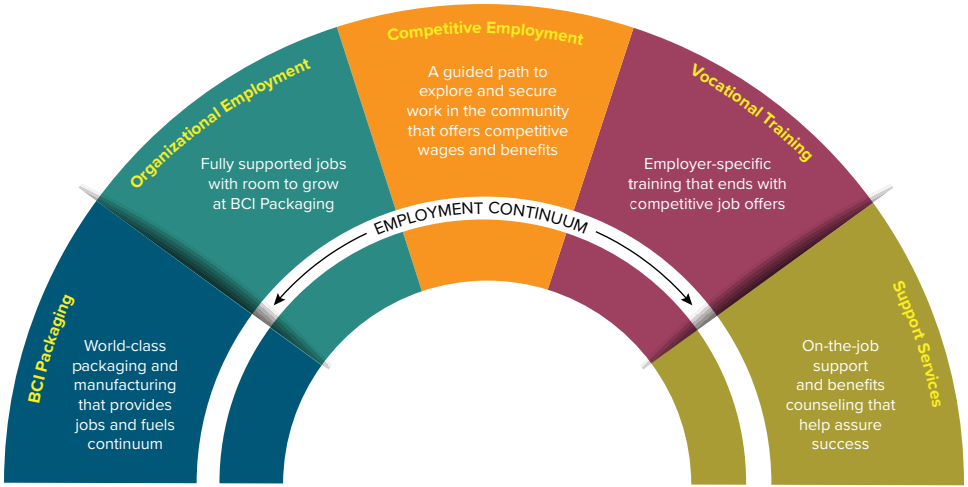


2023 ANNUAL REPORT

REACHING NEW HEIGHTS





Mission

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

Values

(IPRAISE)
Integrity
Positivity
Respect
Accountability
Innovation
Service
Empathy

Vision

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

ON THE COVER: Bryce enjoys being part of the team at Cambridge Air Solutions in Wentzville. He joined the firm after graduating from the BCI Skills Center in March 2023. Students in the Skill Center's Cambridge manufacturing program work full-time during most of their training and move seamlessly into their new careers after graduation.



KMOV-TV featured BCI in special segments in October '22 and February '23. As the first 4YOU nonprofit spotlight, we received in-kind media coverage valued at \$300k. We thank KMOV and encourage you to use the QR code to watch all of our 4YOU segments.



A LETTER FROM LEADERSHIP

In the past year, BCI achieved remarkable results in supporting over 400 adults with disabilities in their pursuit of purpose and growth through meaningful employment—a 10% increase from the prior year. The impact was spread across various employment programs, with Organizational Employment at BCI Packaging (60%), Vocational Training (6%), Competitive Employment (20%), and the Summer Work Program (14%).

Beyond direct employment, our benefits counseling service assisted an additional 300 individuals and their families, while our competitive employment team provided job coaching and retention services to 50 more individuals. However, economic challenges, particularly at BCI Packaging, were significant. Rapid price increases and the elimination of a key production line strained operations, but our leadership team rallied around our 'no fail mission.' Through efficiency improvements and the adoption of a Lean Daily Management system, we achieved economic savings, stabilized our packaging operation, and lifted a hiring freeze.

Despite a slow start in organizational employment, BCI experienced substantial growth across its continuum, with individuals served increasing by 40% year over year. The leadership of Matt Jannings and Jeremy Sutton led to new employment partners and services, expanding into Branson, the greater Springfield area, and the metro-east. We also launched an early teen Inclusive Summer Camp with funding from Nuts, Bolts, and Thingamajigs.

Our community engagement efforts were noteworthy, with over \$300k in marketing and storytelling received through events like 'Cup of Joy' breakfast tours and contacts with KMOV. The Derby after Dark gala, led by Kristin Williams, received praise for taking BCI to a new level. Additionally, our re-branding efforts, spearheaded by Dee Gerstenkorn, consolidated under one unified BCI brand design and included the launch of a new website for an enhanced user experience.

