



Annual Report

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www.tacind.com

Our Vision

We envision a world where disabilities are not barriers.



Our Mission

The Abilities Connection (TAC) is a nonprofit organization that serves people with disabilities and offers safe, inclusive workplaces to thrive.

Our mission is to empower people with disabilities and other barriers to reach their full potential.

A Message From Our CEO

Dear Friends,

Chad received transportation, Kerry learned cooking skills, Nathan learned 5 new job skills, Brian tried community employment for the first time, Nick mastered sensory pegs, Carla went to Washington, and Jen graduated from Fresh Abilities. These are just a few examples of how your support of TAC transformed our mission into reality.

In 2022, TAC served 578 people throughout our many programs and for the first time in our long history we now are serving more people in the community than in our facilities.

Our transportation fleet grew to 46 vehicles covering over 123,000 miles. Several new services and programs were offered including a high school transitional program, Bridging Abilities, a new location and expanded training at Clark State for our food service program, Fresh Abilities, and a contract to provide transportation services for Clark County Job and Family Services.

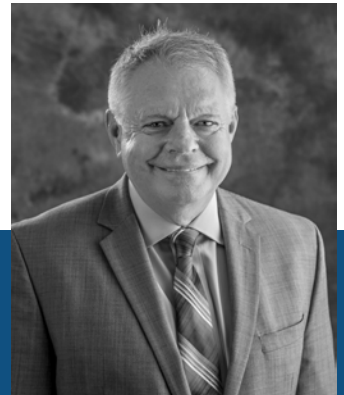
TAC also achieved ISO 9001:2015 certification which validates our Quality System to International standards.

The year was not without challenges as we saw funding reductions for the manufacture of cargo nets and a fire in our greenhouse which ceased the growing of lettuce. We are making progress despite these setbacks.

We are excited to unveil our new 3 Year Strategic Plan that will guide us into the future and serve as true north. Stay informed by signing up for our newsletter or follow us on social media. Your support is the lifeblood of TAC! Thank you for helping us shatter more barriers for the people we serve.

Warm Regards,

Jim



Jim Zahora
CEO

Our Team

Board of Directors

Nick Demana, Chair
Cassie Barlow, Vice Chair
Geoffrey Steele, Vice Chair
Peggy Smith, Treasurer
Katherine Eckstrand, Secretary
Pamela Bennett
Kevin Cochran, DDS
Peggy Connolly
Jim Gibfried, M.D.
John Hale
Crystal Jones
Lacey McKinstry
Richard Rigsbee

Art Gianakopoulos, Emeritus

Leadership Team

Jim Zahora
Chief Executive Officer
Sarah Kockentiet
Chief Financial Officer
Traci Bohn
Marketing Manager
Bridget Doane
Director of Business Development
Greg Gearhart
Director of Operations
Savannah Graham
Director of Human Resources
Kevin Spriggs
Director of Human Services

2022: A Year In Review

163 Riders provided with transportation



24,672 Trips provided in 2022

125,000 Miles Driven in 2022



74 Individuals served through alternate worksites (Competitive Integrated Employment)

68 Individuals served within our main location

55 Individuals served through OOD (not placed)

48 Individuals served through Group Employment Sites



19 Students served through Bridging Abilities



17 Individuals served through Adult Day Services



20 Staff members participated in TAC's Leadership Classes

1 Senior Staff member graduated from Springfield Leadership Program

2023: A Sneak Peek

390
Projected Riders provided with transportation

69,000
Projected Number of Trips provided in 2023

534,000
Projected Number of Miles Driven in 2023

New Website Coming in 2023 - stay tuned!

Strategic Action Plan

The Abilities Connection Leadership Team and Board Members embarked on a strategic action planning process with the objective of creating a roadmap for growth and development over the next three years. To ground the strategic action plan, we started by reviewing, and revising where appropriate, the mission, vision, and values statements.

Mission

The Abilities Connection empowers people with disabilities and other barriers to achieve their full potential.

