



# Annual Report

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[www.tacind.com](http://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,

We constantly remind ourselves at TAC that if we are not moving forward, we are moving backward. With your time and financial support, 2023 kept us moving forward.

During 2023, we successfully managed the first year of our RidesPlus contract from the Clark County Jobs and Family Services. We grew our high school program, Bridging Abilities, by 36 students and 4 schools. TAC improved our Opportunities for Ohioans with Disabilities (OOD) placement rate from below the State average to significantly above the average. 2023 also marked the first time in TAC's long that we are serving more people in the community than in our facility.

Our success breaking down employment barriers continues to result in amazing stories:

Amy worked at TAC for 20 years and then trained at Fresh Abilities for a year. Utilizing her skills from the training and experience at Fresh Abilities, Amy just started her third year at Fazoli's.

Angie worked at TAC for a couple of decades and has worked different jobs. Over the years, she has struggled at times with attendance and leaving early. In May 2023, Angie started a job at Walmart and is happier than ever. She has excellent attendance!

Funding for new cargo nets continued to be at historic lows during 2023, however, our business development efforts have resulted in other sales to help offset the cargo net revenue shortfall.

We will always provide services at TAC. We will always support a person's choice in empowering them to reach their full potential.

We deeply appreciate your support! Together we can continue to eliminate barriers for people with disabilities!

Warm Regards,  
Jim

Jim Zahora  
CEO



# Our Team

## Board of Directors

Cassie Barlow, Chair  
Geoffrey Steele, Vice Chair  
Peggy Smith, Treasurer  
Katherine Eckstrand, Secretary  
Pamela Bennett  
Kevin Cochran, DDS  
Nick Demana  
Jim Gibfried, M.D.  
John Hale  
Dawayne Kirkman  
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 Strategic Initiatives  
Brandon Morris  
Operations Manager  
Kevin Spriggs  
Director of Human Services  
Danielle Wildman  
Human Resources Manager

# 2023: A Year In Review



**111** Individuals served through alternate worksites (Competitive Integrated Employment)

**55** Individuals served within our main location

**33** Individuals served through Group Employment Sites

**22** Individuals served through OOD (not placed)



**55** Students served through Bridging Abilities



**18** Individuals served through Adult Day Services

## Transportation



**444** Riders provided with transportation

**55,565** Trips provided in 2023

**404,433** Miles Driven in 2023

# Innovation & Achievements



## Transportation

Our transportation fleet continued to grow in 2023, with a total of 44 vehicles in the TAC fleet!

Our End of Year survey results showed tremendous success with the transportation services received.

<b>Ride Arrived on Time</b>	<b>95%</b>
<b>Satisfied with Service</b>	<b>100%</b>

## Fresh Abilities

Fresh Abilities was featured on Channel 2's Good Day Dayton program in both March and April! The segments highlighted Fresh Abilities mission and growth, as well as the delicious meals Fresh Abilities serves!



2023 saw tremendous growth for Fresh Abilities at the Eagle's Nest at Clark State College. We are incredibly grateful for our partnership with Clark State College and their commitment to ensuring Fresh Abilities success.

The partnership between Clark State and Fresh Abilities earned nominations for several national awards, including being named a finalist for the American Association of Community Colleges (AACCC) Awards for Excellence in the category of Outstanding College/Corporate Partnership as well as a top ten finalist for the Bellwether Award in Planning, Governance, and Finance

## Inter-Department Tours

This year, we started leading tours for our employees and team members through TAC, Fresh Abilities, and our Cargo Net Manufacturing building.



A lot of people come in every day and might not get a chance to see the other areas or learn what those areas are working on. The tours gave the team a chance to see other areas, talk to different people, and ultimately gain a better understanding of what goes on at TAC.



## Bridging Abilities

Our Bridging Abilities program saw tremendous growth during the 2023 school year. Thanks to a concerted effort from the team, Bridging Abilities expanded into 7 area schools, serving a total of 55 students.

Valuable partnerships were also made between local schools and local manufacturers, including Yaskawa Motoman and Valley View Schools. This partnership was featured in several manufacturing publications in 2023.

## Governor Mike DeWine Visits TAC

In March, Governor Mike DeWine visited TAC to celebrate Developmental Disabilities Awareness Month and to learn more about TAC's mission and opportunities for growth. It was an honor to host the Governor and share all the good that TAC is doing in our community.



## Wright Patterson Air Force Base

In August, the Cargo Net Manufacturing and Repair Teams took a trip to Wright Patterson Air Force Base to tour a C-17 Globemaster, the aircraft that utilizes TAC cargo nets.

This was an exciting opportunity for the team to see the scope of the work that they do and how it impacts the United States Air Force. A special thank you to TAC Board Member, Peggy Smith, for coordinating the tour.



## Chief Financial Officer

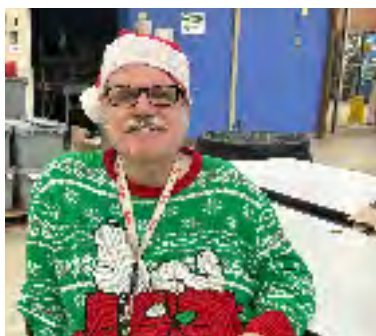
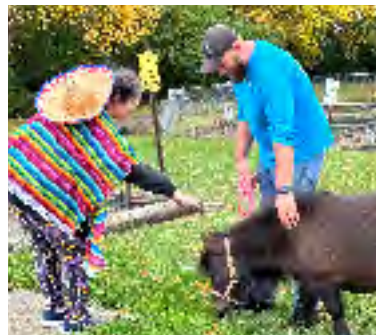
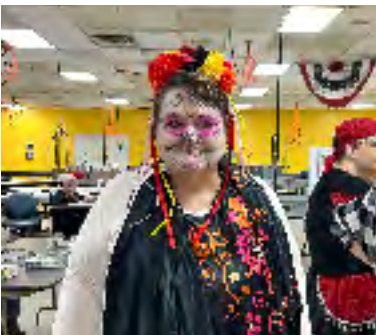
In June, long time Chief Financial Officer, Mike Ahern retired after over 40 years of service at TAC. Mike made a tremendous impact on our team throughout the years and his dedication to our mission was truly inspiring.

Prior to his retirement, Sarah Kockentiet was hired as the new CFO and worked alongside Mike for several months to learn about the organization and how best to support TAC and those we serve.



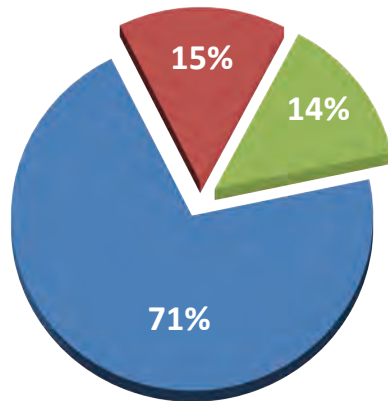
# Events

2023 saw a number of events for our team to enjoy, including the Fishing Derby, Wake the Lake, Fall Harvest, Clark County Fair, our annual Christmas Party, and so much more!



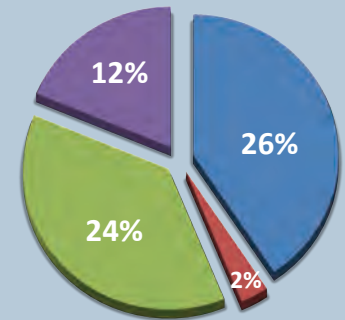
# Financial Overview

## 2023 Revenue by Funding Source



- 71% AbilityOne Contracts
- 15% Other Contacts
- 14% Federal Funding & Employment Opportunities

## 2023 Service Revenue 14% of Total Revenue



- 26% State Medicaid
- 24% Transportation
- 12% OOD
- 2% County Boards

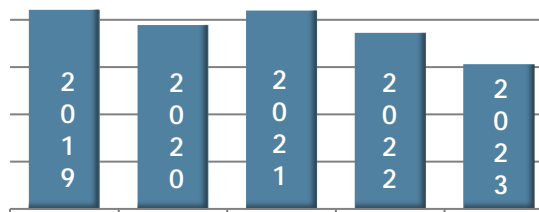
## Community Support

Operational funds in the amount of \$110,119 were received from granted and donated funds.