In summary, the year at BCI presented challenges, but the team rallied to achieve 75% of our measures of success. We have a strong foundation of quality leaders poised to lead the organization to new heights. However, we recognize the need for innovation and adaptability in an ever-changing environment and aim to be a voice of leadership in Missouri and nationally for employment choices for adults with disabilities.

Sincerely,



A handwritten signature in blue ink that reads "Troy Compardo". The signature is fluid and cursive.

Troy Compardo
Chief Executive Officer
Boone Center, Inc.

A LETTER FROM THE BOARD

The magic of BCI is seen in its exceptional Board of Directors. Under Troy's leadership, BCI excels in providing job opportunities for individuals with developmental disabilities. The Board, comprised of accomplished individuals, generously donates time and talents, elevating BCI to a world-class institution.

For instance, George Schoedinger, Vice President of Logistics Operations at World Wide Technology, and Rick Goe, Vice President of Supply Chain at Distribution Management, played a crucial role in replacing propane forklifts with electric ones, enhancing safety and reducing costs. George, in particular, was instrumental in evaluating cost and implementation strategies.

Cesar Paredes, Vice President of Marketing and Communications at BJC Health-Care, led a tour that resulted in increased visibility through a televised presentation, boosting job applications. Kelly Cope, Chief of the St. Charles County Ambulance District, facilitated BCI's annual Board Retreat at no cost, fostering alignment on the organization's vision.

Howard Kaplan, Partner at Stinson LLP, played a crucial role in reviewing legal contracts pivotal to BCI's growth. He also contributed significantly to modifications in our bylaws, maintaining focus on the organization's core values.

Rick Goe and Kevin Thompson, CFO of Cambridge Air Solutions, forged partnerships, offering job opportunities for adults with disabilities. Julie Rodgers, Lincoln County Economic Development Director, increased BCI's exposure in the northern portion of our service area, creating new employment opportunities.

Nancy Heet deserves special mention for her incredible work as Chair of the Governance Committee.

These examples represent the Board's passionate commitment to BCI's mission. As both a Board member and a parent, I am profoundly grateful for the positive impact BCI's board has had on my son's life over his 16 years of employment at BCI. This is undoubtedly a magical place.

Sincerely,



A handwritten signature in black ink that reads "Ron Kloppenburg". The signature is fluid and cursive, with a long horizontal stroke at the end.

Ron Kloppenburg
President of the Board
Boone Center, Inc.

99.84%

Annual quality rating for work produced by adults with disabilities at BCI Packaging

\$13.6M

Revenue generated from BCI Packaging operations

73.9%

Percentage of operating revenue generated from BCI Packaging sales

BCI Packaging

BCI Packaging (BCIP) is our for-purpose, nonprofit contract packaging and light manufacturing firm and the home of our Organizational Employment Program. BCIP provides jobs for adults with disabilities while it delivers exceptional service to manufacturers around the world. BCIP offers work for all ability levels with a mix of automated and seated bench lines that drive customer value.

“Our collaboration with BCI Packaging has been exceptional. They demonstrate professionalism and dedication, with impeccable communication and responsiveness. BCI consistently delivers quality products that meet our rigorous standards. Their reporting aids decision-making. We wholeheartedly recommend BCI for packaging and kitting needs.”

