

# The BAM Collaborative



Business Overview





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# Board Members

- Sabina Conditt - CEO, Ex Officio
- Madeline Salisbury - President
- Rachel Barrientos - Chief of Operations
- Sam Gomez - Secretary/Treasurer

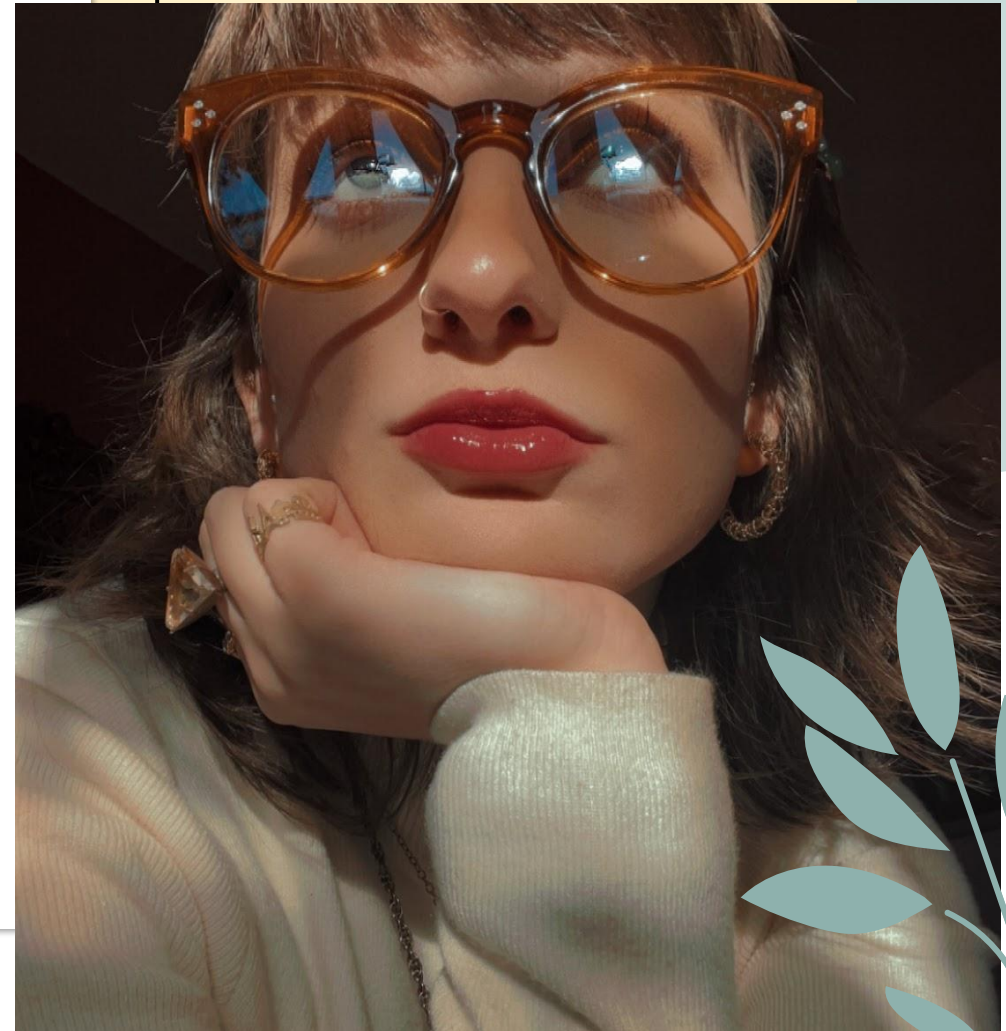


# HELLO! I'm...

## Sabina - CEO

Sabina began her career in disability services in 2017 working at a summer camp for kids and young adults with disabilities. Over the years, she has worked as a behavioral therapist, vocational coach and personal caregiver. These experiences caused her to realize the lack of resources for adults for whom traditional employment is not accessible.

Sabina has a B.A. in English with a Minor in Behavioral Sciences and a Masters of Special Education, specializing in Autism and Developmental Disabilities. Sabina is a proud "AAA Battery" (ADHD, Autism, and Anxiety). She is an avid plant mom and queen of acrylic nail percussion.



