

2019 YEAR IN REVIEW



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On The Cover: Michelle D. applies a strong work ethic and kind heart in all her interactions. She recently received the RESPECT of Florida award as BAC's "Rookie of the Year" for 2019 for her outstanding work and dedication!

Opening Letter

As we look back across fiscal year 2019, Team BAC has much to be proud of thanks to our community supporters, partners, teammates and friends.

In the coming pages, you will celebrate with us the outstanding financial results we realized; the vast impact our work within the federal AbilityOne program had on our customers and employees, and success after success of the hundreds of people we serve who met and surpassed personal goals and gained competitive employment in area businesses or on our contracts.

At its core, our work is simple: link people with differing abilities to jobs and programs that fit their unique skill sets and needs to assist them in achieving as much independence and growth as possible. In practice however, we know this can be far from easy.

This year, we've continued to make strides toward our five-year strategic goals (found on page 18) which aim to aggressively grow access to employment and empowerment opportunities. We are also clear of the very real challenges before us as we close in on these targets.

Threats to our traditional funding sources and current contract and service model, a tight labor market, rising wages and the cost of living all add significant pressure to our leadership team to find creative solutions and ways forward for those we serve.

We've undertaken steps to enhance our processes including a significant re-organization effort and improvements to internal infrastructure. The new organizational structure draws together our former Employment Services and Habilitation programs to improve access to training and employment outcomes for our participants. Infrastructure investments such as facilities updates and human resources software will improve our ability to on-board and support our participants and employees.

We also know that our team, from entry-level and beyond, brings a passion for and commitment to our mission every single day. This, above all else, will drive us toward success.

We are excited about our potential to continue to expand our impact. We welcome your continued investment in BAC and thank you for your support as we head into a new year of helping people with disabilities achieve success.



Amar Patel
President & CEO



R. Blaise Trettis
Board Chair
Public Defender, 18th Judicial Circuit

BAC Board of Directors

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Patricia Tellechea



Mike M. - Patrick Air Force Base, Commissary

Values

Client Centered

Put the needs of those we serve first.

Excellence

Provide the highest quality service through the dedicated effort of every team member.

Respect

Treat all individuals, from the people we work with to those we serve, with dignity; setting an example for the community we live in.

Integrity

Adhere to the highest standards of professionalism, moral and ethical responsibility, worthy of the trust our clients and their families place in us.

Innovation

Embrace change and enhance the lives of those we serve through our team's creative ideas and unique talents.

Our Mission

To provide persons with disabilities
**INNOVATIVE SERVICES
& OPPORTUNITIES**
to achieve personal success.

Vision

We strive to create a society in which all persons with disabilities are valued contributors in the workforce and community and where:

- Students transition successfully from high school to higher education or the workforce;
- Adults acquire skills and opportunities to live and work independently;
- Educational programs are provided so that our clients can understand and maximize the use of available resources;
- Customers and stakeholders experience service excellence and results;
- We are a recognized authority on disabilities and disability awareness.

“I have been working at BAC since 2005! My favorite part of my job is getting paid. I really like to work on the First Aid Kits in the [production] bays. I want to go to IRT so I can learn more.”

— James A. (Adult Day Training Program Participant)

Our Accomplishments



3,297

PEOPLE SERVED
IN FISCAL YEAR 2019

112



performers with disabilities took to the King Center stage during our annual Performing Arts Showcase.

\$56,640

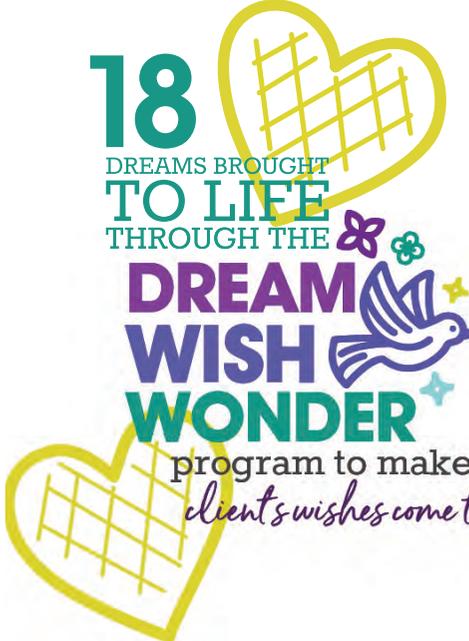
50TH ANNIVERSARY "EVERY STAR COUNTS" CAPITAL CAMPAIGN RAISED



18

DREAMS BROUGHT TO LIFE THROUGH THE

DREAM WISH WONDER



program to make client's wishes come true.

