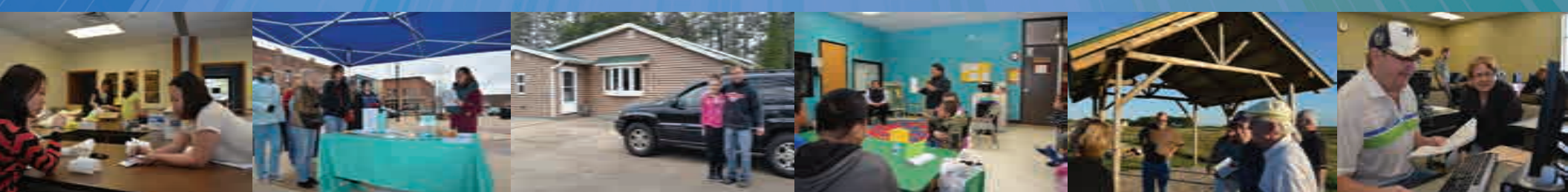




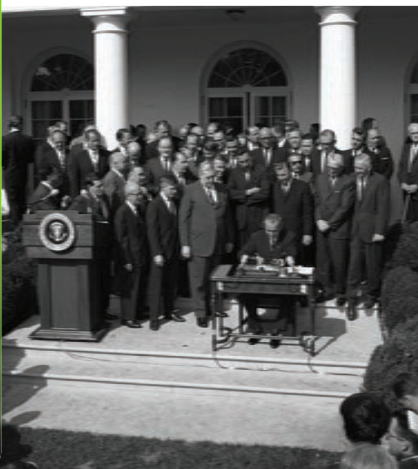
2015 Annual Report



50 years transforming people and communities

1964

President Lyndon Johnson signs the Economic Opportunity Act of 1964 into law, authorizing the formation of local Community Action Agencies.



"Unfortunately, many Americans live on the outskirts of hope - some because of their poverty, and some because of their color, and all too many because of both. Our task is to help replace their despair with opportunity."

-Lyndon Johnson
State of the Union
Address 1964

1966

The Central Wisconsin Economic Opportunity Committee, Inc. (CWEOC) is organized as a private nonprofit corporation.



"What was the 'face' of poverty and did it exist in these three counties?"

I had to really ponder that question. I grew up on a 60-acre farm, the middle child of 11 children. We always had food, hand-me-down clothes, and cardboard sometimes covered the hole in the shoe until it got resoled... I don't know the family income but I'll bet we fell below the family poverty income level... The summer of 1966 I met with and documented what I encountered and learned from every town chairman, village and city leaders, and residents."



Grace Lensmire
(above) was CAP
Services' first
director.

-excerpted from Lensmire's 2014 reflection on the agency's origins

1970

CWEOC assumes responsibility for the Head Start Program from the University of Wisconsin - Stevens Point.



1975

Weatherization Program begins.

Organization name changed to CAP Services, Inc.



1976

Karl Pnazek named CAP CEO.



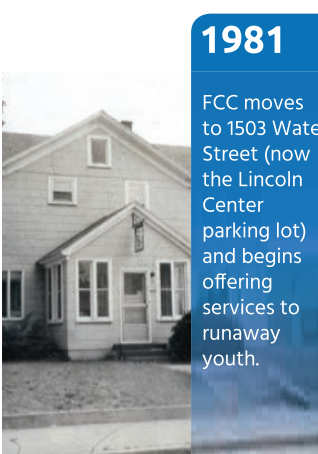
1978

Family Crisis Center (FCC) domestic violence services begin at shelter on Second Street in Stevens Point.



1979

CAP purchases first building, an administrative office on Highway 10 in Stevens Point.



1981

FCC moves to 1503 Water Street (now the Lincoln Center parking lot) and begins offering services to runaway youth.



1988

Jobs and Business Development (JBD) Program begins when Raytheon donates former Speed Queen factory in Wautoma for use as a business incubator.



Rental Housing program begins with purchase of first home at 1935 Water Street in Stevens Point.

1989

Interpretation and refugee services begin as the Hmong settle in the area.



CAP purchases property on West River Drive in Stevens Point for Human Development Park.



CAP's JBD program has helped create more than 300 businesses and 500 jobs. CAP has developed 746 affordable housing units since 1988. CAP's Hmong & Hispanic Services averaged 627 clients a year, 1989-2014.

1991

Homebuyers Assistance Program begins.

Skills Enhancement Program begins.



FCC moves to 1616 West River Drive in Stevens Point.



1993

CAP coordinates home repair program after tornado strikes Wautoma area.



