



2020 ANNUAL REPORT

PERSEVERING & Empowering



JULIE STRENN
ODC President / CEO
as of January 1, 2021

In times of adversity, we discover who we really are and what we are made of.

None of us could have even imagined 2020... but in the face of adversity, our ODC team rose up and showed the true strength of their character. Together, we took steps forward through all of the uncertainty, not knowing exactly how everything would work out... but knowing that our mission could not be stopped by a pandemic.

The way our team responded in 2020 will forever inspire us, and makes us so honored to lead this organization. We saw that this adversity truly brought out the best in the ODC team.

In the early stages of the pandemic when we needed to suspend many of our services, the ODC team adapted quickly, doing whatever it took to continue to support people while keeping everyone safe.

We said "yes" to anyone needing support. We went into people's homes when needed to assist them with their daily activities

and ensure they weren't isolated. With the help of many generous donors, we developed new virtual services to keep people connected. When our services began to reopen, we took steps to ensure we could work together safely.

Most of our social enterprise team worked through the entire pandemic, as we provided essential goods and services to ODC's customers. Many of the people we support who are employed in the community also continued to work, which showed just how essential they are to their employers and the community.

What we experienced in 2020 only served to reaffirm and strengthen what we have always believed. We work with amazing, resilient people who care deeply about each other and the people we support. To us, they are heroes, who made great things happen despite adversity.

This report features individuals who are taking steps forward in their lives with support from ODC. It also highlights new services

ODC developed as we took steps forward as an organization in 2020.

We continue to be inspired by all of the people who are part of our team, who work hard every day to make ODC's mission come to life.

We are also so very grateful for every one of our partners... employers, businesses and organizations, customers, funding sources, generous donors and volunteers. You are a key to our success, and more important, the success of many individuals in our community!

Julie Strenn

Pam Ross



PAM ROSS
ODC President / CEO
2000-2020

.....
968

PEOPLE SUPPORTED

through nine ODC services and programs in 2020.

Listening + Innovating

NEW PROGRAMS & SERVICES IN 2020

ODC has a strong history of responding to emerging needs and finding new ways to achieve its mission. The 2020 pandemic presented many challenges... as well as opportunities to continue supporting people in new ways.

Every single one of ODC's programs was affected by the pandemic. During the "Safer at Home" order, we chose to suspend our center-based services and community-based small group services. Some individuals who worked in the community lost their jobs, temporarily, and in some cases permanently.

It was a difficult time for all of us, and we were highly concerned about how these abrupt changes would impact people and their families. In true "ODC fashion", we quickly adapted and developed new services and new ways to support people.

While these new services were created during the pandemic, we know that they will continue and grow after the pandemic.

When ODC had to temporarily close center-based programs due to the "Safer at Home" order, our Marshfield staff decided to connect by having a "car parade" past ODC participants' homes. Their smiles were contagious and gave everyone - staff, participants and family members alike, a feeling of hope and joy during such an unsettling time.



+ DAILY LIVING SKILLS TRAINING (DLST)

This new program enabled ODC staff to work with people in their homes, providing supports and training centered around each person's unique goals. DLST focuses on maximizing independence and increasing confidence, so that each person can successfully live as independently as possible.

+ CHILDREN'S LONG-TERM SUPPORT (CLTS)

This new program provides support to school-aged children with disabilities and their families when the child is not in school. These services are designed to meet the unique developmental needs of each child, and focus on improving physical, emotional and social well-being.

+ VIRTUAL SERVICES

During the pandemic, virtual services allowed people to stay connected, keep learning, and keep working on their skills in the safety of their own home. Looking to the future, we see the opportunity to continue to offer the option of virtual services based on individual preferences.

RIGHT: Emma Gamboa, ODC Support Specialist, teaches the virtual health and fitness class via Zoom.



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VIRTUAL COURSES

OFFERED TO OVER 300 PARTICIPANTS IN 2020.

Participants may have been enrolled in more than one course.



Growing Independence

ODC'S DAILY LIVING SKILLS TRAINING

As a young man with autism, Nathaniel has faced a number of barriers and personal challenges in his journey toward adulthood and independence.

He has approached each of these challenges with determination and high energy, and with support from family, friends and ODC, he is making great strides.

When Nathaniel was in high school, he enrolled in the Project SEARCH program in Wisconsin Rapids at Aspirus Riverview Hospital & Clinics. He worked hard in this program, and after graduating, he got his first job at Domino's Pizza.

Nathaniel decided he was ready for another big step in his life... finding his own place to live. While his parents were on board with his desire to live on his own, they recognized that Nathaniel would need additional support to be successful in living independently.

In September 2020, ODC started working with Nathaniel in our new Daily Living Skills Training (DLST) program, to support him in reaching his goal of living in his own apartment in Wisconsin Rapids. Together, ODC and Nathaniel explored housing options, and started working on skills that he would need to live on his own. He found an apartment that he liked,



