



## 2019 ANNUAL REPORT

# Connecting People & Communities



**Pam Ross**  
*ODC President*

To our supporters -

We are happy to provide an update on ODC's progress in 2019, and proud to share success stories of the individuals we serve.

ODC served 909 people in 2019, which is more than we have ever served.

People and personal achievement are at the heart of ODC's mission to **"empower people with disabilities to achieve their work and life goals"**. We accomplish our mission one person at a time... working with each person to determine their individual dreams and goals, and providing the support they need to get there.

In this report, we are highlighting just a few of the many individuals who have set out to achieve their goals, courageously tried new things, worked through challenges with perseverance, and accomplished personal success. We are proud to



**Nan Taylor**  
*Board Chairperson*

**909**  
PEOPLE SERVED IN 2019...  
JOURNEYS OF  
**SUCCESS!**

be a part of these successes, and inspired by the efforts, hard work and achievements of each and every individual.

We are so grateful for everyone who supports ODC and becomes a partner in our mission. In doing so, you become a part of the success and personal achievements of every person we serve. You also help ODC to achieve our vision of **"communities strengthened and enriched by the abilities and contributions of all members"**.

## Connecting people to work and life opportunities

ODC's services are designed around the unique needs and interests of each person. We recognize that everyone has a different starting point, and each person's journey will look very different based on their life and work experiences.

One of ODC's core values is "work"...our services are designed to give each person a variety of experiences and training options that will lead to employment in the community. We also provide supports for people "outside of work", to build connections, identify interests, explore the community, volunteer, contribute and participate in all that the community has to offer.

Everyone's journey is unique, and each person may take a different path to get to their personal goals. In this report, we will highlight

ODC's various programs and services by sharing a brief story of how that service helped an individual on their personal journey.

**Tony's story on page two illustrates how Tony utilized a variety of ODC's services on his journey to achieve employment.**



### ODC'S SERVICES HIGHLIGHTED IN THIS REPORT INCLUDE:

Employment, Beginnings, Community Prevocational Services, School-to-Work Transition Services, Project SEARCH, Community and Facility Day Services and Mental Health Services

**328**  
PEOPLE OBTAINED  
OR MAINTAINED  
EMPLOYMENT  
with ODC's assistance

**155**  
NEW  
HIRES IN  
2019

**232**  
PEOPLE  
IN ACTIVE JOB  
SEARCH

**331**  
EMPLOYERS  
THAT CHOSE TO  
#HIREABILITY

**99**  
NEW  
EMPLOYERS  
IN 2019

# Connecting the dots... Tony's Journey

When Tony started his journey with ODC, he had major reservations about participating and was reluctant to try new things. It took a lot of time, but once he got to know people at ODC who could help him work through his reservations, things started to positively change for Tony.

Ask anyone who knows Tony, and they will tell you he is a changed man.



Tony states, "I feel good because I finally got a job in the community. I'm not at ODC anymore!"

"He's really grown up," said Arlene, Tony's mother. "He's really doing a good job – I'm proud of him. He's come a long way, yes he has!"

The Hitners, owners of Family Natural Foods also see many of Tony's great qualities. "Tony's always eager to pitch in...we've just learned he has more of a sense of humor than we realized. He helps out with things that we don't have as much time to do. We really appreciate how he helps the team!"

**2018**

Tony had settled in at ODC but had fears about leaving the building. He felt, "If you go 'out there' you will get bullied and pushed around".

**He took a risk and started volunteering at SWEPS.**

**Apr. - Oct. 2019**

After initially resisting, Tony decided to participate in an internship at Sand Valley Resort from April through October. After getting comfortable he really SHINED doing two rotations in housekeeping and laundry.

**Dec. 2019**

**Tony was hired by Family Natural Foods.**

**2017**

Tony began two days a week at ODC, due to a combination of factors, Tony was not thrilled to be at ODC.

First two months volunteering at SWEPS job coaching was constant. **Within six months he was volunteering without a job coach and still does today.**

**Nov. 2019**

Tony did a temporary work experience at Family Natural Foods two days per week cleaning and stocking.

