



BCI

Annual
Report
2021

From the Board

Carolyn Balfany, PRESIDENT



It is indeed exciting times at BCI! It has been said that really great organizations keep their WHY clear and at the center of all that they do year after year. I don't just believe this in theory; I've seen it in action from the day I joined the BCI board.

While change continued to rage on in our world throughout 2021, the BCI mission remained at the center of everything...*To inspire and support people with disabilities, challenging personal growth and development through a continuum of innovative employment opportunities.*

And BCI forged ahead toward our shared vision of the future...*A world where disabilities are no longer barriers to achieving potential and purpose in meaningful work.*

Fiscal '21 was a year of great progress filled with graceful transitions, outstanding leadership, and focused growth.

The Right Talent and Graceful Transitions

My husband's grandmother used to say life was full of hellos and goodbyes. When a strong organization is assembled to drive toward a clear purpose, it requires many diverse talents, and the real strength of the organization can be seen in the smooth transitions. We have

welcomed many new people to the mission this past year.

In August 2020, we welcomed our new CEO, Troy Comcardo. Troy joined BCI from the healthcare industry and continues to serve as a member of the United States Air Force - Air National Guard. Troy has vast experience in supply chain operations, leadership and serving a greater mission. In his first year, Troy has already begun to make his mark on BCI.

In November, we celebrated the retirement of Susan Cutler. Susan served as the Chief Financial Officer since 2017 and throughout her time, led the organization through various challenges and opportunities with relentless energy, devotion to the mission and a passion for continuous improvement. It is with this same passion that she prepared to hand off the role to Cindy Bernsen who joined in November 2020 as our new Vice President of Finance and Accounting. Cindy joined us with a strong background in finance in the retail sector and began leveraging her experience from day one to build on the strong foundation Susan had created. In February 2021, Susan was recognized in the St. Louis Business Journal's C-Suite Awards for her service at BCI.

And our board has continued to evolve as well. This year, we welcomed four new board members that bring the right skills at the right time from higher education, the healthcare industry, marketing and information technology. At the same time, our former board members transitioned into committee positions and remained friends of BCI.

Graceful may not be a term we are used to hearing when talking about business, but I think you see now why I use it.

BCI achieved focused growth this year.

The organization exceeded financial targets, continued employment for all our staff throughout the pandemic and advanced our mission. We continued to apply our resources to pragmatically expand our operations. Some examples include the opening of our new Elm warehouse facility and investing in heating and air conditioning for the second building on our campus. This not only allows us to increase our capacity but also to spread out our lines in order to make the work environment even safer as we all adapt work spaces.

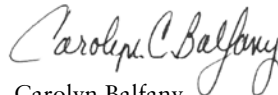
In the midst of all of our progress, perhaps some of the achievements I am most proud of are these: placement in

new roles over 100%, retention over 85% and 10 employees advanced through the employment continuum. As we all work toward our shared vision of the future, we see clearly the contributions differently-able adults can make and how they can play a role in improving typical employment metrics at this important evolution of our workforces across the country.

As I step into my next term as Past President of the board, I am filled with pride for what we have achieved so far and confidence as we look forward. BCI's mission and purpose is strong, and the collective resolve to enable a future where everyone can enjoy the dignity of work is absolute. And best of all, it's bigger than any one of us, which is why it is enduring.

We look forward to continuing to evolve, continuing to expand our partnerships and the circle of friends around BCI and continuing to embrace the possibilities.

With Gratitude,



Carolyn Balfany,
President of the Board

Board of Directors*

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VICE PRESIDENT Ron Kloppenburg, Retired
SECRETARY Cindy MeBruer, St. Louis University
TREASURER Joe Armour, 1st Advantage Bank
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Mary Harvey, Slalom
Nancy Heet, Workforce Management Strategies
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Clark Hurrell, Buse, Inc.
Howard Kaplan, Stinson Leonard Street LLP
Cheryl Lauer, L10 Performance Solutions
Mitch Millstein, Supply Velocity/ UMSL
Facundo Oyenard, Bayer
Doug Steinmeyer, Retired
Kevin Thompson, Cambridge Air Solutions
Emily Weber, Enterprise Bank
Tim Wells, The Crane Agency

* As of June 30, 2021

Measuring Our Impact

Along the Employment Continuum



228

Served through BCI-St. Peters
Organizational Employment Program

63

Served through BCI-Lincoln County
Organizational Employment Program



50

Served indirectly
through our supply
partnerships with
other organizations



27

Served through new
Advanced Worker
Program



94-100%

Satisfaction rate in all areas of annual
employment satisfaction survey



\$296K

Received in donations



\$171K

Received in grants



\$63K

Received in donated services or supplies



31.3M

Products packaged (261 SKUs for 37 clients)



