

*The*  
**MAGIC**  
*Within*

**OUR VISION**

*Creating a world where disabilities are no longer barriers to achieving potential and purpose in meaningful work.*





In December 2021, Eric was as a student at the BCI Skills Center. Today, he and his classmates work competitively at True Manufacturing in O'Fallon, Missouri.

## OUR MISSION

*To inspire and support people with disabilities, challenging personal growth and development through a continuum of innovative employment opportunities.*



Reed Low with St. Louis Blues mascot Louie and Donna M. during BCI's Spirit Week.

“Imagine a workplace that isn’t focused on bottom lines or profit margins but on the development of people who have limited places to work or be part of a team. BCI employees get the chance to show off their skills as part of a mission-based enterprise that leads with love and a staff that focuses on personal development and cross training. It’s not about the money—although they make it! It’s not about production—although they absolutely crush it! It’s a place where people with disabilities can strive for greatness and have a work life and social circle that every human deserves! It was an absolute pleasure to walk the floor, visit with hockey fans, take pictures, and listen to how they do and love their jobs. They are teammates, and I enjoy being a part of their team!”

— Reed Low, retired STL Blues player and BCI supporter

“We are so grateful for the relationship we have developed with the Skills Center. The opportunity provided by their Cambridge Air Solutions program surpassed our expectations! It was an amazing experience for our son Mitch who now speaks so highly of his company, co-workers and supervisors. He is excited to go to work each day and enjoys being part of a team. We have seen remarkable growth and a desire to do his best at home as he is held to a high standard in the workplace.”

— Deb and Tim, Mitch’s parents



Mitch (back left) is recognized with other trainees for completing the Cambridge Unleashed program.



# FROM THE BOARD

BCI has always been a magical place, and I am very happy to say that the magic is stronger and better than ever! Our mission remains the focus of everything we do.

You have heard us talk about “a continuum of innovative employment opportunities” throughout the last few years, especially since the inception of the Skills Center. This means that people with developmental disabilities can come to BCI and be offered the opportunity to work in a variety of jobs, in a variety of places, and be successful and personally fulfilled. This might seem like a tall order to some, but at BCI and the Skills Center, it happens on a daily basis.

BCI Packaging currently offers jobs in an industrial packaging environment that are designed to challenge adults with disabilities at their individual comfort level and capability. This does not mean they do one job and one job only for the entirety of their career but a continuing list of different jobs designed to explore interests, challenge abilities and grow skills.

The Skills Center takes this growth opportunity to the next level and out into the community. These competitive jobs are with companies such as True Manufacturing, Distribution Management, Embassy Suites, Cambridge Air Solutions, and Newco Enterprises. We are also engaging with 40 other companies through our Competitive Employment Services Program. All of these firms have been carefully vetted and selected by the Skills Center to provide a safe and respectful work environment for all of our associates.

This may all sound like a dream (or magic) but as the enclosed performance numbers show, it is a reality here. Very few companies are as successful as BCI at living and fulfilling their mission.

As the current President of the Board of Directors, I am proud to tell you that the board remains committed to helping and guiding BCI to ensure its continued success. We have an extremely accomplished board that is unequivocally dedicated to helping all of the magical people working at BCI and throughout the community.

Thank you for your support this past year. I assure you that we will continue to focus on what makes BCI and the Skills Center such magical places!

Sincerely,

Ron Kloppenburg  
President of the Board

*ON THE COVER: Stephanie G. finds fulfillment in her job at BCI, which she has held for 25 years. A friend to many, her kind spirit helps make BCI a magical place.*

## Our Board of Directors\*

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Cesar Paredes, BJC Healthcare

\* As of June 30, 2022

54

Served under our Organizational Employment Services Program (OES) in Lincoln County

219

Served under our Organizational Employment Services (OES) Program in St. Charles County



25.2M

Products packaged (313 SKUs for 41 customers)

\$14.6M

Revenue generated from BCI Packaging operations

37

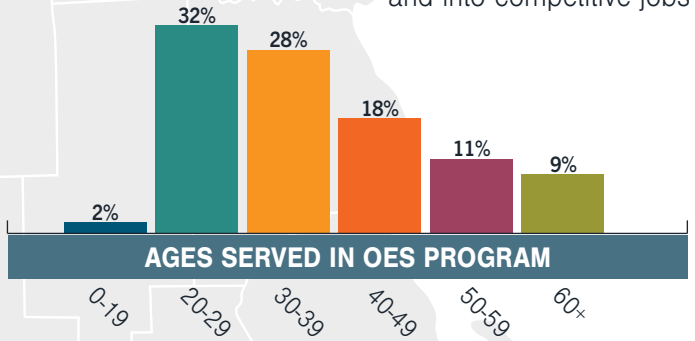
Served under Extra Innings before- and after-work program created to address the transportation crisis