— Sander Piens, Head of Supply Chain and Procurement, Oystershell

BOARD (AS OF 6/30/23)

Ron Kloppenburg, *President*

Tim Wells, *Vice President*

Howard Kaplan, *Secretary*

Kevin Thompson, *Treasurer*

Carolyn Balfany, *Past President*

Joe Armour

Denise Childress

Kelly Cope

Rick Goe

Nancy Heet

Rich Hollander

Cheryl Lauer

Cindy MeBruer

Ghan Mehta

Katrina Fuller

Tom Muzzey

Cesar Paredes

Julie Rodgers

George Schoedinger

EXECUTIVE TEAM

Troy Compardo
Chief Executive Officer

Tim Esposito
Chief Operations Officer

Cindy Bernsen
Chief Financial Officer

Katie Jones
*Chief Program Officer,
Organizational Employment and Advocacy*

Matt Jannings
*Chief Program Officer,
Competitive Employment*

Jeremy Sutton
*Chief Program Officer,
Skills Center*

Stacy Cordes
Human Resources Director

Kristin Williams
Development Director

Brian Corrigan
Sales Director

Dee Gerstenkorn
Marketing and Communications Director

A PARENT'S PERSPECTIVE

We adopted Marshall at the age of six from a challenging situation, especially for a child with special needs. Marshall's life journey, akin to a book, has become remarkable, thanks in large part to magical organizations like BCI.

From childhood through high school, a network of concerned professionals, educators, and support staff improved Marshall's life beyond our initial expectations.



Post-high school presented employment challenges until Marshall found his place at BCI. With enthusiasm, care, and support, Marshall flourished, thanks to the visionary leadership fostering a sense of pride and value in disabled adults. The efforts of everyone at BCI directly

contributed to Marshall's success story, a sentiment shared by other families.

BCI's impact extends beyond just employment, providing essential services and addressing transportation challenges. Marshall's involvement with the organization led to personal and financial growth, evident in his newfound excitement for work and personal achievements.

BCI's innovative approach, especially the Skills Center, addresses gaps in vocational preparation, creating a paradigm shift. The organization tackles challenges in-house, involving families and prioritizing the well-being of employees, staff, business partners, and the community—a true win-win-win situation.

We are very aware that if BCI did not exist, we probably would have been able to see that Marshall has an acceptable life, but, and no exaggeration, what BCI does helps make Marshall and all of these people's lives exceptional for them—and thereby, for us. Every time my wife and I talk about Marshall, we unavoidably bring BCI into the conversation. And of course, Marshall talks about BCI plenty on his own. Believe me, when he gets comfortable, he can talk!

So, hopefully that gives you some idea of the reason, aside from being Marshall's family, that we have become BCI promoters and advocates. We hope it helps you find the motivation to be an ambassador too.

Thank you,



Reid and Jill Krueger
Parents of Marshall,
2021 Employee of the Year

204

Served through Organizational Employment in St. Charles County

46

Served through Organizational Employment in Lincoln County

7

Advanced through Organizational Program into competitive jobs at BCI or in the community

99%

Average satisfaction rating in all categories among Organizational employees and their families

34

Served by BCI's Extra Innings program created to help families with transportation issues

80

Assisted into community jobs under the Competitive Employment Program

24

Graduated from the BCI Skills Center's vocational training programs

384

Individuals and families provided free benefits counseling services

55

Served with Supported Employment Follow-Along services in the competitive work market



Employees at BCI's Moscow Mills facility are enjoying a new outdoor space for lunches and breaks. With integrated, accessible tables, seats and shade, the patio gives everyone a new spot to enjoy fresh air and sunshine on pretty days.

Over the years, stagnant funding, provider exits, and driver shortages have left many people with disabilities (including BCI employees) without the rides that allow them to remain connected to their communities. BCI applied for and received funding to hire a Transportation Manager to pull together resources to creatively tackle the problem.



FY23 saw significant safety and security investments including new security and fire systems in both plants and new two-way radios for all employment support personnel. With ear pieces and microphones, the new radios allow for greater hearing, privacy, and comfort.

