



BLUE
Jacket

2021
ANNUAL
REPORT

**2826 S. CALHOUN ST.
FT. WAYNE, IN 46807**

**BLUEJACKETINC.ORG
(260) 744-1900**



IMPACT ON 2021

Tony Hudson,
Executive Director

SHARPENED BY ADVERSITY

Sitting at the helm of this great nonprofit since inception, I am constantly challenged in every possible way; to be more patient, understanding, forgiving, wise, strong, focused, and resilient to change. This will be the most difficult job I'll ever have.

I did not attend college to become a social entrepreneur nor did I ever imagine running one of the largest fundraisers in scope in NE Indiana, a cleaning service, a clothing store, and staffing service all designed to hire people who just want to prove their worth to the world.

I could not have imagined this 20 years ago, nor could any other stakeholder. More importantly, I could not have imagined the high level of adversity thrown at us this year, conversely, nor could I imagine the high level of fortune.

But my Creator imagined it. He provides the trials and blessings so the organization can constantly become a greater version of itself, in turn, see clients become better versions of themselves. Humbly, we see this as our sharpening, invisible to the outside world — while everyone else will only see our awesome impact on the Fort Wayne Community.

Thank you,

Tony Hudson
Executive Director

BLUE JACKET

2021 BLUE JACKET STAFF

Anthony Hudson
Executive Director

Lindsey Lortie
Director of Operations

Kurt Kline
Director of Finance

Brad Saleik
Director of Marketing

Amy Shepherd
Director of Development

Andrea Ballinger
HR/Office Manager

Jennifer Harvey
Placement Coordinator

Bernie Lane
Career Academy Facilitator

Ayron Reeves
Retention Specialist

Tina Shull
Receptionist

Amber Parker
Cleaning Supervisor -
Embassy

Crystal Durril
Employment Specialist

Angie Exford
Clothing Store Manager

Bobbianne Anderson
Assistant Clothing
Store Manager

Devin Gilliam
Clothing Store Keyholder

Maryem Jazvin
Clothing Store Associate

Terryl McClure
Cleaning Trainer

Tynesha Stewart
Cleaning Supervisor - YWCA

Mike Murphy
Asst. Supervisor - Embassy

Abby Hamlin
Janitorial

"TEAMWORK IS THE ABILITY TO WORK TOGETHER TOWARD A COMMON VISION, THE ABILITY TO DIRECT INDIVIDUAL ACCOMPLISHMENTS TO ORGANIZATIONAL OBJECTIVES, IT IS THE FUEL THAT ALLOWS COMMON PEOPLE TO ATTAIN UNCOMMON RESULTS." - ANDREW CARNEGIE

OUR MISSION:

To provide training and opportunity to any person with a barrier striving to earn gainful employment.

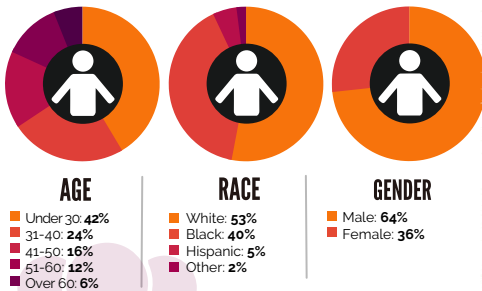


PHOTO BY TIM BRUMBELOW FOR BUSINESS PEOPLE MAGAZINE

Our 2-week Career Academy class has gone through many changes. Based on a number of factors, we have seen changes to both WHO we served and HOW we served them. Expanded unemployment benefits, along with a robust job market with expanded opportunities for job seekers, has altered who comes to us for help. This resulted in smaller class sizes and, in many cases, higher barriers to overcome for clients. Through it all, we continue to adapt, adjust and achieve goals for those who come to us. Here is a look at who we served in 2021.

Who do we serve?

As you can see, our client base was diverse in 2021.



69% of those who attended orientation in 2021 enrolled in our class, and **67%** of those who enrolled reached graduation.

CLIENT SELF-REPORTED BARRIERS IN 2021:

Clients selected one or more barrier.

- Criminal Background: **66%**
- No reliable transportation: **36%**
- Lack of confidence or low self-esteem: **23%**
- No high school diploma or GED: **22%**
- Mental Health issues: **21%**
- Lack of family or social support: **18%**
- Difficult housing situation or homelessness: **17%**
- Addiction: **15%**
- No/little job experience: **15%**
- Disability: **14%**



IMPACT ON 2021

Donnell Miller,
Board President

SURGING FORWARD

For most organizations, 2021 was a "comeback" year. For Blue Jacket, however, it was about surging forward.

