



# 2019 ANNUAL REPORT



"He who is best prepared can best  
serve his moment of inspiration."

-Samuel Taylor Coleridge







# ABOUT WEAVER INDUSTRIES

## WHO WE ARE

Weaver was founded in 1971 as a 501(c)(3) non-profit organization that provides vocational training and opportunities for employment to individuals with intellectual and developmental disabilities. With partner agencies and business customers, Weaver continually works to ensure that our menu of services can provide the support necessary to assist each person with choosing employment outcomes based on their individual preferences, strengths, abilities and needs.

## VISION STATEMENT

Inclusive communities that value and respect all people, regardless of their abilities.

## MISSION STATEMENT

Our mission is to maximize the independence and personal fulfillment of individuals with disabilities through community, business and family partnerships. We provide this through vocational training and employment opportunities.

## PERSON-CENTERED STATEMENT

Weaver—through a process of ongoing collaboration, listening and learning—serves individuals with disabilities by identifying opportunities that are specific to their needs and inclusive of their overall support system. We use this knowledge to assist our clients in achieving their goals and maximizing their personal and professional fulfillment.

## CORE VALUES

### PEOPLE FIRST

We believe all people should be appreciated for their strengths, talents and inherent value.

### INCLUSION

We embrace the importance of engaging people of all abilities, demographics and ideals.

### INTEGRITY

We demonstrate our integrity by doing what is right, not what is easiest. We build trust by doing what we say we will do in an honest, transparent and ethical manner.

### INNOVATION

We support and encourage innovation by identifying and creating new opportunities for individuals with disabilities.

### RESPECT

We demonstrate respect by listening, communicating openly and honestly, and by treating others as we expect to be treated.



## FROM THE BOARD CHAIRPERSON AND EXECUTIVE DIRECTOR

For nearly 50 years, Weaver has served the local community by providing vocational training and employment opportunities for individuals with disabilities. Over time, the services and opportunities offered by Weaver have evolved, but the organization's commitment to its mission has not changed.

As Maya Angelou once said, "We should all know that diversity makes for a rich tapestry, and we must understand that all the threads in the tapestry are equal in value."

By creating a diverse variety of development and employment options, Weaver understands that every individual has their own unique and equally fulfilling path towards achieving their personal goals. We continue to review the program offerings as individuals' needs change. In 2019, the Team at Weaver achieved many strategic objectives to further our ability to adapt to evolving needs of individuals as well as stabilize our foundation for future years to come by doing the following:

- Launching a safe driving incentive plan to focus on transportation safety
- Implementing a dashboard of Objectives and Key Results (OKR) across the various business divisions to set clear goals and track progress more effectively
- Enhancing staff training and development, including a staff in-service day that focused on the overall well-being of each member of the team
- Developing a community inclusion pilot and corresponding youth transition services that could create a new avenue for Weaver to support individuals and connect with local businesses

Our ability to maintain diverse employment options for our individuals allows us to continue providing superior services to our business customers, as well as provide our staff with a place to incorporate meaning in their everyday work lives. We look forward to serving our community for years to come.

A handwritten signature in black ink, reading "Christine Kemmerling".

Christine Kemmerling  
Chairperson, Weaver Industries  
Board of Directors

A handwritten signature in black ink, reading "Jeff Johnson".

Jeff Johnson  
Executive Director,  
Weaver Industries

# 2019

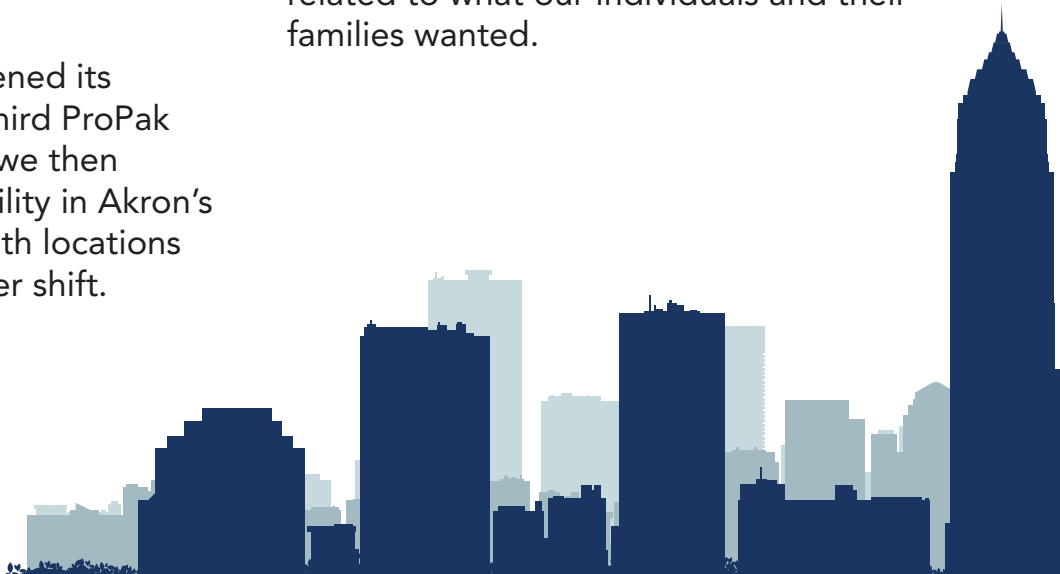
## ENSURING A SOLID FOUNDATION FOR THE FUTURE



For the past two years, Weaver Industries, Inc. has focused on adding capacity that would allow individuals with developmental disabilities an option for employment when their Summit County Developmental Disabilities work centers closed, as well as increase capacity to serve future individuals on their vocational journey.

