



# ANNUAL REPORT

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**2022-2023**

# Our MESSAGE AND BOARD OF DIRECTORS



Greetings Friends— As we enter our 40th year, we do it filled with pride, purpose, and promise.

Our pride stems from the last 40 years where the organization has consistently demonstrated our commitment to treating people with dignity and respect while fulfilling our mission of connecting people, work, and training. The experiences, relationships, partnerships, and collaborations developed over the years allow us to continue to focus our energy on serving the workforce needs of the region.

Our purpose for today remains clear. We assess our organization using five key metrics including our financial performance; program accomplishments; employee engagement; organizational integrity; and strategic development. Every year we assess our progress, and incrementally, we move the organization forward.

And our promise for tomorrow has never been brighter. We continue to focus on our strategic direction to move the organization forward.

1. Enhancing our technology
2. Increasing our brand awareness
3. Weaving diversity, equity, and inclusion into everything we do
4. Expanding our grant diversification
5. Advancing our service delivery design
6. Strengthening our organizational culture

The Board of Directors and I wish to thank our current and former staff, our past leadership, our funding sources, our job center partners, the workforce and economic collaborations, and the communities we serve for the privilege of being a part of the workforce solution in this region. The future looks bright!

Teresa Pierce

Executive Director

Heather (St. Clair) Gerken

Board Chairperson



Heather Gerken  
Insurance Center



Carolyn Colleen  
Fierce Foundation



Bradey Schleis  
Organic Valley



Doug Billings  
Gerrard-Hoeschler



Nick Goins  
Mid City Steel, Inc.



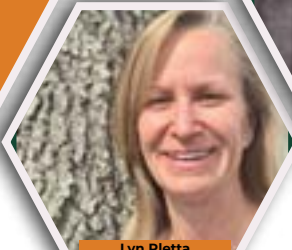
Mark Wemette  
Traditional Trades



Dimitar Dzikov  
Coverra Insurance



Matt Bainter  
Inland Packaging



Lyn Pletta  
Great Lakes Cheese



Deb Scoville  
Franciscan Sisters



Tou Yang  
Watkins

**OUR MISSION:** Connecting people, work and training.

**OUR VISION:** Strengthen communities through building the workforce.

# WCI THROUGH THE YEARS

In 1983, Workforce Connections, Inc. was founded under the Job Training Partnership Act (JTPA) legislation using the name Western Wisconsin Private Industry Council, Inc. The WWPIC offered career counseling, general job training, specific occupation training, job search assistance, school-to-work programs, and temporary employment training programs.

In 1998, Congress repealed the JTPA and upgraded it to the Workforce Investment Act (WIA). WIA focused on global economic changes and economic development through helping companies and individuals to grow. It focused on the consolidation of programs to create one-stop career centers and on the transference of oversight to state and local entities.

In 2014, with the passage of the Workforce Innovation and Opportunity Act, the system evolved again, and WCI evolved with it. Consistent with our mission, we have assisted job seekers, laid-off workers, families in crisis and others with career planning, job search assistance, and skills training. In addition, employers are assisted with a wide array of services, including recruiting, retaining, and retention services.

Throughout the years, funding, people, boards, programs, and policies change, but successful approaches stay the same, and these approaches have helped us stay in business for 40 years.

Our approach begins first with a deep commitment to our customers. WCI serves two direct levels of customers. On the one hand, we have contracts with federal, state, regional, county and city partners. It is our privilege to operate programs on their behalf that impact on our second level of customers, the individuals we serve in our programs. Every day, people come to us, usually at the lowest point in their life, and it is our job to listen and become their cheerleader and their champion.

Our approach quickly moves to include significant collaborations with our workforce partners. WCI is part of a broader system within the Job Center concept, and we work closely with our partner agencies to create an environment for successful connections to work and training.

And third, we connect to the communities we serve. WCI provides services in eight counties in Western Wisconsin, and each county and community has unique labor markets, sectors, and opportunities. In addition to working with the businesses that hire the people we serve; we work closely with other non-profits to ensure that there is support systems wrapped around the people we serve.