159



INDIVIDUALS WITH SIGNIFICANT DISABILITIES PROVIDED SUPPORT TO CUSTOMERS IN OUR PRODUCTION FACILITY

Seven students completed the inaugural

CODECRAFT WORKS



program, earning the highest "Power" level certification from Google Analytics 4 with perfect scores.



SOCIAL ETIQUETTE



COOKING

171

people with significant disabilities participated in the Adult Training Classes.



COMPUTERS



BUDGETING



ART

#powerofBAC

600 people with disabilities who want to work received Work Incentives Planning and Assistance.

356 employment placements for individuals with disabilities.

37 adults with differing abilities participated in the Industry Readiness Training Program.

748 HIGH SCHOOL STUDENTS received pre-employment and jobs skills training

77 ARTISTS WITH DISABILITIES CREATED WORKS IN VARIOUS MEDIUMS THAT WERE THEN DISPLAYED OR SOLD IN NINE VENUES ACROSS BREVARD.



405

VOLUNTEERS PROVIDED

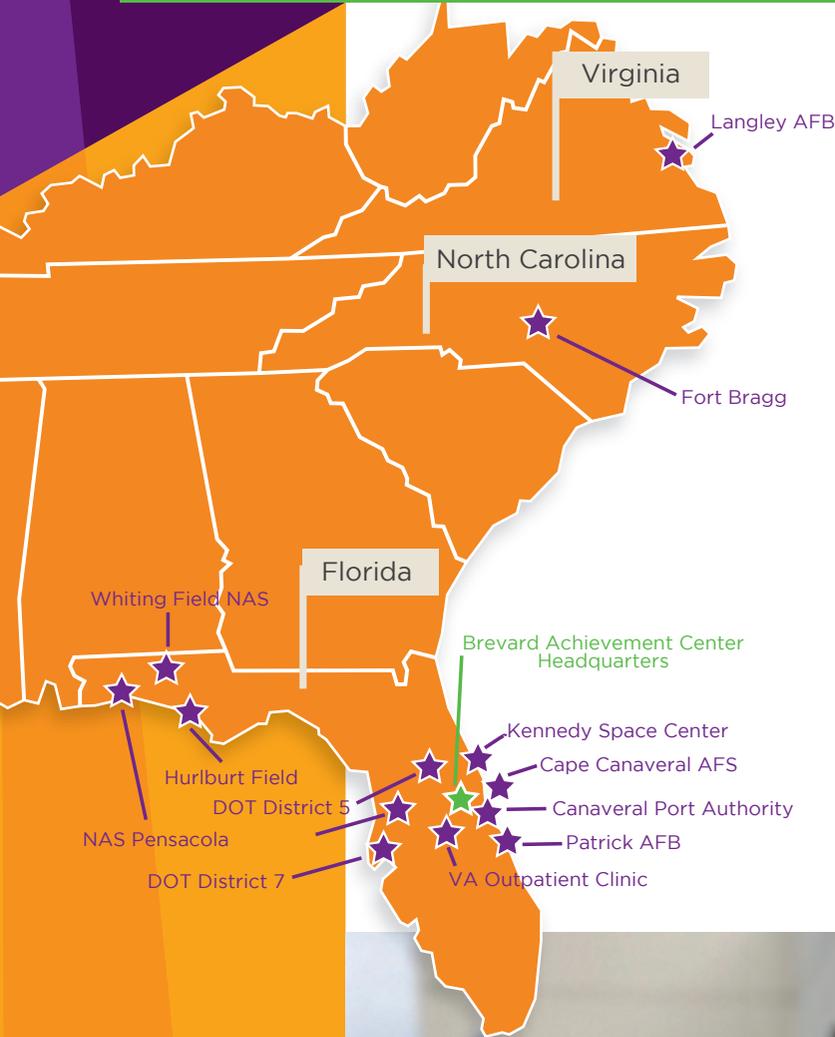
3,684

HOURS OF SERVICE.



STUDENTS PARTICIPATED IN THE BAC Arts Festival at the Zoo.

Our Customers



Employment contracts acquired through the federal AbilityOne program, state and commercial partners provided training and employment opportunities to a workforce of more than 500 persons with disabilities. Services for our Associates on these contracts include vocational training, evaluations and assessments, job placement and supports, and benefits planning to assist individuals in maintaining integrated employment and growing their careers.



