



20  
22

*Rockets Were Launched, Soldiers Were Trained,  
Veterans Were Healed and Lives Were Changed.*

**YEAR IN REVIEW**

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## SENIOR LEADERSHIP

**Mark Capobianchi**,  
*VP of Production & Logistics*

**Robert Gramolini**,  
*VP of Employment  
Transition Services*

**Josephine Hughes**,  
*VP of Human Resources*

**Jill Mansfield**,  
*Executive Administrative Assistant*

**Susan McGrath**,  
*VP of Community Relations*

**Ryan Rogers**,  
*CFO & VP of Administration*

**Carl Stephens**,  
*VP of Operations*

As I reflect on 10 years as the the President and CEO, from the beginning I have felt that this is by far the most challenging thing I have ever done. It's also the most fulfilling. In my time with BAC this amazing team has made some big things happen, from maintaining needed community services when funding disappeared, to creating entirely new services because we saw a gap. We have grown jobs for the people we serve in new lines of

business and changed the minds of local employers to be more inclusive in their hiring practices. Together with our volunteers, BAC has helped tens of thousands of PEOPLE reach their maximum level of independence over these ten years and certainly prior.

Fiscal Year 2022 provided us with many challenges, but likewise, many areas of success and growth. We entered FY22 with a continued plan to engage in a new line of employment opportunities in the Information



Don Weiss, *Chair*  
Patricia Tellechea, *Vice Chair*  
Jason Miller, *Treasurer*  
Diane E. Payne, *Secretary*  
Michael S. Rogero, *Past Chair*  
Ellen P. Brown  
Michael Cadore

Chris Delaney  
Kamen E. Jenkins  
Cindy S. Kane  
Trudy M McCarthy  
Debra J. Pavlakos  
D. Travis Proctor  
Aaron Stitzel

# PRESIDENT'S LETTER

Technology field. Through a mentor relationship with another social enterprise, BAC will begin hiring for a new call center very early in FY23. This success was the product of intentional and strategic planning over multiple years. From the start of BAC's LaunchIT program to strategic networking within the AbilityOne program, we were able to not only visualize a desirable job opportunity for individuals with disabilities, but also realize those ambitions, moving our mission forward to new levels.

We did fall short on a couple of our agency goals but are using what was learned during our internal audit of those areas to further enhance our hiring and documentation practices.

Throughout the ups and downs of the past year, our team has shown unwavering optimism, integrity and focus on our mission. We have continued to evolve our programs in ways that are beneficial to those we serve and employ. We have new initiatives to attract veterans seeking

meaningful employment and we continue to enhance our Adult Day Training program to better meet the training requests of our participants.

Thank you for the role you played in making our collective performance represented in this report possible. With your continued support, Team BAC is laser focused on growing our mission impact. Here's to the next decade and beyond!



Amar Patel,  
President & CEO



As we exit FY22 we look towards FY23 with a renewed passion for providing quality training, enrichment and employment opportunities for veterans and individuals with significant disabilities.

## DIRECTOR EMERITUS

Linda Cobb  
Robert Scott Page  
Robert R. Sands  
Mary Jane Watson  
**ARTS ADVISORY COUNCIL**  
Kat Milikin, *Chair*

Peggy Nolan, *Secretary*  
Randy LaRusso  
Christine Leroy  
Karen Miller  
Donna Naylor  
Sandi Paine  
Megan Patel

Mary Moon Rhodes  
Sally Shinn  
Andrea Smith  
Joan Taddie  
Cindy Wickham  
Karen Wilson

*" We do more, so our customers can do more than they ever imagined!"*



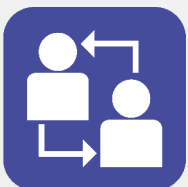
## MISSION

To provide persons with disabilities innovative services and opportunities to achieve their own personal success.

## VISION

We are dedicated to building communities that support members of all abilities in finding meaningful purpose and reaching their highest potential in life.

Our values help bring our vision to life, drive our culture and frame our mission-centric business strategies.