Financial Statement

Fiscal Year Ending June 30, 2023

ASSETS

Current Assets	\$5,031,403
Fixed Assets	3,899,707
Other Assets	<u>5,946,251</u>
Total Assets	<u><u>\$14,877,361</u></u>

LIABILITIES

Current Liabilities	\$1,835,683
Long Term Liabilities	<u>568,741</u>
Total Liabilities	<u><u>2,404,424</u></u>

NET ASSETS

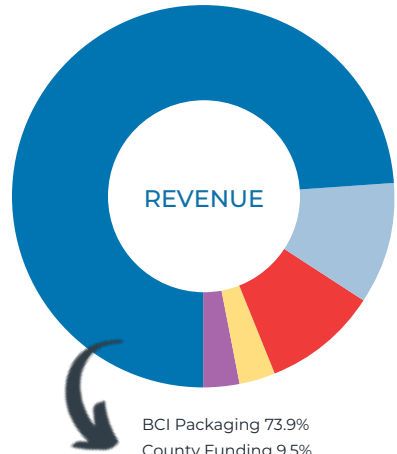
Total Net Assets	<u>12,472,937</u>
Total Liabilities & Net Assets	<u><u>\$14,877,361</u></u>

NET INCOME

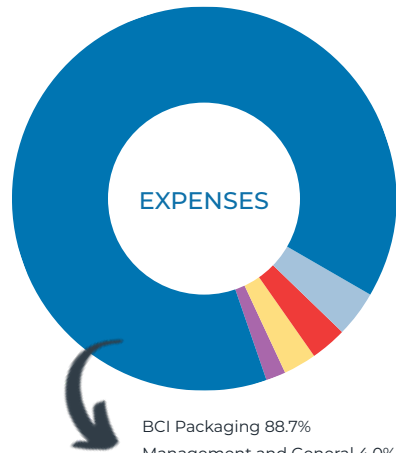
Total Revenues	\$18,480,743
Total Expenses	<u>18,480,848</u>
Net Income	<u><u>\$(105)</u></u>

19.9%

Percentage of operating revenue received from state and local funding



BCI Packaging 73.9%
County Funding 9.5%
State Funding 10.4%
Investments and Misc. 3.3%
Charitable Donations 2.8%



BCI Packaging 88.7%
Management and General 4.0%
Skills Center 3.0%
Competitive Employment 2.8%
Development 1.5%

1 State and County Funding include support for Skills Center, Competitive Employment, and Organizational Employment programs

SPECIAL THANKS TO OUR FUNDERS



NUTS, BOLTS & THINGAMAJIGS®

New Camp for Future Job-Seekers

In June 2023, BCI received a first-time grant from Nuts, Bolts & Thingamajigs® (NBT) to host a special Summer Manufacturing Camp for high school freshmen and sophomores with disabilities. NBT the charitable foundation of the Fabricators and Manufacturers Association, and its purpose is to support individuals in discovering their interest in manufacturing and to encourage the pursuit of a manufacturing career.

The four-week camp included hands-on projects, field trips to local manufacturers, and the construction of a capstone project. The experience was also a great introduction to teamwork, communication, and fulfilling personal responsibilities. Camp not only bolstered these high schoolers' resumes but will also help them make more informed decisions regarding their future career goals. We look forward to hosting campers again in 2024.



5

Freshmen and sophomores who participated in our first-ever manufacturing summer camp

48

Young adults who held their first paid, work-based learning experiences under our Summer Program



Record-Breaking Summer Work Program

Another program that supports young people with disabilities is our six-week Summer Work Experience Program. In 2023, we ran our largest program ever, with 48 teens working at 12 different businesses under the supervision of a large team of job coaches. This program is important because it allows young adults to experience competitive jobs before they graduate high school, giving them real-world work experience as they plan toward adult life and independence.