Molly J - BAC
Transportation Participant

Jimmy

Jimmy has been employed by BAC at Port Canaveral since we first won the contract in 2014. Jimmy is fondly referred to as “The Mayor” of the Port. Everyone knows Jimmy as he always offers a friendly greeting to everyone he sees.



Contract Notes

Patrick Air Force Base, Florida

During an informal visit, BAC President Amar Patel had the opportunity to share with Dwayne McCoy, Contract Monitor for 45 CES/CEOES Service Contracts, an overview of how, with the help and support of Patrick AFB contracts, BAC provides persons with disabilities opportunities to achieve success in life.

Mr. McCoy then provided the following feedback to his peers after the visit: “One such individual is Tim [pictured below]. He has learned and executed many of the tasks with little to no problems. Tim is a very good worker and takes pride in his work as witnessed by his attention to detail.

He works under the supervision of the lead technician, Mr. Thomas Knapp, who is the expert in maintaining the fields. The training and leadership has been immeasurable to Tim’s success in this endeavor.

The 40-minute visit concluded with me stating that we are satisfied with the services we are getting.”

Tim J. - Patrick Air Force
Base, Grounds Maintenance



Ft. Bragg, North Carolina

Project Manager Erika Collazo organized the BAC team to walk for Easter Seals as a way for our employees to make a difference in the lives of children and adults with disabilities in the community.

They had a great time not only empowering those in the community but also enjoying a morning of fun and fellowship!



Ft. Buchanan, Puerto Rico

Orlando has worked for BAC for four years and says that BAC has been the best company he has ever worked for in his 60 years of work experience.

In his prior job, Orlando did not have health benefits or time off to be able to take care of himself physically or mentally, he also never felt like he was valued. Working for BAC has changed that for him both because of the benefits BAC offers and how BAC treats each person as an individual. Orlando has been able to get his previous health issues addressed and feels like a new person.

As one of the oldest team members working at Ft. Buchanan, Orlando is still one of the hardest workers. His career at BAC has helped him get on track to retire in a couple of years, something he would not have been able to do if he stayed with his last company.

Orlando feels that BAC “saved” him when he was hired on. He truly feels valued and sees his Ft. Buchanan coworkers as his family.

“Working with Brevard Achievement Center was a complete blessing. I didn’t know what to expect, I didn’t really ask for much, just that I wanted to work with animals, that was my dream job and they accomplished that. I think they did amazing.”

— Preston A. (On The Job Training Participant)

Success Stories

JAKON

Jakon participated in BAC's On the Job Training (OJT) program at Tijuana Flats as a floor greeter. During his training he learned how to greet customers as they arrive, run drink refills for guests and bus tables when guests are finished. He also makes a point to say goodbye to each guest as they leave and hold the door for them when possible. Jakon was doing such a good job that he was also taught how to clean high traffic areas such as the hot sauce bar, guests seating areas as well as the floors, windows and restrooms. His manager Angel has stated that he has received several customer compliments for being attentive to their needs and making sure they leave satisfied. Jakon was hired permanently after his OJT!



SHERRY

Sherry, one of the participants in our Adult Day Training program, recently did some self-advocacy that resulted in a special visit from Dr. Brenda Fettrow, City Manager for the City of Rockledge.

Sherry and her mom wrote to Dr. Fettrow asking that the city consider improvements to the sidewalk along Cogswell Street that would aid Sherry in being able to independently get to Barton Boulevard in her wheelchair from the BAC parking lot. During the visit, Dr. Fettrow shared how the city handles these types of requests and thanked Sherry for using her unique perspective to call attention to the project. Self-advocacy is one of the many life skills covered in our educational classes here at BAC and we were excited that Sherry's voice was heard. BAC now has a fully functional sidewalk and crosswalk!

“My job has empowered me to want to learn more. I absolutely love my job!”
— Robin O. (On The Job Training Participant)

JACOB

BAC’s youth programs give teens like Jacob the confidence and experience they need to be successful in school and the workplace. Students with disabilities can gain valuable knowledge to advocate for themselves, learn how to apply for, obtain and keep a job (including creating a resume and practicing interview skills) as well as finding hands-on workplace experiences. Jacob is getting his experience at Wickham Road Music.





Self-Advocacy at Work in DC

Team BAC was again selected as one of 50 SourceAmerica partners to participate in their Grassroots Advocacy Conference, in Washington.