Customer Centered



Growth



Ownership



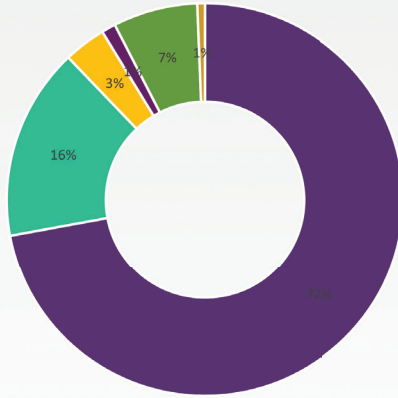
Integrity



Optimism

# 2022 FINANCIALS

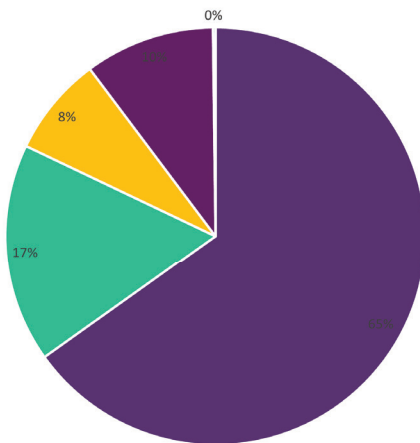
## Revenue



- Ability One
- Respect of FL Products / Services
- Vocational Rehabilitation
- APD / Habilitation Services
- BACE, LLC
- Other

Ability One	72%	\$24,843,707
Respect of Florida, Products and Services	16%	\$5,442,902
Vocational Rehabilitation	3%	\$1,186,079
APD / Habilitation Services	1%	\$395,797
BACE, LLC	7%	\$2,374,072
Other	1%	\$216,354
<b>TOTAL REVENUE</b>	<b>100%</b>	<b>\$34,458,911</b>

## Expenses



- Employment Contracts
- Rehabilitation Services
- Employment Enterprises
- Management & General
- Fundraising

Employment Contracts	65%	\$22,884,632
Rehabilitation Services	17%	\$5,965,461
Employment - BACE, LLC	8%	\$2,698,658
Management & General	10%	\$3,514,876
Fundraising	0.01%	\$70,658
<b>TOTAL EXPENSES</b>	<b>100%</b>	<b>\$35,134,285</b>

## Net Assets & Liabilities

Total Assets	\$22,742,625
Total Liabilities	\$3,462,450
Total Net Assets	\$19,280,175
<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b>\$22,742,625</b>

# OUR IMPACT



42



ACTIVE  
PRODUCTION  
SERVICE  
CONTRACTS



Arts Programs  
2,134 Students



68

ADULT DAY TRAINING  
PARTICIPANTS



1,920  
TRIPS PROVIDED



*“ With a focus on service excellence, we bring our mission to life, while making our customer’s goals a priority.”*



## EMPLOY



**7.5 Million**  
square feet

BAC's professional custodial teams perform the day-to-day operations necessary to keep more than 7.5 million square feet of facilities running smoothly.

## EMPOWER



**129,516**  
plates served

BAC's team of experienced dining operations professionals have provided our military with award-winning service, including multiple USAF Hennessey Awards.

## GROWTH

New Contracts



**11**

BAC's in-house production team continues to package commodities for RESPECT of FL while cultivating new contracts and work opportunities.

## THANK YOU TO OUR

# DONORS & COMMUNITY PARTNERS

### ORGANIZATIONS

A Sign Company  
Acara Solutions, Inc.  
Alfredo's Paradise  
Artemis IT  
Awning Factory  
Beachfly Brewing Company  
Beef O'Brady's Melbourne  
Beef O'Brady's Satellite Beach  
Beef O'Brady's Viera  
Bellus Insurance Services  
Bowling for Integration  
Brevard Community Kitchen  
Brevard Clerk of Courts  
Brevard County Human Resources  
Brevard Linen and Uniform Company  
Brevard Public Schools  
Brevard Zoo  
Cardinal Comp  
Carr, Riggs & Ingram LLC  
City of Palm Bay Admin  
City of Rockledge  
Codecraft Works  
Community Foundation for Brevard  
Computer Rich  
Crescent Wood Senior Living  
Dogtopia  
Eastern Florida State College  
Edible Arrangements  
Extant Aerospace  
Florida Department of State  
Division of Arts & Culture  
Florida Power and Light  
Furever Home Animal Rescue  
Gimex USA  
Groundswell  
Goodwill Industries  
Hope for North Brevard Thrift Store  
Ichiban Cleaning

Island Pet Shop  
jCARES/ERC, Inc.  
Kalogon  
King Interpreting Services  
La Cinta Salon  
Lotane and Associates  
Knights of Columbus - Council 6125  
Mango Bottling Company  
Margaret R. Binz Foundation  
Marie's Sweet Treats Ice Cream Truck  
McGriff Insurance Services  
MLSBC Cruises  
Moletteire Injury Law  
My Island Thrift Store  
NC Carpet Binding & Equipment Corporation  
North Brevard Sharing Center  
Ocean Partners  
One Hope  
Panda Express  
Parrish Medical Center  
PIP Printing  
Print Depot  
Promise Treasures Thrift Shoppe  
Publix Supermarket Rockledge  
Publix Supermarket West Melbourne  
Puppies Plus  
Rockledge Gardens  
RESPECT of Florida  
Rooney's  
Seagrass Pottery  
Serenoa Artworks  
Sharing Center of Central Brevard  
Shells Restaurant  
Sky Advertising  
Slonim Law  
Smokey Bones  
Sodexo at Alura by Inspired Living  
Southeast Petro