Generous Donors

Giving July 1, 2022 - June 30, 2023

1st Advantage Bank	Amy Kildea	Ben Woods	Bryan Gosche
Aaron Correa	Amy Piazza	Bernard Dubray	Bryan Hammond
Abbie Meyerhoff	Anders CPA's and Advisors	Bert & Rose Herrera	Bryan Price
Abbigail Harper	Andrew Duncan	Bethany Moran	Bunny Juice
Aberdeen Battleship LLC	Andrew Hoy	Beverly Jannin	C. Bennett Building Supply
Adam Castellano	Andrew Kindred	Bill Browne	Caitlin Voyles
Adam Hopper	Andrew Lange	Bill Fritz	Caleb & Julie Hunter
Adam Ralko	Andrew Roth	Bill Orf	Cambridge Air Solutions
Adele Meyer	Andrew's Hugs	Billie McAuliffe	Camryn Pietila
Aisha Thomassen	Angel Baker	BJC HealthCare	Cardinals Care, KMOV
Ajit Kumar	Angela Luaders	Bob Lanzendorf	Carissa Figgins
Albert Neal	Angela Uhles	Bob and Candy Anderson	Carly Pegue
Alex Egbert	Ann Archer	Boeing Giving Fund	Carmela A Hof
Alexander Courtney	Ann McCoy	Bogey Hills Country Club	Carol Hohenberger
Alexander Grewach	Ann Walker	Bonita Dillard	Carol Limpert
Alexandria Toszegi	Anna Alt	Bonnie Rieffer	Carol Monday
Alexis Petrilla	Anna Gerstenkorn	Bonnie Sanguinet	Carol Morgan
Ali Carson	Anna Owens	Brad Howell	Carol Mueller
Ali Butler	Anna Spexarth	Brad Peters	Carol Schierding
Alissa Thoenen	Annalise Ruzicka	Bradley Everhart	Carolyn Harting
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Alvin Oswald	Annmariemormino	Brian Boyer	Carrie Bextermueller
Alysse Trentmann	Anthony Keence	Brian Brooks	Carrie Williams
Amanda Blattel	Anthony Petrilla	Brian Corrigan	Casie Lawson
Amanda Haislip	April Mertens	Brian Hardesty	Catherine Martinelli
Amanda Kurlandski	April Croquart	Brian Hassell	Catherine Orzel
Amanda Sheffield	Art Bilkey	Brian Klostermann	Catherine Simon
Amanda Wissmann	Art Sordo	Brian Luse	Cave Springs Adult Day Care
Amanda Suraci	Ashley Gaddy	Brian Patterson	Celestine McCurry
Amazon Smiles	Ashley Mahaney	Brian Pierce	Chad Haley Farmers Insurance
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Ameren Missouri	Barb Griffith	Brian Winning	Charles Burmeister
American Direct Marketing	Barb Marfisi	Bridgette Hamilton	Charles Chau
Ameristar Casino Resort Spa	Bart Badass	Brooke Bailey	Charlie Muller
Amy Collins	Becke Sneed	Bruce Mauer	Chelsey & Chris Watts
Amy Duncan	Becky Patel	Bryan Curtis	
	Belma Smithhart	Bryan Daniels	

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Cheryl Joerling	Danielle Reeves	Diversified Equipment Rentals	Ellen Goetges
Cheryl Ropp	Danielle Tormala	Dominique McPherson	Elmer Yordt
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Dan McCoy	Diane Cordes		
Dana & Jared Wehde	Diane Kuentzler		
Daniel Luaders	Dianna Graff		
Daniel Parsons	Dianne Casey		
	Distribution		



\$47k

*Received in
Donated Services
and Supplies*

\$223k

*Received in
Grants*

\$243k

*Received in
Donations*

Ghan & Shital Mehta
Ginger Grimes
Ginny Tiller
Giovani Hudson
Gloria Blackmon
Gray Television, KMOV
Greg Campbell
Gregg Cumberledge
Gregg Smith
Gregory Gettman
Gregory Jones
Gregory Stetson
Guillermo Gonzalez
Haley Holman
Hannah Boyd
Hannah Grewach
Hannah Kinney
Harley Galloway
Haruko Bresnahan
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Heather McCarty
Heather Pick
Heather Coppedge
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Jodie Parker
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Josh Pratr
Josh Arnold State Farm
Joshua Goldsmith
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