

2025 ANNUAL REPORT

Detailed insights into our financials, operational highlights, and plans for the year ahead.

## THE NEED

Federal Poverty Line = less than \$14,580 annually ALICE Threshold = Less than \$27,636 annually

864,159 Wisconsin Residents fall below the ALICE Threshold

Above ALICE Threshold 65%

ALICE 24%

Poverty 11%

Asset Limited, Income Constrained, Employed, or ALICE, measures those who earn above the Federal Poverty Line (FPL) but still fall short of covering basic living costs in their community. Those between these lines fall into a difficult gap, being ineligible for most assistance but still unable to afford basics. A single expense, like a car repair or medical bill, can spiral into crisis. Each month becomes a tradeoff between groceries, prescriptions, rent, or utilities.

**Childcare providers** operate on razor-thin margins, with high staffing requirements, insurance costs, and low pay driving turnover and closures. As waitlists grow, prices rise — averaging more than \$11,900 a year for one infant, or 16% of Wisconsin's median household income.

**50%** 

12%

\$1B

of families using childcare report missing work or school because care is unavailable

left the workforce entirely due to childcare difficulties

annual loss in productivity in revenue to the state of Wisconsin



**Reliable transportation** can mean the difference between work and job loss. In rural areas with little or no public transit, losing a car often means losing access to work. One repair can push someone from stability into missed shifts and unemployment.



Affordable housing is scarce, with only 33 rentals for every 100 extremely low-income households. Families are often pushed farther from work, creating longer commutes and tying housing instability directly to transportation barriers.



# **Executive Reflections**

Dear Friends-

This year has been defined by determination and growth as we continued to advance self-sufficiency throughout Western Wisconsin while preparing for new opportunities ahead.

We strengthened our foundation by navigating one of the most competitive contract cycles in our history and securing the Wisconsin Works (W-2) program in the Western Region for years to come. At the same time, we delivered measurable impact for thousands of families, providing training, employment support, and community connections that open doors to stability. Our focus on continuous improvement ensured that resources were used wisely, systems were strengthened, and partnerships deepened to meet the diverse needs of those we serve.

We put our energy into our people and performance. Our staff showed up every day with compassion and professionalism, and it made a difference. Participants told us they felt respected, supported, and hopeful again. Behind the numbers are stories of families finding stability, parents gaining confidence, and workers building new skills. We invested in our team, embraced new tools, and leaned into a culture that values doing the right thing, even when it's hard. That commitment is what makes WCI strong.

Looking ahead, we plan to expand our services in Northwest Wisconsin, doubling the reach of W-2 services. This growth brings both responsibility and opportunity to innovate, to integrate workforce and family services more fully, and to deliver on our mission at a larger scale. With our Board, staff, and community partners by our side, WCI is ready to meet the future with confidence, compassion, and commitment.

Warm regards, Teresa Pierce

## **Mission**

Connect people, work, and training.

## **Vision**

Inspire individuals to strengthen their purpose, passion, and potential.

## Values

Connected Committed Compassionate Accountable Integrity Excellence

# THE IMPACT

41

**359** 

\$11,652 6,445

**854** 

completed education or training certificates

Health Insurance Navigator interactions

**Education Navigator** dollars distributed

gift cards distributed

vouchers processed

## **Participants Served**

Buffalo

Crawford

40

Jackson

36

Juneau

54

La Crosse

445

Monroe

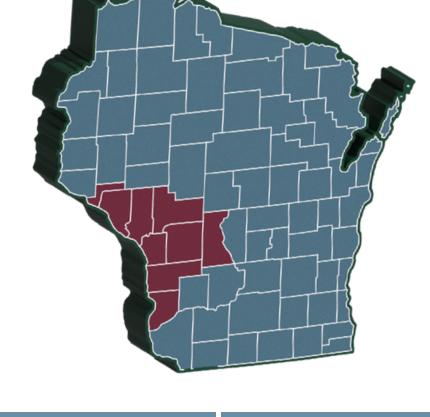
123

Pepin

Trempealeau

47 54

Vernon



#### **Child Support Liaison**

**371** 

referrals

enrollments

116

reported employments

#### **Employment Sectors**

**305** 

gained employment



**Transportation** 



**Nursing/Health Care** 



**Information Technology** 

#### **Foster Grandparent**

180

students served

5,124

hours volunteered

# THE RESULTS

96%

of participants believe the staff at WCI are well trained and knowledgeable

96%

of participants felt they were treated with respect

94%

of participants were satisfied with the services they were provided

94%

of participants would recommend the services WCI provides

I was able to be in the program with my child. And they worked with me with what I was going through and were there for me when I needed it. Thank you.