Woven throughout these approaches is a daily commitment to our workforce who dedicate their time, talents, and energy to do what is in the best interest of the organization. We are confident these approaches will guide us for our next 40 years!



## OUR BOARD CHAIRS

1983-1984—James Workman — The Trane Company  
1984-1986—Jerry Freimark — Fountain City Ford  
1986-1989—Mike Dougherty — D&S Manufacturing  
1989-1992—Jeff Scheel — G. Heilman Brewing Company  
1992-1993—Bruce Norgaard — State Bank of La Crosse  
1993-1994—Lyle Quillin — Quillin's, Inc.  
1994-1995—Dennis Stephenson — Union Bank of Blair  
1995-1996—Shon Doyle — Webster Industries, Inc.

1996-1997—Ann Brandau — Hoffman, Addis and Brandau  
1997-1998—Dick Fox — CenturyTel  
1998-1999—Anita Genrich — Morrow Memorial Home  
1999-2007—Pat Kelly — The Company Store, Hanover Direct  
2007-2011—Donald Knapp — Lori Knapp, Inc  
2011-2013—Rocky Shepherd — Freudenberg – NOK  
2013-2020—Ann Boland — Ingersoll Rand  
2020-2022—Doug Billings — Gerrard-Hoeslschler

**DIVERSITY STATEMENT: We are committed to creating a diverse and inclusive space, both internally for staff and externally for each person we serve. No matter your race, age, religion, gender, orientation, identity, or experience; our goal is to create a welcoming environment for all to ensure universal service accessibility. We strive to present our authentic selves while fostering healthy relationships within our community.**

# OUR PROGRAMS THROUGH THE YEARS



WE ARE Connected....

We believe in collaboration in our communities, partnerships, and resources to provide the best level of service we can.

WE ARE Committed....

To having well trained staff who are dedicated to enhancing the organization through innovation and forward thinking.

# OUR HIGHLIGHTS THROUGH THE YEARS



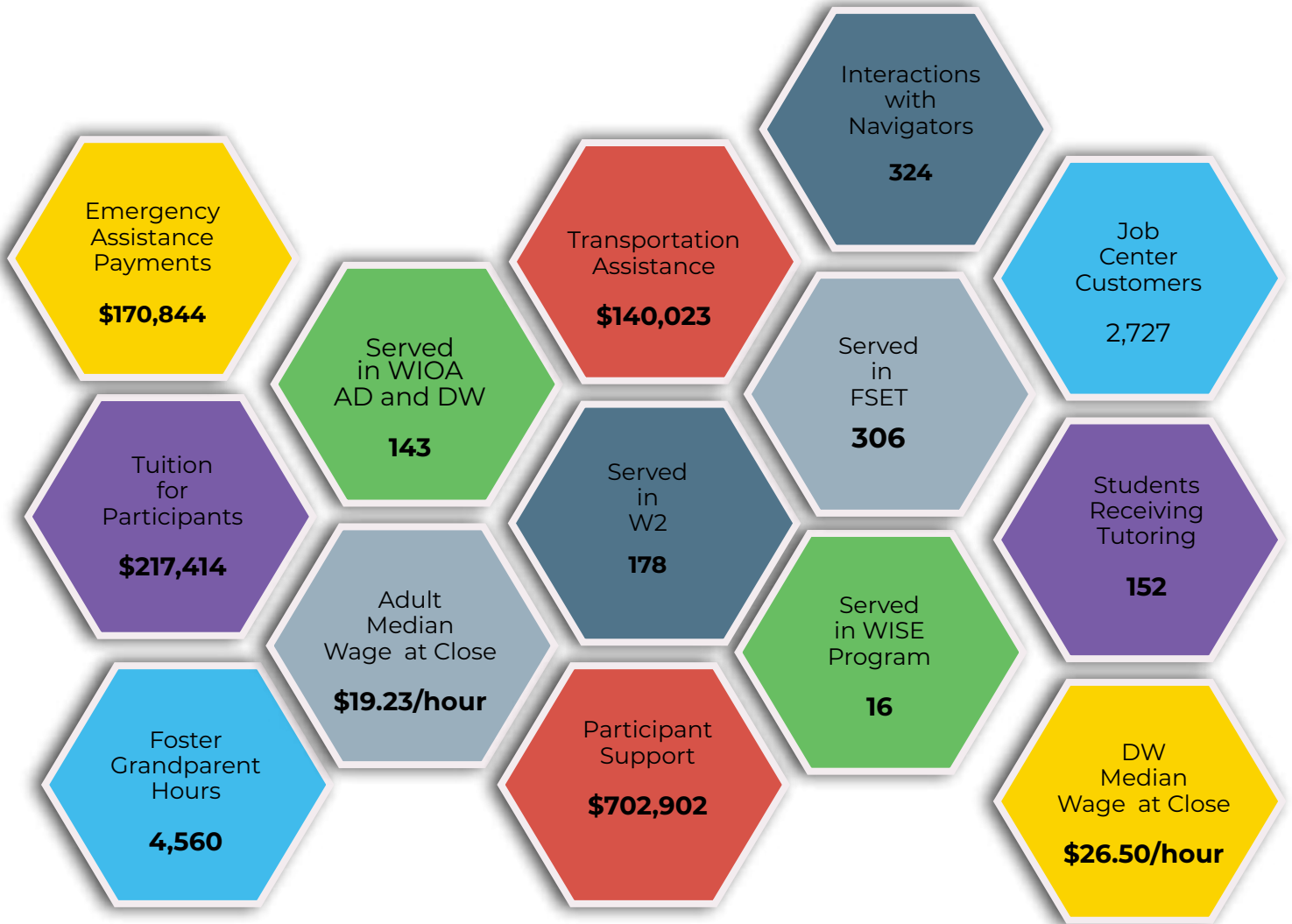
WE ARE Compassionate....