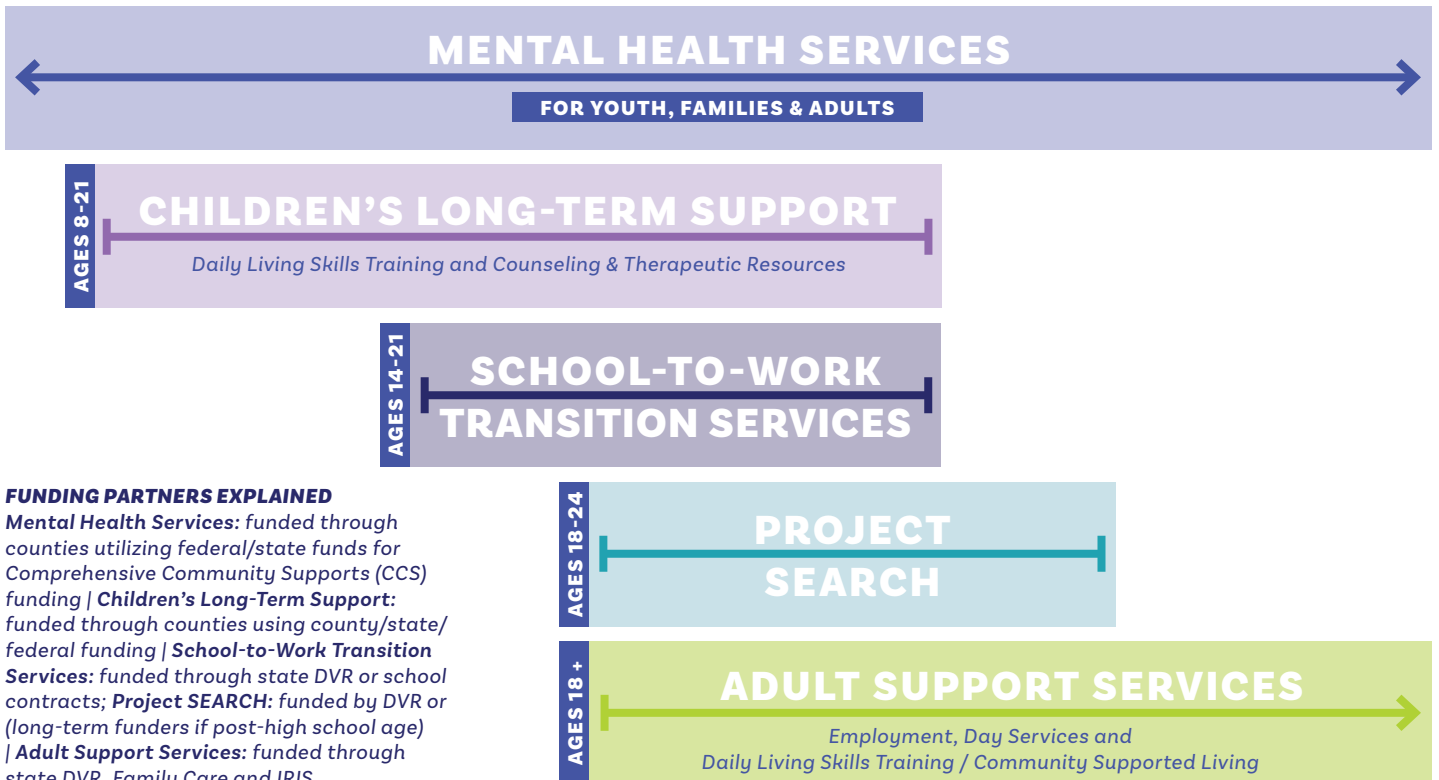
and in February 2021, he was able to move in! ODC continues to support Nathaniel in his apartment as he learns household chores, money management and budgeting, grocery shopping and meal preparation. ODC is also just a phone call away if Nathaniel needs any additional support.

ODC staff noted, "Since our time working with Nathaniel in DLST, he has become more independent and confident... and he is so happy to be living on his own!"

Over time, as Nathaniel settles into his new living situation, ODC will begin to "fade" supports accordingly, but will continue to be available when he needs us. Congratulations to Nathaniel on all of his achievements!

To read more about Nathaniel's experience in Project SEARCH, see page 6.

ODC'S CONTINUUM OF SERVICES



FUNDING PARTNERS EXPLAINED

Mental Health Services: funded through counties utilizing federal/state funds for Comprehensive Community Supports (CCS) funding | **Children's Long-Term Support:** funded through counties using county/state/federal funding | **School-to-Work Transition Services:** funded through state DVR or school contracts; **Project SEARCH:** funded by DVR or (long-term funders if post-high school age) | **Adult Support Services:** funded through state DVR, Family Care and IRIS

Giving Hope

ODC'S MENTAL HEALTH SERVICES

“Working with Tonya from ODC has changed my life. She has helped and supported me with everything and anything... by working with her, I’m much more successful. Together we have found a place for me to live, I’ve secured a job, I have learned, and continue to learn how to budget my finances, and it’s allowed me to be on my own!” exclaimed Jim*, an individual utilizing ODC’s Mental Health Services.

ODC began offering Mental Health Services in 2018. The services are community-based and ODC’s team of mental health professionals meet with participants where they feel comfortable. This may be in their homes, at school, in a park, in a coffee shop, or even mini-golfing.

Tonya Callahan, ODC’s Director of Mental Health Services, provides one-to-one support for Jim, and together they determine what his immediate needs and barriers are, while also addressing symptom management plans and goals.

Jim said, “Those working with this ODC team are lucky. They adjust to each person individually, they don’t treat everyone the same...they treat you as you, your own person, with your own strengths and trouble spots.”

The mental health team supports adults and children whose lives have been impacted by mental health issues. Staff members work with each person to find meaningful daily activities and connect them to relationships and social networks that provide support, friendship and love. Together they make informed, healthy choices that support physical and mental well-being.



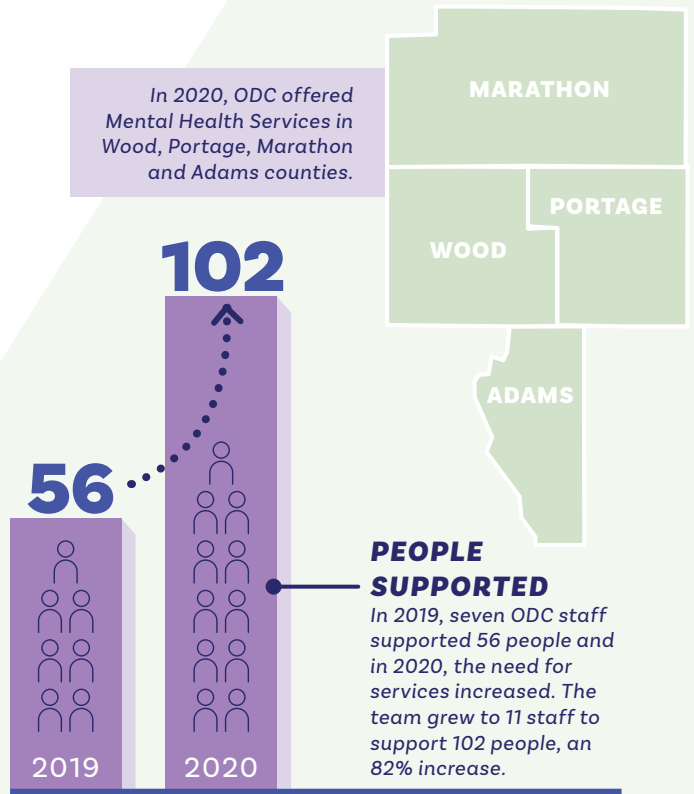
“She helps me find resources. With help, I have discovered places and people in the community where I am comfortable. Without her help, I would not even know where to start, where to look, or how to even begin. It would be so much harder,” Jim exclaimed.

Tonya concluded, “Jim has grown in so many ways from the time we first started working together to now. He has been very serious about making positive life changes. He has done a lot of internal work on himself with a variety of supports. Jim continues to strive to be a happy and active community member.”

**name has been changed to protect the individual*



IN 2020, DURING A GLOBAL PANDEMIC, ODC’S MENTAL HEALTH TEAM SUPPORTED 102 PEOPLE ON 102 UNIQUE JOURNEYS.



Patience + Persistence

ODC'S EMPLOYMENT SERVICES

Ben's persistence paid off. He wanted to work in the food industry and he is now an integral part of the KFC/Taco Bell team in Wisconsin Rapids.