Despite low career academy enrollment, we achieved a record high placement rate for graduates. The clothing store finished with record sales, and the rapid expansion of cleaning services provided increased transitional employment opportunities for our clients.

The successful return of the Second Chances Art Exhibit, another incredible year for the Fantasy of Lights, new foundation grants, and the increased generosity of private contributions fortified our funding.

Our partnerships in the community are thriving and our staff is ever improving their knowledge, skills, and impact.

I am excited for the year that was and equally excited for what's next. Our mission does not stop, and neither will our team. With your support, we will continue to surge forward.

Thank you,

Donnell Z. Miller
President, Board of Directors



2021 BLUE JACKET BOARD OF DIRECTORS

Donnell Miller
Board President,
DMMG, LLC

Joe Marana
Board Vice President,
Ft. Wayne — Allen County
Airport Authority

Tim Sheppard
Board Treasurer, 3 Rivers
Federal Credit Union

Jessica Foor
Board Secretary,
Parkview Health

Noah Diehm
Board Member,
Lincoln Financial Group

**Chad Blackmon-
Edmonds**
Board Member,
Parkview Health

Andrea Robinson
Board Member,
City of Fort Wayne

Josh Quandt
Board Member,
Brotherhood Mutual

Chris Wesner
Board Member,
Shambaugh & Son

Jody Fosnough
Board Member,
Right Management

Steve McDaniel
Board Member, Ft. Wayne
Parks and Recreation

Chad Burch
Board Member,
Phillips Financial

Logan Timbrook
Board Member,
Wealth Advisors Group

Fred Bean
Board Member, Raytheon

Kris Gilman
Board Member,
Fire Police City County
Federal Credit Union

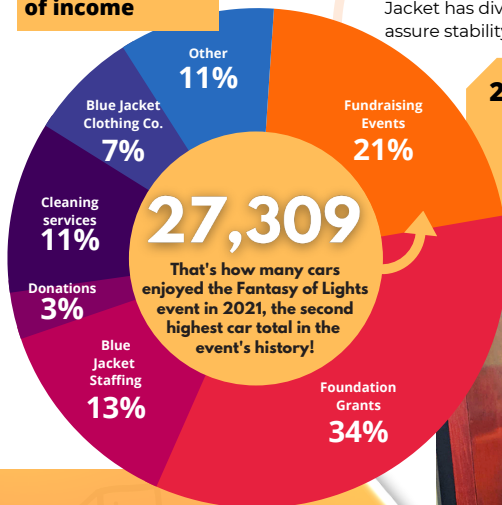
**DONNELL MILLER WAS AWARDED THE DAVID BOBILYA EXCELLENCE IN
NONPROFIT LEADERSHIP AWARD IN OCTOBER 2021 THROUGH THE
FOELLINGER FOUNDATION. PICTURED ABOVE WAS A PICTURE DURING
HIS IMPROMPTU ACCEPTANCE SPEECH.**

FINANCIAL OVERVIEW

Income and expenses for Blue Jacket Inc.

We have been intentionally focused on the financial security of the organization over the last few years, specifically on the diversity of funding in an ever-changing climate. Blue Jacket has diversified its support model to assure stability for our clients for years to come.

2021 percentage of income



2021 BREAKDOWN

Foundation grants: \$701,225
Fundraising Events: \$433,436
Blue Jacket Staffing: \$274,129
Cleaning Services: \$232,974
Blue Jacket Clothing Co.: \$144,456
Other: \$203,569
Donations: \$72,954

Blue Jacket was able to add new contracts in 2021 to its cleaning services, which provided employment to 12 grads and added income to the organization.



Income

	2021 Budget	2021 Actual	Variance
Grants & Donations	\$606,845	\$959,677	\$352,832
Fundraising Events	\$441,500	\$433,436	(\$8,064)
Earned income	\$961,243	\$669,629	(\$291,613)
	\$2,009,587	\$2,062,743	\$53,155

Expenses

	2021 Budget	2021 Actual	Variance
Staff/Client Wages	\$1,457,409	\$1,101,152	\$356,257
Fundraising Expense	\$116,265	\$46,667	\$69,598
Admin & Maintenance	\$283,388	\$293,891	\$10,503
Advertising/Marketing	\$53,850	\$24,024	\$29,826
	\$1,910,912	\$1,465,734	(\$445,178)

BLUE JACKET'S 'WHAT'

PLACEMENT RATE

Percent of graduates who obtained jobs:

97%

RETENTION RATE

Percent of grads still working after 1 year*:

72%

*48% are still in the same job they were placed post-graduation.