In February 2017, Weaver opened its ProPak East End facility, our third ProPak location. At the end of 2018, we then opened our fourth ProPak facility in Akron's Chapel Hill neighborhood. Both locations can employ 25+ individuals per shift.

After the whirlwind of activity associated with finding and renovating two buildings, purchasing equipment, on-boarding additional staff and transitioning employees from work centers to ProPak, we felt we needed to step back in 2019 and evaluate the services we were providing as they related to what our individuals and their families wanted.





# A LOOK AT OUR FOUNDATION

At Weaver, we believe that it is our responsibility to understand the changing needs of the individuals served in our programs and to translate that understanding into the services necessary to support them in achieving vocational success. Because of this responsibility, we continually invest time reviewing and redefining our program offerings as individuals' needs change.

## WE BEGAN 2019 BY ASKING OURSELVES MANY QUESTIONS:

Are our programs meeting the needs of our current workforce?

What about the needs of those young adults who will soon be transitioning from educational to vocational services?

Can we increase the number and variety of employment opportunities?

Do our programs provide the supports individuals need to move forward in their vocational journey?

As an agency, we work to ensure that our foundation is solid enough to carry us forward in whatever new venture we should decide to pursue.

# OUR MANY OBJECTIVES FOR 2019

We spent much of 2019 achieving ways to ensure that Weaver felt empowered when envisioning what the future might look like for serving individuals in our community.

Engaging all employees to seek out ideas for future business ventures.

Establishing avenues to interact with families of school-age transition students to educate them about Weaver services.

Improving data collection for trend analysis to reduce incidents with our individuals.

Developing mechanisms to improve waiver billing and reconciliation.

Developing and launching the ProPak "Job Hub" that will allow ProPak employees opportunities to perform work trials at Community Group Employment sites.

Implementing a "Safe Driver" incentive program in our transportation department.

Comparing Weaver diversity statistics with local geographical data.



"Good planning without good  
working is nothing."  
-Dwight D. Eisenhower



# 2019 HAPPENINGS

## SAFE DRIVING REWARD PROGRAM



Weaver has installed Azuga telematics software in all transportation vehicles. This software captures our drivers' performance during their daily client trips by measuring speed, hard braking, sudden acceleration and idling. The report component allows us to view driver performance in two minute increments as the vehicle is moving through the trip, allowing us to manage performance and ensure a safe ride for our clients.

Weaver provides weekly reports of the high performing drivers via our rewards program. Gift cards are awarded monthly to drivers with a driving score of 90 percent or higher. End of year drawings are held with additional rewards to drivers who have met company driving criteria during the year.

## NEW CONTRACTS



### **SCHAEFFLER (COMMUNITY EMPLOYMENT)**

Schaeffler is a global business dealing in the automotive aftermarket in both sales and production of parts. Their products range from tiny bearings to engine transmission and even chassis. In August 2019, Schaeffler expanded their existing contract with Weaver and invited us to bring a team to work in their Valley City, Ohio location. It began with a team of three individuals and a supervisor. In January 2020, it expanded to eight clients and two supervisors. This partnership provides work training opportunities to people with developmental disabilities from both Summit and Medina counties. Our team happily works alongside Schaeffler's staff in their kitting and boxing department, where we package a large variety of automotive parts.



### **AKRON POLICE TRAINING FACILITY (WEAVER TRUCLEAN)**

Joining the city of Akron through a competitive bidding process, Weaver maintains the facility and provides janitorial services five days a week with one supervisor and three clients. The facility is the police training academy for new cadets hired into the Akron Police Department. The cadets attend the course for 24 weeks at nine hours a day.



# 2019 HAPPENINGS

## **NORTHCOAST BEHAVIORAL HEALTH (WEAVER TRUCLEAN)**

Northcoast is a state contract acquired through DAS. Northcoast is a 297,000 square foot facility, and Weaver provides janitorial services seven days a week. One supervisor, three individuals and three custodians cover the facility. Northcoast provides intensive psychiatric services to patients referred throughout northeast Ohio.

## **810 S. MAIN ST LLC (WEAVER TRUCLEAN)**

810 LLC is located in the rear of the UPS building on South Main Street in Akron, Ohio. 810 provides medical billing and coding services. Weaver provides janitorial services to this company with one supervisor and three individuals.