Ben began working with ODC back in 2013 in the Beginnings program while he was still a student at Port Edwards High School. Ben was able and willing to work in all areas of ODC including the warehouse, production and mailing department. He was accurate, "lightning fast", and held himself to very high standards.

His goal was to work in the community, and in 2015/2016, he landed two different jobs - a cleaning job and a stocking position, both out in the community. Both were good experiences, but Ben wanted more. He didn't find these jobs fulfilling and he wanted to advance.

In 2016, Ben and his dad decided he would take a break. He did some projects for friends and family to work on his skills and determine what type of job he really wanted. During this time, they discovered what aspects of a job were important to Ben and focused on building his stamina.

In 2020, Ben was ready again to try community employment. His hope was to find a job that he found interesting and challenging. Through DVR, Ben was reconnected with ODC and his current Employment Coordinator, Monica Barnhart. Since their first meeting, Ben indicated an interest in being a food runner for a restaurant. He was able and willing to try other jobs, but always returned to his goal of being a food runner... and at KFC/Taco Bell, he has accomplished that goal!

"Ben demonstrated great patience in learning his new role as well as maneuvering in the kitchen, managing situations with co-workers/customers, and taking note of other restaurant responsibilities that he could grow into. Ben's journey has been successful due to his perseverance, matured work ethic, and family support and self-advocacy!" Monica said.

Ben's dad is proud of his progress.

"ODC gave him a place to develop skills and abilities to go out into real life and be successful. He did well in the facility and was able to find what he was good at and understand things that were not a good fit for him.

What I really like is that ODC is preparing individuals to have the skills to go out and secure employment, and the businesses are benefitting from having that employee. The employee is contributing and they are an important part of the organization/business."

"I like what I'm doing. I have two mottos here: be polite to customers and be efficient on orders." Ben said with a smile.

ODC and the Wisconsin Department of Workforce Development's Division of Vocational Rehabilitation (DVR) work together to fund and support individuals through job search and training services.



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NEW HIRES
in 2020

302

**PEOPLE
OBTAINED OR
MAINTAINED
EMPLOYMENT**
with ODC's assistance

35

**NEW
EMPLOYERS**
in 2020

333

EMPLOYERS
that chose to
#HireAbility

DID YOU KNOW?

ODC PROVIDES EMPLOYMENT SERVICES IN 10 WISCONSIN COUNTIES, including Wood, Portage, Marathon, Lincoln, Taylor, Clark, Adams, Oneida, Langlade & Vilas

Thriving

PROJECT SEARCH

Meeting Nathaniel, it is evident from the beginning... his energy, radiant smile, and personality are almost larger than life.

Nathaniel started Project SEARCH in the Fall of 2019 following his schooling at Lincoln High School, where he was well-liked by his fellow students. He was enthusiastic about his next steps in life.

Nathaniel quickly recognized the benefits of Project SEARCH and he set goals to succeed. With the help and consistency of ODC staff, the Project SEARCH instructor and hospital staff, Nathaniel gained knowledge of behaviors and conversations that were work appropriate and fit for a professional setting. He started to understand that he could “chill out” a little and still be himself!

Nathaniel also discovered that his extremely outgoing personality proved to be helpful in the workplace and in the

classroom. He even used it to help guide a much quieter and shy student.

“It was really neat to watch him as he helped his fellow intern through the different steps of a class project,” said ODC’s Project SEARCH Employment Coordinator Alice Wallner. “He became the leader, and it was important for him to see he could be a great help to other interns.”

Alice continued, “I think a turning point for Nathaniel was early in the fall when he was invited back to Lincoln High School. He had been Homecoming King the previous year and was invited back to give a speech and to crown the new Homecoming King! His initial thought was to start the speech with a joke or make it all fun and games. However, with guidance from Project SEARCH staff, he took a different approach. With some help from instructor Stef Tryba, he wrote the whole speech, and delivered it with Stef by his side. It was a huge success - his mom was in the bleachers crying. He delivered a professional sounding speech and people took him seriously.”

“My favorite part of Project SEARCH was meeting new people and making all the friends I did. I also got to learn a lot of new skills that will help me in the real world. My favorite rotation was the kitchen, even though I only was able to be there for a week because of COVID,” said Nathaniel.



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INTERNS GRADUATED FROM 5* PROJECT SEARCH PROGRAMS in Wisconsin, where ODC is involved in 2020.

Nathaniel flourished throughout Project SEARCH and enjoyed his internship opportunities. With his high-energy personality, he did very well in jobs that kept him active and busy. Nathaniel graduated from Project SEARCH in 2020 and was very excited to get his first job at Domino’s Pizza in Wisconsin Rapids doing

food preparation. His role expanded into also taking phone orders. He has continued to grow on the job and recently increased his work schedule.

“He is the nicest guy! We knew he wanted to succeed and we are so proud of him for taking the steps to make this happen. He continues to set goals for himself and reach them. What amazing growth!” Alice said.

**Project SEARCH has been serving young people with disabilities in Marshfield since 2011, Wisconsin Rapids area since 2015, the Wausau area since 2018 and both the Stevens Point area and the Minocqua area since 2019.*



Project | SEARCH®

Project SEARCH is an internationally recognized model of employment training for young adults with disabilities. The program was developed in 1996 by Nurse J. Erin Riehle, then the director of the emergency department at Cincinnati Children’s Hospital Medical Center (CCHMC). As the flagship program, CCHMC provides technical assistance for replication and overall leadership to Project SEARCH worldwide.

Perseverance

ODC'S SCHOOL-TO-WORK TRANSITION SERVICES

With all of the uncertainties in 2020, many people sat back to see how things were going to unfold. Tad, a sophomore at Marshfield High School, stayed focused and continued to aim for what he wanted!

Tad completed a temporary work experience at Festival Foods and enjoyed it so much that he made it a goal to be an employee there. The opportunity didn't work out right away, so Tad chose to keep learning and increasing his skills with support from ODC's School Transition Services.

Tad's mom, Nicole, recognized the importance of keeping Tad connected during the pandemic, so she enrolled him in a virtual class offered through ODC's Transition Services.

"The virtual class, where Tad got to 'see' more people, was seriously a lifesaver! Someone so social, and then to just be cut off (due to the 'Safer at Home' order)... what a change in schedule!"

Then, Melody Gardens in Marshfield was looking for a dishwasher. ODC arranged for Tad to do this as another temporary work experience. Tad caught onto the role quickly and it worked out so well that Melody Gardens hired Tad for a Saturday dishwashing shift.

Tad's mom could see his conversational ability and flexibility increasing. She knew that Tad still had a goal of working for Festival Foods and communicated this to Carlos Escudero, ODC's Employment Coordinator.

"Carlos found out about an open interview at Festival Foods and he and Tad prepared, including drafting a nice resume. I dropped him off, ran an errand and when I returned to pick him up, I learned he got the job!" Nicole said.