# HELLO! I'm...

## Madeline - President

Madeline started working with disabled populations in 2010 by volunteering as a Buddy with The Miracle League. She has also worked as a special education teacher, behavioral aide, and vocational coach. Working alongside children, teens, and young adults with disabilities opened her eyes to the lack of resources available to the disabled population. She believes that people with disabilities deserve to be empowered to reach their highest level of independence possible. Madeline has a B.A. in Special Education and is certified to teach EC-8 General Education and Ec-12 Special Education.





# HELLO! I'm...

## Rachel - Chief of Operations

Rachel started working with disabled populations as a teacher's aide in 2016. She has also worked as a behavioral aide and bilingual teacher. She is passionate about putting the needs of others first to help foster personal responsibility in independence. Rachel has a B.A. in Health and Human Services with a Deaf Concentration. She is a certified Texas Teacher in EC-6 Core Subjects and EC-12 Special Education. Rachel loves staying active by playing golf and slow-pitch softball. She has three boxers; Jack, Johnnie, and Jameson.



# HELLO! I'm...

## Sam - Collaboration Coordinator

Sam started working with disabled populations in 2019 as a summer camp counselor. She has also worked as a 1:1 caregiver. She grew a love for the disabled community and is committed to providing a safe, productive, and fun space for adults to learn, work, and socialize. Sam loves going to concerts, being creative with drawing and writing, and playing with her dogs.





# Business Overview





# The BAM Collaborative

## Mission:

The BAM Collaborative promotes independence, inclusivity, and individuality within the disability community.

## Vision:

The BAM collaborative aspires to promote accessibility and inclusivity through vocational advancement and development within the disability community.




# Why is our program necessary?

65% of disabled Americans aged 16-64 are unemployed.

- Bureau of Labor Statistics





In Texas, only 6% of  
disabled persons over  
16 are employed.

- Texas Workforce Investment Council





The rate of employment for non speaking or minimally verbal disabled persons is less than 5%.

- The Organization for Economic Co-Operation and Development





# How can BAM help?



- Currently, there are a limited amount of vocational programs for adults with disabilities.
- A majority of the available programs are religiously affiliated, operate on 4 day schedules and have months or years long waiting lists.
- The BAM Collaborative would bring a fresh and new vocational program to the Central Texas Area.
- Our program can help bridge the gap in services that are so desperately needed by many in our community .



# What will collaborators do at BAM?

- Our collaborators will be able to thrive in an inclusive and accessible work environment, creating products to be sold on our online store as well as at partnered local businesses and organizations.
  - Some of BAM's products will be: air fresheners/freshies, moulded and container candles, handmade soaps, wall art, ceramics & clay jewelry.
- Collaborators will also have the option to receive mentoring in life skills, social skills and personal wellness to maximize their independence.
- BAM will also have a special focus on content creation, encouraging collaborators to share their unique voices and experiences with the world.



# How is our program unique?

Based on support needs, individual goals and expected productivity, collaborators can either participate in a tuition based program where they complete paid work each day as well as learn life and social skills for adult independence or in a non tuition based program where collaborators who may not need life skills instruction and can work independently and efficiently can have a work day more similar to traditional employment with shifts. At BAM, we strive to be as inclusive as possible so we chose to include our non-tuition program for disabled individuals who are highly productive and can work independently but perhaps are not thriving in most traditional work environments. Our non tuition program can also be used as a stepping stone between our tuition program and paid employment out in the community.



# Programs Offered

## Tuition Based Programming:

- Social Skills
- Life Skills
- Work Skills
- Self Promotion/Self Advocacy Skills
- Community Outreach

## Non-Tuition Programming:

- Inclusive work opportunities to prepare for traditional employment
- Models part-time work schedules with shifts rather than full day programming



# Tuition Rates

- 1:5 Ratio
  - \$550 per month
- 1:3/1:4 Ratio
  - \$675 per month
- 1:2 Ratio
  - \$895 per month
- 1:1 Ratio
  - \$1500 per month



# Hours of Operation

## Monday through Thursday

- 8am-5pm
- Drop off
  - 8am-9:30am
- Pick up
  - 4-5pm

## Friday

- 8am-12:30pm
- Pick up
  - 11:30am-12:30pm
- **Afternoon 12:30-5pm**
  - Team planning
  - Administrative Tasks