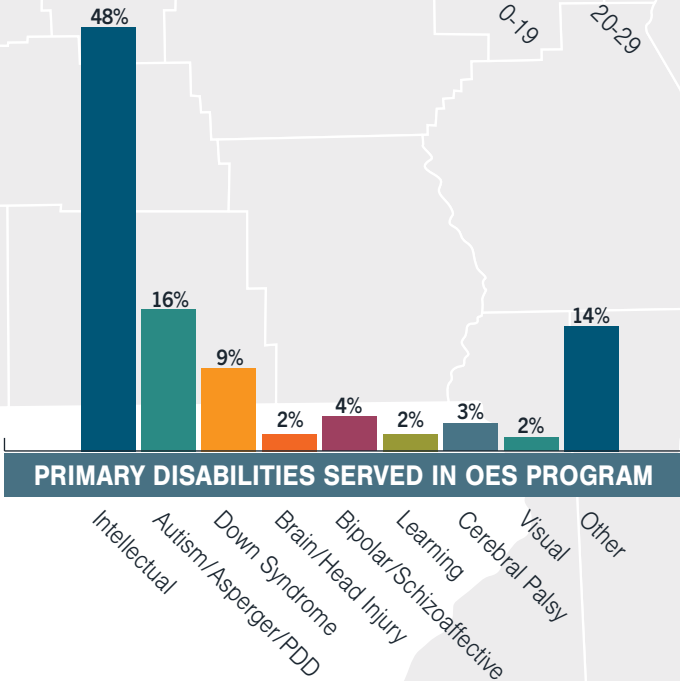
18

Led through the Employment Continuum and into competitive jobs

AGES SERVED IN OES PROGRAM



PRIMARY DISABILITIES SERVED IN OES PROGRAM



79.2%

Percentage of operating revenue generated from packaging sales

19.5%

Percentage of operating revenue received from state and local funding



99%

Average satisfaction rate among OES employees and their families



40

Placed into competitive jobs in the community



25

Skills Center graduates



1,089

Hours donated from Board, ABC Group, event and corporate volunteers

31

Teens provided six-week summer work experiences

100%

Skills Center graduation and job placement rate



86%

Skills Center graduates still employed after six months



47

Served through Supported Employment Follow-Along services

86%

Skills Center graduates still employed after six months

\$258K

Received in donations



319

Individuals and families provided free benefits counseling services



40

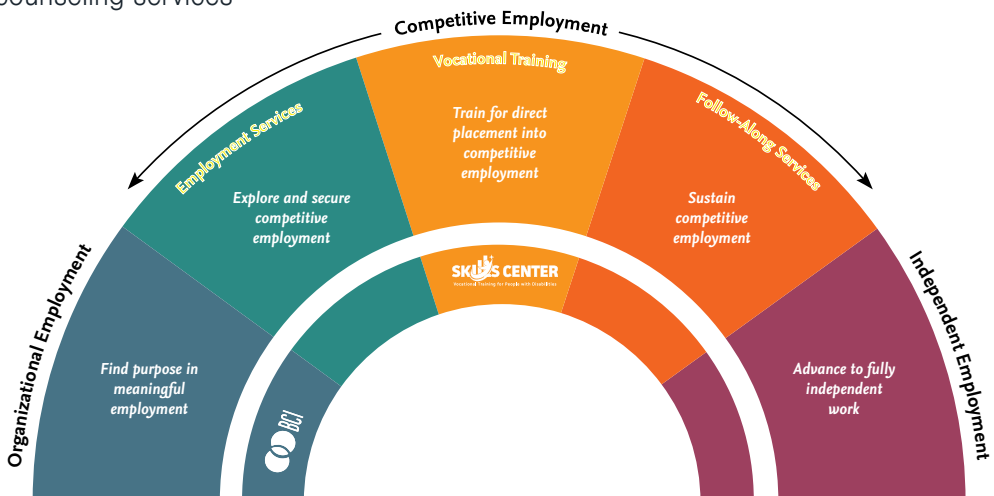
Business partners hiring adults with disabilities