Tad continues to work at Melody Garden's and loves his position at Festival Foods, which involves parking lot cleanliness and shopping cart / headset attendant.

Festival Foods is happy to have Tad. "Festival is very impressed with him. He is often applauded for his interactions with customers. A customer even called Festival after getting home to relay positive comments about Tad... his maturity level has increased greatly." Nicole said.

Tad continues setting goals for himself. His next goal is to complete his department's closing shift all on his own. Based on his determination, we are sure that will happen soon!



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**STUDENTS
CHOSE TO USE**

ODC's School-to-Work
Transition Services in 2020.

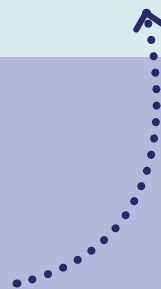
DID YOU KNOW?

IN 2020, ODC'S SCHOOL-TO-WORK TRANSITION SERVICES TEAM

PROVIDED SUPPORT

ACROSS **34 WISCONSIN SCHOOL DISTRICTS,**

providing students, as young as 14, with work readiness classroom training and real-world work experiences, to prepare students for community employment right after high school.



Dedication + Determination

ODC'S COMMUNITY PREVOCATIONAL TRAINING SERVICE & BEGINNINGS PROGRAM

✓ **OVERCOME BARRIERS**

✓ **ACHIEVE GOALS**

✓ **CREATE + TACKLE A BUCKET LIST**

These were Destiny's 2020 plans... and a worldwide pandemic would NOT stop her.

Destiny started with ODC in 2017; however, due to transportation barriers, she was not able to continue her employment journey. In October 2019, Destiny returned and began to explore her community and pursue her career goals through ODC's Community Prevocational Service and Beginnings Program.

Destiny has always had a positive attitude and is willing to try new things, which are important attributes in the workplace. At the same time, she wanted to use her prevocational experiences to work on some areas that will make her an even better employee—increasing her stamina, attention to task and detail, and workplace safety. She has made the most of those experiences and has been very busy!

Destiny started by volunteering at the Wisconsin Rapids Family Center, which gave her a chance to explore her interests and learn new skills. Then she went on to volunteer at the community garden. She enjoyed learning how to grow and harvest vegetables, and was able to share vegetables with her friends at ODC. She has been part of a volunteer group at ODC that made dog treats and dog/cat toys to donate to the South Wood County Humane Society, which is a great way for her to show her love for animals. In order to build her stamina, she added virtual exercise classes and returned to swimming at the YMCA.

Destiny talks about going to college someday. With support, she has completed two classes, Veterinarian Assistant I and II

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PEOPLE TOOK STEPS TOWARDS COMMUNITY EMPLOYMENT

in a safe, supported small group setting with ODC's Community Prevocational Training in 2020.



through McMillian Library's Gale online course offerings. She enjoyed these classes and looks forward to her next class, "How to Grow an Edible Garden".

Destiny's long-term goal is to work in the community, and she continues to work on her soft skills and learning expectations in the work place. She just completed ODC's virtual class, "What is Community Employment?"

Carla Czarny, ODC's Beginnings/Prevocational Services Supervisor stated, "Destiny's growth through Beginnings has been amazing! She has worked hard on improving her stamina and focus. Now she keeps up with all the physical demands of volunteering and engages in fitness activities without taking frequent breaks. She is able to focus on tasks too. She looks forward to class days and is eager to learn!"

Way to go Destiny! Your energy and hard work are so inspiring—we are proud of all you have accomplished, and we look forward to all you will achieve!



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PEOPLE PARTICIPATED IN ODC'S BEGINNINGS PROGRAM IN 2020.

ODC provides one-to-one training, support and guidance to each individual to achieve their goals.

MARSHFIELD

HUB

WIS RAPIDS

HUB

STEVENS POINT

HUB

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**PEOPLE DISCOVERED,
EXPLORED & BUILT
CONFIDENCE**

WITHIN THEIR COMMUNITIES

through ODC's Day Services program in 2020.

Support

ODC'S DAY SERVICES

Having a team on your side that believes in you can make all the difference, and for Travis, the Day Services team in Stevens Point definitely has been THAT team.

Travis has been a part of ODC's Day Services for four years, and currently works at the Stevens Point Country Club (SPCC) as a dishwasher. He works two days per week and hopes to increase his hours as SPCC moves into their busy season.

"He's come so far," said ODC staff. "It has been fun to see his growth! Once he knew that we really cared about him, and what he wanted to do, it made him more comfortable. He learned we would help and support him to achieve his goals, we were not going anywhere, not even on a bad day... everyone has bad days!"

The Day Services team works with each person to explore their interests, learn new skills, build confidence and discover resources that can support them in achieving their highest level of independence and quality of life. Activities take place in the community and on-site in small groups or with one-to-one support.

Travis and the ODC team worked on budgeting and money management, social skills, community exploration, and employment and co-worker relationships.

Travis stated, "I think ahead about the money I need for future things, sometimes fun things. I don't have to ask people for money anymore because I saved mine to use."

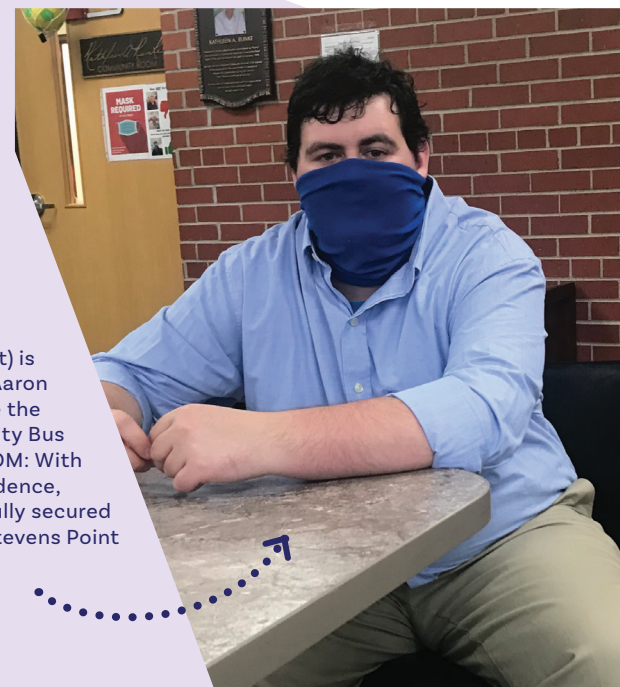
Travis has also been working on his communication skills and self-confidence. He started out very shy and quiet and has become more open in his communication.

ODC staff stated, "Over the past two years, Travis has changed. He has a more optimistic outlook and a more positive self-image. He knows it too; he will even talk about how he has changed."