This annual effort highlights the impact that public policy can have on employment for people with disabilities. This year's conference theme was "Power of Inclusion: Every Job. Every Story. Everyone." Tim, who works on our Kennedy Space Center contract, served as our self-advocate.

Tim has cerebral palsy and has worked hard to overcome the obstacles this challenge has created. His role in DC was to highlight how his job adds fulfillment to his life and those of his co-workers.

Self-advocates met with legislators on Capitol Hill to share personal stories and remind lawmakers that the work they do in Washington impacts the livelihood of their constituents, including people with disabilities, in their home districts. Each legislator was asked to support three key initiatives that would help provide additional employment opportunities for people with significant disabilities.

The highlight of the event and dream come true for Tim was meeting one of his personal heroes, Congressman Bill Posey.



Dream, Wish, and Wonder Program

The Dream, Wish, and Wonder program fulfills the mission of BAC by granting wishes to those in our community who may not otherwise experience things many take for granted. Terrence and Mike experienced a dream-come-true with a VIP tour of Kennedy Space Center, thanks to our friends at the KSC Visitor Complex.

"I was lucky enough to experience this with them, watching the day unfold with almost giddy eyes," said Amar Patel, BAC's CEO.

Mike and Terrance had a full day of exciting experiences at the Space Center including the Shuttle Launch Experience ride and visiting the Atlantis exhibit. We could really see how much they enjoyed the whole day!



CodeCraft Summer Camp

Seven local teens with disabilities all took part in a new camp at CodeCraft Works, a Melbourne educational technology company that trains students and educators in computer science.

The camp was a joint effort between CodeCraft Works and spearheaded by BAC.

Each student went through Google training, eventually passing the Google Power User course, which four of the students passed with a 100 percent score. Through the camp, utilizing their newly acquired Google Certifications, the teenagers were paired with local businesses to do paid analytics work on their websites.

Joshua McKenzie, who graduated from Melbourne Central Catholic this year, already had a grasp on CSS and HTML but was able to immerse himself in the JavaScript language and learn Google analytics through the camp.

“I feel like I’ve accomplished a whole lot this summer,” McKenzie said. “I plan on making a career out of computer sciences in the future.”

“You never know what you are going to gain from [hiring] someone with more heightened abilities in other areas that we may not have.”

— Julie Thompson (Director of operations, Lotane & Associates P.A. – Employer)

Donors and Community Partnerships

The following individuals and community organizations provided support to BAC throughout the year. Their generous donations of treasure, time and talent helped us in significant ways!

Delores Abraham
ADI Contracting, LLC
David Alexander
Linda Alexander
Rosan Allen
Amazon Smile
Artemis The IT Company
Mary Atwood
AVCON, Inc. of Orlando
Richard and Carolyn Baney
Bank of America Charitable
Foundation
Bansbach Easylift
William and Gina Bardy
Brian and Jenna Beck
Robert and Sharon Beers
Bellus Insurance Services
Steven Bierbrunner
Richard Blake
Eric and Alecia Blattler
Margaret Boggess
Dorothy Boles
Michael Brenyo, DMD
Brevard Association of
Human Services
Brevard Cultural Alliance
Myriam Brix
David and Ellen Brown
C & S Companies of Orlando
Cecile Cardone
Carr, Riggs & Ingram LLC
Scott Chandler
Lena Cielukowski
Coastal Life Properties
Ron and Linda Cobb
Community Foundation
for Brevard
Phillip and Rachel Coxwell
Judy DeAngelis
Shashin and Dipty Desai
Dona DeSimone
DJS Family Fund
Timothy Donner
Down Syndrome Association
of Brevard
Christine Doyon
Patricia Duffy
Eastern Florida State College
Eleanor Baird Kristensen
Foundation
Embraer Human Resources Team
Faith Lutheran Church – Viera
Florida Public Relations Association,
Space Coast Chapter
Florida Power and Light
Susan Frank
Frog Bones
Ann Fuller
Kathryn Fyke
GFWC Viera Woman's Club
Tom Goodson
Robert and Jenene Gramolini
Michael Green
Gimex USA
Fran Griffin-Carlson
Health First
William Heiselman
E. Lang and Judy Houston

“I would highly recommend working with Brevard Achievement Center, it’s a great thing to do, and I would love to do another on the job training with them.”