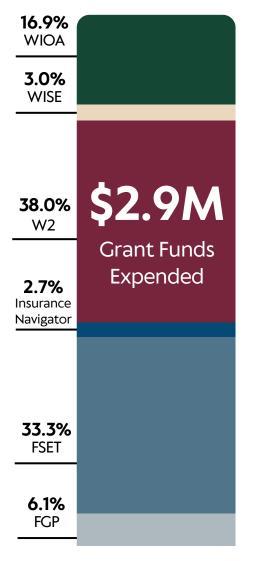
I had a really great experience.
All my questions were answered and left me with everything I needed to know.

I was incredibly anxious but my case worker helped put me at ease. We agreed that setting my self employment back up was the best course of action for me and I'm looking forward to working on it with a little bit of guidance along the way





# THE FUNDING



24.6% **Participant** \$3.1M Operating **Expenses** 67.1% **Programs** 8.3% **Admin** 

\$132,614
Emergency Assistance
Distributed

\$46,347
Family Stabilization
payments made

\$29,981
Job Access Loan
dollars provided

Assets	\$1,359,542
Cash	\$648,463
Grants/Other Recei	vable \$246,647
W2 Fee for Service Receivable	\$155,432
Prepaid Expenses	\$39,860
ROU Assets - Lease, Equipment & Vehicl	e \$269,140

Liabilities	\$475,525
Accounts Payabl	e \$65,716
<b>Accrued Payroll</b>	\$140,669
ROU Liabilities - Equipment & Vel	Lease, \$269,140 hicle
<b>Net Assets</b>	\$884,017

Without Donor Restriction \$773,826

With Donor Restriction

\$110,191



Teresa Pierce



Gina Brown



Shannon Franek

## **THE STAFF**

963

Hours of training logged



Patricia Sobye



Sarah Wick



Kenzie McCoy



Rebecca Severinski

\$6.7k

Spent on trainings



Faith Oliver



Katlynn Larson



Wanda Palmer



Amy Larson

## **Survey Highlights**



Gidget Gade



Kim Jones



Anna Benthin



Kelly Becker



believe that the individuals we serve are treated with dignity and respect.



Kristin Bell



Andrea Brownlee



Megan Walters



Chelsey Yeskie

### 89%

believe Workforce Connections' policies, practices, and procedures support its commitment to the development of a culturally competent workforce.



Peggy Shea



Tanya Vaughn Johnson



Teresa Daun



Kayla Geisdorf

87%

feel Workforce Connections shows a commitment to ethical business decisions and conduct.

## THE BOARD























## THE PARTNERS

We are grateful to collaborate with many partners in our community, working together to support participants and ensure their success. Our approach is never about doing it alone, but about utilizing every avenue and resource available to create stronger outcomes. While the list below highlights some of the key organizations we work with, we deeply value and appreciate the many others who also play an important role in this shared effort.



#### **Child Support Court**

Collaborates to support participants in addressing legal and financial obligations that impact employment



#### **Work N Wheels**

Assists participants with obtaining or repairing vehicles, helping remove transportation barriers to employment.



#### Division of Vocational Rehabilitation

Provides resources and support to help individuals with disabilities prepare for, obtain, and maintain employment.



#### **United Way Health**

Provide connections to health and wellness resources that support overall stability and success.



### The Parenting Place

Supports families through parenting education and resources that strengthen stability and success.



#### **Project Proven**

Helps justice-involved participants overcome employment barriers through one-on-one support, job clubs, and skills development programs.



#### **Local School Districts**

We partner with many school districts in the area for both W2 and FGP, working with counselors, teachers, principals, and student services staff to coordinate resources, share information, and support youth in education and career navigation.



### Western Technical College

Works with staff in Basic Needs, Counseling & Case Management, and Learner Support & Transition to connect participants with education and wraparound services.

## **LOOKING AHEAD**

As we look to 2025–2026, our goals reflect WCI's commitment to connect people, work, and training by strengthening our foundation, investing in our people and performance, and creating our preferred future.

# 1

# Strengthen Our Foundation

Reinforce financial stability, compliance, and community trust so that our programs remain strong and sustainable.

# 2

# Invest in People & Performance

Support and develop our team, foster an engaged and unified culture, and deliver high-quality, performance-driven programs.





Expand our services into Northwest Wisconsin, embrace innovation, and position WCI for long-term growth and leadership.



Keep up with us on socials:



