

# BCI's 2013-2014 Annual Report



# Report from the BCI Board of Directors

On behalf of the board of directors, thanks to all who made it possible for BCI to enjoy another fulfilling year. This past year is remembered as a time of transition. For one, we ushered in Eric Hinton as BCI's first new CEO in more than a decade. Also, BCI began implementing the revised Strategic Plan that challenges the organization to grow to new heights with an eye on self-sustainability.

The Board serves to oversee the organization's progress toward the long term goals. However, the difficult work is performed by the most hardworking, dedicated, sacrificing, and loyal staff. The Board has witnessed the enduring commitment and concern that this staff exhibits to our mission to help our employees find their "vocational calling."

Each year, our employees are more productive, expanding their individual confidence and team capabilities to higher and higher levels. This confidence is carried from BCI's production floor to our employees' daily interactions with their loved-ones and social circles. There is no doubt that the "quality of life" of our employees and those who are privileged to work alongside them is enriched.

Let's continue to champion the cause for meaningful employment for our employees. For 55 years, BCI has stayed true to this cause. Let's make it another 55 and beyond!



Brian Watkins  
President - Board of Directors



## Letter from the CEO

BCI, once again, did an outstanding job fulfilling our mission of providing employment for adults with disabilities in St. Charles and Lincoln counties.

As we continue to evolve our *for purpose* organization, it goes without saying that *change* is a term we use constantly. Change brings anticipation and 2014 was an exciting time to be a part of BCI. We made significant progress towards our long-term strategic plan to expand our capabilities, improve our financial stability and employ more adults with disabilities.

As a management team, we focused on five key initiatives in 2014: people, growth, quality and compliance, rigor, and culture. These initiatives, under the umbrella of engagement and empowerment, were the methodology behind business operations and also the means of measuring our progress and success. Some of the highlights include sales growth of 15% and reduction of 20% in workplace accidents.

In fiscal 2014, BCI developed the 2015-2018 Strategic Plan with the help of the Board of Directors and Strategic Planning committee. The Plan is aggressive and will require the efforts of our entire BCI family, but we are confident we can achieve the plan and grow our employee base to include more adults with disabilities.



CEO Eric Hinton celebrates BCI supporters at Behind the Mask.





Eric congratulates Brooke on her 10th anniversary

To position BCI to achieve the Strategic Plan, we invested heavily in infrastructure and capabilities this year. We invested in building improvements such as HVAC replacements, Safe Quality Food requirements, ergonomics and upgrading the compressor systems. We also added revenue generating capabilities such as sleeving and pouch filling via the purchase of capital equipment.

In closing I want to thank the entire BCI team, because without every employee at BCI none of these accomplishments would be possible. This amazing team makes my job very easy and it is such a joy to be a part of a great organization.

I would also like to thank our funders, donors, parents and guardians who do such an outstanding job of supporting BCI and our mission to employ adults with disabilities and provide every employee an opportunity for achievement. And last but not least, I would like to give our Board of Directors a sincere thank you for all the hard work, support and guidance that they provide to BCI. While last year was filled with many successes, I am so excited to see what lies ahead for this organization.

A handwritten signature in black ink, appearing to read "Eric Hinton".

Eric Hinton  
CEO

# *Show Me Shine* is expanding employment opportunities

To expand employment opportunities BCI established *Show Me Shine*, a commercial cleaning company. Our team goes the extra mile to provide businesses with the personalized services tailored to meet the company's needs.

Each employee is trained in all aspects of commercial janitorial cleaning including specialized floor care and carpet cleaning. Their dedication to details makes them exceptional employees.

*Show Me Shine* experienced substantial growth last year, adding 5 new sites for a total of 7 sites and we now employs 9 individuals.



# Organizational Employment Services

Helping young adults with disabilities transition from High School to work is one of our key community programs. BCI works closely with the area high schools to provide employment training for students during their junior and senior years.

They begin with Job Shadowing. Students come to BCI in small groups for several hours during the school day to work alongside employees and get a feel for the work environment. BCI also provides Social Skills Training to help students learn the appropriate way to act and communicate in the work environment.

Upon successful completion of Job Shadowing the student many progress to the Work Study Program, a more intense training and work experience that includes a longer work day and a more intense social skills training component.

Many students choose to continue on with a Work Co-operative Program with a full 6 weeks of work experience.



## New BCI Employees:

St. Peter's hired 24 new employees  
and Moscow Mills hired 10

## Special Anniversary's:

Diane celebrated her 35<sup>th</sup> year.  
Laura and Elaine celebrated 25  
20 year's for Brenda, Sandi, Angela,  
Carolyn and Carol  
15 years – Neil, Erick and Joyce  
And 16 celebrated their 10 Years

Marshall took part in the School to work Program as a Junior in Fort Zumwalt School District. He thoroughly enjoyed working and rapidly progressed through the program.

During his Senior year, Marshall completed the final phase of the School to Work Program as a Work Co-Operative student in his last semester. Before graduation he submitted his application to BCI for employment.

Marshall was well known by his supervisors for his positive attitude and strong work ethic and was offered a position.

Marshall continues to grow and excel at BCI. He was awarded Employee of the Quarter after just 6 months. Marshall is a valuable member of his team.



Employee of the quarter, from left:

BCI Employees wrapped 1.9 million cans of glass cleaner into 473,220 4-pack selling units

Packaged 155,603 lbs of dog treats into 414,942 retail selling units.

Wrapped 2.8 million cans of air freshener in 2-pack selling units



137 students from 15 Schools participated in BCI's School to Work Programs.



# Fiscal Responsibility

Fiscal Year Ending June 30, 2014

## ASSETS

Cash	\$4,547,739
Accounts Receivable	\$1,993,954
Prepaid Expenses	\$45,859
Inventory	\$563,150
Net PPE	\$4,286,960
<b>Total Assets</b>	<b>\$11,437,662</b>

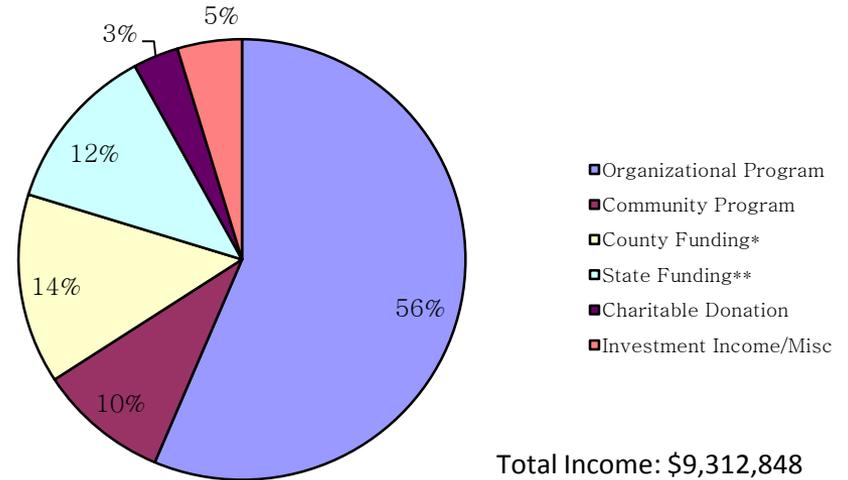
## LIABILITIES

Accounts Payable	\$656,953
Accrued Liabilities	\$421,149
<b>Total Liabilities</b>	<b>\$1,078,102</b>

## EQUITY

Net Assets	\$10,359,560
<b>Total</b>	<b>\$11,437,662</b>

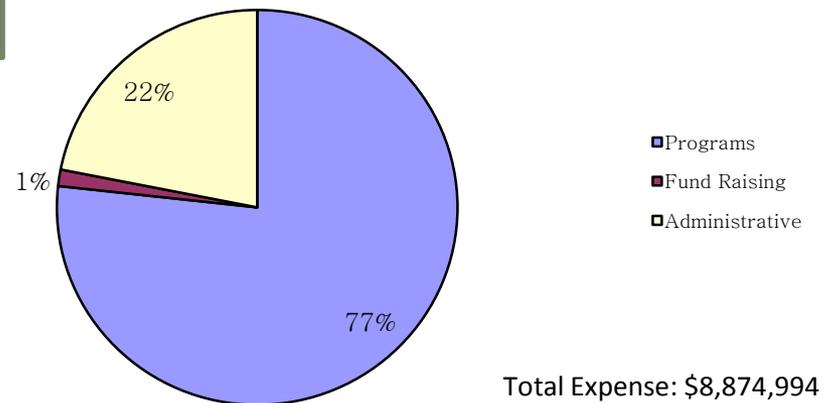
### Income



\* St Charles County DDRB, VR, Lincoln County Com. Opp.

\*\* Department of Elementary and Secondary Education

### Expense



# The Seventh Annual Behind the Mask

We are grateful to our sponsors  
Sappington/Shaw/Watkins  
Wealth Advisory Group  
and First Bank



BCI was proud to present the 2014 Loving Hands Award to Richard Hollander for his many years of service to BCI as a Board Member and Patron



# BCI's Wing Ding a great success on the Family Arena Parking Lot



***Thank you to our 2014 Sponsors***

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## Best Wings 2014 Brewskeez in O'Fallon



Padavan's NY serves up 2<sup>nd</sup> Place

A drizzly night did not keep hundreds from enjoying the best Wings in town from 12 restaurants.

A very special thank you to:  
2865 Brewhouse, A Better Pizza, Amerisports in Ameristar Casino, B.Hall's Family Grill, Big A's on the Riverfront, Brewskeez, Max & Erma's, Padavan's NY, Quintessential Dining & Nightlife, The Tap Restaurant+ Brewery, T.G.I. Friday's in St. Charles, Windows on Washington



# 21<sup>st</sup> Annual BCI Challenge Cup Golf Tournament

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First Bank 2014 Challenge Cup Winners



## 2014 Board of Directors

Brian Watkins	President
Dale Poslosky	Vice President
Jon Ohmes	Secretary
Rich Hollander	Treasurer
Julie Bartch	Past President

Joe Armour  
Dale Black  
Jeff Burkemper  
Fran Caradonna  
Todd Goodrich  
Ken Henson  
Ron Kloppenburg  
Colleen Lang  
James Lang  
Barry Person  
Doug Steinmeyer  
Emily Weber  
Mike Weeks



## We are very grateful to BCI's Corporate Partners

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Ameren Missouri

## Social Mission

BCI is dedicated to enriching the lives of adults with disabilities and their families, by providing a choice of productive and fulfilling employment.

## Vision

All people have the opportunity to achieve their potential and find purpose in meaningful employment.

## Business Mission

We provide human resources and manage logistics to deliver superior value added processing for our customers through partnership based on trust, quality, reliability, and flexibility.