A special thanks to:

- The Springfield Foundation
- The Della Selsor Trust
- The United Way
- First Energy Foundation
- SourceAmerica

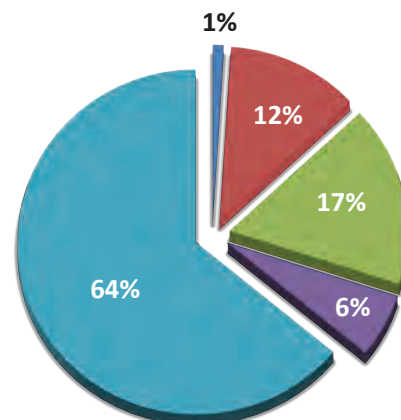
## Historical Sales Revenue



Revenue decreased somewhat from 2022 due to Cargo Net demand.

## 2023 Expenses by Category

- 64% Production Material, Labor
- 17% Vocational / Hab / Transportation Support
- 12% General & Administrative
- 6% Vocational / Hab / Transportation Direct Services
- 1% Capital Investment



# 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

**\$110,119**

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

Della Selsor Trust  
The Springfield Foundation  
The Disability Foundation

SourceAmerica  
First Energy Foundation  
United Way of Clark, Champaign,  
and Madison Counties

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

Kathy Calvin

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## PILOT

The Demana Family  
Eloise Pound  
Judy Mercer  
Wallace & Turner

## CO-PILOT

Patrick & Tiffany Field  
Jim & Diane Gibfried  
John & Sue Hale  
Geoff & Kay Steele

## NAVIGATOR

Mary & Bob Brandstetter  
Doug & Barbara Elkins  
Jana Hils  
Peggy & Rick Smith

Peggy & Jim Connolly  
Greg & Janie Gearhart  
Lacey McKinstry  
James Townsend

Roy & Amy Dillahunt  
Catherine Hellmuth  
Rich & Heidi Rigsbee

## CREW

Traci Bohn  
Bridget & Cuyler Doane  
Becky King  
John & Rae Raisbeck  
The Union Club Incorporated

Dr. Kevin Cochran  
Suzanne Garcia  
Thomas Kushmaul  
Jim Zahora

Jenny Deer  
Scott & Kim Griffith  
Ed & Laurie Leventhal  
A&E Powder Coating  
Faith 401k & Money Management

## GROUND CONTROL

Fred & Joy Bartenstein  
Bill & Deanna Brougher  
Lisa & Joe Dunn  
Robyn Gallegos  
Donna Hill  
Ronald Kushmaul  
Tom & Mary Lou Loftis  
Phil Metzger  
Dolores Pedraza  
Amy Rammel  
Jerry & Kay Shell  
David & Susan Weaver  
Park National Bank

Andy & Cathy Bell  
Dee Burns  
Katherine Eckstrand  
Dick & Kathy Hatfield  
Andy & Tammy Irick  
Tom & Patty Larger  
Joe & Maureen Massaro  
Mike & Patty Meyer  
Antigone & Sam Petroff  
Dennis & Ella Reed  
Karen Simpson  
Suzanne Winters

Pam & Richard Bennett  
Terry & Mary Burns  
Treasure Evilsizor  
Joan Helton  
Crystal Jones  
Adam & Mary Jo Leventhal  
Kathy McCool  
Daniel & Lois O'Keefe  
Kimberly Pontsler  
Louise Richardson  
Walt & Martha Szczesny  
Benjamin Steel

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