



Annual Report

2024



A Message From Our CEO

Dear Friends,

Initially, it did not sink in. The words on the slide read, "For the **first time** in TAC's long history (over 65 years) we are serving more people in the community than at our facility." Then it hit me like a ton of bricks, what a transformation!

Transformation was a common theme at TAC in 2024:

Business Growth & Service Expansion

This year marked the launch of new programs, including Works4Me and Pre-ETS, aimed at providing specialized training and employment opportunities. In addition, the growth in our work with Opportunities for Ohioans with Disabilities (OOD) has resulted in one of the highest community placement scores in the state.

In total, we served over 460 people, in 6 counties, and while providing over 60,000 trips covering 440,000 miles.

Industry & Community Engagement

We strengthened our presence by hosting TAC's first Manufacturing Day and participating in major conferences, including the Robins AFB Symposium, DLA Supply Chain Conference, and the C-130 Worldwide Review. Our presentations at the SourceAmerica Grassroots Conference and engagements with various industry leaders further solidified our role as a thought leader in our sector.

Securing Funding & Grants

Through strategic efforts, we completed a Modernization Project with SourceAmerica, supported by a \$500K grant, further strengthening our production capabilities of cargo nets. In addition, we secured multiple grants from community partners that allowed us to further enhance our services and upgrade our facilities.

Recognition & Industry Leadership

Our commitment to innovation was recognized with the SourceAmerica Innovation Award for our Fresh Abilities collaboration with Clark State and the prestigious ACCSES President's Award.

These achievements are a testament to the dedication of our team, the support of our partners, and the trust of our stakeholders. As we look ahead, we remain committed to serving people with disabilities and other barriers by driving innovation and expanding opportunities.

Transformation....it sank in.

Thank you for your continued support and partnership and for being part of our journey!

Jim Zahora
Chief Executive Officer

Our Team



Board Chair, Cassie Barlow



TAC CEO, Jim Zahora

Board of Directors

Cassie Barlow, Chair
Geoffrey Steele, Vice Chair
Peggy Smith, Treasurer
Katherine Eckstrand, Secretary
Pamela Bennett
Erin Craig
Jim Gibfried
John Hale
Dawayne Kirkman
Richard Rigsbee
Tammy Stritenberger

Art Gianakopoulos, Emeritus

Leadership Team

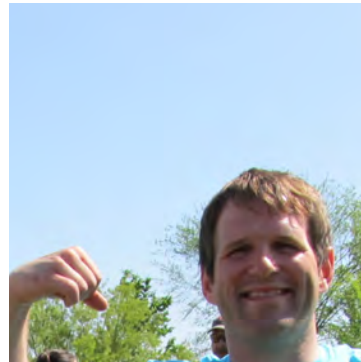
Jim Zahora
Chief Executive Officer
Sarah Kockentiet
Chief Financial Officer
Traci Bohn
Marketing Manager
Bridget Doane
Director of Business Development
Greg Gearhart
Director of Strategic Initiatives
Debbie Limpach
Operations Manager
Kevin Spriggs
Director of Human Services

Our Mission & Vision

We envision a world where disabilities are not barriers.

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.



2024: A Year in Review

17 Individuals served through Competitive Integrated Employment

27 Individuals served through Group Employment Sites

27 Individuals served through Adult Day Services

50 Individuals served within our main location in Vocational Habilitation

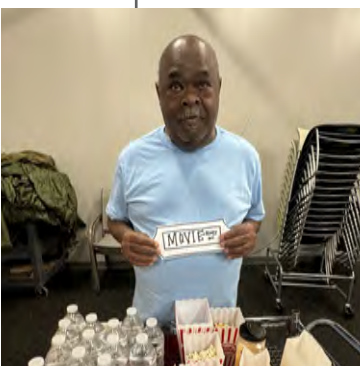
75 Individuals served through OOD (not placed)

46 Vehicles in the TAC fleet

420 Riders provided with transportation

60,876 Trips provided in 2024

441,921 Miles Driven in 2024



Milestones & Moments



SourceAmerica Achievement Awards

In May, Fresh Abilities was honored with the SourceAmerica National Achievement Award for Innovation at the Xforce Conference! This award recognizes our commitment to creating inclusive employment opportunities and pioneering new approaches in the food service industry. We're incredibly proud of our team and grateful for this recognition!



Grassroots Advocacy Conference

In September, TAC team member Erin travelled to Washington DC to share her story with members of Congress and provide personal examples of how policy made in Washington, D.C. shapes the employment choices and opportunities of people with disabilities across our nation.



Wright Patterson Air Force Base

In September, 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.

