



First Chance Center Annual Report Fiscal Year 2025

First Chance Center Offices are open Monday through Friday 8am until 4pm

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First Chance Center
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Paoli, IN 47454
(812) 723-4486; Fax (812) 723-4487

FCC Industries
635 N Greenbriar Drive
Paoli, IN 47454
(812) 723-2950

Social Media

www.firstchancecenter.com

www.envisiondesigns12.com

First Chance Center Board of Directors

Officers

Heather Leone.....President
Wes Whitfield.....Vice President
Jim O’Connell.....Treasurer
Susan Crane.....Secretary

Directors

Chuck Kimble Buford DeWitt
Nina King Kristal Painter
Skylar Whiteman Debbie Wilson

(Directors and Officers Fiscal Year 2025)

First Chance Center’s Mission

First Chance Center’s mission is to promote abilities and provide opportunities for persons with disabilities and other barriers to fully participate in their community.

A private not-for-profit, 501-C-3 Corporation. Incorporated in 1969.

Services Provided:

- ◆ Adult Vocational Services
 - FCC Industries
 - Community Employment Service
 - Mobile Crews
- ◆ Day Habilitation Services
- ◆ PAC
- ◆ Orange County Transit
 - Facility Transportation
 - Public Transit Service
 - Medicaid Transportation
- ◆ Services are provided in:
 - Orange County
 - Washington County
 - Lawrence County
 - Greene County
 - Crawford County
 - Martin County
 - Dubois County
 - Harrison County
- ◆ CARF Accredited Programs:
 - Employment Supports
 - Job Development
 - Community Integration
 - Home and Community Services
- ◆ AbilityIndiana Partner
- ◆ SourceAmerica Community Rehabilitation Partner
- AbilityOne Contracts-Crane Naval Surface Warfare Center

A Message from the Executive Director

The end of another fiscal year brings us to another point of reflection. A time to look back and celebrate the opportunities seized, review the opportunities missed and use both our successes and shortcomings in planning and preparing for the future.

I am pleased to say we have seized on many of the opportunities that presented themselves or that we worked hard to create for ourselves in the 24-25 fiscal year. The number of individuals receiving services in the DAY and PAC programs continued to rise without the need for a waitlist. CES had 9 job placements in the last 7 months of the year. Passenger boardings increased in OCTS. FCCI added several new sub-contract jobs that resulted in a 40% increase in revenue. Envision Designs added new styles, embroidery and 3D printing to it’s repertoire while also adding new retail partnerships in French Lick and Corydon. All of this resulted in a modest 3% increase in revenue, but has the program positioned well to take the next step in the plan to become a one-stop shop for gift ideas while also decreasing the dependence on craft fairs and shows for product sales. Lawn care services also picked up new jobs and beat the revenue budget by 46%.

We were also able to invest in our workforce in fiscal year 24-25. A raise was implemented for all staff as well as an across the board increase in the monthly benefit allotment. We once again enjoyed the benefit of holiday pay and increased the number of paid holidays from 7 to 8. It is also exciting to say we experienced a dramatic increase in the number of employees taking advantage of professional development opportunities while all department managers started monthly reviews of financials for their areas and got more involved in the budgeting process. Finally, we acted on our succession plan, promoting three staff to new positions, all of which was triggered by our long time employee Valerie Moon announcing plans to retire from her Director of Development role in February 2026.

So where did we fall short? The biggest area still falls to that of staffing. We still have work to do in order to become more competitive in the local labor market and find new and successful strategies to recruit and retain good employees. We thankfully have a strong core of wonderful and dedicated employees as shown by our double digit increases in retention and stability rates last year, however our turnover rate increased to 40% suggesting we are hiring to fill the same few positions repetitively. Constantly training new employees continues to put an unnecessary strain on agency resources, especially our dedicated staff that are left carrying the extra weight of the workload.

I am pleased to say all of this does add up to a good year overall and displays progress towards our culture shift of becoming a business that has a mission, but there is still more work to do.

Stay tuned as the journey continues.....

