



# ANNUAL REPORT

## 2024

EMPLOYMENT FOR PEOPLE  
WITH DISABILITIES





**ON THE COVER:**

Marissa lives with a disability and worked at BCI through the organizational employment program before attending the BCI Skills Center. Today, she works competitively at True Manufacturing, where she is thriving and has the income and independence to live the life she'd always dreamed of. Use the QR code to meet Marissa and hear more of her story through a short video.



# WHAT GUIDES US

## MISSION

To inspire, develop, and support people with disabilities through a continuum of innovative employment opportunities

## VISION

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

## VALUES

Integrity · Positivity · Respect · Accountability  
Innovation · Service · Empathy



# LEADERSHIP REPORT

*From the Board of Directors and Executive Team*

Fiscal Year 2024 was a year of remarkable achievement and growth for BCI. Together, we exceeded expectations, expanded our reach, and strengthened our mission.

By the end of the year, we were serving over 435 adults with disabilities and had launched new programming in metro east Illinois and southwest Missouri. However, this number does not fully represent our reach, as we also served over 500 individuals and families with benefits counseling, which is often the first step in a person's employment journey.

The organizational employment program and BCI Packaging rebounded significantly from FY 2023, when we experienced a notable reduction in a few key product lines. Under the operational leadership of Tim Esposito and the strategic sales efforts of Brian Corrigan, we onboarded over 20 new packaging clients to fill the gaps. Additionally, cost reduction initiatives and new sales strategies ensured strong bottom-line performance.

Through our Operations Committee, we continued to engage in a future-looking facility redesign and consolidation effort. Several initiatives were launched and completed in FY 2024 to include:

- Completing Building B upgrades to expand production capacity.
- Moving from our Fountain Lakes warehouse to an expanded facility at 370 Lakeside Logistics, with additional warehousing capabilities through a partnership with World Wide Technology.
- Purchasing our Lincoln County facility and designing a 10,000-square-foot addition. This milestone was made possible through a USDA Rural Economic Development loan facilitated in partnership with Cuivre River Electric Cooperative CEO and BCI board member Doug Tracy.

Work across our continuum of employment programs continued as well. Under the leadership of Matt Jannings and Darcell Fleeman, we began expanded service operations in southwest Missouri with Imagine Technical Institute and in metro east Illinois with World Wide Technology. The team also hosted our annual Transition Planning Conference, which attracted over 200 attendees, reinforcing our commitment to guiding high schoolers toward meaningful employment after graduation.

Our work in development and marketing continued to be successful under Kristin Williams' leadership. Our golf tournament is lauded as one of the best in the region, and our Derby After Dark gala solidified its reputation as a "must-attend" event in St. Charles, hosting over 400 attendees. These events generated nearly \$200,000 in net income. This year also saw the launch of our *My BCI* video series, which highlights the incredible stories of our employees and clients across our entire employment continuum.

This year's achievements were the result of intentional planning, clear strategic priorities, and collaborative execution. The leadership team and board worked cohesively to prioritize resources and deliver on our goals. As a result, we achieved 80% of our success measures, making FY 2024 one of the most successful years in recent history.

Thank you to our dedicated team, board members, partners, and supporters for making this exceptional year possible. Together, we continue to create opportunities, change lives, and build stronger futures for all.



**TIM WELLS**  
Board President



**TROY COMPARDO**  
Chief Executive Officer



# IMPACT

Year-end Key Performance Indicators

205



47

Served through Organizational Employment in St. Charles County

Served through Organizational Employment in Lincoln County



98.4%

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



64

Provided on-the-job retention services in the competitive work market



26

Served by BCI's Extra Innings program to help those facing transportation issues



Assisted into community jobs under Competitive Employment Program



27

Students enrolled in vocational training courses at the BCI Skills Center



11

Skills Center training courses run in partnership with 8 unique businesses



92.5%

Skills Center students who completed courses and were hired



86.6%

Skills Center graduates still employed after six months on the job



564

Individuals and families provided free benefits counseling services



11

Individuals served under Social Security's Ticket to Work Program as an Employment Network Provider



10

H.S. freshmen and sophomores who participated in our second annual manufacturing summer camp



79  
BCI

Teens who held their first paid employment experience under our Summer Programs

13  
ITI

# DIRECTORS

*Board members as of June 30, 2024*

**President**  
Tim Wells

**Vice President**  
Cindy Mebruer

**Secretary**  
Howard Kaplan

**Treasurer**  
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Kelly Cope  
Katrina Fuller  
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Rich Hollander  
Ghan Mehta  
Tom Muzzey  
Cesar Paredes  
Julie Rodgers  
George Schoedinger  
Doug Tracy

# FINANCIAL STATEMENT

Fiscal year ending June 30, 2024

## ASSETS

Current Assets	\$6,394,018
Fixed Assets	6,054,495
Other Assets	<u>6,210,372</u>
Total Assets	<u>\$18,658,885</u>

## LIABILITIES

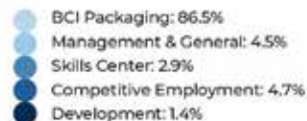
Current Liabilities	\$4,798,939
Long Term Liabilities	<u>353,389</u>
Total Liabilities	<u>\$5,152,328</u>

## NET ASSETS

Total Net Assets	<u>13,506,557</u>
Total Liabilities & Net Assets	<u>\$18,658,885</u>

## NET INCOME

Total Revenues	\$20,202,831
Total Expenses	<u>19,169,211</u>
Net Income	<u>\$1,033,620</u>



### SPECIAL THANKS TO OUR FUNDERS







# THANK YOU, DONORS

*Giving July 1, 2023 - June 30, 2024*

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Founded in 1959, Boone Center, Inc. (BCI) is a nonprofit organization dedicated to creating innovative employment opportunities for individuals with intellectual and developmental disabilities. Headquartered at 200 Trade Center Drive in St. Peters, Missouri, BCI employs approximately 250 adults through its organizational employment program. Additionally, the nonprofit supports nearly 200 individuals annually through vocational training, competitive employment programs, and follow-along support provided by its Skills Center. BCI delivers services across St. Charles, Lincoln, and St. Louis counties in mid-east Missouri, as well as Madison, Monroe, and St. Clair counties in metro east Illinois. In southwest Missouri, BCI operates as Imagine Technical Institute, providing competitive employment services in Christian and Taney counties.

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