We treat every person as an individual and serve them with compassion, dignity, and respect.

WE ARE Empowering....

The work we do builds the skills of those we serve to support the mission of connecting people, work, and training.

## Our PROGRAM NUMBERS



## Our FINANCIALS

ASSETS		LIABILITIES	
Cash—Checking	\$22,280	Accounts Payable	\$62,392
Cash—Fiscal Agent Services	\$52,269	Accounts Payable-Fiscal Agent	\$368
Cash—Sunshine Fund	\$2,078	Accrued Payroll and Related Expenses	\$131,837
Cash—Health Reimbursement Account	\$874	Capital Lease Liability	\$23,202
Cash—Money Market	\$285,986	ROU Liabilities- Lease, Equipment & Vehicle	\$174,251
Certificate of Deposit	\$152,297	Unearned Grant Revenue	\$7,807
Grants Receivable	\$536,192	Total Liabilities	\$399,857
Other Receivables			
W2 Fee for Service Receivable			
Prepaid Expenses		<b>NET ASSETS</b>	
ROU Assets—Lease, Equip and Vehicle		Without Donor Restriction	\$900,580
Equip. and Other Assets (less depreciation)		With Donor Restriction	\$178,253
		Total Net Assets	\$1,078,833
Total Assets	\$1,478,691	<b>TOTAL LIABILITIES AND NET ASSETS</b>	\$1,478,691

WE ARE Accountable....

Rooted in integrity, we hold ourselves accountable for the quality of our work and the results we achieve as individuals and team members.

# Our TALENTED WORKFORCE



WE ARE Driven....

To be recognized for strengthening communities through building the workforce.

CONNECT  
WITH  
US!



1-608-789-5620



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A proud partner of the  network

Workforce Connections, Inc. administers employment and training programs funded through a variety of sources including the United States Department of Labor, the Wisconsin Department of Workforce Development, the Wisconsin Department of Health Services, the Wisconsin Department of Children and Families, the Western Wisconsin Workforce Development Board, Inc., local employers, and community organizations. Workforce Connections, Inc is an affirmative action/ equal opportunity employer/program. Workforce Connections, Inc. does not discriminate on the basis of disability in the provision of services or employment. If you need this material interpreted or in a different form, or if you need assistance in using this service, please contact us. Deaf, hearing or speech impaired callers may reach us through the Wisconsin Relay System at 1-800-WI-RELAY (947-3529).

**THANK YOU FOR YOUR SUPPORT AND PARTNERSHIP!**