



ADVANCING **INCLUSION**

IGNITING **OPPORTUNITY**



CULTIVATING **CONNECTION**



2025 Impact Report

EARLY INTERVENTION

OUTAGAMIE AND WINNEBAGO COUNTIES

When Thatcher was born more than ten weeks early, his family faced overwhelming uncertainty. Weighing just under three pounds, Thatcher spent twelve weeks in the NICU, enduring challenges like intubation, blood transfusions, and lung disease. After finally coming home, he continued to need supplemental oxygen and frequent medical follow-ups, all while his family adjusted to a new community and the complexities of caring for a medically fragile baby. Recognizing these challenges, Thatcher's physician referred him to the Birth to 3 Program, where a dedicated Early Intervention Team began working closely with his family. The team provided guidance, encouragement, and hands-on support—helping Thatcher build strength and reassuring his parents every step of the way.

Today, Thatcher is thriving thanks to the collaborative efforts of his family and the Birth to 3 team. With the support of physical therapists, speech-language pathologists, and early childhood special educators, Thatcher achieved milestone after milestone—moving from early struggles to running, climbing, and communicating in phrases. Mealtimes are now a joyful part of his day, and many of the medical concerns that once seemed daunting have faded into the background. Thatcher approaches life with curiosity and confidence, and his family has found stability and hope. His journey is a testament to the transformative power of early support and partnership, showing what's possible when children and families are given the resources they need to flourish.



99%

of families reported that participating in the program helped increase their understanding of their child's strengths, abilities, and needs

1,054

families were supported with at least one visit and provided with developmental information

99%

of families agreed that the Early Intervention team gave them strategies that were easy to practice during daily routines



TRANSITION PROGRAMS

144 internships provided

104
job starts



SKILLS FOR WORK SUCCESS: NATHAN

Nathan's journey through the Skills for Work Program stands as a shining example of personal growth and transformation. Entering the fall session with little job experience, Nathan was placed in an internship at Oshkosh Defense, where he supported the Quality department in various warehouse operations. Throughout his placement, Nathan not only learned valuable job skills but also blossomed socially; he developed confidence, opened up to those around him, and became increasingly comfortable in both social and professional settings. Supervisors praised his meticulous attention to detail, noting he handled numerous packages for shipping without a single error—a remarkable achievement even among seasoned employees.

This transformation was made possible because of the supportive environment fostered by both the Skills for Work Program and Oshkosh Defense. The company's inclusive workplace culture welcomed Nathan as a true member of their team, providing him with meaningful, hands-on experiences that extended far beyond traditional job training. Opportunities like participating in ride-alongs at testing locations allowed Nathan to take pride in his work and envision a bright future for himself. Nathan's story is a testament to how strong community partnerships and nurturing environments can empower individuals to flourish and confidently pursue new career pathways.

MENTAL HEALTH PROGRAMS



799

skill development & wellness management groups offered

167

number of outings experienced by skill development & welfare management groups



SOCIAL ENRICHMENT



241

community inclusion outings and educational presentations offered to VPI clients through the Community Inclusion Initiative

407

community outings offered to Day Services clients

1,988

transportation hours granted to VPI Day Services clients



EMPLOYMENT SERVICES

Aaron's journey with VPI's Prevocational Services program is a story of perseverance and achievement. When he joined the program in 2023, Aaron expressed a keen interest in regaining his forklift certification—a skill he had enjoyed using in the past. With encouragement and guidance from the team, as well as his own determination, Aaron not only renewed his certification but also excelled in the testing process. This accomplishment opened the door to new opportunities and marked a turning point in his employment path.

Today, Aaron thrives as a valuable member of the VPI warehouse team, confidently operating a forklift and assisting with unloading semi-trailers. His independence and reliability have made him an integral part of the workplace community. Beyond the warehouse, Aaron's success continued through the Group Supported Employment program at Miller Electric, where he contributes to kitting and is recognized as a valued team member. Aaron's story highlights how the right support and a strong work ethic can empower individuals to rediscover their strengths and create a promising future.

268

work opportunities
extended to clients

14,614

hours of job
coaching provided
to clients



LOOKING BACK— AND AHEAD

Dear Friends and Supporters,

As we celebrate VPI's 70-year legacy and look ahead to an exciting new chapter, I am filled with gratitude for the people and partnerships that have made our journey possible. For seven decades, VPI has been woven into the fabric of our community, evolving to meet the changing needs of those we serve. In 2025 alone, we supported **2,045** individuals across our programs and services. Through every chapter of our history, one thing has remained constant: our commitment to empowering individuals and building stronger, more inclusive communities.

This past year has been one of the most significant in our organization's history. In 2025, we achieved a major milestone with the successful completion of the Community Programs Collective Capital Campaign and the opening of the Community Programs Collective. Thanks to the generosity of our donors, partners, and community supporters, we exceeded our fundraising goal and brought to life a shared vision for a modern, accessible space that strengthens services, fosters collaboration, and expands opportunities for those we support. The Community Programs Collective stands as a testament to what can be accomplished when a community comes together around a shared purpose. Its impact will be felt for years to come as individuals and families access expanded opportunities, enhanced services, and a welcoming space designed to support growth, connection, and inclusion.

The momentum created throughout 2025 helped position us for another important milestone. In January, VPI officially merged with VARC, creating a stronger organization with expanded resources, broader expertise, and an even greater ability to serve individuals and families across Wisconsin. While our name may be changing, our mission and values remain unchanged. Together, we are building upon the strengths of both organizations to create new opportunities and deliver an even greater impact in the communities we serve.

I have also stepped into a new role as Chief Operating Officer (COO) of VARC, overseeing manufacturing capabilities and logistics across our business development functions. Alongside VARC CEO Liz Filter, I am honored to help lead this unified organization as we continue expanding our mission and impact.

Thank you for being part of our story. Your support has helped us honor 70 years of service, achieve ambitious goals, and position our organization for a strong future. As we build upon that legacy, we look forward to creating even more opportunities for individuals, families, and communities to thrive.

Regards,



Tim Riebau



VPI & VARC UNITE

WISCONSIN-BASED DISABILITY SERVICE PROVIDERS MERGED ON JANUARY 1, 2026.

As of January 1, VARC and VPI officially merged, forming a unified organization with a shared commitment to strengthening communities and expanding opportunities for those we serve. VARC has a long history of providing services and support for individuals with disabilities, helping people build skills, gain independence, and participate fully in community life across the region, while also offering contract packaging and assembly services that create meaningful employment opportunities. Together, we now bring our people, programs, and resources together—allowing for greater coordination, broader reach, and a more seamless experience for individuals and families.

This merger represents a forward-looking step that builds on our shared mission while focusing on what we can achieve collectively. By working as one organization, we are able to deepen our impact, expand access to services, and respond more effectively to evolving community needs. Moving ahead, we are united in delivering inclusive, person-centered programs that create lasting opportunities and meaningful outcomes for the individuals, families, and communities we serve.

ABOUT VARC

- Vernon Area Rehabilitation Center (VARC) was started by parents and teachers in 1975 in Viroqua.
- Over the last 50 years, VARC has grown to serve over 850 clients with varying abilities throughout southern Wisconsin.



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