1994

CAP begins family literacy services in Waushara County. Program runs through 2006.

Transitional Living (TL) Program begins - first unit a duplex mobile home in Wautoma.



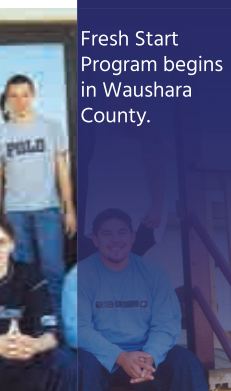
1995

CAP partners with Sexual Assault Victim Services (SAVS), a private nonprofit, to provide services. In 1999, SAVS dissolves and becomes part of CAP.



1998

Fresh Start Program begins in Waushara County.



CAP has rehabilitated/helped purchase 1,450 homes since 1991. CAP has served 14,197 SAVS clients since 2001, and 640 TL clients since 2002. CAP's Fresh Start has enrolled 316 clients with an 84% completion rate.

2000

CAP's subsidiary, Community Assets for People (CAfP) receives designation as a Community Development Financial Institution (CDFI).



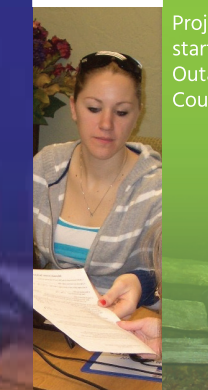
2002

Ministry Dental Center opens.



2007

Free Tax Assistance Program begins in Waupaca County. Now in three counties.



2008

Project TEAM starts in Outagamie County.



2009

Mary Patoka named new CAP CEO.



CAP adds Work-N-Wheels Program.

Fresh Start expands to Waupaca County (Waushara program runs through 2012).

CAP's Ministry Dental Center has had 19,735 patient visits since 2002. CAP has helped nearly 3,500 households file tax returns since 2007. 161 vehicles have been purchased through Work-N-Wheels.

2010

Children's Discovery Center opens in Portage County. By 2012, Center earns a 5-star rating in Wisconsin's Young Star Program.



2013

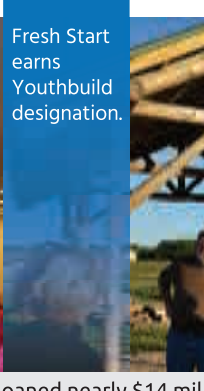
Skills Enhancement graduates its 700th participant.

CAP earns designation as a Small Business Administration (SBA) microlender.



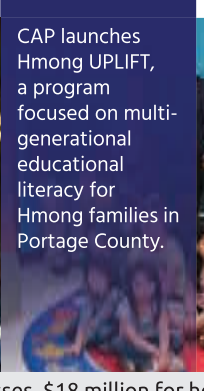
2014

Fresh Start earns Youthbuild designation.



2015

CAP launches Hmong UPLIFT, a program focused on multi-generational educational literacy for Hmong families in Portage County.



Growth continues in 2015, as CAP:

- begins operation of the Families First home visitation program
- assumes administration of the Central Wisconsin Economic Development (CWED) Fund
- helps found the Invest in Wisconsin CDFI collaboration
- receives a Corporation for Enterprise Development (CFED) Family Financial Empowerment Initiative (FFEI) grant
- sees Chai Moua from CAP's Refugee Family Strengthening Program recognized by the Wisconsin Community Action Program Association (WISCAP) as an Exemplary Community Action Staff Member.

1,018 children have been served by CAP's child care & 4K services. CAP/CAfP have loaned nearly \$14 million for businesses, \$18 million for housing, and \$1 million for autos. Skills now has more than 800 graduates.

President’s message



Mary Patoka, President & CEO

Executive Team
Mike Olson - Chief Operating Officer
Susan Henry - Chief Financial Officer
Nicole Harrison - VP Human Development
Carla Kluz - VP Early Childhood Development
Laura West - VP Business Development
Beth Baar - Director of Real Estate Services
Pat Alger - Director of Development
Emily Smits - Director of Talent

Fifty years ago a small group of individuals joined together to create an organization whose charge would be to address poverty in central and east-central Wisconsin. They approached a young, dynamic woman named Grace Lensmire to lead the organization.

Before agreeing to take the job, Grace personally surveyed the then three-county service area to gain insight into the challenges people and communities faced. She visited with the elderly, migrant farm workers, business owners, the agricultural community, and community leaders.

To this day, CAP Services continues to be guided by the voice of the people we serve, through representation of low-income households on our Board of Directors and other advisory committees and through our triennial needs survey. Together we continue to find ways to even the playing field for the under-privileged in our communities.