**Ongoing**

Tony enjoys SWEPS and his relationship there with Rich. He continues to volunteer while working at Family Natural Foods.

# Connecting people to new experiences... Keun Ho's story

When Rick was first introduced to Keun Ho, the man had not left his house for a very long time. In the beginning it was a struggle, but small steps led to bigger ones and, according to Rick, Keun Ho has made real progress.

"When I began visiting him at his home, I would have to knock on the



Keun Ho went right over to the minibike on his first trip to Dunham's Sports.

door and let myself in," said Rick Wallner, ODC Training Specialist. "Keun Ho would be on the couch, hiding his face." So they worked on getting to know each other and building a comfortable relationship. "He has a basketball hoop in the driveway," said Rick, "so I'd get him outside and we'd shoot baskets for 15 minutes. If he decided he'd had enough and wanted to go back in, we would build off of that experience the next time."

They kept building and took steps of taking a car ride, then a car ride to a park where they got out and played basketball. How would Keun Ho react to a very public setting?

"At first I would stop the car and open his door," said Rick. "He would take his seatbelt off, put one foot on the ground, then pull his foot back in and put the seatbelt back on. We would say, 'All right, I guess we tried!'"

Over time, Keun Ho has opened up to trying more new things, including volunteering and hanging out with his new friends at ODC. He and Rick distribute posters for the Riverfront Arts Center, shred paper and fold towels for the YMCA, and bowl every Friday with a group from ODC.

**ABOUT ODC BEGINNINGS SERVICES** - Offering one-to-one training, support and guidance in overcoming hesitations and barriers to work and community life.

# Connecting students, teachers and families... Kezia's story

When Eric Gudmunsen, ODC's Employment Coordinator Supervisor started working with Kezia, a high school junior, Kezia expressed a strong interest in the restaurant industry. Eric lined up her first temporary work experience at a bakery



"It blows my mind," says Melissa, owner of Fannie's Supper Club. "Kezia can be buried in dishes and everyone is running around like crazy, and she's just calm and does her thing!"

in Granton. In the beginning, she was a little anxious, but after a three month work experience, things started to go really well.

Knowing that Kezia was craving more opportunities, Eric approached Melissa, owner of Fannie's Supper Club in Neillsville about Kezia's interest in learning more about the restaurant business. He was hoping to form a partnership that would benefit not only Kezia – a temporary work experience would give her a valuable opportunity to explore her interests and increase her skills – but also benefit Fannie's. Melissa was all in.

Melissa said, "When we met her, she seemed really excited and interested in the restaurant. She had a great time – worked very, very well with everyone. It just took off from there."

"Dishwashing is not a really fun job. It is so nice to have somebody in that position who is interested in doing it, that doesn't complain, who is happy to be here. Yes, it does rub off on everyone else – the rest of the kitchen is in good spirits. It starts with one person."

Work in a commercial kitchen can be pressure-packed, but it's right up Kezia's alley. So much so that it has led to a permanent hire for Kezia. She will end her

junior year as an important part of the Fannie's Supper Club team.

Kezia will start Project SEARCH in Fall 2020. Eric says, "I think that will really open a lot of doors for her. She is extremely intelligent, takes AP classes at school and is in Forensics. With Project SEARCH she's going to see a lot of things that she has never experienced before. It's exciting, she's really come a long way!"

**ABOUT ODC SCHOOL-TO-WORK TRANSITION SERVICES** - Partnering with schools to provide students as young as age 14 with work-readiness classroom training and real-world work experiences; Preparing students to be ready for community employment right after high school.

**144**  
INDIVIDUALS  
RECEIVED SUPPORT  
from ODC's School-to-Work  
Transition Services in 2019.

## New opportunities to connect and grow

In 2019, the first ever transition conference was held. The conference theme was "Your Journey. Your Choices. Your Future." and was held at Mid-State Technical College in Wisconsin Rapids. It was a collaboration between 20 different agencies, including ODC.