Seeing their work in action firsthand was an inspiring experience, reinforcing the impact they have on the U.S. Air Force. A huge thank you to TAC Board Member Peggy Smith, an for making this tour possible!

% of Successful Closures	
Provider	Statewide
80.00%	56.41%

TAC Leads the State

Based on the latest Opportunities for Ohioans with Disabilities Scorecard, TAC achieved an impressive 80% successful closure rate, far surpassing the statewide average of 56.41%. Way to go, TAC OOD Team!



Mission Moment: Aretha

Each month, we highlight a Mission Moment that captures the heart of our work, but Aretha's story stood out above the rest in 2024. Aretha has been a powerhouse in New Net Manufacturing, managing our new automation machines. Known for her "work smarter, not harder" mindset, Aretha constantly seeks ways to improve efficiency, jotting down ideas in her ever-present notebook and working with leadership to implement real, impactful change. Aretha is more than a standout employee; she's a leader, innovator, and advocate for all.



Solar Eclipse

During the week of the 2024 Total Solar Eclipse, we took the opportunity to learn! Each day featured fascinating facts, history, and hands-on activities leading up to the big event. We hope everyone enjoyed this rare celestial moment safely.



Community Integration

In 2024, we embraced community integration with **59 different outings**, creating meaningful experiences and connections along the way! From concerts and sporting events to shopping trips and local festivals, our team explored, engaged, and enjoyed all that our community has to offer. A huge thank you to The Disability Foundation for their grant support on this strategic initiative.



TAC Gains National Recognition

TAC was invited to present at several national conferences, including events with the Department of Labor and the Office of Disability Employment Policy and ACCSES. At the ACCSES Summer Conference, TAC's impact was honored with the prestigious President's Award, highlighting our leadership in disability employment and workforce innovation.



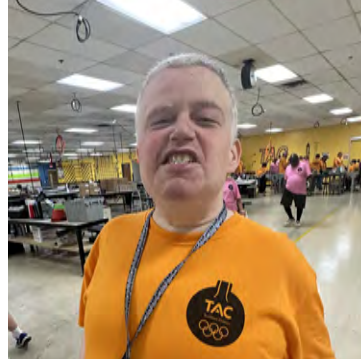
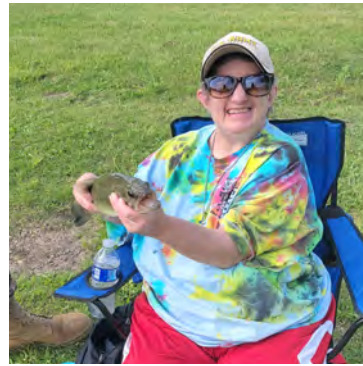
Notable Visits to TAC

Throughout the year, TAC welcomed several distinguished visitors who took the time to learn about our mission and impact! Notable guests included Congressman Mike Carey, State Representatives Scott Lipps, Dontavious Jarrells, Brian Lampton, Bernie Willis, and Mike Odioso, Senator Bob Hackett, Ohio Chancellor for Higher Education Mike Duffey, Ohio Treasurer Robert Sprague, and many other community leaders. Their visits highlighted the importance of employment for all, workforce development, and innovation in manufacturing. We're grateful for their support and advocacy!

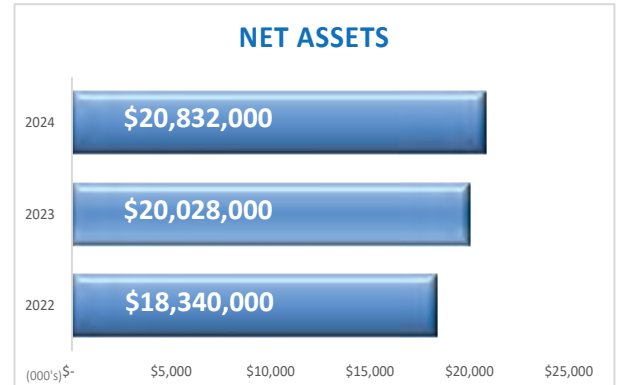
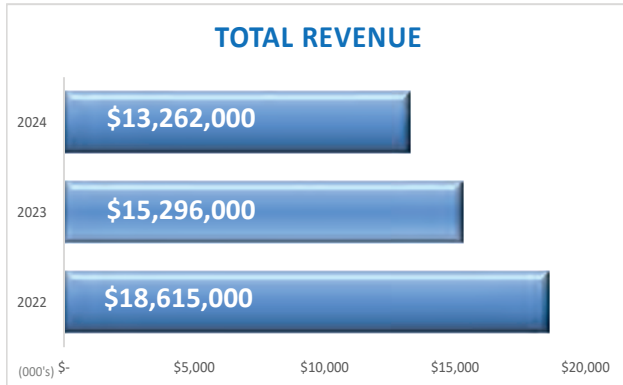


