

Two overlapping circles are positioned behind the main text. The left circle is white with a dark blue outline, and the right circle is dark blue with a gold outline. Both circles are partially obscured by the large dark blue circle containing the text.

2021

Annual Report

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Ability Indiana Mission:

The Ability Indiana Committee, through the Central Coordinating Agency (Ability Indiana, Inc.), creates a partnership among the public and private sectors to enhance employment and training opportunities for Indiana's citizens with disabilities. This coordinated effort provides an opportunity for individuals to achieve greater self-worth and esteem, improved economic independence and social inclusion, while the state realizes a savings through its investment in its citizenry.



Dear Friends and Supporters of Ability Indiana,

As FY 2021 comes to an end, we are hopeful that the global COVID-19 pandemic will begin to end, and we can resume our new version of normal. Having navigated the pandemic to-date, the 28 Certified Ability Indiana Organizations (CAIOs) have innovated and maintained those changes to continue to provide products and services to maintain operations.

During this period, the Ability Indiana Program employed a monthly average of 197 people on 53 contracts with sales totaling over \$12 million. Maintaining operations during such a challenging period ensures the mission of the Ability Indiana Program to employ individuals with disabilities in work that they find engaging, beneficial, and that furthers their personal goals of growth and development.

The State Use Committee is composed of representatives of five state agencies and three individuals representing the public at large and a representative from the Central Coordinating Agency (CCA). This body is a key component of the Program and we appreciate their work and long partnership. The role of the Committee is to monitor contracts between CAIOs and State agencies and the employment of persons with disabilities through this preferential purchasing program. This important partnership continues to be a vital element to ensure the success of the Ability Indiana Program.

The Program looks forward to continuing its work in partnership with the State of Indiana to employ Hoosiers with disabilities for the 45th year.

John Barth, President/CEO

James M. Hammond III, Committee Chair



Ability Indiana Staff

John Barth, President/CEO

Katy Stafford-Cunningham, Executive Vice President/COO

Barb Young, Vice President/CFO

Asher Weaver, Account Executive

Brooke Brown, Account Executive

Mindy Duddy, Accounting Coordinator

Heather de Jong, Marketing Project Manager

Ability Indiana Committee

Chair: James M. Hammond, III

Vice Chair: Greg Jinks, Division of Disability and Rehabilitative Services (DDRS)

Executive Secretary: Pashun Smith, Family and Social Services Administration (FSSA)

Members at Large:

William Coleman, Jr.

Dave Moore

Committee Members:

Kristina Blankenship, Division of Disability and Rehabilitative Services (DDRS)

Christine Dahlberg, Governor's Council for People with Disabilities

Rachel Halleck, Division of Mental Health & Addiction (DMHA)

Leone Hubbard, Division of Mental Health & Addiction (DMHA)

Megan Lawson, Indiana Department of Administration (IDOA)

Adam Novotney, Indiana State Department of Health (ISDH)

If you are interested in being on the Ability Indiana Committee, please contact Katy Stafford-Cunningham at katy@inarf.org.

Abilities Services, Inc. - Crawfordsville
ADEC, Inc. - Bristol
Anthony Wayne Rehabilitation Center - Fort Wayne / Indianapolis
(dba: Blue Octopus Printing; Highway Safety Specialists; & Post Masters)
Arc Opportunities, Inc. (dba: The Arc of LaGrange County) - Howe
Blue River Services, Inc. - Corydon
Bona Vista Programs, Inc. - Kokomo
Bosma Enterprises - Indianapolis
Carey Services, Inc. - Marion
CDC Resources, Inc. - Monticello
Child Adult Resource Services, Inc. - Rockville
Easterseals Arc of Northeast Indiana - Fort Wayne
Easterseals Crossroads - Indianapolis
Easterseals Passages - Columbia City
Evansville Association for the Blind - Evansville
First Chance Center - Paoli
Goodwill of Central & Southern Indiana - Indianapolis
Hillcroft Services, Inc. - Muncie
New Horizons Rehabilitation, Inc. - Batesville
Noble - Indianapolis
Opportunity Enterprises, Inc. - Valparaiso
Paladin, Inc. - Michigan City
Pathfinder Services, Inc. - Huntington
Rauch, Inc. - New Albany
Red Oak Industries - Columbus
Southern IN Resource Solutions, Inc. - Boonville
Stone Belt Arc, Inc. - Bloomington
TradeWinds Services, Inc. - Merrillville
Wabash Center, Inc. - Lafayette