Southern Janitor Supply  
SPCA Adoption Center  
SwiftPaws  
The Fountains  
The Lois Katzin Trust  
The Viera Company, Inc.  
Titusville Public Library  
TJ Maxx Merritt Island  
United Space Coast Cables  
United Way of Brevard  
Urban Air  
Veterans Memorial Museum  
Wal-Mart Titusville  
Wal-Mart Palm Bay  
Wickham Road Music  
Winn Dixie Titusville  
Women's Club of Viera

### INDIVIDUALS

Justin Banchy  
Carlos Badillo  
David and Carolyn Barrows  
*(In Memory of Kim Hutchins)*  
Bruce and Renee Barton  
*(In Memory of Naomi Otto)*  
Sue Bassett  
Brian & Jenna Beck  
Fluffy & Stuart Bellus  
Devaughn Peter Bird  
Hailey Bladder  
Glen & Shaun Bridges  
David & Ellen Brown  
Gregory & Theresa Burdine  
*(In Memory of Naomi Otto)*  
Luis Manuel Calle Noriega  
Cecile Cardone  
*(In Memory of Noelle LaHam)*  
Lisa Casillas  
Scott Chandler  
Nichole Clement  
Adam Anthony Corak  
Chris Coxwell  
Chris and Cassie Delaney  
Gwen DiBiase



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

Nichole Clement  
 Adam Anthony Corak  
 Chris Coxwell  
 Chris and Cassie Delaney  
 Gwen DiBiase  
 Heidi L Dougherty  
 Anthony Dublin  
 Patty Duffy  
 Lindsay Marie Dwyer  
 Bill Fillmore  
 Susan Frank  
 Shelline Furman-Hernandez  
 Sydney Gardner  
 Savannah Gardner  
 Keri & Kevin Goff  
 Bobbi Hausman  
 William J Heiselman  
 Sharon Hoats  
 Carson Lee Hunt  
 Angela Heuther  
 Kamen & Heather Jenkins  
 Jennifer Jenkins  
 AJ Jilek  
 Jim & Michele LaHam  
*(In Memory of Noelle LaHam)*  
 Joseph Jones  
 Paula Just  
 Richard & Cindy Kane  
 Lexi Kastovich  
 David Kennedy  
 Sharon Kindred  
 Dianne Klazon  
 Kyle LaChance  
 Christine Leroy  
 Troy Lotane  
 Mary Leonard  
*(In Memory of Naomi Otto)*  
 Richard Stimpson  
 Christine & Stoddard Leroy  
 Troy & Lisa Lotane  
 Clinita Lynch  
 Trudy & Russell McCarthy  
 Susan & Dan McGrath  
 Elizabeth McNally

Katherine Anthony Milikin  
 Jason Miller  
 Karen Miller  
 Kelly Miller  
 Hudson Nall  
 Donna Naylor  
 Peggy Nolan  
 Christine Noll-Rhan  
 Melissa Orth  
 R. Scott & Michelle Page  
 Elliott & Sandi Paine  
 Amar & Megan Patel  
 John & Debra Pavlakos  
 Diane Payne  
 Stephen O Pepper  
 Caitlin Pollard  
 Travis Proctor  
 Eva Rey  
 Sandra Rezanka  
 Michael & Carol Rogero  
 Cordell Rolfe  
 Nancy Ros  
 Angela Ruck  
 Ronald Rushin  
 Jeanette Russo  
 Rachel Sadoff  
 Mariann Sampieri  
 Don Samuels, III  
 Raul Santana  
 Robert & Deborah Sands  
 Kathy Scott  
 Jared Shammah  
 Sally Shinn  
 Nancy Simon  
 Kenneth R Sluk  
 Andrea Smith  
 Aaron Stitzel  
 Julie Sutherlin  
 Joan Taddie  
 Patricia Tellechea  
 Julie Thompson  
 Kristina Traverse  
 Blaise & Jill Trettis  
 Andy & Donna Vega

Don Weiss  
 David & Cynthia Wickham  
 Jamara Wilson  
 Donald & Chevyoune Wood

*'Please note that every effort was made to ensure all of our valued donors have been listed correctly. Please accept our sincerest apologies if an error has occurred on our part.'*