\$37K

Received in donated services or supplies

\$197K

Received in grants



# FINANCIAL STATEMENT

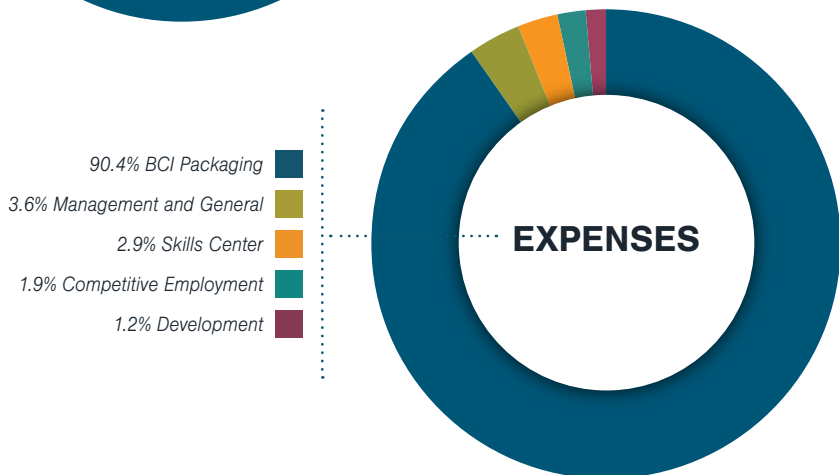
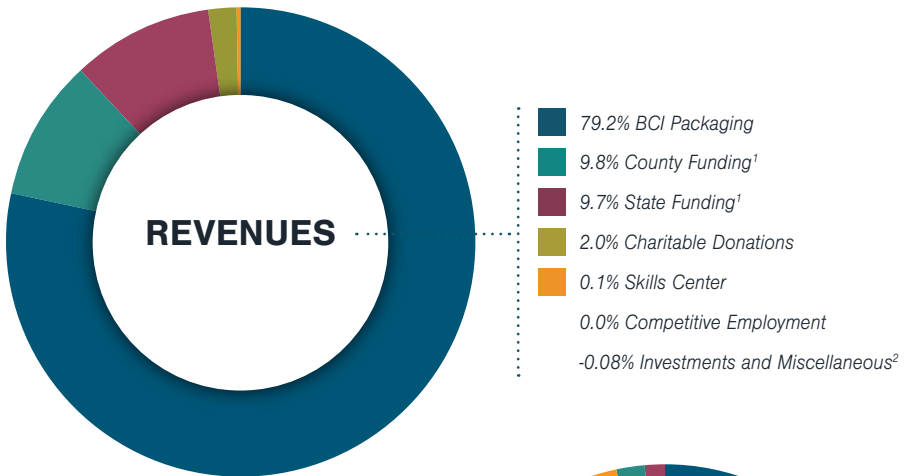
As of June 30, 2022

Assets	
Current Assets	\$6,097,924
Long Term Assets	3,866,216
Other Assets	4,924,972
<b>TOTAL ASSETS</b>	<b><u>\$14,889,109</u></b>

Liabilities and Net Assets	
LIABILITIES	
Current Liabilities	\$2,223,067
Long Term Liabilities	183,000
<b>TOTAL LIABILITIES</b>	<b><u>\$2,416,067</u></b>

NET ASSETS	
Total Net Assets	\$12,473,042
<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b><u>\$14,889,109</u></b>

Net Income	
Total Revenues	\$18,416,656
Total Expenses	18,933,442
<b>Net Income</b>	<b><u>\$(516,786)</u></b>



Special thanks to our funding partners:



<sup>1</sup> State Funding and County Funding include support for our Skills Center and Competitive Employment services as well as our Organizational Employment Program.

<sup>2</sup> Investments and Miscellaneous Revenue is excluded from chart.



## FROM THE CEO

Thanks to the dedication and hard work of our team at BCI, fiscal year 2022 exceeded our expectations in providing employment services to adults with disabilities. We ended the year serving nearly 370 adults seeking growth and development through meaningful employment. That impact was across the whole employment continuum which included our facility-based Organizational Employment, Skills Center Training, Competitive Employment, Supported Employment Follow-Along, and Summer Work programs. Within Organizational Employment alone, we hired nearly 40 new adults with disabilities. By all accounts, that is the largest number of new hires in BCI's history, which speaks to the evolution of our employment continuum as we backfill those moving on to competitive employment.

