felker Brothers Corporation (*Not Pictured*)

MANAGEMENT Staff



Pam Ross- President
Carol Ulrich- Vice President Vocational Services
Dan Scott- Marshfield Operations Manager
Darlene Hartman- Human Resources Manager
Ann Lepak- Sales Manager
Char Plowman- Wisconsin Rapids Operations Manager
Chuck Summers- Business Development Manager
Lameece Tyne- Business Manager
Al Ciardelli- Performance Improvement Facilitator



ODC

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