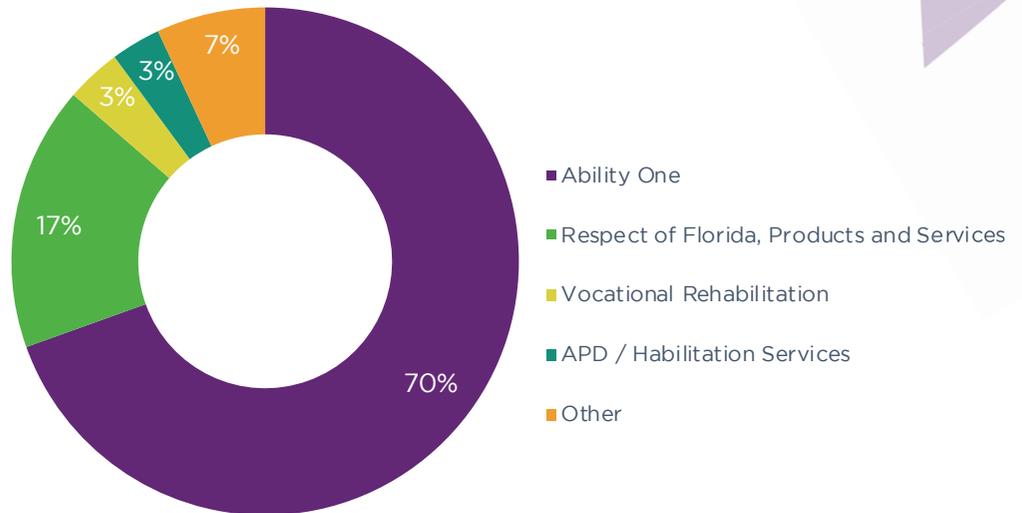
— Mike Mauro (Owner, The Burger Inn – Employer)

Judy Houser	Moletteire Injury Law	Nancy Ross
Paul and Barbara Jackson	Jack and Bonnie Mollen	James Rudolph
jCARES/ERC, Inc.	Scott Morgan	Don and Jennifer Samuels
Kamen and Heather Jenkins	Mark Mullins	Robert and Deborah Sands
Jon’s Fine Jewelry	NextEra Energy	Schlenker’s Automotive Repair
Richard and Cindy Kane	Gary Nickloy	Sally Shinn, Ed.D.
Wayne and Gretel Kennedy	Peggy Nolan	Lee Sorensen
Ken and Mary Kerce	John and Judith Nostrand	South Brevard Society for Human Resource Management
Knights of Columbus - Council 6125	Bruce and Claire Packer	Southern Janitor Supply
Emily Kornek	Sandi Paine	David and Linda Spain
Jim and Michele LaHam	Amar and Megan Patel	Betty Lou Steen-Clarke
LEAD Brevard Leadership Action Project	Paul Deininger AFLAC	Julia Sytsma
James Liesenfelt	Paving Florida’s Future	The George Siebern Sr. Trust
Livingston Foundation	John and Debra Pavlakos	The Viera Company, Inc.
Robert and Kathy Lowe	Diane Payne	Randall and Rose Thron
Judi Maiorani	Pfizer Foundation	Earl Tingle
Peter Mannino	John and Anne Pieprzny	Blaise and Jill Trettis
Margaret R. Binz Foundation	Pilot Club of Titusville	Andy and Donna Vega
Angel Mata	Robert Rains	W & J Construction Corp
Vincent and Susan Mazzeo	Robert and Suzan Reed	Gerald and Mary Jane Watson
Trudy McCarthy	REES 320, LLC	Karen Wilson
McGriff Insurance Services	Regalitos Foundation of Florida, Inc.	Donald and Chevyoune Wood
Susan and Dan McGrath	Sandra Rezanka	Amelia Woodbridge
ME Construction	Jim and Marcia Ridenour	Fadia Youssef
Merritt Island Rotary Foundation	John and Mary Lou Riker	
Michael and Mary Ellen Mervis	Charles Roberts	
Margaret Meunier	Rock Paper Simple	
Katherine Milikin	Rockledge Rotary Foundation	
	Michael and Carol Rogero	
	Mike Rogers	