The year was not without its challenges which included significant inflationary pressures, supply chain disruptions, and lack of transportation services. However, our team remained committed to our core mission and adapted to the volatile environment. Given some of those challenges and those that still lie ahead, I'm thankful for our engaged Board of Directors. The BCI management teams benefit greatly from their wide expertise and networks to find new partners and community advocates. Additionally, we are thankful for our strong relationships with our employer partners and funding agencies like the Developmental Disabilities Resource Board of St. Charles County and Community Opportunities in Lincoln County. The combined talents, partnerships, and passion help us in pursuit of our vision "to create a world where disabilities are no longer barriers to achieving potential and purpose in meaningful work."

Looking forward to fiscal year '23, we are projecting growth along all our programs to reach nearly 400 adults with disabilities. Our facility-based employment will grow as demands for our packaging services will remain high. We continue to offer world-class service to our partners through customized packaging solutions with supply chain visibility, exceptional quality, and top-notch customer service. We are also anticipating the launch of new vocational training programs within the Skills Center. This will further diversify our reach and allow us to expand significantly into St. Louis County with the support of the Productive Living Board. The Competitive Employment team will be adding staff members to assist an ever-growing client load. Their customized approach to supporting their individuals and building community relationships has led to partnerships with over 40 employers in the region.

Thanks to the resiliency and dedication of the team at BCI, we fulfill and live our mission daily. Our team has a strong commitment to our organizational values and to all those we serve. We are excited to build upon our success and live up to the expectation that we are a Center of Excellence in employment services for adults with developmental disabilities.

Sincerely,

Troy Compardo  
CEO

.....  
*BCI launched a new program in early fiscal 2022. Staff members who exemplify our core values of integrity, positivity, respect, accountability, innovation, service and empathy are honored with the iPraise Award. If you would like to help us celebrate these exemplary team members, follow us on Facebook.*



# MAJOR MOMENTS

JUL



After a significant survey process, BCI earns its 11th consecutive CARF accreditation, which shows an ongoing commitment to providing services of the highest quality to adults with disabilities

Distribution Management named Missouri Rehabilitation Association 2021 Employer of the Year as a result of BCI's nomination

Competitive Employment team runs most successful summer teen employment program in recent history with 31 participants and 12 business partners

AUG

Skills Center launches young professionals group to increase disability inclusion awareness and garner support

SEP



BCI receives approval to offer \$241K in Neighborhood Assistance Program Tax Credits in order to expand production space and create 48 more jobs (learn more at [boonecenter.com/napcredits](http://boonecenter.com/napcredits))

BCI launches Extra Innings before- and after-work program to help employees and their families after many lose transportation services

Skills Center receives Missouri Association of County Developmental Disabilities Services 2021 Cutting Edge Award for providing unique, dignified programs that promote learning and independence

OCT

Skills Center welcomes first students for new hospitality training program in partnership with Embassy Suites

NOV

Skills Center welcomes first students for new warehouse training program in partnership with Distribution Management

JAN

Funding approval from Productive Living Board signifies growth of BCI service footprint into St. Louis County

FEB

BCI Benefits Case Manager Sandy Weitkamp earns Work Incentive Practitioner credential to better serve individuals considering work or job changes

MAR

Skills Center graduate Trenton named an Employee of the Month at True Manufacturing



APR

Skills Center launches virtual Job Club to bring employment education to individuals online

MAY

BCI hosts open house after two-year hiatus due to pandemic

BCI launches monthly Cup of Joy program to increase networking among Board contacts



JUN



Skills Center welcomes first students for new manufacturing training program in partnership with Cambridge Air Solutions

BCI closes the year placing 40 clients into competitive employment—the highest number in the region and in BCI history



# THANK YOU DONORS

July 1, 2021-June 30, 2022

One of the greatest gifts we can provide is to allow someone the chance to find meaning and purpose in their lives. The amazing individuals, organizations and corporations listed on the following pages, through their donations to BCI, have done just that. Creating opportunities for adults with intellectual and developmental disabilities to find meaningful work would not be possible without the support of our community and the generosity of others. Thank you for being a partner in our mission and supporting those who are often overlooked by so many.



