

Opportunity Partners
2025 REPORT TO THE COMMUNITY

OUR MISSION

Together we advance the quality of life
for adults with disabilities.

OUR VISION

People of all abilities thrive in the world.

OUR VALUES

Impact, Choice, Heart, Partnership



Thank You for Being Part of the OP Community

The foundation for all that we do, community means that every person belongs and that each voice is heard. It means teams working together toward common goals and individuals stepping up to ensure that everyone has a chance to thrive.

The OP community improves lives – the lives of the people served by OP and their families, the lives of our team members, and of those who choose to support our mission in meaningful ways.

With your help, in 2025, we saw our community come to life in extraordinary moments and everyday achievements that illustrate true impact. We are honored to share the stories of this impact – examples that show when we build community, we create lasting results together.

As we look ahead, OP is committed to continuing to remove barriers for the people we serve, to create opportunities, to strengthen partnerships, and to celebrate all people. Thank you for your support and for being an important part of our community.

With gratitude,

A handwritten signature in black ink, appearing to read 'Lori Schluttenhofer'.

LORI SCHLUTTENHOFER

PRESIDENT AND CEO, SERVICES

A handwritten signature in black ink, appearing to read 'William Schultz'.

WILLIAM SCHULTZ

PRESIDENT AND CEO, OPERATIONS AND STRATEGY

Building Community: 2025 Accomplishments

Each day, we created opportunities for growth, independence, and joy as individuals achieved meaningful milestones—from developing new job skills; to settling into a new home; to expressing themselves through music and art. These everyday successes reflect the impact of our work and the potential within each person we support. Here are just a few accomplishments from 2025.

Lori Schluttenhofer Honored for Leadership and Impact

OP president and CEO, Lori Schluttenhofer, was awarded the 2025 Minnesota Organization for Habilitation and Rehabilitation (MOHR) Inspire Award. The annual award honors a leader whose dedication and collaboration have significantly improved the lives of people with disabilities, made a lasting impact in the field, and inspired others to champion inclusion and equity. According to MOHR, “Schluttenhofer’s unwavering dedication, tireless advocacy, and deep-rooted compassion make her an extraordinary leader and a powerful force for positive change in the disability services sector.



Her ability to navigate complex policy, mentor peers, amplify the voices, and foster meaningful collaboration across organizations exemplifies what it means to lead with purpose. Schluttenhofer embodies the spirit of the Inspire Award - not only through her professional accomplishments, but through the hope, strength, and inspiration she brings to the people and communities she serves.”



Explored Communities with OP Friends

Individuals served by OP spent a combined 17,400 hours visiting libraries and museums, seeing movies, eating at restaurants, bowling, and doing other fun and educational activities through our Engage With My Community (EWMC) program. In 2025, EWMC explored more than 100 new activities not done in previous years. Individuals went to new places, tried new things, and made new friendships to last a lifetime.

*Curious about Engage With My Community?
Check out this video to see a day in action!*



Launched New Positive Support and Artist in Residence Programs

As a leader in disability services, Opportunity Partners is always seeking the best ways to support the people in our care. In 2025, OP launched two new programs designed to help individuals meet their full potentials.



Positive Support Services: designed for people dually diagnosed with intellectual disabilities and mental health disorders, this intervention provides critical support that makes successful community living possible. These person-centered services were introduced for people living in OP group homes.

Artist in Residence: this program features teaching artists who work with people across multiple OP sites, expanding their artistic talents, building friendships, and supporting emotional well-being. The act of creating offers a sense of accomplishment and pride, improves focus and reduces stress, provides an outlet for emotions, and encourages joy and connection.

Improved Support for People Working on OP Production Floors and in the Community

Our center-based production floors provide meaningful work through employment in packaging, assembly, and kitting.

Some notable 2025 outcomes included:

- helping people gain employment skills and increase overall work availability from 93 to 99 percent,
- reconfiguring the production line layout resulting in better support for individual workers,
- adding an Enterprise Resource Planning (ERP) system at our Koch facility, allowing us to be more competitive and efficient in generating revenue to support our mission.

In 2025, we offered the first seasonal Supported Employment Team on site at an employer, creating more opportunity for individuals to work in the community.



Helped People Find the Right Place to Call Home

One of our most significant achievements in our residential service area was restoring occupancy to its strongest level in recent years. Through thoughtful planning and outreach, our group homes and apartments reached 92% capacity, helping more people access the supportive housing they need to thrive.



**"I want you
to look at people
with disabilities
in a different way."**

"I want you to look at people with disabilities in a different way," said David Spragg, an avid outdoorsman who fishes, hunts, and is a full-fledged Eagle Scout. David has lived in an OP group home for 26 years and worked on the production floor at OP's Koch facility doing packaging, kitting, and assembly work for the past six years.