James' story was featured in Blue Jacket's 2nd Chances Art Exhibit in 2021, pieces shown below.

ENROLLED
Clients in the Career Academy:

138

GRADUATES

94

JOB PLACEMENTS
Includes clients active in the Career Academy or grads from 2020:

122

James, who graduated from the Adapted Career Academy in 2019, was born with the medical condition known as Tubular Sclerosis, where small, spud-like tumors grow either behind the retina, in the brain or in the kidney area.

Because of the condition, James had Grand Mal seizures starting at the age of 2. His mother had a nursing background but was ill-prepared to deal with what James was going through. He tried to live a "normal life," attending school and even playing the drums at 4 years old. Issues started developing from his seizures by 5 years old.

His condition was better diagnosed at the age of 15 but growth spurts would reintroduce the seizures. He is now 10 years free from seizures and since graduating

from Blue Jacket, had a redeveloped sense of importance and confidence.

James' mother Marie talked with Blue Jacket about other programs in which James participated, but nothing led to the success he has found through the Career Academy program. Upon graduation, James got a job at the Grand Wayne Center where he continues to work to this day.

His mother, Marie, talks about his growth since graduation. "When he started working, I talked to his boss and I said, "I want to know how he is doing."

And he said, "He's doing good .

.. he gets along well with the group. . . And that was all music to my ears, because he's really kind of quiet. I've always

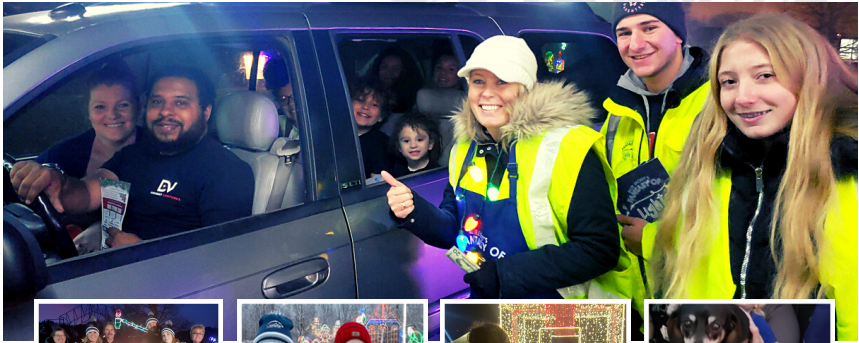
wanted just the best that he could have, and I know working a job and being able to be independent is something that would really do it for him.

Marie continued: "I just want to say, Blue Jacket is an amazing organization, I've not seen such progress made with my son. . . . from the time he went through the 2-week academy program with Blue Jacket, it changed how he thought about himself. Even with his mild disability, he felt more confident, got the help and support needed, and dressed with confidence.

"It made a difference in the way he saw himself."



FUNDRAISERS



➔ 2ND CHANCES ART EXHIBIT



Blue Jacket hosted the annual art event for the first time in 2021. The yearly fundraiser puts our mission on full display, pairing local artist to tell the stories of our graduates through dynamic pieces of art, which goes on sale to the public.

➔ FANTASY OF LIGHTS

Our annual Fantasy of Lights fundraising event finished up with the second most successful attendance year in the event's 17-year history. All this despite unprecedented winds and heavy rains which cut short our second annual Christmas Village and two bouts of vandalism which threatened our Nov. 16 opening.

But our vow to make this event bigger, better and different from year to year, despite the hardships, provided fruit to both our patrons and our organization. We are grateful!

2021 CAR COUNT

27,300

The second-highest total in the events 17-year history!

2020: 31,596 **2019: 20,807**
2018: 23,837 **2017: 22,164**

MORE NUMBERS

495

Cars that came through for free on nights set aside to honor special groups.

2000

Dog treats given out for free to our four-legged friends thanks to our friends at Humane Fort Wayne.

70

Cyclists who went through with a police escort on our 2nd "Bike Night"

2300

Runners and walkers who went through during the Winter Wonderdash event through Fort4Fitness.

DONATE



Donating to Blue Jacket is as easy as scanning this QR code. Partner with us!

BLUE
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2826