As we mark our 50th anniversary, we’re unveiling updated identity statements and a new logo. As we reposition for the future, we have not lost sight of our past. We remain as committed as ever to a responsive and flexible approach to complex problems, and to advocating for the resources necessary to make long-term meaningful change.

We remember Karl Pnazek, who served as CAP’s CEO from 1976-2008, and who died on October 29, 2015. CAP would not be what it is today without his visionary leadership.

And we remember Grace, who was ousted by CAP’s Board in 1971, not for work performance issues, but because some board members felt her \$10,000 annual salary was too high for a woman.

It’s an injustice with parallels to current times, when the characterization of groups of people as less deserving, despite their continued hard work and dedication, continues to impact their life chances. And it’s another reminder of the vigilance required to stay true to the mission we — our funders, partners, clients and staff — seek.

2015 board of directors



- | | | | | |
|---|---|---|---|---|
| Marquette County Jan Banicki Frank Breitenbach Arlene Stahmer Mary Walters | Outagamie County Kathryn Caves Lauren Mai Tim McKeag Tanya Rabec Song Siebert | Portage County Jim Clark Randi Greene Brett Jarman Lyne Kawleski Amanda Marx Jerry Walters | Waupaca County Ann Freeman David Johnson Kris Mork Jay Sturm | Waushara County Rebecca Luce Fred Gellerup Bernadette Krentz Lu Rowley Dennis Wedde |
|---|---|---|---|---|

CAP Services beyond 50

CAP recently completed a year of comprehensive strategic development work. Part of that work included expanding and refining our identity statements and updating our logo.



Transforming People
and Communities

CAP’s logo was redesigned to capture our agency’s unique identity and carry it forward into the future.

- The green “mountain” to the left and the dark blue “road” at the right symbolize the long, difficult, purposeful journeys out of poverty, violence, and injustice that our clients embark upon.
- CAP is formed in the negative (white) space of the logo to symbolize our commitment to empower marginalized people to advocate on their own behalf.
- The triangles represent our three-part Board (low-income, government, at large) and organization (people, community, agency).
- The color blue symbolizes trust, loyalty, and compassion, confidence, and truth. It is the color of the sky and represents the unlimited potential of our clients.*
- Green is the color of nature. It represents balance and symbolizes self-respect, growth and harmony. It also symbolizes freshness, like a fresh opportunity, and a chance to succeed.*

*Source Compassion International’s Poverty Color Wheel
www.compassion.com/poverty/color-wheel-poverty.htm

More than just our logo

Our purpose, mission, and vision statements describe the world we inhabit, our path to success, and what that success looks like.

CAP believes in the inherent value of all people. We aim to build upon the existing capacities of our clients to enrich our communities.

Our core values include long-term change, community, respect, fairness, education, communication, affordability, safety, partnership, and collaboration.

Poverty is complex, and we think our new representation of programs and services better articulates our focus on the interconnectivity of these areas. We hope they will prove meaningful for our clients, partners, funders, and staff as we move forward together to transform people and communities.

Purpose

Social and economic equity strengthens our communities. We are charged with advocating and creating opportunities to generate permanent, positive change.



Vision

Individuals and families have the capacity to achieve their goals and thrive in resilient, equitable communities.

2015 donors & investors

This list is true and complete to the best of our knowledge at the time of printing. CAP Services apologizes for any errors or omissions.