74.1%

Percentage of operating revenue
generated through BCI Packaging

13.5%

Percentage of operating revenue provided
through state and local funding



\$16.8M

Revenue generated from BCI Packaging

Find purpose
in meaningful
employment

Explore and secure
competitive
employment

Train for
competitive
employment

Sustain
competitive
employment

Advance to fully
independent
work

Employment Services

Skills Center

Follow-Along Services

Organizational Employment

< ----- Competitive Employment ----- >

Independent Employment



38

Served through
Employment Services
Program



28

Served through
Supported
Employment
Follow-Along



18

Skills Center
graduates



10

Led through Employment Continuum
and into competitive employment



30

Teens served through
Summer Work
Experience Program



100%

Skills Center
graduation and job
placement rate



14

Skills Center students receiving
full or partial scholarships



17

Served through
direct placement into
competitive
employment



279

Provided free benefits analysis services

New Program Challenges Organizational Employees

From the chaos of the pandemic came one positive development, the creation of BCI's new Advanced Worker Program. Launched in December 2020, the program offers a higher level of employment to those who are interested and able to increase their hours. Instead of 29 hours, participants work 36-1/2 hours a week within our supported setting. Participation is by invitation for those who have demonstrated the work ethic needed for success. After a two-month trial, participants are fully accepted into the program where they enjoy higher pay along with full-time benefits including medical insurance and a full-time allotment of paid time off.

"When we were short-staffed and trying to keep up with our packaging work, we thought 'our people can do this,'" said Social Mission Director Katie Jones. "Moreover, the chance for them to make that stretch while they're still here at BCI becomes yet another part of our continuum to challenge them up to bigger and better things."

From the CEO

Troy Compardo, CHIEF EXECUTIVE OFFICER



Our Annual Report provides an opportunity for our team to share with you our highlights, stories, and milestones that bring to life our mission and its impact on adults with disabilities. While fiscal year 2020 was at the beginning of the pandemic and clearly unprecedented, fiscal year 2021 experienced the larger second wave that more widely impacted our loved ones, families, friends, and communities. However, that did not deter the team at BCI; we remained committed to providing employment opportunities throughout the continuum. We kept our employees safe by continuing enhanced cleaning, superior air filtration, supplying personal protective equipment, ensuring social distancing where possible, and promoting the COVID-19 vaccinations. When our teams needed us, we answered the call.

Within BCI Packaging, we experienced strong demand in the fast-moving consumer goods market. To advance our mission and meet that customer demand, we expanded the employment continuum through our Advanced Worker program. We offered enhancements in benefits, pay, and hours to over twenty adults with disabilities through this program.

Outside of BCI Packaging, as the market demanded more qualified labor, our competitive employment placements

soared, and we advanced our employer partnerships with the BCI Skills Center. Our Vocational Rehabilitation referrals went from zero in the prior year to 11, and we supported over 28 individuals with supported employment follow-along services. Additionally, under the leadership of our new Director of Competitive Employment, Matt Jannings, we saw the largest summer work program in our history at nine employer sites and 30 high school students participating in summer employment.

The large demand for services throughout our employment continuum led to achieving significant financial results. I believe our greatest successes in 2021 stemmed from putting people first. Over a series of retreats with the BCI management team and Board of Directors, we re-committed to the fundamentals of our mission. We honed our vision where we believe, all people have the opportunity to achieve their potential and find purpose in meaningful employment. We also committed to some fundamental values of our organization captured in the acronym iPRAISE—integrity, positivity, respect, accountability, innovation, service, and empathy!

Our teams truly went above and beyond in 2021. Across the organization, I saw the passion, commitment, and innovation to providing our adults with disabilities op-

portunities to grow. They also saw the events of the past twelve months as opportunities, and we laid out new strategic objectives that will continue to advance our mission in spite of an ever-changing external environment. I want to thank our Board of Directors for their dedication to helping fulfill and advance the company's strategies and objectives through countless engagements.

We are continually growing stronger, more agile and more dedicated to the value that we provide those that we serve.

Sincerely,



Troy Compardo,
CEO



Jacob G. first connected with BCI when he was in high school. He participated in our summer work program where he realized he wanted to work. Finding his niche in commercial cleaning, he worked at BCI in several roles, most recently cleaning our St. Peters office as a full-time staff member. Today, Jacob has moved on from BCI and works competitively at Embassy Suites after graduating from our Skills Center.



Ten years ago, when Ted S. started at BCI in the Organizational Employment program, he never thought he would love his job this much. Not only did he quickly learn new skills, but he also made a great group of friends. BCI helped him come out of his shell and be able to laugh and have a good time at work. For Ted, having a place to support and encourage him made all the difference.