"ODC has helped me to learn how to get along with my peers a lot better; I trust and get along with staff a lot better too." Travis said.

Travis is now using his strengths to teach others. Recently on a visit to the coffee shop, Travis taught staff and other members of his group how to use the Stevens Point bus system. He is known to teach staff a shortcut or two when traveling in the community.

"It's amazing; We don't need a GPS when Travis is with us!" staff said with a smile.



TOP: Travis (right) is eager to teach Aaron (left) how to use the Stevens Point City Bus System. | BOTTOM: With increased confidence, Travis successfully secured a job with the Stevens Point Country Club!

Generosity

2020 COMMUNITY SUPPORT

Despite all of the uncertainty that surrounded us in 2020, one thing was certain. Our community CARES about ODC and the people we support.

Businesses, clubs, organizations, churches, foundations and individuals rallied behind ODC in so many ways, and helped us to take steps forward through some truly unprecedented challenges.

The moral support and in-kind giving was as important to us as the financial support we received. Gifts came in all shapes and sizes: supplies for summer programming, donations to purchase tablets and data for our new virtual services, business sponsorships and hundreds of people participating in our first Run, Walk and Roll event, and generous grants from numerous foundations to support existing services and allow us to develop new services to respond to emerging needs.



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COMPUTER TABLETS + DATA

WERE NEEDED TO PROVIDE VIRTUAL SERVICES THIS PAST YEAR.

In our time of need, local community foundations and other organizations rallied to provide these necessary supports.



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SPONSORS FOR ODC'S VIRTUAL RUN, WALK & ROLL EVENT

SAVE THE DATE
AUGUST 22 - 28, 2021
Run, Walk & Roll Event

IN 2020, ODC CREATED

A SEPARATE FOUNDATION:

ODC FOUNDATION, INC.

to manage permanently restricted assets, which will exclusively and perpetually benefit ODC, Inc.

In mid-2019, the Legacy Foundation of Central Wisconsin presented a significant opportunity to build a solid foundation for ODC's future. ODC created the ODC Foundation, where all gifts to the ODC endowment fund are being matched dollar-for-dollar, up to \$1.5 million through 2021 by the Legacy Foundation.

That means that every donation made to the ODC Foundation will be doubled. The community helped ODC to keep our eye on the future by donating a total of \$504,032 as of 12/31/20, which will become \$1,008,064 with Legacy Foundation's match.

Donate Once, Make Twice the Impact

ODC FOUNDATION

Through good times and tough times, ODC has stood firm in our commitment to “be there” for our community and the people we support. The challenges we faced in the past year only strengthened our resolve to ensure that ODC can “be there” for people now and for many years to come.

Thanks to a generous matching grant from the Legacy Foundation of Central Wisconsin, ODC has the opportunity to build a stronger foundation for ODC’s future. The Legacy Foundation will match, dollar-for-dollar, all gifts to the ODC Foundation through December 31, 2021, up to a total match of \$1.5 million.

The ODC Foundation Board of Directors oversees investments within the foundation and makes annual distributions to ODC. This ensures ODC can continue to:



SUPPORT VITAL SERVICES THAT ARE UNDERFUNDED OR UNFUNDED



MAINTAIN STABLE SERVICES IN TIMES OF FUNDING VOLATILITY



BE INNOVATIVE IN MEETING EMERGING + GROWING NEEDS



THRIVE WELL INTO THE FUTURE!

FOR A LIST OF 2020 DONORS VISIT
www.odcinc.com/donate

We are so grateful for the generous support we have received, to date, as we build our foundation for the future!

WANT MORE INFO REGARDING THE ODC FOUNDATION? Please contact Pam Ross, Director of Fund Development at 715-818-6447 or Julie Strenn, ODC President/CEO at 715-818-6480.



BUILD A STRONG FOUNDATION...

GIVE TODAY!

ODC NEEDS TO RAISE

\$1.5 MILLION

by 12/31/2021

LEGACY FDN WILL MATCH UP TO

\$1.5 MILLION

of gifts received by 12/31/2021

GOAL FOR ODC’S FUTURE

\$3 MILLION

In 2020, ODC raised **34%** of their goal!

as of the end of 2020, ODC had raised **\$504,032**

WAYS TO GIVE

- + Fill out enclosed **DONATION CARD** and choose to direct your contribution to the ODC Foundation.
- + Donate **ONLINE** at www.odcinc.com/donate



WEB: www.odcinc.com
EMAIL: info@odcinc.com

ADMINISTRATIVE OFFICE
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 Wisconsin Rapids, WI 54494
 715-424-2712

2406 East 21st Street
 Marshfield, WI 54449
 715-387-1161

41 Park Ridge Drive
 Stevens Point, WI 54481
 715-344-4563

1720 Merrill Avenue
 Wausau, WI 54401

PR & Donor Relations
 715-818-6449

Ink Splash - Apparel Printing
 an ODC Enterprise
 715-818-6471
 inksplash@odcinc.com

Mailing / Print Services
 715-818-6467

Milkweed Market
 an ODC Enterprise
 715-818-6475
 themilkweedmarket.com
 milkweedmarket@odcinc.com



Financials

SUMMARY STATEMENT OF FINANCIAL POSITION

	2020	2019
Total Assets	\$10,132,235	\$9,492,000
Total Liabilities	583,063	1,425,622
Net Assets	\$9,549,162	\$8,066,378

SUMMARY STATEMENT OF ACTIVITIES

REVENUE & SUPPORT	2020	2019
Program services revenue and grants	\$4,162,480	\$4,567,244
Sales and other revenue	4,604,535	5,307,135
Donations, contributions and fundraising revenue (including restricted donations)	1,262,673	782,078
COVID relief grants and payments	1,808,882	-
Investment return	237,853	142,760
Total Revenue & Support	\$12,076,423	\$10,799,217

OPERATING EXPENSES	2020	2019
Cost of goods sold	\$3,907,874	\$4,513,014
All other operating expenses	6,364,683	6,335,346
Total Operating Expenses	\$10,272,557	\$10,848,360
Change in Net Assets From Operations	\$1,803,866	\$(49,143)

NON-OPERATING REVENUES/(EXPENSES)	2020	2019
In-kind contributions	\$7,000	\$6,000
Unrealized gains from investments	38,340	146,150
Change in value of beneficial interest	125,955	179,885
Depreciation	(492,377)	(515,808)
Total Non-Operating Revenues/(Expenses)	\$(321,082)	\$(183,773)
Change in Net Assets	\$1,482,784	\$(232,916)

Financial statements audited by Hawkins Ash CPAs. For a copy of the 2020 audit, please contact ODC.

Board of Directors

ODC, INC.