"Before Opportunity Partners, I didn't know if I would ever have a job. I wanted to move out of my mom and dad's place because I wanted to be as much of an independent person as I could be," he said. "I think Opportunity Partners has strengthened my confidence. It has given me a platform for my voice to be heard."

With OP's support, David has become a strong advocate for himself and others. He regularly writes letters, makes calls, and visits with representatives at the State Capitol sharing his thoughts about issues that affect people with disabilities and the disability community. "I wanted to be someone's advocate, but I also wanted to be my own advocate too," he said. "I've always wanted to teach people, I've always wanted to be a leader."

"Living with a disability is not easy," said David. "I like to show people that I can do it. I can make things happen!"



Learn more about David's life
as he shares his story on video.

Service Impact at a Glance

Our mission came to life as people were supported at dozens of residences, job sites, and community settings throughout the Twin Cities. In 2025, Opportunity Partners served 1,003 adults with disabilities through employment, enrichment, and residential services.

EMPLOYMENT	ENRICHMENT	RESIDENTIAL
People supported in employment services: 846	People supported in enrichment services: 226	People supported in residential services: 237
 322 people were supported at jobs with businesses in the community	 28 people participated in Engage With My Community	 29 people lived in OP Homebase apartments
 55 people participated in Supported Employment Teams (SETs)	 198 people took part in in-person and virtual enrichment classes	 81 people lived in OP group homes 6 people living in OP group homes received our new Positive Support Services
 224 people worked on OP production floors		
 245 people were supported in seeking new employment		 121 people received support in their own homes

Many individuals participated in more than one service, helping them to thrive in multiple aspects of their lives and to participate more fully in their communities.

2025 Happenings



Success Celebration

With a fun jungle theme, the 2025 Success Celebration was dedicated to celebrating the success of people served by OP. The accomplishments – whether beginning a new job, building a friendship, increasing skills, gaining independence, or sharing a positive outlook – help enhance each person's quality of life. Congratulations to all nominees!

Return of the OP Spaghetti Dinner

After a five-year hiatus, OP's beloved Spaghetti Dinner made a welcome return, bringing together people with disabilities, families, staff, volunteers, and community partners. Guests enjoyed a delicious meal prepared by BLVD chef Paul Angeles and served by the Hopkins High School culinary students. The true highlight of the evening was a strong sense of belonging and building community.



Day at the Capitol

OP staff and people served enthusiastically participated in Disabilities Services Day at the Capitol, Minnesota's largest rally to advocate for people with disabilities, their support system, and their right to live independent and rewarding lives. The capitol rotunda was buzzing with voices from across the community uniting in advocacy.





Wendy F. Miller Outstanding Achievement Award

In honor of his daughter who receives OP support services, Larry E. Miller generously established the Wendy F. Miller Outstanding Achievement Award, an annual recognition presented to three direct care staff who exemplify our mission, vision, and values. The first ever recipients of the award were Cara Buettner, Sibyl Shepherd, and Lanita "Lynn" Stephens.



ART-Abilities

People served by Opportunity Partners shared their creativity through the annual fall Art-Abilities exhibit. The event celebrates artists with disabilities by showcasing their work at Ridgedale Library including a special gallery reception for artists and their families.

Annual Gala

Our annual gala brought together donors, sponsors, volunteers, and community partners. Their generosity is a critical resource that strengthens our mission, helping ensure individuals have access to the services and support they need. The financial impact extends far beyond a single evening, it sustains our services throughout the year.







Each day, David arrives at work with a warm smile and friendly demeanor. He greets shoppers, carefully bags their groceries, and provides the kind of service that keeps people coming back. **In 2025, David celebrated a remarkable milestone — 20 years of employment at Lunds & Byerlys.**

David began receiving services from Opportunity Partners in 1999 through In-Home Services, where he worked on building independence. When he was ready to explore employment, OP supported him as he tried out ticket taking, working at a summer camp, and gaining experience in retail. In 2005, OP helped David secure his first job at Lunds & Byerlys. He started in maintenance and quickly realized it wasn't the best fit. Rather than quitting or settling, he asked his manager if there were roles that better matched his strengths. His initiative paid off leading to a chance to bag groceries — a role that proved to be the perfect fit.

Over the years, David became much more than an employee; he is a familiar and trusted presence to customers and coworkers. "My favorite part of the job is seeing and helping repeat customers and getting to know new ones," he shared.

David's job is a source of purpose, pride, and community. When asked what advice he would give others seeking long-term employment, he said, "Work hard, have good interactions with customers, and help answer any questions they may have."





When I think about Opportunity Partners, I think about potential. Every interaction reminds me that when people are given the right support and encouragement, incredible things happen. Serving on the board of Opportunity Partners, and now as board chair, has been an incredibly meaningful experience because it's given me the chance to learn from the individuals we support, their families, our dedicated staff, and fellow board members who are deeply committed to this mission. It's an organization that's easy to believe in, and I'm grateful to help support its future."