2019 Financials

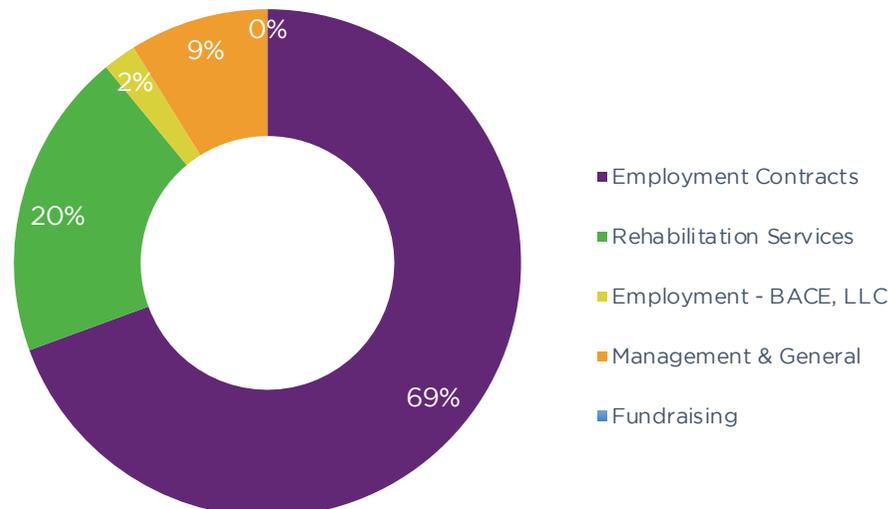
REVENUE

Ability One	70%	\$21,281,172
Respect of Florida, Products and Services	17%	\$5,159,812
Vocational Rehabilitation	4%	\$1,075,401
APD / Habilitation Services	3%	\$971,614
Other	7%	\$2,124,600
TOTAL REVENUE	100%	\$30,612,598



EXPENSES

Employment Contracts	69%	\$20,508,698
Rehabilitation Services	20%	\$5,793,942
Employment - BACE, LLC	2%	\$626,550
Management & General	9%	\$2,615,446
Fundraising	0.01%	\$3,499
TOTAL EXPENSES		\$29,548,135



TOTAL LIABILITIES & NET ASSETS

Total Assets	\$19,361,086
Total Liabilities	\$2,272,902
Total Net Assets	\$17,088,184
TOTAL LIABILITIES & NET ASSETS	\$19,361,086

“I love to come to the IRT to learn how to get a job
AND keep a job; and make more money.”

— Cory C. (Industry Readiness Training Program Participant)

ANNUAL REVENUE GROWTH

During the last 5 years of steady growth, we've realized a 37% gain in annual revenue, allowing us to continue to expand mission impact.



Strategic Goals 2021

Employ

Prepare job seekers and facilitate the best employment fit, so those we serve may have the pride and independence that comes with self-sufficiency. We will make a significant positive impact on the unemployment rate for those we serve, enabling their participation in all aspects of our communities.

Aspirational Goal

Double employment for individuals with disabilities: Placements to 400 total and hours of work created to 952,478.