**{ vol•u•ne•sia }**  
 (noun)

*The moment you forget you are volunteering to help change lives, because its changing yours.*

**Volunteer Hours**

**1,904.75**



**\$23,710**

**In-Kind Equivalent**

*“ Volunteers are not paid, not because they are worthless, but because they are priceless. ”*

*Sherry Anderson -*

# 2022 -2024 STRATEGIC GOALS



## EMPLOY

Boost employment and upward mobility options through quality contracted services & job placements



## EMPOWER

Deliver excellent empowerment services that support the "whole person" maximizing their skills for independence



## GROWTH

Continuous improvement and a high-performing team, evolve business processes to maintain growth

External Placement	Internal Work Hours
400	952,478

Individuals Served Per Year
2,600

Increase Annual Revenue To
\$40 Million

## OUR CUSTOMERS



Virginia

Langley Air Force Base



North Carolina

Fort Bragg



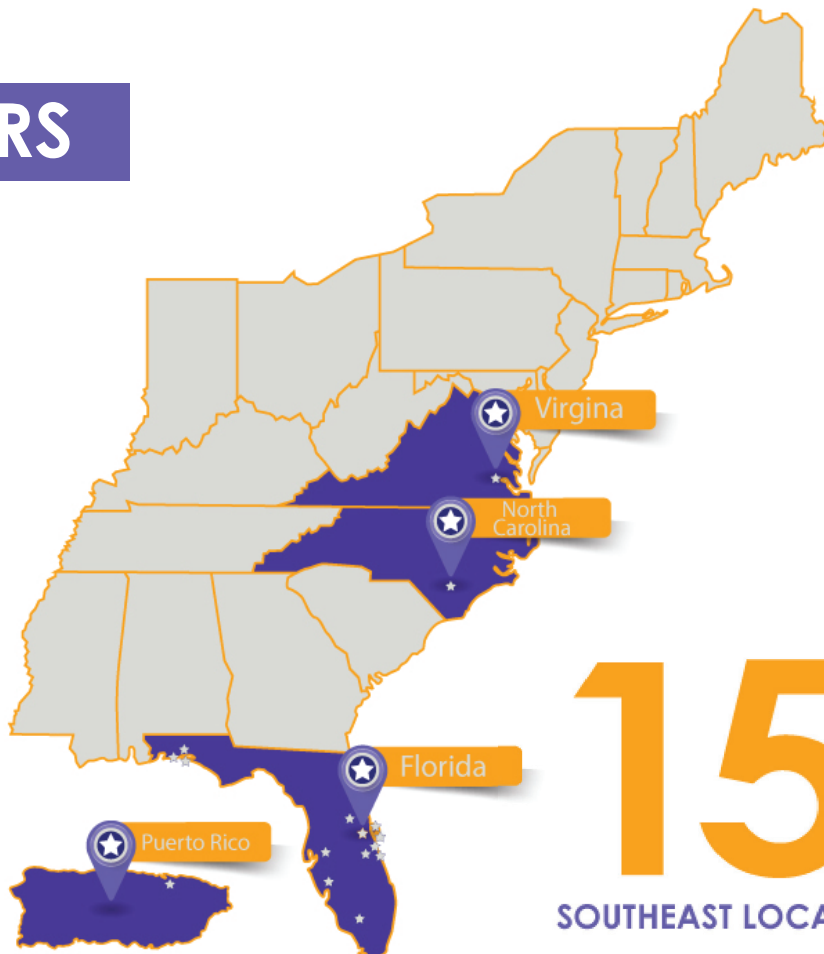
Florida

Brevard Achievement Center Head Quarters  
 Canaveral Port Authority  
 Cape Canaveral Space Force Station  
 Department of Transportation District 5  
 Department of Transportation District 7  
 Hendry Admin  
 Hurlburt Field  
 Kennedy Space Center  
 Naval Air Station Pensacola  
 Patrick Space Force Base  
 United States Specialty Sports Association  
 Veterans Affairs Outpatient Clinic  
 Whiting Field Naval Air Station



Puerto Rico

Fort Buchanan (San Juan)



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SOUTHEAST LOCATIONS

# THANK YOU!!



Your support helps veterans and individuals with disabilities achieve personal success!

The commitment of BAC's stakeholders, dedicated staff and our volunteers has played a dramatic role in offering critical services and employment opportunities to over 3,000 individuals last year.

With your continued dedication to our mission BAC is able to do more, so our customers can do more than they ever imagined!





2022

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