**305**  
PEOPLE  
REGISTERED

**255**  
WERE HIGH SCHOOL  
STUDENTS

**20**  
WI SCHOOL DISTRICTS  
WERE REPRESENTED

**30**  
BREAKOUT  
SESSIONS

**13**  
SPONSORS FOR A  
TOTAL OF \$11,450

**≈180**  
STUDENTS WERE FUNDED /  
SPONSORED BY DVR

**26**  
EXHIBITORS



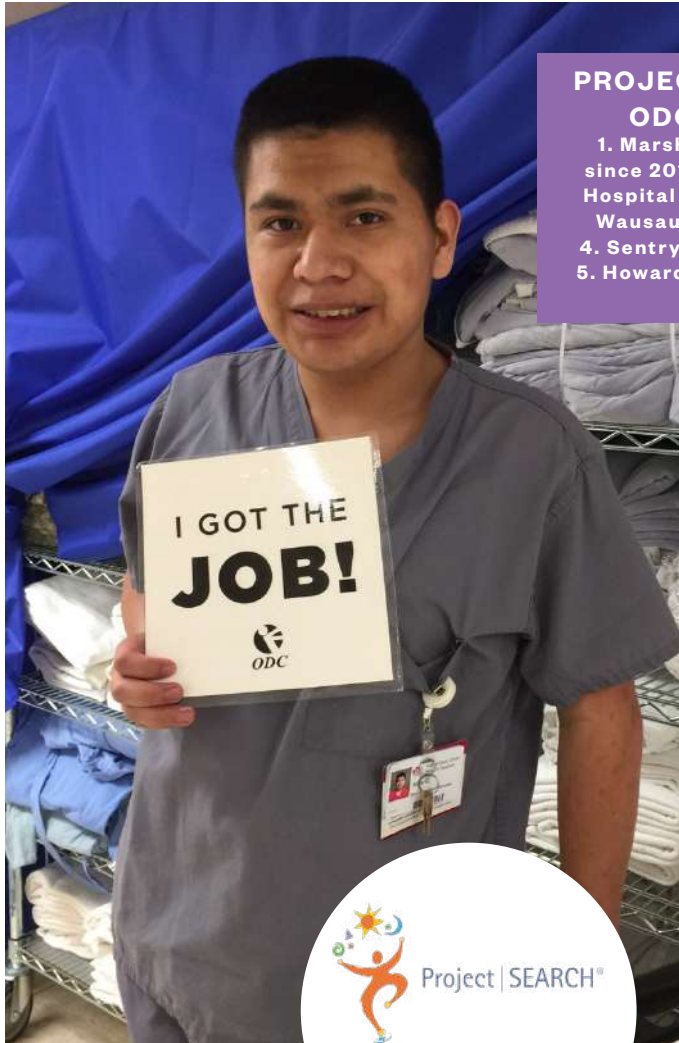
# Connecting to internships through Project SEARCH... Alex's story

The goal of Project SEARCH staff is to assist interns in finding employment before they graduate from the program. Alex "crushed" that goal.

After working a rotation in Ambulatory Surgery at Marshfield Medical Center, the department was so happy with Alex's work, they asked if he could stay for his second internship with added tasks. The need for that work was so great that a clinic position was posted and Alex was encouraged to apply. Alex officially started as a Marshfield Clinic Health System employee in February 2020.

Danielle, ODC's Employment Coordinator, states, "Alex has done so well and became a really good role model for the rest of the Project SEARCH class. He's a good leader in our classroom; he's very quiet but he's such a good example of what we want the Project SEARCH program to do."

Alex says, "I love Project SEARCH. There is no drama and we've done cool activities. A big group of us from our locations got together



to make ornaments for the Capital tree, then visited the capital. We went all the way up in the rotunda and we sang Christmas carols on the way home. We need bigger ornaments next year... this year they were golf balls that kind of got hidden in the big tree."

When speaking about his internship he states, "I'm always busy! I wear scrubs and they are very comfortable. I'm not transporting patients yet, but I definitely want to learn that - big time!"

**ABOUT PROJECT SEARCH** - Individuals spend their last year of high school training at a host business site; Each individual is involved in three 10 week internships in real jobs at the host business; Classroom instruction focuses on job readiness; ODC provides support and coaching during the internship and helps each intern find integrated community employment upon completion.

Project SEARCH was developed at Cincinnati Children's Hospital Medical Center, which is still the administrative headquarters for the organization.

Project SEARCH services are funded in partnership with the Wisconsin Department of Workforce Development's Division of Vocational Rehabilitation (DVR).

Everybody wants an Alex now! Other departments are seeing how well it is working, and hopefully the internship opportunities will increase throughout the Marshfield Medical Center complex.

## 28 out of 32

### INTERNS WERE EMPLOYED IN THE COMMUNITY

upon completion of the program in Marshfield, Wisconsin Rapids, Wausau & Stevens Point. Over the past nine years, 100 out of 114 interns were employed in the community upon completion of the program.

# Connecting supports for recovery... Chucky's story

Chucky and his family have faced many obstacles over the years, battling issues of homelessness, drug addiction and all of the legal issues related to drug use. Chucky wanted to make a change, and with the help of ODC's Mental Health team, he is starting to see things turning around in his life.

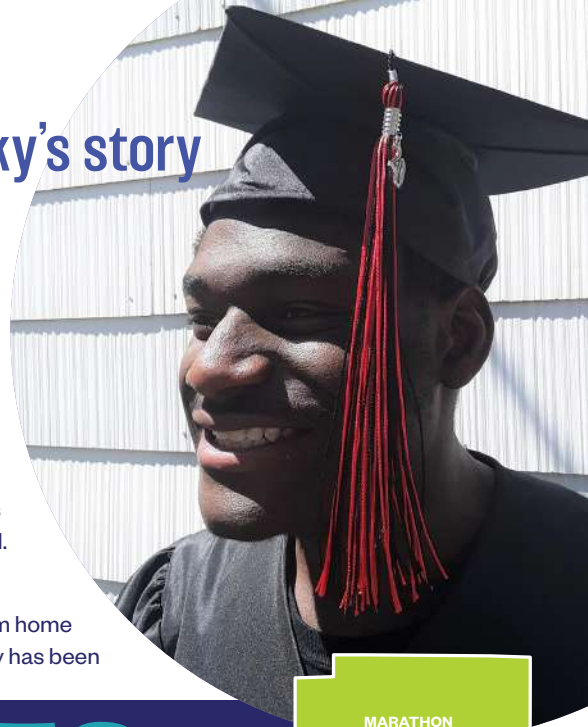
Michele Losey, one of ODC's Mental Health Coordinators, has been a key in helping Chucky and his family take steps in the right direction to create a healthier and happier lifestyle.

Tonya Callahan, ODC Mental Health Director, states, "Michele is amazing. She helped Chucky shop for and prepare a meal for his family. Chucky, his mom and two siblings all sat down together for a meal. I cannot recall that happening over the past year. I have to say this is moving with how Michele and Chucky worked together to gain him the skills to prepare a meal. She is truly inspiring."

Chucky and Michele have been working hard together, and it shows. Chucky is e-learning from home and was excited to pick up his high school graduation cap and gown! Post-graduation, Chucky has been accepted into one of ODC's Project SEARCH programs.

When asked about Michele and the support she has provided, Chucky says with a smile that her support is "getting me through life".

**ABOUT ODC MENTAL HEALTH SERVICES** - Offering one-to-one support for adults, adolescents and children recovering from mental health and/or substance abuse disorders; Helping to overcome or manage disease and symptoms, and to make informed, healthy choices that support physical and emotional well-being.



**56**  
INDIVIDUALS RECEIVED  
SUPPORT FROM ODC'S  
MENTAL HEALTH SERVICES  
in Wood, Portage, Marathon and Adams  
counties during 2019.



# Connecting people to their communities... Patti's story



Patti joined ODC in October of 2006 and worked in the facility on the work floor. For several years, Patti's guardian didn't feel Patti was ready for community experiences. In August of 2018, her guardian, with hesitation, allowed Patti to take part in and complete the Goodwill Experience.

By April of 2019, Patti's guardian recognized how much Patti was benefiting from community participation, and Patti started with one community group a week. Today, Patti is happily involved in five community groups a week and volunteers at the Family Center and Jeremiah's Crossing. She is even up for big adventures including kayaking and boating.

**ABOUT ODC COMMUNITY DAY SERVICES** - Exploring places and activities within the community that are of interest, improving decision-making, problem-solving and social skills; Becoming a more active citizen in the community by volunteering or participating in clubs/groups.

Patti loves baking. Through ODC Day Services, Patti can receive the support she needs to enhance her skills in the kitchen!

# Connecting with our supporters... 2019 Fund Development

**IN 2019, ODC RECEIVED OVER \$830,000 IN GENEROUS CONTRIBUTIONS FROM OUR COMMUNITY.** These contributions came from businesses, foundations and many individuals who believe in ODC's mission and graciously support our efforts.



Donor support allows ODC to provide innovative, high quality services and respond to emerging needs. We utilize donations to start up new services support and enhance existing services.

Donations are critical to ODC's ability to meet today's needs through unrestricted gifts or special project gifts... and to build endowment funds that will help ODC well into the future.

**In 2019, ODC received a matching grant from the Legacy Foundation of Central Wisconsin, that will match, dollar for dollar up to \$1.5 million, all gifts to ODC's Endowment Fund through 2021.** The Endowment will ensure ODC's long-term sustainability, and allow us to fund critical services that are unfunded or underfunded,

meet future emerging needs and support operating costs and capital needs.

In 2020, ODC established a separate ODC Foundation to manage and invest permanently restricted assets. We are so grateful for Legacy's generous matching grant, and look forward to working with the community to build a strong future for ODC. For more information regarding endowment contributions, planned gifts or general support, please contact Pam Ross at 715-424-2712.

A list of all donors in 2019 is published on ODC's website at [odcinc.com/donate](http://odcinc.com/donate).

**THANK YOU TO ALL OF OUR GENEROUS SUPPORTERS!**

## Connecting ODC's mission with business

ODC's social enterprises provide training and employment opportunities as well as vital operating revenue for ODC. These enterprises also provide quality goods and services that support other businesses and serve our community. ODC's enterprises include:

### MARSHFIELD

- Wood Fabricating
- Assembly and Packaging services

### PLOVER

- Pallet Manufacturing

### WISCONSIN RAPIDS

- Milkweed Market--home décor manufacturing and retail store, online sales through Etsy, promotions through Facebook and other social media
- Ink Splash—apparel printing, including embroidery, screen printing, direct imprint and heat transfer
- Mailing Services
- Electronics Recycling
- Packaging and Fulfillment Services
- Vinyl Products

**THANK YOU TO ALL OF OUR CUSTOMERS, WHO ARE PARTNERS IN ODC'S MISSION!**



ODC Pallet Division employees in Plover.



# Connecting the present to the future...



## IN 2019, THE BOARD OF DIRECTORS HIRED JULIE STRENN AS THE EXECUTIVE VICE PRESIDENT OF ODC.

She officially joined the organization in December of 2019 as part of a leadership succession plan.

In 2021, the board will appoint Julie to the role of President/CEO of ODC, and Pam Ross will assume a part-time advisory role to continue to support the transition until her retirement in 2022.

Pam states, “Julie has already had a significant impact on ODC’s services. She has great connections in our industry, long standing relationships with our major funding sources, and has incredible passion for the people we serve. She is an inspiring, energetic and innovative leader. Our entire ODC team is excited to have Julie in place as the future President of our organization... we know ODC will be in great hands well into the future.”