The Creation of a Valuable Partnership During an Unlikely Time

July 1, 2020 through June 30, 2021 was an unprecedented time in the world and this was especially the case in terms of the State Use Program. During this time frame, the world was deep in the COVID-19 pandemic and the world of employment of people with disabilities was turned upside down. Organizations were forced to adapt and find innovative ways to provide services and keep products flowing to state agencies that were desperately needed. Bosma Enterprises and ADEC, Inc. had already begun a revolutionary way of doing business. With the assistance of IDOA, these organizations formed a partnership with Fastenal, a national leader in product distribution.

The partnership with Fastenal was intended to help increase opportunities for people with disabilities and find new sources of revenue for these organizations. During the pandemic this partnership was tested. However, all

organizations formed a bond that not only kept individuals with disabilities employed but kept products such as trash can liners and medical gloves flowing to state agencies that provided vital support during the pandemic. Ken Lyons with Fastenal outlined the importance of the partnership that was developed, “Fastenal is proud to be a part of the partnership and solution with Ability Indiana companies Bosma and ADEC. Together we are providing good service to the state agencies and users while providing the taxpayers of Indiana with efficiencies for their dollars through the Fastenal MRO QPA.... Our year of COVID has been a challenge for all of us. The partnership we have with BOSMA and ADEC shined as we were able to continue to provide gloves and can liners to the Agencies.” Fastenal understands the importance of this partnership and is looking forward to the continual work of all organizations.

The Indiana Department of Administration appreciates the partnership. Emily Cranfill, Senior Account Manager with IDOA, shared the following, “When we began the Ability Indiana /Fastenal partnership in January 2020, we anticipated an increase in cost savings to the State, a streamlined ordering process, and increased visibility of the partnered

organizations. In the year and a half since the partnership began, we were plunged into a pandemic that had a direct impact on the businesses and products that were part of this program. I am so pleased that the partnership has proven successful, even in the face of unexpected pressures. The State has received critical pandemic support from the partnered organizations, and – perhaps most importantly – we have ensured that meaningful employment opportunities have been available for Indiana’s employees with disabilities.”

Through this partnership with Ability Indiana, ADEC, BOSMA, Fastenal and the Indiana Department of Administration, people with disabilities are gaining meaningful employment, earning competitive wages. Fastenal is gaining quality products at a fair market price and

the State of Indiana has been and will continue to receive critical supplies. All parties continue to look forward to the future and the growth of this partnership.



Stepping Up

It is not a surprise, but this past year was challenging. It was challenging for Ability Indiana; it was challenging for the 28 Certified Ability Indiana Organizations and it was challenging for the state and local agencies that depended on Ability Indiana for reliable products and services. However, during this time Ability Indiana went above and beyond expectations.

Ability Indiana had organizations that were asked to perform the unexpected and performed beyond expectations. Bosma Enterprises continued to provide health facilities with vital medical gloves even as supplies and resources became scarce. Tradewinds Services Inc. changed their business line and quickly started producing protective masks and other protective clothing for not only state and federal agencies but also for fellow Certified Ability Indiana Organizations. ADEC and Highway Safety Specialists continued to provide critical equipment needed to keep offices open, and roadways safe.