Brian Self, Executive Director



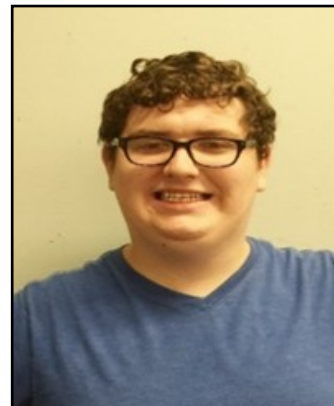
DAY SERVICES

The Day Services program is funded primarily by Medicaid Waiver, ResCare Community Alternatives, and the Bureau of Developmental Disabilities Services State Line Budget.

First Chance Center Day Services Program seeks to serve individuals in the community with intellectual/developmental disabilities. Through individual and group activities taking place in both the facility and community, we strive to provide a foundation of basic living skills.

The program provided for 53 individuals during the 2024-2025 year. We are currently partnered with community volunteer sites at Orange County ReSale Store, Frank's Garage, Springs Valley Meadows, Paoli Health and Living, Throop School, Team OC, Blessings Boxes, Life Pregnancy Center, Paoli Public Library, and Orange County Auditor's Office and hope to continue to partner with more businesses in the community.

With the Indiana Arts Commission grant, we were able to have almost all participants involved in acrylic painting, woodworking or glass fusing classes. We also involved our community with food drives for the blessing boxes as well as providing cancer totes for 38 community members with our Threads of Hope project.



DAY SERVICES

MEET ROBERT.....

This year, the Day Service Program is proud to recognize Robert Batman.

Robert began attending the center at just 16 years old, initially joining us during spring and fall breaks, as well as over the summer. In those early days, he was a bit shy and often gravitated toward solo activities. He used a picture book to help choose what he wanted to do during individual time.

Over the years, Robert has truly blossomed. Today, he participates in nearly 80% of our activities and looks forward to going into the community. He no longer needs his picture book—Robert confidently advocates for himself, letting staff know exactly which activities he wants to be part of.

Robert is a kind, thoughtful presence at the center. He's known for his great sense of humor and for sharing some of the best jokes around. Perhaps most memorably are his signature bear hugs that have a way of turning any day into a better one.

It's been a joy and a privilege to be part of his journey. We're honored to celebrate Robert and all the enjoyment he brings to our community.

Thank you, Robert, for bringing your beautiful smile and personality to our Day Program.

Submitted by: Molly Moon, Day Services Director

Our Dedicated Staff

(as of June 30, 2025)

Congratulations to those staff members who have reached these milestones in their tenure at First Chance Center.

25+ Years of Service

Amanda Bush

20+ Years of Service

Angela Chisham

Calvin Curry

Eva Dunn

Valerie Moon

Deirdre Wyman

15+ Years of Service

Deborah Brand

Tricia Strong

10+ Years of Service

Edward Bush

Christian Kelley

Crystal Mattingly

Barbara Penn

Tamelin Free

5+ Years of Service

Neosho Hazlewood

Shanna McKitrick

Bailey Purkhiser

Steven Sease

Mark Samsil

Valrie Sturgeon

Denise Thomas

Melissa Weeks-Jones,

Nancy Wolfe

Harley Lynd

Ben Benninghoff

Vickie Brown

Program Generated Revenue

Day Services	29%
Community Employment Services	7%
Janitorial Services	7%
Lawn	1%
Orange County Transit Service	31%
Crane/AbilityOne	20%
FCC Industries	3%
Envision Designs	2%

Revenues and Support

Government grants/contracts	\$ 862,503
Non-government grants/contracts	\$ 200,174
Sub-contract income	\$ 41,899
County Support	\$ 61,200
Service Crews	\$ 422,508
Donations of cash and financial assets	\$ 30,530
Interest & Dividends	\$ 72,614
Unrealized gains	\$ 265,630
Gain on sale of Assets	\$ 9,110
Miscellaneous	\$ 43,448
Total Revenue and Support	\$2,009,616

Expenses-Program Services

Orange County Transit	\$ 502,236
Habilitation	\$ 674,518
Community employment	\$ 128,332
Service Crew-Janitorial	\$ 116,385
Service Crew-Lawn	\$ 67,617
Crane-NISH	\$ 249,330
First Chance Industries	\$ 117,599
Envision	\$ 141,737
Total Expenses	\$1,997,754