Vision

A world where disabilities are not barriers.

Values

Everything we do is centered around our commitment first to **PEOPLE** we serve, as well as our **CUSTOMERS**.

Through our focus on **INTEGRITY** and **ACCOUNTABILITY**, we provide safe, enjoyable and rewarding job enrichment for all individuals.

We accept and **COLLABORATE** with all people as they are, providing **INCLUSION** and celebrating diversity.

Our teamwork, trust and **COMMUNITY PARTNERSHIPS** enhance our drive and positive attitudes.

We are **DEDICATED TO EXCELLENCE** and continually drive to **INNOVATE** and adapt, to deliver the highest quality of products and services.



Our strategic plan is comprised of three areas of impact: Resource Development, Programs and Services, and Leadership. The Abilities Connection Leadership Team and Board of Directors review the plan's strategic action items monthly to analyze metrics and progress toward meeting the plan's goals and objectives.



Resource Development

Strategic Intent: Increase volume and diversification of income and revenues sources.

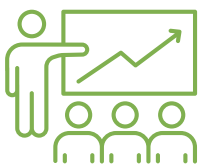
- Strengthen organization's brand recognition.
- Implement a consistent business development process to capture new and existing business.
- Leverage resources to network, expand, and diversify contracts.
- Expand our transportation services to become the recognized leader in fulfilling the regional transportation void.
- Create a dynamic lean culture through continuous process improvement.
- Strengthen Information Management System.



Programs and Services

Strategic Intent: Cultivate a strong service delivery model which incorporates facility and community-based programming.

- Improve organization's brand recognition.
- Utilize grant opportunities to effectively transform some programming from facility to community-based.
- Align our transportation services to support our integrated community-based services and fulfill the regional transportation void.
- Improve information access and effectiveness by upgrading and expanding Information Management System.
- Advocate for and with TAC individuals and families with local, state, and federal stakeholders.
- Strengthen Information Management System.



Leadership

Strategic Intent: Position TAC as a recognized leader in the field of workforce development and liaison to employment for people with barriers.

- Increase the visibility of the TAC brand across various channels.
- Enhance and create succession for staff leadership and development.
- Enrich and develop board leadership to strategically guide the mission of TAC.

Innovation & Achievements



Transportation

Our transportation fleet continues to grow and 2022 saw a record need for reliable, accessible transportation. Our End of Year survey results showed tremendous success with the transportation services received.

Driver/Aide Respectful	98%
Feel Safe in Vehicle	97%
Ride Arrived on Time	95%
Satisfied with Service	97%

Fresh Abilities

In April 2022, Fresh Abilities moved from its location in downtown Springfield to the Clark State Campus. With this brought the ability to operate an expanded menu and extended hours.

If you haven't already, come check us out!

The Fresh Abilities and Clark State College collaboration was selected as a Top Ten Finalist for the national Bellwether Award in Planning, Governance, and Finance, as well as a finalist for the American Association of Community Colleges Awards of Excellence for Outstanding College/Corporate Partnership.

Thank you to Clark State for helping to share the story of our unique partnership and training model with your colleagues from across the country.



Community Spotlight

TAC was selected to receive a month of Community Spotlight radio ads on 106.9 The Bull in Champaign County during January 2022.

Business Development

TAC set up a Business Development infrastructure, which previously did not exist. The department is spearheaded by Bridget Doane, with the goal of diversifying revenue, allowing us to expand services.



HIRE Vets Gold Medallion

TAC is one of only two companies in Ohio to receive this award for the past 5 years, since its inception. We are honored and proud of the commitment to veteran hiring, retention, and development.

ISO Certification

TAC Industries achieved our ISO 9001:2015 certification. Receiving this certification demonstrates TAC's Quality commitment to our commercial and military customers. The International Organization for Standardization (ISO) provides a framework for the "Gold Standard" in quality.



Bridging Abilities

TAC began this new service, which is a collaboration with local high schools which provides contract work inside the classroom. Students are paid minimum wage and can build practical and transferable skills, preparing them for transition from school to employment.

TAC partnered with SOCHE to utilize grant funding to offset a portion of the wages.

PAES Lab

Practical Assessment Exploration System (PAES) Lab was purchased by Quest Inc. Board. TAC was selected to operate the lab, offering a hands-on, performance-based vocational assessment for students with disabilities and other barriers in our community.

The PAES lab is designed to mimic real workplace settings, with the instructors becoming supervisors and students becoming employees. Individuals explore jobs in five areas such as business/marketing, service, production, construction/industrial, and computer technology.



Golden Leaf Award

Clark County Board of Developmental Disabilities Golden Leaf Awards were presented in October 2022. Sevda Frolich received the Donnis Bailey Self Advocacy Award. Congratulations, Sevda!

TAC Board Member, Peggy Connolly, also received the Rosemary Paxson Award. Congratulations, Peggy!

Columbus Avenue Building Sold

TAC sold the building on Columbus Avenue in 2022.

Events

2022 saw a number of events for our team to enjoy. We were able to bring back the Fishing Derby, after a 2 year pause due to COVID. We also enjoyed our annual Wake the Lake event, Fall Harvest, Clark County Fair, our annual Christmas Party, and so much more!

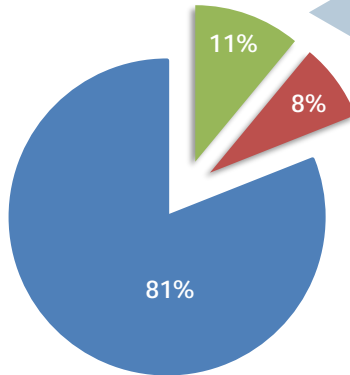


Financial Overview

Community Support

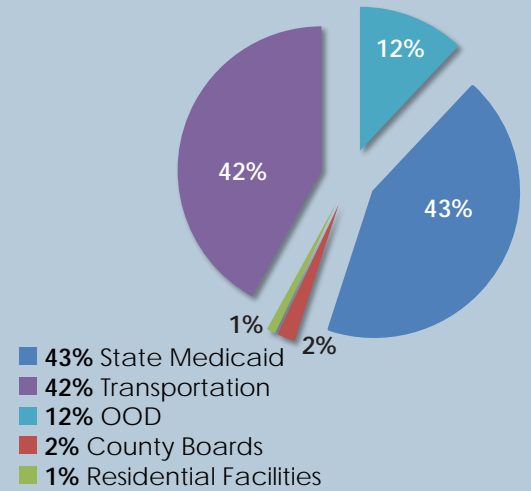
- Expenditures were made for 3 additional vehicles for use in Transportation Services and Community Employment.
- Funds were also expended for the relocation of Fresh Abilities to the Clark State College location on East Leffel Lane.
- Operational funds in the amount of \$140,831 were received from granted/donated funds from The Springfield Foundation, The Della Selsor Trust, The United Way, Kroger Community Rewards, Amazon Smiles, The Community Health Foundation, First Energy Foundation and SourceAmerica.

2022 Revenue by Funding Source

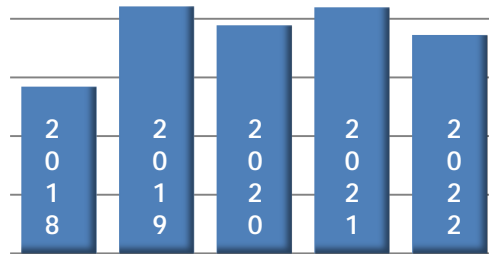


- 81% "AbilityOne" Contracts
- 11% Federal Funding & Employment Opportunities
- 8% Other Contracts

2022 Service Revenue
11% of Total Revenue



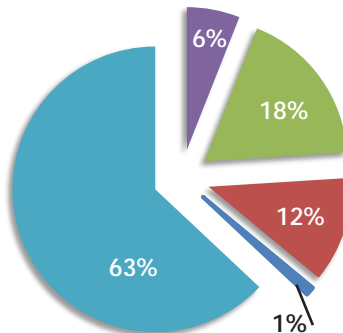
- 43% State Medicaid
- 42% Transportation
- 12% OOD
- 2% County Boards
- 1% Residential Facilities



Historical Sales Revenue

Revenue decreased somewhat from 2021 due to re-allocation of government defense spending.

2022 Expenses by Category



- 63% Production Material, Labor
- 18% Vocational / Hab / Transportation Support
- 12% General & Administrative
- 6% Vocational / Hab / Transportation Direct Services
- 1% Capital Investment

81¢ of every TAC dollar earned came from production contracts; an additional 11¢ came from State and Local service funding sources.

63¢ of every dollar expended was spent on production direct labor and materials; 24¢ was dedicated to vocational, transportation, and habilitation direct care and service support.

1¢ of expended dollars was for facility and equipment investment; 12¢ was for G&A costs.

Development Update

Thank you to all of our 2022 supporters. The Greenwood Giving Society recognizes individuals, businesses, and funders who made significant gifts and grants to The Abilities Connection in 2022.

GRANTS RECEIVED \$300,241

We would like to thank the following organizations for their invaluable support through numerous grants that helped grow and support our services.

ODOT Specialized Program
Bureau of Workers Compensation
Source America
Springfield Foundation
First Energy Foundation
United Way of Clark, Champaign, and Madison Counties

TechCred
Della Selsor Trust
Ohio Defense Manufacturing Community
Community Health Foundation
KB&P Financial

**Giving is not just about making a donation,
it is about making a difference.**

Kathy Calvin

PILOT

The Demana Family
Jim & Diane Gibfried
Eloise Pound

CO-PILOT

Patrick & Tiffany Field
Suzanne Garcia
John & Sue Hale
Geoff & Kay Steele
Wallace & Turner

Special Mentions

NAVIGATOR

Cassie & Tim Barlow
Greg & Janie Gearhart
Devonaire May
James Townsend

Mary & Bob Brandstetter
Jana Hils
Rich & Heidi Rigsbee
Bill & Sue Weldon

Peggy & Jim Connolly
Kellye Maiorano
Peggy & Rick Smith
Jim Zahora

CREW

A&E Powder Coating
C.I.R.E.S. Inc.
Dr. Kevin Cochran
Jenny Deer
Bridget & Cuyler Doane
Faith 401K & Money Management LLC
GO Concepts
Greene County Board of Developmental Disabilities
Scott & Kim Griffith
Steve Heckman

Catherine Hellmuth
Savannah Justus
Lawrenceville Community Church
Adam & Mary Jo Leventhal
Ed & Laurie Leventhal
Martin, Browne, Hull & Harper
McGohan Brabender
Lacey McKinstry
Park National Bank
John & Rae Raisbeck

GROUND CONTROL

Scott Amen
Pam & Richard Bennett
John & Dana Brown
Lisa & Joe Dunn
Greater Springfield AFP
Bernadine Jines
Tom & Mary Lou Loftis
Phil Metzger
Kerry Pedraza
Prosource
Dennis & Ella Reed
Jim & Carol Schmidt
Mark Sturgeon

Anna Ardrey
Ruth Blue
William Brown
Doug & Barbara Elkins
Robert & Sue Hackett
Becky King
Ruthellen Lough
Mike & Patty Meyer
Nancy Pence
Amy Rammel
Louise Richardson
Jerry & Kay Shell
Walt & Martha Szczesny

Andy & Cathy Bell
Bill & Deanna Brougher
Warren & Clara Copeland
Treasure Evilsizor
Andy & Tammy Irick
Tom & Patty Larger
Joe & Maureen Massaro
Dolores Pedraza
Antigone & Sam Petroff
Judy & Don Rammel
Joy & Rick Rogers
Shiftology
Katherine Eckstrand & Edward Weisenbach

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