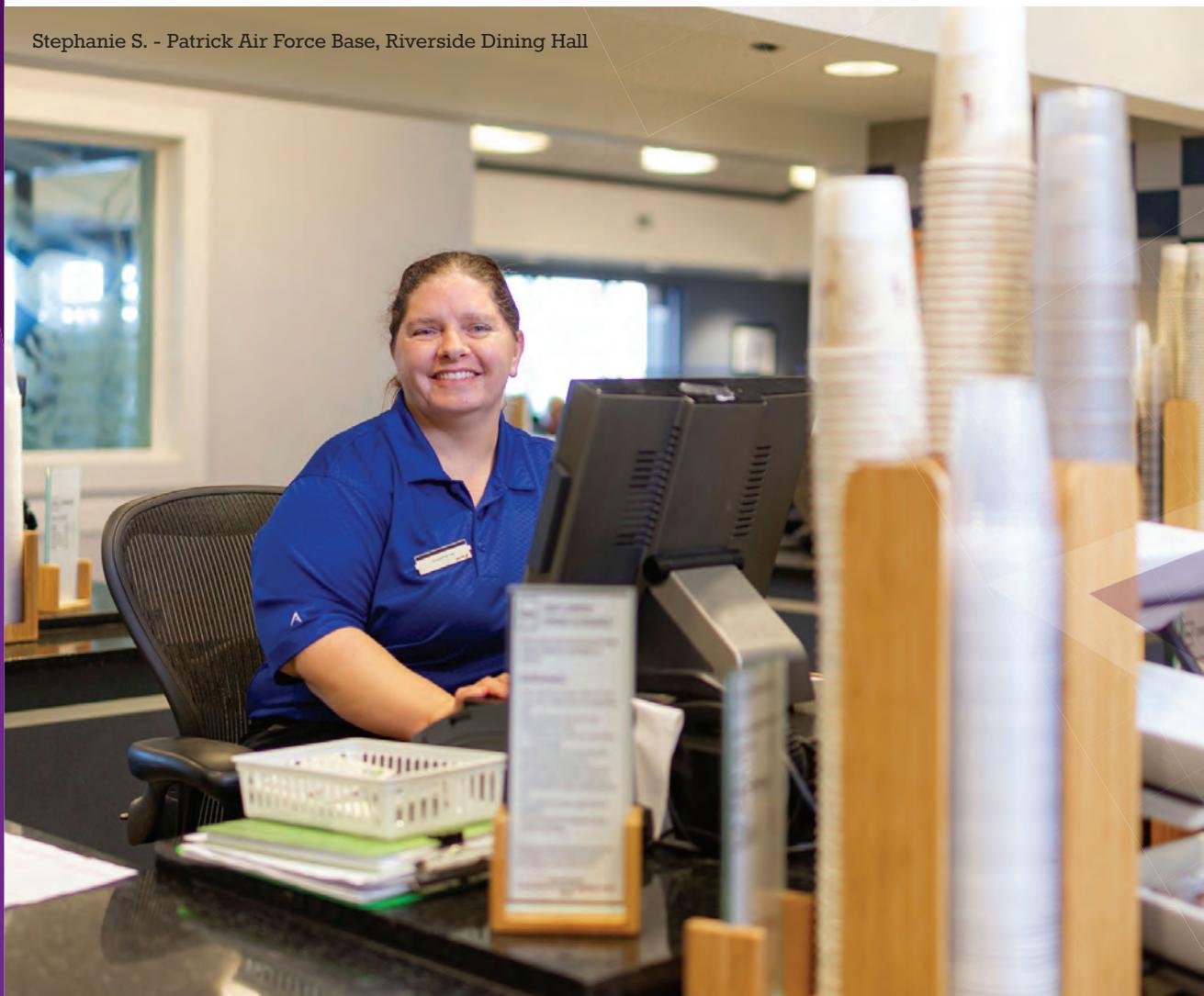
Empower Independence

Persons with disabilities deserve to be empowered to live a fulfilling life. We provide high-quality services that support the “whole person,” not just sustaining life but living it more fully, maximizing the independence of our participants.

Aspirational Goal

Serve 2,600 individuals per year in empowerment programming so they can maximize their independence.

Stephanie S. - Patrick Air Force Base, Riverside Dining Hall





Patrick F. - Lotane & Associates, P.A.