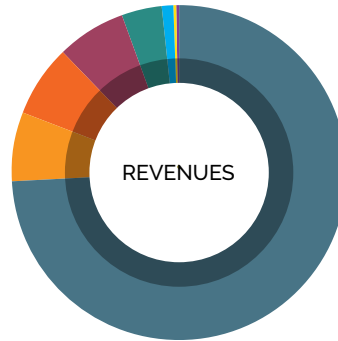
During high school, Payton D. participated in a community-based job training program and ran the school coffee shop. After graduation, she experienced different jobs and realized she performed well with repetitive work. Through VR, Payton was placed at Distribution Management (DM) for a kitting project. Since Payton was looking for part-time and impressed the supervisors with her abilities, they offered her their first-ever part-time position. Payton builds coolers and other shipping kits and recently celebrated her first anniversary at DM.

By the Numbers

Fiscal Year 2021 in Review

Assets	
Current Assets	\$6,501,409
Long Term Assets	3,520,695
Other Assets	5,377,919
TOTAL ASSETS	<u>\$15,400,023</u>
Liabilities and Net Assets	
LIABILITIES	
Current Liabilities	\$2,020,728
Long Term Liabilities	389,467
TOTAL LIABILITIES	<u>\$2,410,195</u>
NET ASSETS	
Total Net Assets	<u>\$12,989,828</u>
TOTAL LIABILITIES & NET ASSETS	<u>\$15,400,023</u>
Net Income	
Total Revenues*	\$22,604,979
Total Expenses	<u>19,532,932</u>
Net Income	<u>\$3,072,047</u>

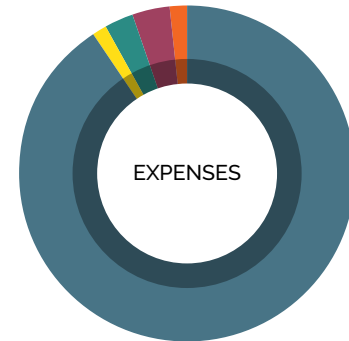
*Includes \$1.6M in PPP loan forgiveness proceeds



- 74.1% — BCI Packaging
- 6.9% — PPP Proceeds
- 6.8% — County Funding*
- 6.7% — State Funding**
- 3.8% — Investment & Misc.
- 1.3% — Charitable Donations
- 0.2% — Competitive Employment
- 0.2% — Skills Center

* St. Charles County DDRB, Vocational Rehabilitation, Lincoln County Community Opportunities

** Department of Elementary and Secondary Education



- 90.8% — BCI Packaging
- 3.8% — Management and General
- 2.9% — BCI Skills Center
- 1.1% — Competitive Employment
- 1.4% — Development

Special thanks to our funding partners:



Thank you, Donors

July 1, 2020-June 30, 2021

Annual Fund Donors

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Jack Guthrie
Charles Hamel
Elizabeth Handshy



MISSION

To inspire and support people with disabilities, challenging personal growth and development 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.

CORE VALUES = iPRAISE

Integrity
Positivity
Respect
AccountAbility
Innovation
Service
Empathy

Don Hansen	Kisha Kader	Cynthia Manlove	Jon Ohmes	Marylee Schmidt
Jeremy Harness	Howard & Kerrigan Kaplan	Eric Manlove	John & Mary Orf	Robert Schmidt
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T. Huber	Jo Marie Lang	Ruby Moon	Stacy Regnier	Todd Streff
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Patricia Hunter	Cheryl Lauer	Caitlin Murphy	Maria Rhymes	William & Michelle Stringer
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Karen Isermann	Philip Lehrke	Albert Neal	Doris Runge	Stephen Sulzer
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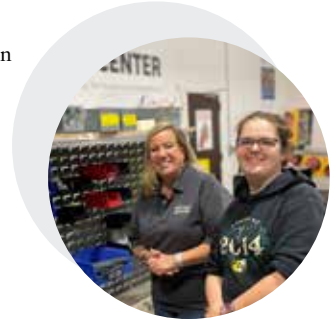
Alexander Insurance Agency
 Ameren
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 Commerce Bank
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 Pickett, Ray, & Silver
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 United HealthCare
 World Wide Technology

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LIFT

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 Technology Partners



Rashay A. wakes up every morning feeling proud that she has somewhere to go. Working at BCI under the Organization Program is different from the other jobs she's had before. Here, she fits in and doesn't have to worry about feeling like she doesn't belong. She can learn and work at a pace that fits her needs.



Linda S. (above and front cover) started working under our Organizational Employment Program in 2017. Little did she know that March 2020 would be her last month at BCI due to the pandemic. She took extended leave and then opted to resign. One year later, she was ready to return to work and enrolled in the Skills Center's Hospitality Program. She graduated on May 21, 2021, and now works competitively as a hotel house-keeping attendant. Her supervisors have nothing but great things to say about Linda. In fact, they say they wish they had more employees just like her! Linda cleans the lobby and helps strip rooms upon checkout. She says she loves her new co-workers and career.



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