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## Telling her story... a tribute to Jen Blum

**THIS ANNUAL REPORT IS DEDICATED TO OUR FRIEND AND CO-WORKER, JEN BLUM, WHO PASSED AWAY UNEXPECTEDLY IN APRIL 2020.** Jen was ODC’s Director of Communication and Donor Relations, and produced many ODC publications and annual reports during her eight years with ODC. She was so passionate about ODC’s mission, and loved to share success stories of the people we serve. In doing so, Jen built many new friendships and connections for ODC in our communities. We learned from Jen that the way to best explain ODC’s mission and programs is to “tell the story” of how these programs have impacted people’s lives in a very personal way. We miss Jen deeply, and in her honor, we will continue to “tell the story” to our ODC supporters.



LEFT: Jen Blum. | RIGHT: Jen (far right) was proud to nominate Katie Clements (second from left) winner of ODC’s 2017 Personal Achievement Award.

# 2019 Financials

## SUMMARY STATEMENT OF FINANCIAL POSITION

	2019	2018
<b>Total Assets</b>	<b>\$9,492,000</b>	<b>\$8,978,459</b>
<b>Total Liabilities</b>	<b>1,425,622</b>	<b>679,165</b>
<b>Net Assets</b>	<b>\$8,066,378</b>	<b>\$8,299,294</b>

## SUMMARY STATEMENT OF ACTIVITIES

Revenue & Support	2019	2018
Program services revenue and grants	\$4,567,244	\$4,501,135
Sales and other revenue	5,307,135	5,364,359
Donations, contributions and fundraising revenue (including restricted donations)	782,078	489,046
Investment return	142,760	162,351
<b>Total Revenue &amp; Support</b>	<b>\$10,799,217</b>	<b>\$10,516,891</b>

Operating Expenses	2019	2018
Cost of goods sold	\$4,513,014	\$4,363,532
All other operating expenses	6,335,346	5,624,217
<b>Total Operating Expenses</b>	<b>\$10,848,360</b>	<b>\$9,987,749</b>
<b>Change in Net Assets From Operations</b>	<b>(\$49,143)</b>	<b>\$529,142</b>

Non-Operating Revenues/(Expenses)	2019	2018
In-kind contributions	\$6,000	\$69,671
Unrealized gains from investments	146,150	(199,927)
Change in value of beneficial interest	179,885	(135,545)
Depreciation	(515,808)	(480,514)
<b>Total Non-Operating Revenues/(Expenses)</b>	<b>\$(183,773)</b>	<b>\$(746,315)</b>
<b>Change in Net Assets</b>	<b>\$(232,916)</b>	<b>\$(217,173)</b>

Financial statements audited by Hawkins Ash CPAs.  
For a copy of the full 2019 audit please contact ODC.

## Connect with us



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**EMAIL:** [info@odcinc.com](mailto:info@odcinc.com)



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2406 East 21<sup>st</sup> Street  
Marshfield, WI 54449  
**715-387-1161**

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



**Communication & Donor Relations**  
715-818-6449



**Ink Splash - Apparel Printing**  
*an ODC Enterprise*  
715-818-6471  
[inksplash@odcinc.com](mailto:inksplash@odcinc.com)



**Mailing / Print Services**  
715-818-6467



**Milkweed Market**  
*an ODC Enterprise*  
715-818-6466  
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[milkweedmarket@odcinc.com](mailto:milkweedmarket@odcinc.com)



**Pallet Division**  
715-344-0875



**Please Note:** 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.

## Board of Directors

(AS OF 12/31/2019)

### Gary Cumley

UW - Stevens Point  
*Professor - Retired*

### Pat Gall

Retirement Wealth Solutions, LLC  
*Financial Advisor*

### Sherri Galle-Teske

Humane Society of Portage Co.  
*Executive Director*

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WoodTrust Asset Management  
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### Rob Mort

