



ANNUAL REPORT 2025



Founded in 1959, Boone Center, Inc. (BCI) is an organization that creates 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. BCI delivers services across St. Charles, Lincoln, and St. Louis counties in 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 Taney, Greene, Stone, and Christian counties.

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.

IPRAISE VALUES

Integrity / Positivity / Respect
Accountability / Innovation / Service / Empathy

LEADERSHIP UPDATE

At BCI, success is measured by impact—by the individuals and families whose lives are strengthened through meaningful work, skill development, and long-term support. Over the past fiscal year, BCI met its expectations for mission delivery and, in many ways, exceeded them, while navigating a year that required adaptability, collaboration, and disciplined decision-making.

This work was made possible by the engaged leadership of our Board, whose insight, governance, and commitment to mission guided BCI's growth and impact. This year, we strengthened our Executive Committee by adding a 2nd Vice President role filled by George Schoedinger, welcomed Jayuni Buescher as Treasurer, and appointed Kevin Thompson as 1st Vice President. We were also pleased to welcome new Board members Lora Wattlelet, Tim Meyer, and Amanda Geraghty, whose expertise further enhanced our leadership and oversight.

Collectively, our team expanded BCI's reach and deepened our impact across the communities we serve. The number of individuals directly served increased year over year from 435 to 465. Growth was driven primarily by newer markets in southwest Missouri and Illinois, though progress occurred across the full employment continuum.

Operationally, the year included challenges within our organizational employment and packaging operation, particularly in the latter half of the fiscal year. Shifts in customer demand required swift adjustments, diversification, and thoughtful planning. At the same time, the organization onboarded new customers, improving balance across operations and reducing concentration risk. To remain financially sound and mission-focused, we implemented efficiencies and cost-control measures while prioritizing continuity of services for those we serve.



BCI also invested in solutions designed to support individuals during slower operational periods, including expanded training opportunities that provided economic benefit and ongoing engagement. Despite operational pressures, the organization completed major facility projects, including hail damage remediation at the St. Peters location and flood repairs at Lincoln County. We also completed the Lincoln County expansion and celebrated with a ribbon cutting in the summer of 2025, joined by Governor Mike Kehoe.

Across the employment and training continuum, BCI continued to advance its mission despite external constraints, including staffing challenges in certain regions and changes in referral availability. Even so, Vocational Training and Summer Work Program participation reached all-time highs, reinforcing workforce development as a cornerstone of our impact.

Development and community engagement efforts also reached new milestones. BCI's signature fundraising events generated nearly \$375,000 in income, representing a 28% increase year over year. The year also marked BCI's largest single donation to date: a \$280,000 gift designated for equipment to support organizational employment and packaging.

In closing, this was a successful year for BCI—one defined by resilience, collaboration, and shared commitment to mission. While challenges required difficult decisions, the organization responded with unity and purpose, strengthening its foundation and expanding its impact. We are deeply grateful to our employees, our board, partners, donors, and community supporters and remain confident in BCI's future.



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Tim Wells



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ORGANIZATIONAL EMPLOYMENT

Fiscal Year 2025 was a year of growth, adaptation, and continued commitment within our Organizational Employment program. Shifts in work volume required flexibility and, at times, a temporary shift from production to training to keep team members engaged.

The year brought meaningful improvements, including an upgrade to our SETWorks platform, strengthening tracking and reporting capabilities.

Transportation Manager Reid Krueger continued addressing transportation challenges, assisting dozens of employees with reliable rides to and from work through valued community partnerships.

With compliance and quality remaining top priorities, we successfully completed our Department of Mental Health audit in July and updated all of our handbooks to ensure clarity and accessibility.

Despite challenges, the year underscored our team's resilience, creativity, and dedication to meaningful employment opportunities here at BCI.



221

Employed at BCI in
St. Charles and
Lincoln Counties



62

Benefited from our
Transportation Initiative



33

Served by our Extra
Innings before- and
after-work program



99.2%

Average satisfaction rating
in all categories among
employees and families

myBCI

Scan the QR code to meet
Jason and hear about his
BCI experience.



COMPETITIVE EMPLOYMENT

Our Competitive Employment program celebrated meaningful growth, expanded reach, and strong outcomes. We successfully placed 87 individuals into competitive, community-based jobs, helping more people with disabilities achieve independence, purpose, and inclusion in the workforce.

Fiscal '25 also marked strategic geographic expansions as we began offering competitive employment services in Metro East Illinois and we expanded operations at Imagine Technical Institute, our Branson-based division. By extending our reach, we are able to support more individuals with disabilities in securing meaningful employment and building long-term career success.

Youth engagement also remained a key focus as we hosted inclusive manufacturing camps for 14 young people, including our first-ever Illinois camp hosted at World Wide Technology. We also ran innovative youth programming that met individuals where they were while preparing them for what's next.

As referrals increased, we welcomed new Competitive Employment Advisors and Job Coaches to ensure the individualized support necessary for continued success.

HIRED
87

Assisted into community jobs under Competitive Employment Program


75

Supported at their work sites by BCI Job Coaches through Follow-Along Services


120

Teens who had their first paid jobs under our Summer Programs



myBCI

Scan the QR code to meet Max and hear about his BCI experience.



VOCATIONAL TRAINING

BCI's vocational training programs continued to grow in both reach and impact, opening doors to opportunity for more individuals and families. We proudly celebrated the graduation of 37 students from our training courses—each one taking an important step toward competitive, integrated employment. We were also excited to receive approval for a new custodial services training program in partnership with the Wentzville School District, expanding the pathways available to future workers.

In southwest Missouri, our Imagine Technical Institute division held its first-ever vocational training class, made possible through a partnership with CoxHealth.

By relocating our vocational training office and True Manufacturing classroom to a new space at Lakeside 370, we created capacity for future growth and stronger collaboration. Meanwhile, record utilization of benefits planning services helped individuals make informed decisions about how work could impact their public benefits, such as Medicaid and Social Security.

Throughout the year, we strengthened relationships with referral partners to connect work-ready candidates with supportive, inclusive employers. Looking ahead, we are energized by the momentum we've built and excited about the new training opportunities to come.



37

Vocational Training graduates



300

Attendees at our annual Transition Planning Conference



597

Individuals and families provided benefits counseling services



myBCI

Scan the QR code to meet Dillon and hear about his BCI experience.



FINANCIAL STATEMENT

FISCAL YEAR ENDING JUNE 30, 2025

ASSETS

Current Assets	\$4,336,280
Fixed Assets	7,589,699
Other Assets	<u>7,994,153</u>
Total Assets	<u>19,920,132</u>

LIABILITIES

Current Liabilities	\$2,313,132
Long Term Liabilities	<u>3,052,654</u>
Total Liabilities	<u>5,365,786</u>

NET ASSETS

Total Net Assets	<u>\$14,554,346</u>
Total Liabilities & Net Assets	<u>19,920,132</u>

OPERATING NET LOSS

Total Revenues	\$22,171,807
Total Expenses	<u>22,295,886</u>
Operating Net Loss	<u><124,079></u>



SPECIAL THANKS TO OUR FUNDERS



GENEROUS DONORS

The following list recognizes the donors whose philanthropy helped move our work forward this year. Your generosity strengthens our organization and, more importantly, the lives of the people we serve. Thank you for believing in the power of opportunity.

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