Aberdeen Battleship LLC  
Ace American Insurance  
Alana Treppler  
Albert Neal  
Alexander Insurance Agency, LLC  
Alisha Erlinger  
Alison Griffith  
Allen Bacher  
Allison Gacioc  
Alvin Oswald  
Amanda Blattel  
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Barbara Weaver  
BASF  
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Becky Claas  
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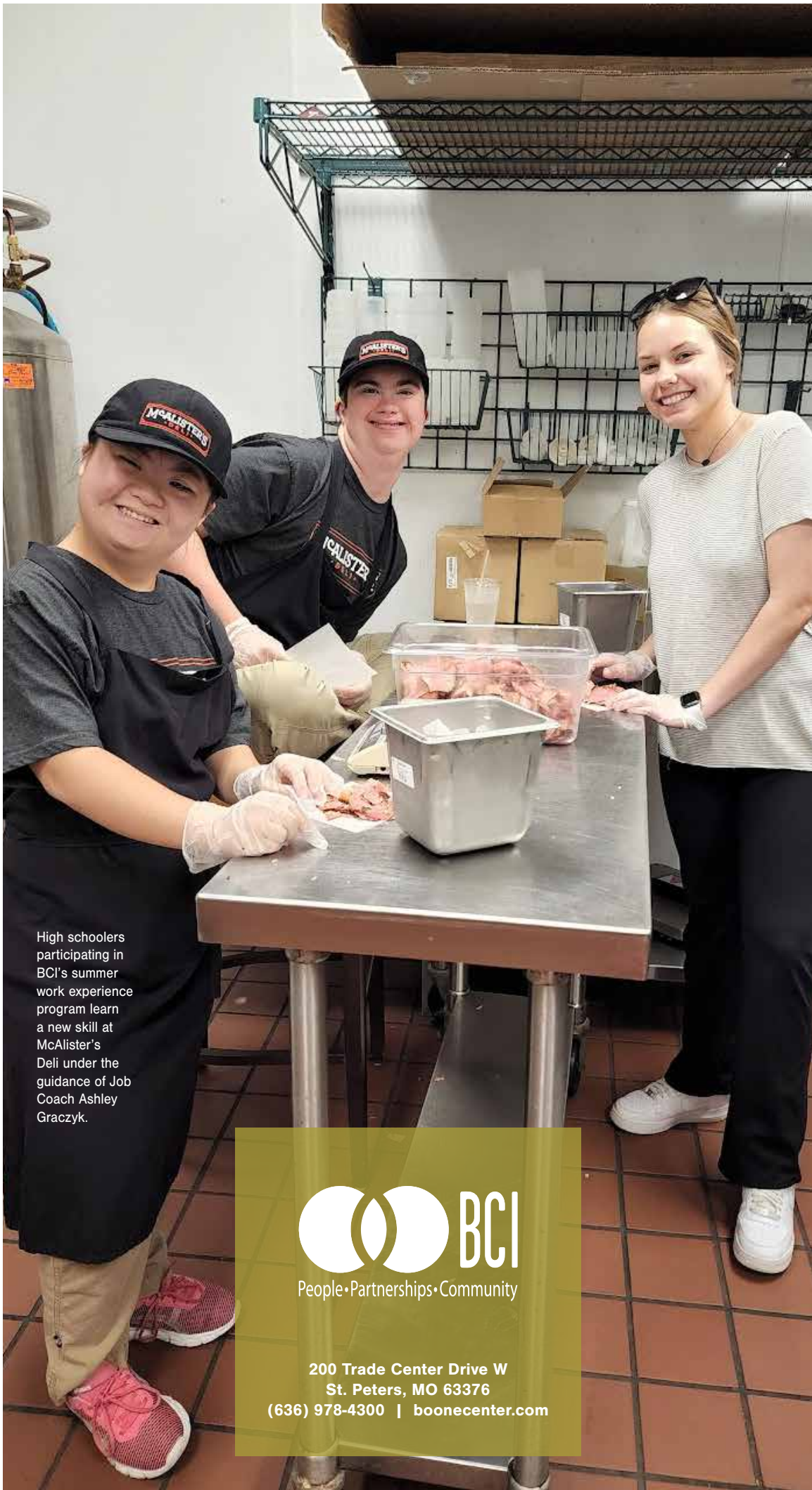
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Bryan Lucas  
Bryan Maag  
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High schoolers participating in BCI's summer work experience program learn a new skill at McAlister's Deli under the guidance of Job Coach Ashley Graczyk.



People • Partnerships • Community

200 Trade Center Drive W  
St. Peters, MO 63376  
(636) 978-4300 | [boonecenter.com](http://boonecenter.com)