Increase in unrestricted Net Assets \$ 11,862

Orange County Transit

July 1, 2024 - June 30, 2025

Passenger boardings: 10,810

Total Passenger Fares \$29,003

Total Vehicle miles driven: 150,326

Total Revenue miles driven: 122,983

Fiscal year 2024-25 was the year for new changes — dispatching system and a new van look. After a checkerboard look which camouflaged our “public transportation” sign for years, it was decided to look for a fresh look with an easy-to-read wrapping. We currently have 9 of the 12 vans wrapped, hoping to have all completed before we celebrate our 30th in 2026.

We celebrated the retirement of driver John DeRobertis in November. He had been with OCTS for 11 and a half years. While we started the year on a hiring roll with four new drivers, we ended the fiscal year with a couple on medical leave.

In July, Indiana Pathways for Aging started for anyone on Medicaid over 60 or based on age, blindness or disability. We also launched a new dispatching system with Trip Master software and drivers used tablet devices to digitally record arrivals and departures. We received one new 5311 vehicle for our public transportation fleet and one vehicle for the 5310 program.

In October, Transit Director Crystal Mattingly and Director of Development Valerie Moon attended the INCOST conference in Indianapolis. Crystal was honored as a Elite Master Driver at the awards dinner. Also receiving the honor were Lisa Beasley, Steve McCord, Chad Russell, Calvin Curry, and Nancy Wolfe. Haley Harrison started to transition into the role of grant manager for the transit services. Transit’s Director Mattingly also continued her education with DAPM refresher course.

Orange County Commissioners continued to conduct on-site visits to monitor the public transportation program.

Submitted by: Crystal Mattingly, Transit Director



Transit: 812-723-4043



FY 2024-25 DAY SERVICES

# OF INDIVIDUALS RECEIVING:	JULY	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE
Day Services (Habilitation):	53	53	53	53	53	53	53	54	55	55	58	58
Waiver	34	33	33	33	33	33	33	34	35	35	37	37
ResCare	16	17	17	17	17	17	17	17	17	17	17	17
Stateline	3	3	3	3	3	3	3	3	3	3	4	4
Day Referrals	2	0	0	0	1	0	0	1	1	0	0	0
Total # Of Individuals Being Served	53	53	53	53	53	53	53	54	55	55	58	58

Participant Assistance and Care Services

FY 2024-25	JULY	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE
PAC individuals receiving services	2	2	2	2	2	2	2	2	2	2	2	4
PAC REFERRALS	0	0	0	0	0	1	1	1	0	2	3	0
TOTAL # OF INDIVIDUALS BEING SERVED	2	2	2	2	2	2	2	2	2	2	2	4

PAC SERVICES

In July 2024 we started to see growth potential in our Participant Assistance and Care (PAC) Services. This program helps individuals to remain and live successfully in their own homes and participate in their communities. PAC services support and enable the individual in activities of daily living, self-care, and mobility with the hands-on assistance, prompting, reminders, supervision and monitoring needed to ensure the health, safety and welfare of the individual. Through our PAC program, we were able to serve 4 individuals during the fiscal year 2024-2025.

Submitted by: Missi Weeks Jones, Program Coordinator

Community Employment Services

Community Employment Services (CES) assists individuals with disabilities in obtaining competitive employment within an integrated community work setting and to ensure successful employment. The individuals served in the program are those that expressed a desire to be competitively employed and who have been unable to secure employment through their own efforts as a result of their disability.

COMMUNITY EMPLOYMENT SERVICES												
FY 2024-25	JULY	AUG	SEPT	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUNE
INDIVIDUALS SERVED	32	32	31	31	31	34	34	34	34	36	39	34
WAIVER EXTENDED SERVICES CLIENTS	4	4	4	4	4	4	4	4	4	4	4	5
INDIVIDUALS SERVED ON VR	28	28	27	27	27	30	30	30	30	32	35	29
REFERRALS	0	1	2	1	1	4	2	2	0	3	4	2
JOB PLACEMENTS	0	0	0	0	0	2	1	0	1	1	2	2
SUCCESSFUL CLOSURES	0	0	0	0	0	0	1	0	0	0	1	1