Forward Bank  
*CFO*

### Keith Pilger

Anderson O'Brien  
*Attorney*

### Jenny Resch

UW - Stevens Point  
*Managing Director - Economic & Community Development*

### Tammy Salewski

Ron's Refrigeration & A/C Inc.  
*Vice President*

### Deb Stencil

MSTC - Wisconsin Rapids Campus  
*Vice President, Academics*

### Nan Taylor

Aspirus Riverview Hospital & Clinics  
*Director, Business Development & Community Relations*

### Diane Weiler

UW - Stevens Point  
*Regional Economic Development Manager*





# Community Support

## 2019 DONORS & FRIENDS

### CORNERSTONE

\$10,000 +

Anonymous  
B.A. & Esther Greenheck Foundation  
Bell Family Charitable Foundation  
Jacob Searls Cranberry Co.  
Kumm, Dave and Patti  
Legacy Foundation of Central Wisconsin  
Solarus  
Umhoefer Foundation  
Umhoefer, Tom & Bonnie  
United Way of Portage County

### CHARTER

\$5,000 - 9,999

Alexander Charitable Foundation -  
Leslie Veneman Arendt  
Donaldson Company, Inc.  
Knights of Columbus - Wisconsin State  
Council  
Mancl, Ron & Bonnie  
Maurer, Ronald & Ellen  
Paper City Savings Charitable  
Foundation  
Paul Gross Jewelers  
Robert W. Clark Foundation  
Walker, Bob & Pauline

### PATRON

\$1,000 - 4,999

Alexander Charitable Foundation - John  
A. Casey  
Anonymous  
Aumann Family Charitable Fund  
Bank-A-Count Corporation  
Blanke, Scott & Ann  
Brog, Laurie  
Buttke, Clay & Carol  
Charity Cheesemakers - Jim Banks  
Doine, Ron & Diane  
Dolan, Harold & Kathleen Meyer  
Edwin F. Schild Charitable Foundation  
Elm Lake Cranberry Company - Mike &  
Diane Moss  
Forward Bank  
Gall, Patrick & Cassie  
Getzin, Pat & Mary Anne - *In Honor of  
Kerry Getzin*  
Gibson, John & Alice  
Gottschalk, Guy & Kathy  
Hamilton Roddis Foundation, Inc.  
Hamus, Floyd & Pat  
Hayes, Dr. John & Stephanie  
Hill, Don  
Jansen, Matthew & Susan  
Johnson, Jere & Teri  
Kenney, Richard  
Knights of Columbus - Plover  
Koehler, Kevin

Mancl, Tim & Roxanne  
Mazza, Joe & Ginny - *In Memory of  
Jonathan Mazza & In Honor of Andy  
Mazza*  
Melsen, Clara  
Moran, Mike & Kathy  
Mukherjee, Dr. Rama P.  
Nekoosa Port Edwards State Bank  
Peters, Dick & Marge  
Poehnel, Dan & Mary  
Rifleman, Russ & Karen  
Roehl, Everett & Delores  
Ross, Les & Pam  
SKS Machine, Inc.  
St. Luke's Lutheran Church -  
Compassionate Care Committee  
Stratford Sign Company, LLC  
Thrivent Financial Choice Program  
TRICOR Insurance  
Turba, Larry & Nancy  
Varga, Joe & Linda - *In Memory of Alex &  
Martha Mancl*  
Wilson, Deborah  
Winters, Janice - *In Memory of Larry  
Winters*  
Wiskerchen, Ron & Joyce