# DAILY SCHEDULE

Time	Monday	Tuesday	Wednesday	Thursday	Friday
8:00-9:30	Check-In & Set Up	Check-In & Set Up	Check-In & Set Up	Check-In & Set Up	Check-In & Agenda
9:30 – 10:00	Monday Meeting	Agenda & Current Events	Agenda & Personal Info	Agenda & Life Skills	Community Outing/ Recreational Day
10:00 – 11:30	Work Session 1: Air Fresheners	Work Session 1: Candles	Work Session 1: Soap-Making	Work Session 1: Air Fresheners	
11:30-12:30	<i>Lunch</i>	<i>Lunch</i>	<i>Lunch</i>	<i>Lunch</i>	<b>Pick-Up</b>
12:30 – 1:30	Relaxation Recess: Yoga	Relaxation Recess: Affirmations	Relaxation Recess: Journal/Free Draw	Relaxation Recess: Nature Walk	<u>**BAM Staff only**</u> Prep Shipping Items
1:30 – 3:00	Work Session 2: Painting	Work Session 2: Packaging	Work Session 2: Bead-Making	Work Session 2: Packaging	Team Meeting/Planning
3:00 – 4:00	Together Time: Charades	Together Time: Karaoke	Together Time: Dance Party	Together Time: Conversation Game	Complete Administrative Tasks
4:00 – 5:00	Rec Time & Pick-Up	Rec Time & Pick-Up	Rec Time & Pick-Up	Rec Time & Pick-Up	Ship out orders & Prep for next week

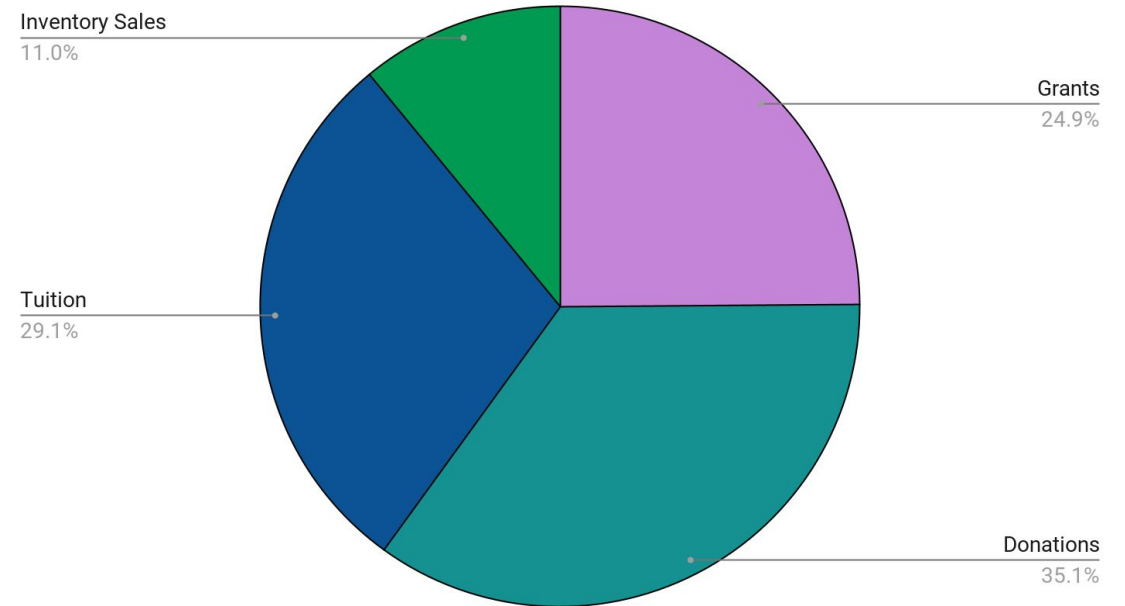


# Financial Overview

# Sources of Revenue

- Grants: Projected grants from government agencies, foundations, and corporations: \$65,973 per year.
- Donations: Estimated individual and corporate donations: \$98,959 per year.
- Tuition: Expected revenue from vocational training program fees: \$94,380 per year.
- Inventory Sales: Predicted income from collaborator products: \$35,624 per year.