CES SPOTLIGHT

Taylor Godsey of Crawford County came to FCC looking for a part time job and the CES staff started working with her in May of 2024. After several attempts trying to find a job that interested Taylor we finally found that perfect job. She started her employment April 1st with Goodwill in Corydon. Taylor is scanning books and really enjoys the job. It did take a few tweaks and changes to make her tasks easier for her to understand and CES staff created a reference sheet for her to look at so she doesn't get her job tasks mixed up. After having these aides, Taylor is doing fantastic and is able to have little support. Taylor's Manager and co-workers support Taylor while she is on the job. Taylor graduated the CES program in the middle of September.

Submitted by: Missi Weeks Jones, Program Coordinator
and Isaiah Phares, employment specialist

FCC Industries

Envision Designs

We have developed new product lines this year — the new Valerie, Val, Vanessa and Ava that have all done extremely well. The Valerie and her little sister Val are a new style that adds a pretty bow to the handbag. This takes our handbags to the next level. This is our sleekest most professional looking handbag to date. Each bag that is created is unique and one of a kind adding to the novelty of the bag. We named these bags after our very own Valerie Moon. As Valerie approaches retirement we wanted to honor her and her dedication to First Chance Center. She has been a huge champion of First Chance Center as well as Envision Designs. The Vanessa bag is a crossbody that was designed by Tamelin Free, and we named it after her daughter. The Ava purse is a mini tote for little girls, and we named it after employee Harley Lynd's daughter who loves to model the little girl purses for us. The Ava purse has been shipped to little girls all over the country and we have received some adorable pictures of them carrying the "Ava" to use for marketing purposes. One even went to the Sesame Street theme park. In FY25 we received a grant to purchase an embroidery machine through the Orange County Community Foundation Unrestricted Fund. We embroidered bags using one of the Individual we served drawings and filled the bags with comfort items to hand out to patients undergoing cancer treatments. We have begun to offer embroidery as an add on to our items and hope to expand this line of business in FY26 to other items such as shirts and hats. We also were recently awarded a grant through the Paoli Chamber of Commerce and will be adding a 3D printer to our business line. We hope to expand Envision Designs beyond just making bags to being a gift-oriented business. Our partnership with Hen Pecked in French Lick has been very successful. We were recently given a bigger space in that shop that has increased our sales. We continue to sale online, at markets, bus tours, and in our own shop for walk in traffic.

FCCI Subcontract Work

In FY 2025 we added 3 new small jobs for the Jasper Group and have recently bid on others. We are doing cardboard tube folding, kitting, and our newest job is cutting rubber tubes and slitting them for chair legs. Mark Samsil has been developing jigs to help complete these jobs quicker while being ergonomically correct, and it has been fun to watch other staff use critical thinking skills to help him come up with the jigs. We continue to perform work for Stone City Products and C&M Conveyor while looking for other opportunities.

Janitorial

We are getting ready to go through another change on our contract at Crane. We will be a subcontractor for Challenge Unlimited instead of Goodwill. Brian Self and I attended the XForce Source America Conference in Indianapolis and learned about the changes coming to the Ability One Program. This program allows us to have our Crane Janitorial contract. This year we have picked up a new cleaning job at the Westgate which is located right outside the gate. Our crew has received lots of praise this year for the quality of services that we provide. Our local janitorial crew has added the Orange County Economic Development office to our lineup this year. We have seen staff development in janitorial this year. People stepping up and taking initiative to do tasks they normally haven't done.

Lawn

We have kicked off the mowing season and added 4 new lawn jobs to our schedule. We added 2 residential yards and 2 local businesses. This puts us at a total of 18 customers as well as maintaining our 2 buildings.

Task Orders

Task orders have been on the slower side for this year, but we have seen an increase for bid requests and are hopeful that things will pick up in the new fiscal year. As a whole FCCI has so much potential for business growth. We hope to add staff and equipment that will allow for that growth to happen. Our main focus is helping fulfill First Chance Center's mission statement and better the lives of the individuals that we serve as well the dedicated staff we employ.

Submitted by: Amanda Bush, Industrial Services Director