(as of 12/31/2020)

PAT GALL
 Retirement Wealth Solutions, LLC

SHERRI GALLE-TESKE
 Humane Society of Portage Co.

KIM HILGERS
 WoodTrust Asset Management

CINDY KIESLING
 Labor Education & Training Center

HEATHER MCKELLIPS
 Cranmoor Cranberry Company /
 Independent Consulting Business

DIANE MEISSNER
 High Street Salon, Spa & Travel LTD

ROB MORT
 Forward Bank

KEITH PILGER
 Anderson O'Brien

JENNY RESCH
 UW - Stevens Point

DEB STENCIL
 MSTC

NAN TAYLOR
 Aspirus Health

DIANE WEILER
 UW - Stevens Point

ODC FOUNDATION

(as of 12/31/2020)

JIM BARTELT
 Associated Trust (retired)

PAT GALL
 Retirement Wealth Solutions

JERE JOHNSON
 Solarus (retired)

KEITH PILGER
 Anderson O'Brien

NAN TAYLOR
 Aspirus Health



2020 DONORS & FRIENDS

COMMUNITY SUPPORT

ODC, Inc. & ODC Foundation Inc.

CORNERSTONE

\$10,000+

Alexander Charitable Foundation - Leslie Veneman Arendt
 Anonymous (2)
 B A & Esther Greenheck Foundation
 Bell Family Charitable Foundation
 Donaldson Company, Inc.
 Dudley Foundation
 Heiting, Bill & Sue
 Hickory Fund
 Encourage Community Foundation
 Jacob Searls Cranberry Co.
 Jaspersen Family Foundation
 Kumm, Dave & Patti
 Kurtzweil, Floreine
 Legacy Foundation of Central Wisconsin
 Paper City Savings Charitable Foundation
 Ponce, Mario - *In Memory of Minerva N. Ponce*
 Schreiner, Paul & JoAnn
 Umhoefer Foundation
 United Way of Portage County

Bruce, Paul & Laura
 CJ Searls Cranberry - *In Memory of Charlotte Searls*
 Doine, Ron & Diane
 Dolan, Harold & Kathleen Meyer
 Edwin F. Schild Charitable Foundation
 Elm Lake Cranberry Company - Mike & Diane Moss
 Gall, Pat & Cassie
 Gibson, John & Alice
 Gotz, LeAnn - *In Memory of Martha Mancl*
 Hamus, Floyd & Pat
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 Hill, Don
 Encourage Community Foundation
 Jansen, Matthew & Susan
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 Koehler, Kevin
 Kuhl, Danna & Alyce
 Kulas, Keith
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 Mancl, Ron & Bonnie
 Mancl, Tim & Roxanne
 Maurer, Ronald & Ellen
 Melsen, Clara
 Moran, Mike & Kathy
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 Nystrom, Al & Amy
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 Peters, Dick & Marge
 Podvin, Fran & Jean
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 Partners Bank
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 Crossley
 Reed, Marge
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 Searles, Clare
 Seehafer Refrigeration, Inc.
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 Weber, Mark & Rosemarie
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 Wisconsin River Orthopaedics
 Wood County Medical Society
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\$100 - 499

Allen, Don
 Alliant Energy Foundation, Inc.
 Allison, Edwin F. Jr.
 Amazon Smile
 Anderson Electric
 Anderson, Jon & Trisha
 Anderson, Mr. & Mrs. William
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 Andrews, Dr. Steven & Susan
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 Anonymous (18)
 Arendt, John & Barb
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 Armitage, Armen
 Arnott Lions Club
 Art's Body Shop
 Ashenberg, Wayne
 Associated Sales & Leasing
 Bailey, David & Heather
 Balzer, Jim & Elaine - *In Memory of Bernice & Erving Balzer*
 Bardonner, Erin - *In Honor of Joyce Hofer*
 Bartelt, Jim & Sheryl
 Bauer's Floor Mart - *In Memory of Bill & Betty Bauer*
 Beesing, Robert & Judy
 Bemke, Don & Nancy
 Bemke, Lori - *In Honor of Dan & Nancy Bemke*
 Bingham, John & Roberta - *In Memory of Karen Bingham*
 Blum, Barb & Jerry
 Blum, Jon & Wendy
 Boettcher, Brad & Amy
 Bogaard, William & Janice - *In Memory of Susan Bogaard*
 Boson, Kurt & Ann
 Bratlie, Shawna
 Breit, Rodney & Cheryl - *In Memory of Jim and Dorothy Maleski*
 Brockman, Nathan & Betty
 Buehler, Dennis & Sue
 Burt, Mr. & Mrs. Lee N.
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 Callahan, Judy - *In Memory of Larry Callahan*
 Campbell, John & Kathy
 Canales, Jim
 Casey, Katy - *In Memory of Janice Fox*
 Chips Hamburgers - Marshfield
 Chips Hamburgers - Wisconsin Rapids
 Christensen, Ken
 Church, Connie - *In Honor of William Krause and Family*
 Ciaciura, Harry - *In Memory of Virginia Ciaciura*
 Clark, Dr. & Mrs. John
 Conley, Suzanne
 Cook, Becky
 Cox, Patrick
 Cranmoor Cranberry Co.
 Crawford, Tammi & Erik - *In Memory of Laurence Callahan*
 Culhane, John & Toni
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 Dalum, Pat & Peter
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 Dombrowski, Chuck & Bea - *In Memory of Marge Ross*
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CHARTER

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Bell, Steve & Paula - *In Memory of Chet & Peg Bell*
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 Credit Union
 Mukherjee, Dr. Rama P.
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PATRON

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ACTIVE

\$1 - 99

Abler, Louis - *In Honor of Tom Abler*
Adamski, Shirley
Allen, Alyson
Ampe, Joanne
Ancel, Joseph & Guadalupe
Anderson, DeAnne
Anhalt, Jeff & Cathy
Anonymous (31)
Antin, Frederic
Anytime Fitness Employees
Apfel, Dustin
Ashbeck, Chris
Ashbeck, Jonathan
Austin, Robyn
Balzer, Michael
Barber, Tami
Barteck, Mary
Bauer, Margaret & Randy
Bendixsen, Jill
Berdan, Michelle
Berry, Kathy - *In Honor of Terry Kleyn*
Beyer, Karlene
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Bosley, Sandy - *In Honor of Jennifer Bosley*
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Boyer, Tracy
Breen, Richard & Jean
Brenner, Linda
Bronk, Holly
Bukowski, Winn - *In Memory of Irene Hawkinson*
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Clauson, Joyce
Costello, Gloria - *In Memory of Patrick Costello*
Crossview Church
Cumley, Gary & Judi
Cyra, Dana
Czarny, Carla
Davis, Kathryn A. - *In Memory of Carol Buckman*
De Jarlais, Richard & Colleen
Decker, Sue - *In Memory of Daddy & Mommy*
Deitz, Jan - *In Memory of Dorothy & David Boger*
Derks, Art & Kay - *In Honor of Nathan Derks*
DFC Holdings Inc
Dickson, Dale & Brenda - *In Memory of Dorothy Boger*
Dilley, Bobbie