The service providers of Ability Indiana were also truly unsung heroes. The organizations that clean and service rest areas and welcome centers: Child Adult Resource Services, Inc. (CARS), Southern Indiana Resource Solutions, Inc., Hillcroft Services, Inc., The Arc of LaGrange County, Blue River Services, Inc., CDC Resources, Inc., Easterseals Passages, New Horizons Rehabilitation, Inc., and Paladin, Inc. all stepped up to keep the rest areas and welcome centers in excellent condition and provided welcoming customer service throughout the state. These organizations dealt with ever changing guidance and

protocols and never missed a beat. Many of these organizations dealt with staffing shortages, and they were able to partner to ensure coverage and quality.

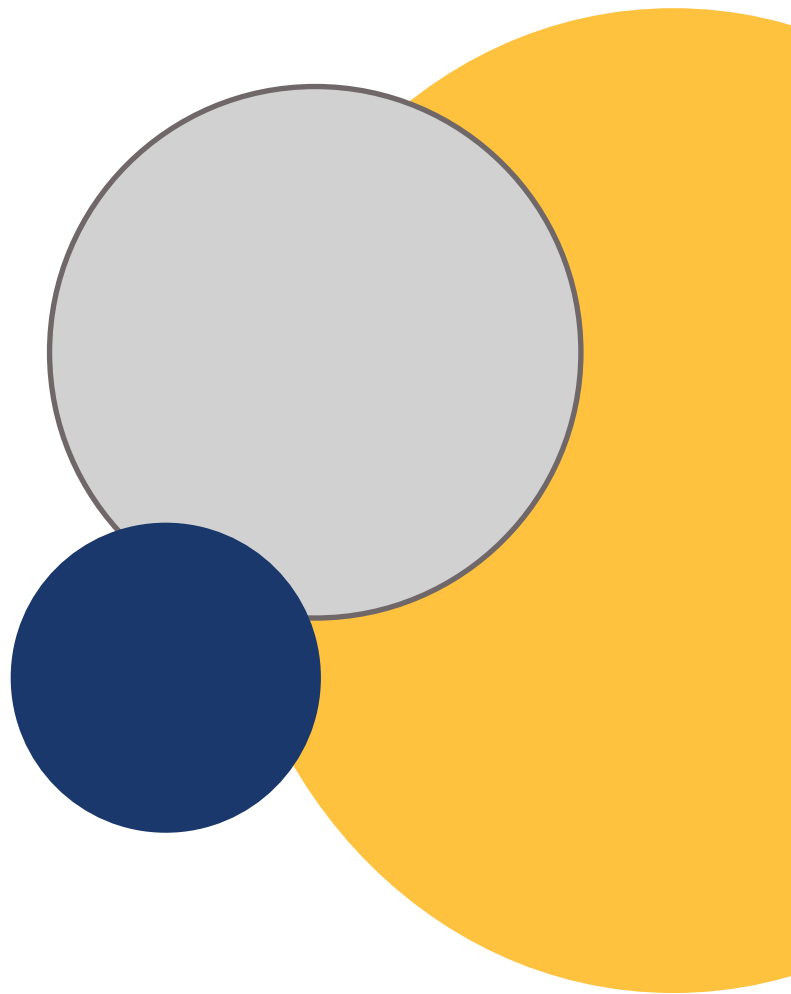
Lastly, organizations such as Noble, Goodwill of Central and Southern Indiana, First Chance Center, helped to keep critical offices cleaned and open. Often Certified Ability Indiana Organizations faced adversity during this past year and every time they stepped up and proved that individuals with disabilities could provide quality, reliable.

Products

Brushes
Brooms
Corrugated Boxes
Cutlery
Disposable Gloves
Drink Mix
Drug Testing Kits
Gear Bags
Highway Safety Products
Ice Bags
Laundry Bags
Mops
Mr. Canary Birdfeeders
Signs
Squeegees
Towels
Trash Can Liners
Face Mask
Washcloths
Work Gloves