Kate Harahan,
Chair, Opportunity Partners Board of Directors

2025 VOLUNTEER BOARD OF DIRECTORS

Kate Harahan, Chair	David Dorn	Mike McMahan
Ginny Kremer, Vice Chair	Mary Fenske	Michelle S. Nyamushanya
Jamie Jackson, Treasurer	Dan H. Hoke	Julie Sjordal
John W. Kelly, Secretary	Steve Housh	Tonia Teasley
Stacy Anderson	Ben Knoll	Ann Yekaldo
Richard A. Bauer	Joseph P. Kukla	Lori Schluttenhofer, ex officio
Bryan Chambers	Jack Lee	William Schultz, ex officio
John R. Church	Katie Mattis Sarver	

2025 EXECUTIVE TEAM

Lori Schluttenhofer, President and CEO, Services
William Schultz, President and CEO, Operations and Strategy
Eston Brown, VP Residential and Community Living
Calli Kadlec, VP Day and Employment Services
Kumar Machiraju, VP Information Technology
Bruce Schmaltz, VP Finance
Todd Schoolman, VP Human Resources
Heather Shiell, VP Advancement

2025 FINANCIAL STATEMENT

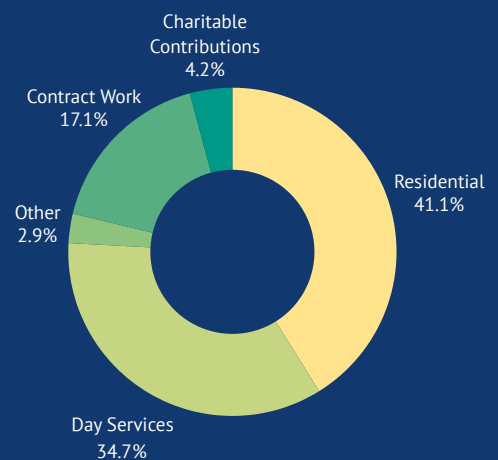
Since 1953, Opportunity Partners has been dedicated to providing high-quality services and maintaining the highest standards of accountability. We are committed to transparency and meet all standards established by the Charity Review Council. Opportunity Partners has earned Charity Navigator's highest four-star rating and is accredited by the Commission on Accreditation of Rehabilitation Facilities (CARF International).

Financials for the year ending December 31 (in thousands)

REVENUE

Residential	\$13,080
Day Services (Enrichment, Employment)	\$11,040
Production Floor (Contract Work)	\$5,428
Charitable Contributions	\$1,331
Other (Investment Earning, Rent)	\$920
Total Revenue	\$31,799

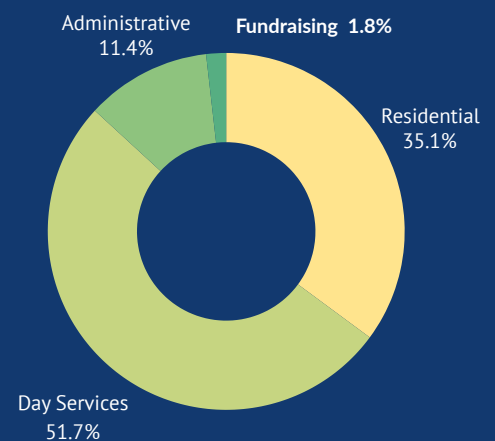
REVENUE BY PERCENTAGE



EXPENSES

Residential	\$11,033
Day Services (Enrichment, Employment, Contract Work)	\$16,243
Administrative	\$3,569
Fundraising	\$567
Total Expenses	\$31,412

EXPENSES BY PERCENTAGE



BALANCE SHEET

Current Assets	\$7,448
Property/Long-term Assets	\$16,140
Endowment	\$6,156
Total Assets	\$29,744
Current Liabilities	\$2,295
Long-term Debt	\$7,122
Net Assets	\$20,326
Total Liabilities & Net Assets	\$29,743

Our Generous Community

A Culture of Philanthropy

We are grateful for a culture of philanthropy that brings together donors, volunteers, staff, and community partners to advance our mission. Thoughtful philanthropic giving, participating in the annual gala, and volunteering come together to cultivate a shared commitment to services that allow individuals to thrive. This collective spirit of generosity strengthens our impact and ensures long-term sustainability.

Donors

Individuals, foundations, and corporate partners contribute financially through annual giving, major gifts, matching gifts, and planned giving.

Volunteers

Community members and corporate groups generously give their time and talents to support our mission through hands-on service and event support.

Champions

Advocates amplify our mission by sharing our story, engaging their networks, organizing fundraisers, or serving on committees and boards.

Thank you for your support.



Your support means everything!
Make a gift today to help people
with disabilities live, work, learn,
and thrive in our community.



Opportunity Partners

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opportunities.org