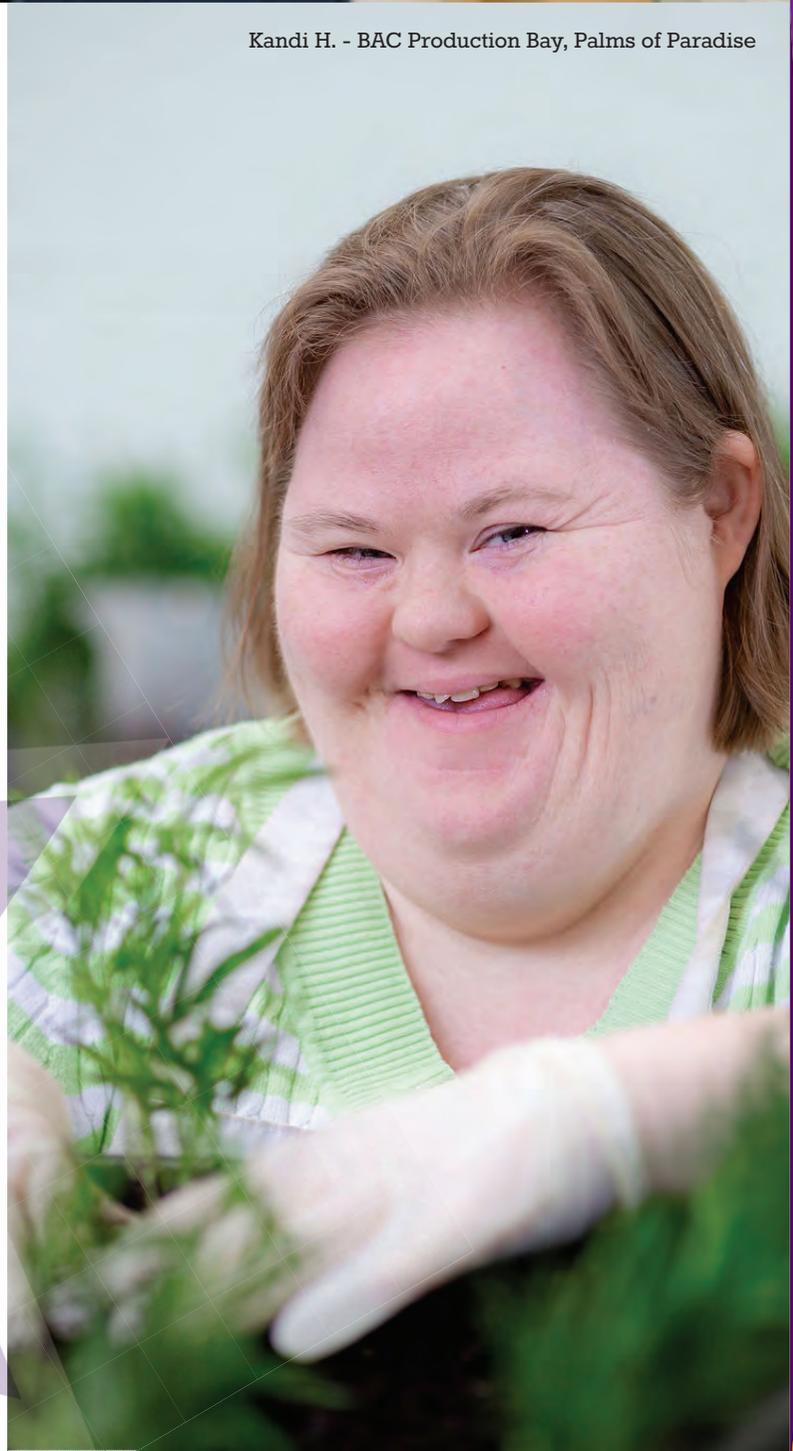
Achieve Operational Effectiveness

To assure our growth trajectory and longevity, we will continue to achieve excellence through effective service provision, continuously improve business processes, maintain a focused business development process, grow and develop our valued workforce and more effectively engage with our community stakeholders.

Aspirational Goal

Through a competitive and effective service offering, increase revenue to \$40M, by winning new customers (contracts, donors and grants), giving us the resources to fulfill our employment and empowerment goals.

Kandi H. - BAC Production Bay, Palms of Paradise



“I am learning how to cook. For 30 years I never knew how to cook for myself. BAC is helping me learn to take care of myself.”

— Karen L. (Adult Day Training Program Participant)



Employ, Empower: Achieve

Second Annual E2A

We hosted our second annual E2A (Employ, Empower: Achieve) community awards, as part of National Disability Employment Awareness Month. The awards celebrate individuals and organizations across Brevard that have created opportunities for persons with disabilities to achieve success. Our 2018-19 honorees were:

USSSA - Employ, Empower Award

Recognizes organizations that create work opportunities in the community for people with disabilities.

Kennedy Space Center's DAAWG (Disability Awareness and Action Working Group) - Moving Forward Award (Pictured above)

Recognizes individuals and/or organizations that have made special efforts to assist people with disabilities in gaining new skills or improving access to employment opportunities.

Jennifer Cleveland - Believe and Achieve Award

Recognizes individuals with disabilities who have made significant personal strides in achieving success in work and/or life.

BAC Transportation

Reliable transportation continues to top the list of barriers to obtaining and maintaining employment by persons with disabilities. Although our Transportation Program is unable to serve all who need reliable rides, in its third year of operation service grew to 1,940 trips. This service is supported by a grant from the Department of Transportation. In addition, we received approval to become a Vocational Rehabilitation transportation provider for individuals who qualify.

Legislative Activities

We received support from the Florida Legislature for two key programs. Senator Tom Wright and Representative Tyler Sirois championed our request for funding for our Adults with Disabilities Program, providing enhanced life skills training. We also were recipients of a Culture Builds Florida grant, from the Department of State, Division of Cultural Affairs to support our Arts Program.



Thank You!

Your support will help individuals with disabilities achieve personal success!

The commitment of BAC's founders, parents, dedicated staff and numerous volunteers has played a critical role in the formation of its quality programs and services offered to over 4,800 people annually.

This legacy of service and commitment is instilled in the organization and is seen each day in the many ways that BAC serves our participants, business partners and families... and ultimately our mission.





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Nick J. On the Job Training
Participant, Gattos