



2020

Ability Indiana

Annual Report

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Ability Indiana Mission:

The Ability Indiana Committee, through the Central Coordinating Agency, 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 2020 came to an end, we recognize that it took place during the global COVID-19 pandemic that no one could have foreseen. The pandemic created an unparalleled series of challenges, including the need to prioritize health and safety above all. The 32 Certified Ability Indiana Organizations (CAIOs) had to quickly innovate to continue to provide products and/or services to fulfill contracts.

Despite the obstacles presented, CAIOs continued to carry out the mission of the Ability Indiana Program to employ individuals with disabilities in work that they find engaging, beneficial, and that contributes to their goals. In so doing, the Ability Indiana Program closed out the year by employing a monthly average of 264 people on 50 contracts with sales totaling over \$12,900,000.

The Ability Indiana Program appreciates the work of the State Use Committee with members from many State agencies. The State Use Committee actively monitors contracts between Certified Ability Indiana Organizations and State agencies and the employment of persons with disabilities through the State Use preferential purchasing program. This partnership continues to be a vital partnership and ensures the success of the Ability Indiana Program.

The Program will continue to work in partnership with the State of Indiana to employ Hoosiers with disabilities for the 44th year.

A handwritten signature in black ink, appearing to read "John Barth".

John Barth, President/CEO

A handwritten signature in black ink, appearing to read "James M. Hammond III".

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 Newman, Communications & Marketing Coordinator

Ability Indiana Committee

Chair: James M. Hammond, III

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

Executive Secretary: Ladonna Isikalu, Family and Social Services
Administration (FSSA)

Member at Large: William Coleman, Jr.

Member at Large: Dave Moore

Committee Members:

Christine Dahlberg, Governor's Council for People with Disabilities

Claire Dyer, Deputy Attorney General

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

Megan Lawson, Indiana Department of Administration (IDOA)

Vacant - Representative from Indiana State Department of Health (ISDH)

If you are an Indiana state employee 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. - Howe
(dba: The Arc of LaGrange County)
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
Evansville Association for the Blind - Evansville
First Chance Center - Paoli
Four Rivers Resource Services - Linton
Goodwill of Central & Southern Indiana - Indianapolis
Green Abilities - Schererville
Hillcroft Services, Inc. - Muncie
New Horizons Rehabilitation - Batesville
Noble - Indianapolis
Opportunity Enterprises, Inc. - Valparaiso
Paladin, Inc. - Michigan City
Passages, Inc. - Columbia City
Pathfinder Services, Inc. - Huntington
Putnam County Comprehensive Services - Greencastle
Rauch, Inc. - New Albany
Red Oak Industries - Columbus
Southern IN Resource Solutions, Inc. - Boonville
Stone Belt Arc, Inc. - Bloomington
The Arc of Greater Boone County - Lebanon
TradeWinds Services, Inc. - Merrillville
Wabash Center, Inc. - Lafayette



Stepping Up in Times of Uncertainty

Ability Indiana and our Certified Organizations have learned to expect the unexpected this year. While our Certified Ability Indiana Organizations (CAIOs) maintained 50 contracts with the state of Indiana, they experienced a variety of changes due to the impact of COVID-19. Some organizations were forced to shut-down and halt operations of some or all products for a period of time, while some organizations' employees were recognized as essential. For example, the 18 janitorial Rest Area and Welcome Center contracts across Indiana have continued to provide services 18 hours a day, 7 days a week to ensure safe, clean and sanitized rest areas for the traveling public and the trucking industry. No matter what the product or service, everyone had to adapt to change this year and come up with creative and innovative ways to continue to do business.

CAIOs like Anthony Wayne Rehabilitation Center (dba: Post Masters), Bosma Enterprises and Easterseals Arc of Northeast Indiana have stepped up during times of uncertainty by providing exceptional products and services when they were in high demand.

Post Masters

As the State began to lock down, Post Masters immediately developed a COVID-19 Safety Plan to maintain "Essential" status throughout the pandemic. Some ways this was achieved was by limiting visitors, providing Personal Protective Equipment (PPE), re-engineered work and allowing all non-essential employees to work from home whenever possible. Alterations also came to the way they delivered services to the Indiana Government Center (IGC); altering mail routes; creating no contact drop off/pick up areas; shipping test materials to staff with notifications when materials were ready to be retrieved. Post Masters is proud to partner with the State of Indiana, and will continue to do all that they can to help Indiana navigate these challenging times.

Easterseals Arc of Northeast Indiana

With the closing of day programs and Project Drive Group, Easterseals Arc of Northeast Indiana took on the challenge of determining how to best support individuals in their homes. Their team developed a plan to allow consumers to work from home. Most of the jobs typically done in the workshop were adapted for



individuals to do at home: packaging, assembling weather strips, and assembling terminal strips. During the COVID-19 shutdown, Easterseals Arc of Northeast Indiana had about 45 individuals at 20 residential sites completing work from home. This allowed consumers to continue earning an income, while also having a meaningful way to pass the time when so many of their typical activities were curtailed.

Bosma Enterprises

Throughout the COVID-19 outbreak, Bosma Enterprises maintained a steady flow of critical personal protection equipment (PPE), like exam and surgical gloves. To maintain full operations, the company quickly adjusted to a work-from-home model for nearly half of the workforce, while production and other site-essential employees continued to show up every day to package medical supplies. Bosma Enterprises has shipped over 300 million gloves in the past six months to over 200 hospitals across the country.

“I couldn’t be prouder of our team,” Jeff Mittman, President and CEO said. “They haven’t missed a beat and every day are giving it their best effort to help their fellow

Americans who are engaged in the battle of a lifetime against this awful virus.”