### SUPPORTING

\$500 - 999

A-1 Services Wisconsin Rapids, LLC  
Anonymous (2)  
Assembly Systems/Istate Truck  
Auto Select of Stevens Point  
Delta Dental of Wisconsin Foundation -  
*In Honor of Doug Ballweg*  
Drendel, Laura - *In Memory of Tom  
Drendel*  
Engelman-Schild, Sandra  
Enkr, Bernard & Geraldine  
Ewert, Dr. Brian & Kathleen Rulka  
Fischer, Patricia & Gary  
Frankland, Terry & Allean  
Gehrke, Gregg & Elizabeth  
Harvey, Edward & Stephanie - *In  
Memory of Doris Veneman*  
Heinrich, Becky & Mike  
Ironside, Len & Mary  
Jesse, Fred & Joan - *In Memory of David  
Boger*  
Kirschling, Dr. & Mrs. Ron  
Knights of Columbus - Wisconsin Rapids  
Knights of Columbus Council 1799 -  
Marshfield  
Krueger, James & Jenny Resch  
Kulas, Keith  
Marshall & Pat Buehler Advised Fund  
through Incourrage  
McCabe, Deborah  
Meissner, Jerry & Diane  
Miles, Bill & Cheryl

Nason, Charles & Victoria  
Nettesheim, Greg & Pam  
Nygaard, Valerie  
Podvin, Fran & Jean  
Reding, Dr. Douglas & Janet Crossley  
Reed, Marge  
Schlagenhaft, Donald - *In Memory of  
Jackie Schlagenhaft*  
Schloer, Jane - *In Memory of William C.  
(Chuck) Schloer*  
Schreiber, Dr. Donald & Linda Nelson-  
Schreiber  
Shewchuk, James & Iris  
Sniadajewski, Deb  
Thomalla, Vince & Gail  
United Methodist Women - Port  
Edwards  
Vos, Marv & Ruth  
Walling, Eldean  
Weber, Bob & Rita Hanneman  
Weber, Mark & Rosemarie  
Wied, Don & Karen - *In Honor of Luke  
Krause*  
Women's Fund of Portage County  
Wood County Medical Society  
WoodTrust Bank  
York, Dwight & Mary - *In Honor of Pam  
Ross*

### SUSTAINING

\$100 - 499

A&B Process Systems  
Allen, Patricia - *In Memory of William  
"Bill" Allen*  
Alliant Energy Foundation, Inc.  
Allison, Edwin F. Jr.  
Amazon Smile  
Anderson, Mr. & Mrs. William  
Anonymous (9)  
Anonymous - *In Memory of Marc Cross*  
Apfel, Dustin  
Armatoski, Daniel & Mary - *In Memory  
of Richard Armatoski*  
Art's Body Shop  
Bach, Jerry & Julie  
Badger Plastics & Supply, Inc.  
Ballweg, Doug  
Balzer, Jim & Elaine - *In Memory of  
Frank-Hattie Rucinski*  
Bartelt, Jim & Sheryl  
Batten, Dave & Marcy - *In Memory of  
Tammy Batten*  
Bauer's Floor Mart  
Bemke, Don & Nancy  
Bemke, Don & Nancy - *In Memory of Ken  
Knapp*  
Bernhardt, Art  
Big Iron Equipment, Inc.  
Blum, Jennifer & Sam Simms  
Blum, Jerry & Barbara

BNK Enterprises  
Boettcher, Brad & Amy  
Bogaard, Bill - *In Memory of Sue  
Bogaard*  
Borchardt, Mark & Gwen Stone  
Brazeau, William & Nancy  
Brockman, Nathan & Betty  
Buehler, Dennis & Sue  
Byom, Jon & Sue  
Campbell, John & Kathy  
Canales, Jim  
Christ Lutheran Church Board of Social  
Ministries  
Christensen, Ken  
CJ Searls Cranberry  
Clark, Jon & Colleen  
Cleveland, Dave & Tina  
Colemer, Matthew & Megan  
Community First Bank - *In Honor of  
Mark Moyer & Judy Fink*  
Cooper, Bob & Nancy  
CoVantage Credit Union  
Customodal, Inc.  
Dalum, Pat & Peter  
Damrau, Wayne & Gerry - *In Memory of  
Doug Damrau*  
Daven, Jeff & Marjorie - *In Honor of  
Jeffrey Daven, Jr.*  
Davis, Paul & Lynn  
Denny, Edward & Laura Nelke  
Destinations Unlimited  
DeVetter, Dennis and Roberta  
Dimka, Kathleen  
Drewniske, Greg & Rebekah  
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