Services

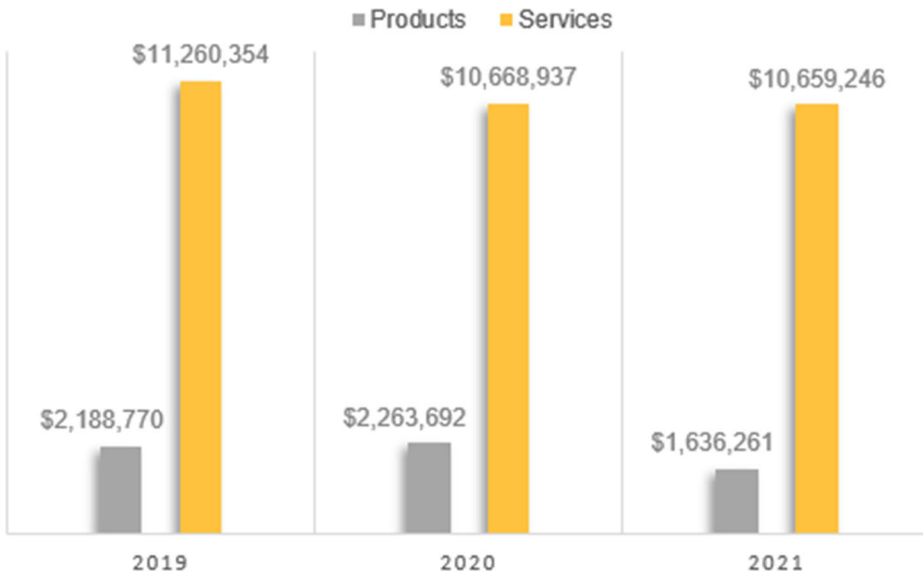
Document Scanning
Janitorial/Cleaning
Landscaping
Mailing/Pre-Sorting
Custom Printing
Mowing
Screen Printing
Shredding/Document Destruction



Visit www.abilityin.org to learn more about products and services available.

Fiscal Year at a Glance

ABILITY INDIANA SALES 2019-2021 PRODUCTS AND SERVICES



Comparison of Program product and service sales for the last 3 years for all Certified Ability Indiana Organizations.

53

Active Contracts

Top 3 Products

1. Corrugated Boxes
2. Trash Can Liners
3. Disposable Gloves

Top 3 Services

1. Mailing/Print
2. Janitorial
3. Shredding

186

Average individuals per month working on approved Program Services &/or Products as reported by Certified Ability Indiana Organizations



Non 14c

Average Wage Earned: **\$10.95**

Average Product Wage: **\$10.95**

Average Service Wage: **\$10.95**

Wages Earned by Employees with Disabilities: **\$1,863,071**

Yearly Hours Worked by Employees with Disabilities: **170,133**

**Data as reported by Certified Ability Indiana Organizations.*

14c

Average 14c Product Wage: **\$2.54**

14c Wages Earned by Employees with Disabilities: **\$12,448.94**

Yearly 14c Hours Worked by Employees with Disabilities: **4,909**

Bureau of Motor Vehicles
City of South Bend
Commission of War Memorial Museum
Department of Homeland Security (Fire & Safety)
Department of Workforce Development
Evansville Psychiatric Children's Center
Evansville State Hospital
Family and Social Services Administration
Fastenal
Heritage Trails Correctional Facility
Indiana Attorney General
Indiana Board of Animal Health
Indiana Board of Law Enforcement Training
Indiana Department of Administration
Indiana Department of Child Services
Indiana Department of Corrections
Indiana Department of Environmental Management
Indiana Department of Natural Resources
Indiana Department of Revenue
Indiana Department of Transportation
Indiana Housing and Community Development Authority
Indiana Office of Inspector General
Indiana School for the Blind & Visually Impaired
Indiana School for the Deaf
Indiana State Department of Health
Indiana State Department of Toxicology
Indiana State Museum and Historic Site Corp
Indiana State Police
Indiana Veterans' Home
Larue Carter Hospital
Logansport State Hospital
Madison State Hospital
PEN - Central Office
PEN - Plainfield Correctional Facility
Richmond State Hospital
Seymour Police Department
Warsaw Community Schools
Wells County Sheriff

Thank You to Our 2021 Customers



Contact Us



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