Thank You CAIOs

Despite the pandemic, Certified Ability Indiana Organizations have continued their mission of creating opportunities for Hoosiers with disabilities to have meaningful employment. Ability Indiana is proud of the precautions and continuation of quality work they all do on a daily basis, pandemic or not. Thank you!

A black and white photograph of Max Gilyan, a young man with short dark hair, wearing a dark t-shirt. He is looking down at a stack of mail he is holding. In the background, other workers are visible at similar stations, and there are racks of mail. The text "Meet Max Gilyan" is overlaid in a large, white, stylized font.

Meet Max Gilyan



Career Goals and Hard Work Pay Off

Max Gilyan has some big goals for his future and he's quickly working his way toward achieving them. Max was born and raised in Indianapolis, Indiana, and graduated from Brownsburg High School. He has always been career motivated. Max worked as a bagger at Kroger and as an usher at Rave Motion Pictures, but it is his job at Post Masters, a full-service print and mail provider that provides job opportunities for individuals with disabilities that got Max dreaming about his future.

Max joined Post Masters in 2011 working as a sorter on the optical character readers (OCRs). While he loved that particular role, when Post Masters won a contract with the State of Indiana, Max applied for a promotion and secured a position at the new location at the Indiana Government Center (IGC).

"I am a Mail Courier now. I manage the Department of Revenue mail route which runs three times per day," said Max. "I am responsible for getting all DOR mail sorted and prepped for delivery by 8:20 AM. I also prep and sort the mail that goes to and from DOR-Reagan (external processing facility). I meter all mail that can be presorted and then meter all full rate mail. I also manage accountable mail (anything with a tracking number) in our SC Logic tracking system."

Max says the move to IGC was challenging but worth it. "I need to do a lot more thinking and focusing here," he said. "At the Post Masters facility, I only sorted mail on the OCR. Here, I have a lot more responsibility and I have to interact with customers and run the meters."



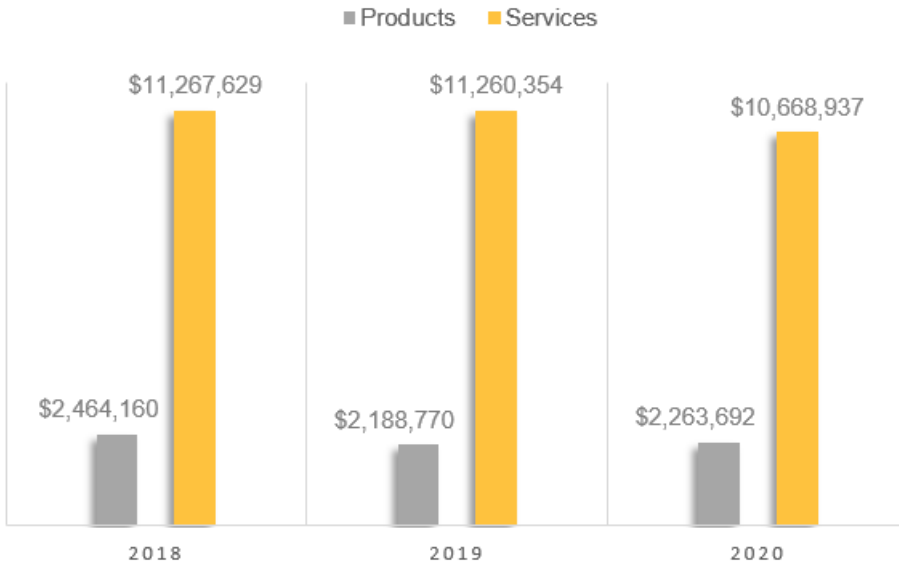
Max Sets the Standard

Post Masters Director, Joe McKinney, said he had no doubt Max was up to the task. "Max is always one of the people I cite when I talk about how wonderful, dedicated, and hardworking our employees with disabilities are. He is always willing to do whatever is asked of him. I was so excited and proud to see him earn his promotion and status change," McKinney said.

Max says he loves working with people and values the relationships he gets to build with colleagues. He's eager for the next step in his career. "I recently trained a part-time new hire and would love to have the chance to be a trainer for new employees. I like being able to explain the job and help new people feel comfortable."

Fiscal Year at a Glance

ABILITY INDIANA SALES 2018-2020 PRODUCTS AND SERVICES



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

50

Active Contracts

Top 3 Products

1. Highway Safety Products
2. Disposable Gloves
3. Trash Can Liners

Top 3 Services

1. Mailing/Print
2. Janitorial
3. Shredding

264

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



Non 14c

Average Wage Earned: **\$10.83**

Average Product Wage: **\$10.80**

Average Service Wage: **\$10.83**

Wages Earned by Employees with Disabilities: **\$2,146,720**

Yearly Hours Worked by Employees with Disabilities: **189,949**

**Data as reported by Certified Ability Indiana Organizations. Note: the data is not complete.*

14c

Average 14c Product Wage: **\$2.66**

14c Wages Earned by Employees with Disabilities: **\$15,709**

Yearly 14c Hours Worked by Employees with Disabilities: **5,908**

Products

3-Ring Binders
Brushes
Brooms
Corrugated Boxes
Cutlery
Disposable Gloves
Drink Mix
Drug Testing Kits
Gear Bags
Highway Safety Products
Laundry Bags
Mops
Mr. Canary Birdfeeders
Recycled Granite Landscaping/
Decorative Products
Safety Vests
Signs
Squeegees
Stocking Caps
Towels
Trash Can Liners
Washcloths
Work Gloves



Services

Document Scanning
Janitorial/Cleaning
Mailing/Pre-Sorting
Mowing
Promotional Products
Screen Printing
Shredding/Document Destruction



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

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 2020 Customers



Contact Us



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