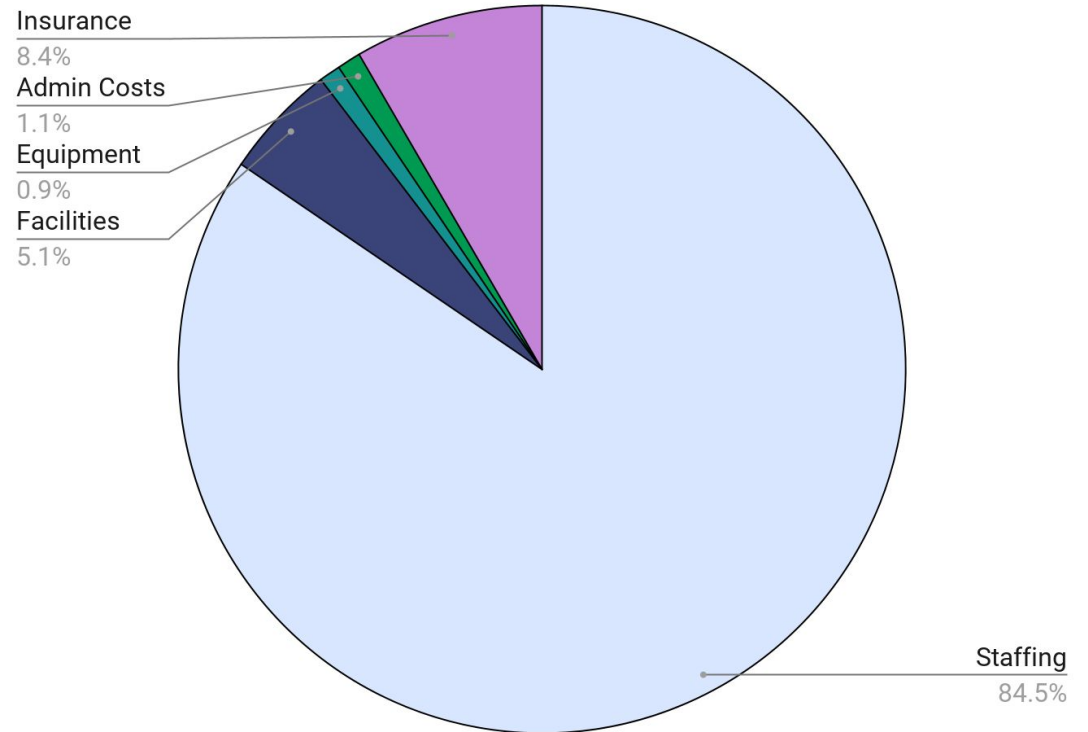
Sources of Revenue



# Operating Expenses

- Staffing: Budgeted cost for support staff, and administrative personnel: \$274,312 per year.
- Facilities and Equipment: Estimated expenses for accessible training facilities, adaptive equipment, and assistive technology: \$19,630 per year.
- Staff Trainings and Administrative Fees: Allocated funds for safety trainings for staff and administrative programs: \$3,435 per year.
- Insurance: Budgeted expenses for liability coverage, health and business insurance: \$27,247

Operating Expenses







# Financial Sustainability:

- Diversification: Seek to secure additional funding sources, diversifying revenue streams for long-term sustainability.
- Partnerships: Forge collaborations with community sponsors, educational institutions, and disability organizations to leverage resources and expand funding opportunities.
- Impact Measurement: Track and report program outcomes to showcase the positive social and economic impact, attracting ongoing support.





#### Financial Projections:

- Year 1: Projected revenue: \$X; Projected expenses: \$X; Net income/(loss): \$X.
- Year 2 and Beyond: Anticipated revenue growth of X% per year; Increased enrollment and funding; Projected positive net income.

# Government Funding



- 



# Initial Investment

- 



# Website

The BAM Collaborative





# Social Media Platforms

- [Instagram](#) (@bam\_collaborative)
- [Facebook](#) (The BAM Collaborative)
- [Tiktok](#) (@bam\_collaborative)
- [Linktr.ee](#)

Contact Us at:

[bamcollaborative@gmail.com](mailto:bamcollaborative@gmail.com)

Or (512) - 348 - 6939





# Questions?



# Thank you!