- | | | |
|--|--|---|
| Sargent Shriver Award \$75,000 - \$99,000 Thrivent Financial for Lutherans Foundation | Rich & Amy Riggs The Robert W. and Susan T. Brown Family Foundation Fran Roman St. Bronislava Parish Council of Catholic Women St. Paul’s United Methodist Church SECURA Insurance Companies Charitable Fund** Seifert Family Fund** Bill & Karen Seno Smokey Express Gospel Show Tyson Foods-New London, Hillshire Brands US Bank Foundation U.S. Venture/Schmidt Family Foundation Violet & Company Waupaca Breakfast Rotary Club** Anonymous via Arkansas Community Foundation Anonymous FCC annual campaign match sponsor Anonymous private foundation gift Anonymous via United Way | Bao Chang Complete Office of Wisconsin Jacque Gerritsen Lamers Bus Lines, Inc. Clif Morton Muzzy Broadcasting/97.9 WSP North Wind Renewable Energy Vickie Ourada Ann Pourchot St. Bronislava Parish Spectra Print Sheryl Stiles |
| Lyndon Baines Johnson Award \$25,000 - \$49,999 Doug & Carla Salmon Foundation Oscar J. Boldt Construction, Inc. | Kennedy Fellowship Award \$10,000 - \$24,999 Arthur E. Heinz Charitable Fund* Ministry Health Care | United Ways/Community Foundations \$450,000+ United Way of Portage County \$75,000 - \$100,000 United Way Fox Cities Up to \$25,000 Community Foundation of Central Wisconsin Community Foundation for the Fox Valley Region Incourage Community Foundation Oshkosh Area Community Foundation United Way of New London Waupaca Area Community Foundation |
| Robert Lampman Award \$1,000 - \$9,999 A. Sturm & Sons Foundation American International Group, Inc. AnchorBank Associated Bank AZCO Integrated Construction Berkshire Hathaway Specialty Concierge BMO Harris Bank N.A. Oscar C. & Patricia Boldt Bonnie Brown in memoriam of Karl S Pnazek Cellcom Delta Dental of Wisconsin Edward J Okray Foundation, Inc. Faulks Brothers Construction First State Bank of New London Geraldine Hartford Estate Fund* Drs. Frederic & Jeanne Groos John & the late Carolyn Gusmer Brett & Darcy Jarman Jewelers Mutual Charitable Giving Fund** Jill & John Koch Peter & Laura McPartland Nelsonville Lutheran WELCA John & Patty Noel Oasis Irrigation Joe & Patricia Okray Paramount Farms | Significant Contributors \$500 - \$999 Adams-Marquette-Waushara Board of Realtors Mary & Bob Berard Dr. William Boylan Country Aire Farms E-Con Electric Frederick & Linda Eichmiller Elite Insurance Agency Farmers & Merchants Bank Karlene Ferrante Frame Memorial Presbyterian Church Frank’s Hardware Fred Gellerup Guelzow Heating & Air Conditioning Investors Community Bank Jay-Mar, Inc. Tom Lepak Mark Motors Automotive Denny & Sharon Peterson Regnier Consulting Group, Inc. Sentry Insurance Dale & Annette Schuh Wautoma Masonic Union The Worth Company | 2015 Loan Fund Investors/Grantors BMO Harris Bank N.A. Community Foundation of Central Wisconsin Delta Dental of Wisconsin Incourage Community Foundation JPMorgan CHASE Foundation Opportunity Finance Network Packer Apartment Corporation School Sisters of Notre Dame The Congregation of the Sisters of St. Agnes The Sisters of St. Dominic – Racine USDA - Rural Microenterprise Assistance Program (RMAP) USDA - Intermediary Relending Program (IRP) USDA - Rural Business Economic Grant Program (RBE) US Bank US Treasury - CDFI Fund Wisconsin Energy Corporation Foundation Wisconsin Council on Churches Wisconsin Department of Transportation Wisconsin Division of Housing |
| In-kind Contributors \$2,000+ A Fluoride Connection The Avenue Radio 91.1 | | |

*Indicates a fund within the Community Foundation of Central Wisconsin
**Indicates a fund within the Community Foundation for the Fox Valley Region

2015 operations & financials

CAP Services maintained its program service and staffing levels in 2015, managing \$17.8 million in operating funds with assets – consisting primarily of housing units, commercial and office space, and loan portfolio – of \$45.9 million.

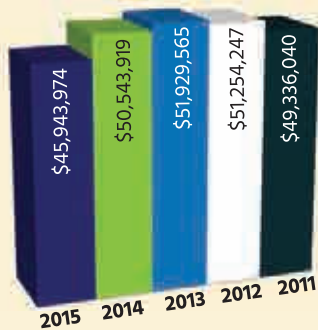
CAP strives to be an employer of choice for mission-oriented individuals. Much of our success lies in hiring staff who identify with our mission.

CAP Services Corporate Headquarters
5499 Hwy 10 East, Suite A
Stevens Point, WI 54482
715-343-7500
capservices.org

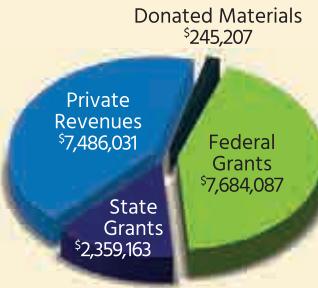


CAP Services, Inc. is an equal employment opportunity (EEO) and service provider.

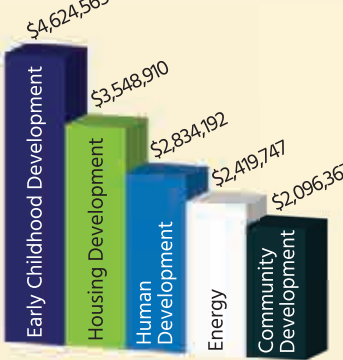
Total Assets



Funding Sources



Expenditures



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