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 McLaughlin, Tina - *In Memory of Dorothy & David Boger*
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 Meyer, Mike & Patti - *In Honor of Melissa Meyer*
 Meyer, Sue
 Miller, Ashley - *In Memory of David Boger*

Mitchell, Sue - *In Memory of Dorothy Boger*
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 Molepske, Kathy - *In Honor of Joyce Hofer*
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 Nachman, Mae
 Nelson, Mark & Bridget O'Brien
 Nelson, Ron & Karla
 Neumann, Bernice
 Nicholson, William & Eloise
 Nienaber, Harry & Mary
 Noonan, Nathalie - *In Memory of Gene Noonan*
 Nystrom, Jim & Judy
 Obermeier, Claudia
 O'Brien, Alyssa
 Oilschlager, Rodney - *In Memory of David Boger*
 Okeefe, David
 Olson, Emily
 Oravez, Walter & Gloria
 Ose, Al & Peggy
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 Pieski, Stephen & Karen - *In Honor of Sarah Piesik*
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 Reiman, Mindy
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 Schreiner, Ethan
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 Scott, Amber

Shields, Jason & Kimberly - *In Honor of Jeffrey Daven*
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 Shupe, Kathy - *In Memory of Kevin Eckes*
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 Smekrud, Ann
 Smith, Susan
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 Specht, Rosanne
 Staden, Steve
 Stapelman, Steve - *In Memory of David Boger*
 Steinert, Judy - *In Memory of Eric & Shirley Hedquist*
 Stoltz, Joella & Harry
 Stout, Kathy
 Strachan, JoAnne
 Stroinski, Amanda
 Sweat, Diane - *In Memory of Dorothy & David Boger*
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 Szymanski, Cheryl
 Tauschek, Mary - *In Honor of Ben Tauschek*
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 Teter, Allen & Susan
 Thorstad, Maddie
 Tormoen-Hickey, Elizabeth - *In Memory of Dorothy & David Boger*
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 Walczak, Stephen & Jane - *In Honor of Aspirus Riverview Project SEARCH Interns*
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 Waltz, Deanna - *In Memory of Bob Waltz*
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 Dempze, Susie
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 Fischer, Jaime

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IN MEMORY OF

JENNIFER BLUM (continued)

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Gunderson, Carolyn
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Higgins, Dawn & John,
Higgins, Sarah
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Ironsides, Leonard & Sandy
Janke, Sue
Jensen, Todd & Heather Klein
Jevnick, Ron & Marilyn
Jewell, Diane
Johnson, Derek & Callie
Johnson, Jere & Teri
Kauth, Lee
Kenney, Richard
Knutson, Carroll & Sandra
Krause, Brenda
Krueger, Chuck & Dawn
Kuckkahn, Todd
Kurata Family
Kurtzweil, Floreine
La Chapelle, J.P. & Brittany
Lamken, Mary & Dave
Lang, Lyle & Julie
Lepak, Ann
Lewis, Eric & Sally
Lind, Nyra
Lindsley, Anne
Lippert, MaryAnn & Jerry
Lukowicz, Jennifer
Mackay, Crystal
Markworth, Ronald V.
Mazurek, David & Chelsey
Meissner, Jerry & Diane
Miller, Steve & Kathi
Moffat, Jeff & Judith
Monville, George & Carole
Myers, Karen
Nash, Michele
Normington, Charles & Sandra
Onan, Dave & Mary Patoka
Palmgren, Tina
Paul Gross Jewelers
Payne, Christopher
Podvin, Fran & Jean
Portage County Business
Council Ambassadors Club
Prescher, Gerard & Luanne
Reitz, Barb & Tom
Rember, David & Tressa
Rosandick, Louie & Libby
Ross, Les & Pam
Rotary Club of Stevens Point
Schill, Conny
Schill, Roger & Rita
Schramm, Barbara & Richard
Schueller, Sara & Pat Hughes
Schultz, Stacey
Shields, Jason & Kimberly
Simms, Helen
Simms, Nancy
Simms, Sam
Sisk, Sam & Becky
Splitt, Mike & Ellen
Sternitzky, Beth
Strenn, Rob & Julie
Sullivan, Dan & Lisa Laatsch
Sullivan
Taylor, Pete & Nan

Taylor, Terri
Tepp, Marcia & Gary Hetzer
Theisen, Pete
Tofte, Paul & Kathleen Harmon
Van Epern, Roy & Sally
Vandeberg, Mark & Lenore
Waid, Sherri
Wainwright, Mark & Susan
Wardour, Jason & Tracy
Wein, Diane
Yentes, Kathy

IN MEMORY OF ALICE BUSHMAKER

Knutson, Timothy & Jane Olson
Reinwand, Steve & Sandy
The Family of Alice Bushmaker
Weiler, Richard & Joanne

IN MEMORY OF DOLORES FLUNO

Calisti, Margaret
Keller, Maryann
Piatt, John & Dorothy
Pitton, Jenna
Schoenick, Dean & Debra
The Lewis Family

IN MEMORY OF JANICE FOX

Bean, William & Nancy
Bleich, Robert & Joan
Casey, Katy
Casey, Pat
Collet-Klingenberg, Lana
Daven, Jeff & Marjorie
Davis, Cory & Kelly, & Kathy
Ross
Ebben, Robert
England, Lawrence & Caroline
Fletcher, Vicki
Fox, James
Gahnz, Dixon & Sharon
Gailloreto, Anthony & Renee
Gleason, Laurie
Gotz, Le Ann
Joyce, Darlene
Kalscheur, Judy & Dick
Kromholz, Joe
Landowski, Chris & Mike
Miller, Bill & Cindy
Miller, Lisa
Miller, Scott & Jean
Morell, Roberta
Nash, Jerry & Rosie
Olson, Keith & Kathi, Skip Simes,
Laura & Melina Medina
Reeve, Larry & Kate
Rember, Elaine
Smith, Gene & Carol
Stone, John & Sandra
Stoneman, Marjorie
Strigel, Len & Sarah
Szelagowski, Terry & Pauline
Taylor, Elsie
The Dugan Family
The Waterworth Family
Tormoen, Susan
Ward, Judi & Dean
Wollmer, Barbara

IN MEMORY OF BRYAN JOHNSON

Douglas & Martha Lee Family
Fund
Bjarnason, David & Mary
McKiernan, Fergus & Ann
Washington, William & Frances
Wilson, Deborah

IN MEMORY OF KIM KORBAL

Kaczmarek, Mary
Przekurat, Joanne
Sheely, Stephen & Janet
The Pinerias Bank

FACEBOOK FUNDRAISERS

NAN - THE ODC BOARD CHALLENGE - BY NAN TAYLOR

Arendt, Kathleen
Boettcher, Amy
Hess, Erin
Miller, Marjorie
Ross, Pam
Rubiano, Meg
Taylor, Alicia
Taylor, Keith
Taylor, Nan
Williams, Christina
Wrightson, Neal

A WALK TO REMEMBER JEN BLUM - BY PAM ROSS

Anderson, Kent
Bowman, Vicky
Budjac, Bob
Cismoski, Mary
Ferkey, Susan
Guyant, George
Haugen, Laura
Heuer, Kurt
Jepson, Tammi
Keyzer, Michelle
Lee, Anne
Lnash, Chele
McSweeney, Beth
Romanski-Trautschold, Vicki
Seering, Anita
Termaat, Kathy
Tredo, Carol
Wardour, Tracy

STEPHANY'S BIRTHDAY FUNDRAISER FOR ODC'S RUN, WALK & ROLL - BY STEPHANY HARTMAN

Hamilton, Jan
Ketchum, Thomas
Manternach, Sarah
Mumper, Jenna
Stimac, Mary Beth
Tramont, Bryan
Tramont, Kristi

MEMORY WALK FOR JEN BLUM - BY ANN LEPAK

Albert, Jack
Lepak, Ann
Murray, Coleen
Strasser, Jim

JULIE'S FUNDRAISER FOR ODC - BY JULIE STRENN

Burman, Mike
Genski, Deanna
Petit, Meghan
Delaney, Melissa
Osborne-Bierhaus, Diana
Schoenherr, Janet

THE #MASONCHALLENGE - BY HEATHER & DAVID BAILEY

Bailey, Donna
Bailey, Heather
Bailey, Katy
Bailey, Nicole
Baltus, Darlene
Baltus, Jeffrey
Baltus, Samantha
Becker, Shawn
Beth, Sarah
Bohn-Wolfe, Jill
Bonsack, Nick
Collins, Gillian
Dorn, Carole
Hamin, Jen
Ives, Linda
Jagodzinski, Ginny
Kastner-Williams, Nicki
Mazur, Tanya
McDonald, Brynn
Miller, Melissa
Nennig, Mary
Ninneman, Lee
Robinson, Taylor
Roe, Stephanie
Ross, Pam
Schoff, Tess
Spindler, Dorene
Terch, Jessica

LOGAN'S FUNDRAISER FOR ODC - BY HEATHER

JAZDZEWSKI
Jazdzewski, Nancy
Parr, Paige
Pepowski, Brittany
Marty, Mary
Miller, Melissa

HEATHER'S FUNDRAISER FOR ODC - BY HEATHER

JAZDZEWSKI
Marty, Mary
Olivares, German
Ploetz, John
Ross, Pam

ALICE'S FUNDRAISER FOR ODC - BY ALICE WALLNER

Mackin, Tele
Ross, Pam
Wallner, Alice
Wallner, Heidi

SUPPORT LISA'S BIRTHDAY FUNDRAISER

FOR ODC
Kopke, Lisa
Sabay, Chantily
Wilkinson, Sara

WHEELIN' FOR JOYCE - BY KATHY MOLEPSKE

Pelot, Carole
Molepske, Kathy
Whitston, Blake
Kadmas, John
Loken, Nick
Hofer, Paul
Strenn, Julie

WALKING FOR SANDEE - BY MINDY REIMAN

Faber, Susan
Reiman, Jeremy
Reiman, Mindy
Seefluth, Linda
Strenn, Julie
Sydorowicz, Steve
Sydorowicz-Jones, Tracy

IN-KIND DONATIONS

Community First Bank
Festival Foods
Gall, Ellen & Jeff
Goodmanson, Dean
Kirschling, Ron & Barb
Sand Valley Resort
Walker, Bob & Pauline

For more information about ODC, Inc. and how your gifts are utilized, contact Julie Strenn, ODC President / CEO at 715-818-6480 or jstrenn@odcinc.com.

If we have made an error or omitted a name from this list, please accept our apologies. We would appreciate if you would let us know by calling 715-818-6449.



BUSINESSES WITH PURPOSE

Providing valued goods and services while supporting ODC's mission. ODC's social enterprises include:



+ ASSEMBLY & PACKAGING SERVICES

Custom assemblies, packing, assembly and distribution.

+ E-CYCLE SERVICES

Providing Central Wisconsin residents and businesses with an environmentally friendly option for disposal of some electronic equipment. ODC accepts drop-offs between 10:00 am - 2:00 pm Wednesdays at ODC Wisconsin Rapids and Thursdays at ODC Marshfield. Cash or check only. Call 715-424-2712 for more information or view our brochure at www.odcinc.com for pricing and a full listing of items that we accept.

+ INK SPLASH - APPAREL PRINTING



715-818-6471 | inksplash@odcinc.com Your one-stop-shop for apparel and promotional products! Produced in Wisconsin Rapids with free delivery to Marshfield and Stevens Point ODC locations. Screen printing, embroidery, plus so much more!

+ MAILING / PRINT SERVICES

ODC is a USPS full-service certified provider. Processing mailings from start to finish - data list management, printing, tabbing, collating, folding, inserting, sealing, sorting services and delivery to US Post Office.

+ MANAGED WAREHOUSE SERVICES

Clean, climate-controlled, full-service warehouse rental, fulfillment and distribution services.

+ MILKWEED MARKET



715-818-6475 | milkweedmarket@odcinc.com Home décor manufacturing and resale. One-of-a-kind gifts. Our retail shop is located at ODC in Wisconsin Rapids or shop online at www.themilkweedmarket.com.

+ WOOD FABRICATION SERVICES

Precision panel cut-to-size fabrication. Wood plugs and flange, shipping supports, custom crates, plus much more.

FOR MORE INFORMATION ABOUT ODC'S SOCIAL ENTERPRISES, PLEASE CONTACT

Becky Krause, Director of Social Enterprises, at 715-818-6450 or beckykrause@odcinc.com.

ODC'S SOCIAL ENTERPRISES:

- + Create revenue that supports our mission and programs.
- + Create training and employment opportunities for people with disabilities.
- + Produce valuable goods and services.
- + Give businesses and the community an additional way to support ODC.



TRIPLE
BOTTOM
LINE

**EMPLOYMENT
& TRAINING**

Partnerships

EARNED
REVENUE

SOCIAL ENTERPRISE

PEOPLE **SOCIAL RESPONSIBILITY**

Innovation **SUSTAINABILITY**

MISSION IMPACT



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