Events

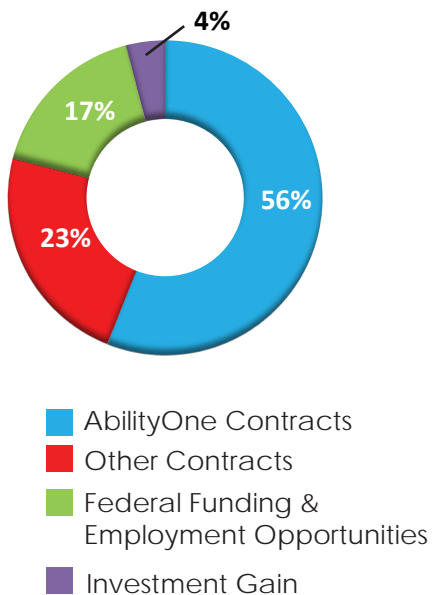
In 2024, our team came together for a variety of exciting events, from the Fishing Derby and Summer Slam to Fall Harvest, Clark County Fair, our annual Christmas Party, and more. These gatherings fostered connection, celebration, and fun, making the year truly memorable. Be sure to check out our social media pages for more pictures all year long!



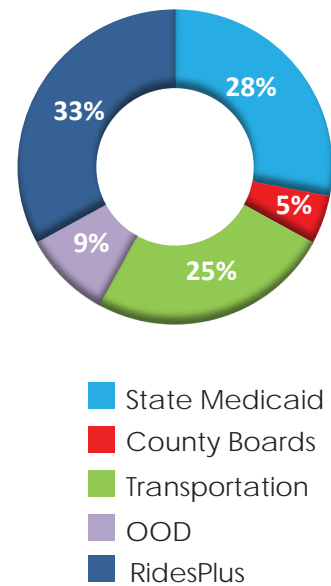
Financial Overview



2024 Revenue By Funding Source



2024 Service Revenue By Source
26% of Total Revenue



Annual Operating Costs

7% Management

27% Program Expenses

9% General & Administrative

57% Operations

Development Update

GRANTS RECEIVED

\$529,000

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
SourceAmerica
The Disability Foundation
The Springfield Foundation
United Way of Clark, Champaign, and Madison Counties

Your contributions, whether through individual gifts, business partnerships, or grant funding, have played a vital role in advancing TAC's mission. We extend our heartfelt gratitude to the members of the Greenwood Giving Society for their significant contributions, helping us create opportunities and drive meaningful impact in our community.

PILOT

Patrick & Tiffany Field
Judy Mercer
Jim & Diane Gibfried
Eloise Pound

CO-PILOT

John & Sue Hale
Geoff & Kay Steele

NAVIGATOR

Cassie & Tim Barlow
Greg & Janie Gearhart
Lacey McKinstry
Peggy & Rick Smith

Jim Connolly
Catherine Hellmuth
Rich & Heidi Rigsbee
Jim Zahora

CREW

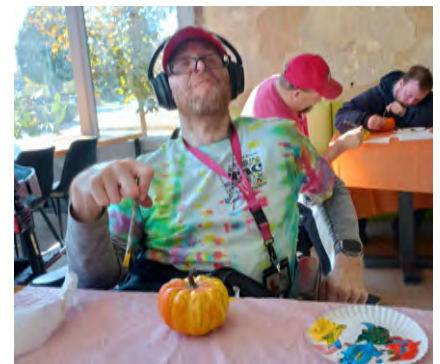
Traci Bohn
Bridget & Cuyler Doane
Becky King
Ed & Laurie Leventhal
Jenny Rollins

CIRES Inc
Scott & Kim Griffith
Jeanie Leibold
John & Rae Raisbeck
A&E Powder Coating

GROUND CONTROL

Scott Amen
Andy & Cathy Bell
Ruth Blue
Linda Butler
Katherine Eckstrand
Robyn Gallegos
Dawayne Kirkman
Ruthellen Lough
Judy & Dan McGregor
Mike & Patty Meyer
Russell Pamer
Antigone & Sam Petroff
Don & Judy Rammel
Karen Simpson

Fred & Joy Bartenstein
Pam & Richard Bennett
Terry & Mary Burns
Clara Copeland
Doug & Barbara Elkins
Jim & Bonita Heeg
Tom & Patty Larger
James & Judy McCoy
Phil Metzger
Cindy Oiler
Sue Papp
Kimberly Pontsler
Dennis & Ella Reed
Walt & Martha Szczesny





Thank You

On behalf of all of us at TAC Industries, we thank you for your support. Together we're building a brighter, more accepting future.



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