## **BEVAN & ASSOCIATES (WEAVER TRUCLEAN)**

Bevan & Associates are personal injury lawyers located in Boston Heights. They were very excited to team up with Weaver. One supervisor and three clients service this account.

## **ODOT MOWING MEDINA & BURBANK (WEAVER EARTHCARE)**

EarthCare took on additional mowing contracts for the Ohio Department of Transportation during 2019 that included grounds maintenance at multiple new ODOT sites (Medina, Burbank and Seville outposts). These contracts cover almost seven acres of mowing and expand EarthCare's diverse revenue and geographic portfolios all while continuing to service existing their existing commercial and residential customers.



## **DAS CHAIR MATS SUPPLIER (WEAVER PROPAK)**

Weaver ProPak was awarded the contract to become the State of Ohio's vendor for chair mats. These mats come in a wide range of sizes and can accommodate various types of workspaces. By maximizing the independence of our individuals with disabilities, we are able to take orders, process requests and ship all from the ProPak Chapel Hill facility.



# 2019 HAPPENINGS



## 2019 SOURCEAMERICA DESIGN CHALLENGE

Copley High School took first place in the annual SourceAmerica® Design Challenge for their device called Sort-A-Screw (SAS).

The "Copley Lady Engineers Plus Two" team partnered with Weaver ProPak to create the SAS system of devices. Weaver ProPak employee Willie W. was the "subject matter expert" on the project. The team set a goal to improve the task of sorting and kitting various sized material.

"We're very excited to be able to go home as first place winners of the Design Challenge," Team Captain Nina White, said. "We put in lots of hours trying to create the perfect solution for Willie, so it's rewarding to be acknowledged for our work."

The national engineering competition encourages high school students across the country to create an innovative process, device, system or software to help people with disabilities overcome workplace challenges. The event took place on April 10, 2019 just outside of Washington, D.C. Projects were evaluated based on positive impact in the workplace, such as job creation/retention, wage increases, production increases, contracts gained, waste reduction, stress/anxiety reduction and improved processes.





# 2019 HAPPENINGS

## NEW TO THE BOARD OF DIRECTORS



### RACHEL HURST

Rachel Hurst is the founder and president of H Cap Connect. With more than 25 years of human resources experience, Rachel's strategic focus on human capital provides the ability to offer customized options for small- to mid-sized organizations.

Rachel moved to northeast Ohio in December 2013 and married her husband, Jesse Hurst, in April of 2014. Rachel spent 32 years in Atlanta, Georgia, prior to relocating to Ohio.

"I am honored to serve on the Board of Weaver Industries as they give voice to those who have been voiceless for far too long. Individuals with disabilities have so much to offer and Weaver supports them in making their mark!"

### PETER GEISE

Peter Geise is an accomplished business executive with more than 30 years of experience leading both domestic and international businesses, from Fortune 100 companies to small, family-owned enterprises. Peter previously worked for Monsanto Rubber Chemicals and Instruments, Monsanto do Brazil and Bayer Corp. He's also worked as a president and COO for a small, family-owned plastics processor in Wisconsin; and most recently, Peter managed his own consulting practice before returning to Ohio. He is passionate about helping small businesses grow and thrive. Peter lives in Copley, Ohio and has been an area president with FocusCFO since 2017.



"All individuals are valuable members of our society. Providing opportunities to be independent, to belong, to work and to contribute towards a goal can bring fulfillment to anyone. Weaver makes sure not to forget those with unique abilities and that is fulfilling to me."



# 2019 HAPPENINGS

## 2019 WEAVER PROMOTIONS



### DIANA SIBERT, JOB HUB MANAGER

Diana Sibert has held progressively responsible positions in her seven-year tenure with Weaver's ProPak division. As a lead supervisor, she was instrumental in the opening of two of ProPak's four facilities. She then held the position of quality manager before being promoted to her current position, job hub manager, overseeing Weaver's Community Employment locations.

As a member of Weaver's safety committee, Diana is involved in promoting a clean, safe and secure work environment for all employees, a responsibility she takes very seriously.

"At the end of the day," says Sibert, "I can honestly say I love my job. I believe what we do here at Weaver makes a difference in the lives of the people we serve."

In her spare time, Diana enjoys spending time with her family (especially her grandson), walking her dogs and cooking.

### TOM MAREN, TRANSPORTATION AND SAFETY MANAGER

Tom Maren joined Weaver Industries in May 2019 and moved into his current role of transportation and safety manager in October 2019. Tom is responsible for managing the drivers and the fleet of vehicles, as well as Weaver's health and safety protocols and programs.

From his previous work, Tom brings extensive experience in human resources, talent acquisition and training. Tom was drawn to Weaver's mission, core values and person-centered environment, where all individuals are "appreciated, respected and provided opportunities to be more independent."

Tom holds a Bachelor of Science in Hotel Administration from the University of Nevada. He currently resides in Medina, Ohio with his wife, Barb. In his spare time, Tom enjoys grandkids, guitars, sports and camping.



## WEAVER SERVICE AWARDS



MARCIA GAINES  
WITH 10 YEARS OF SERVICE

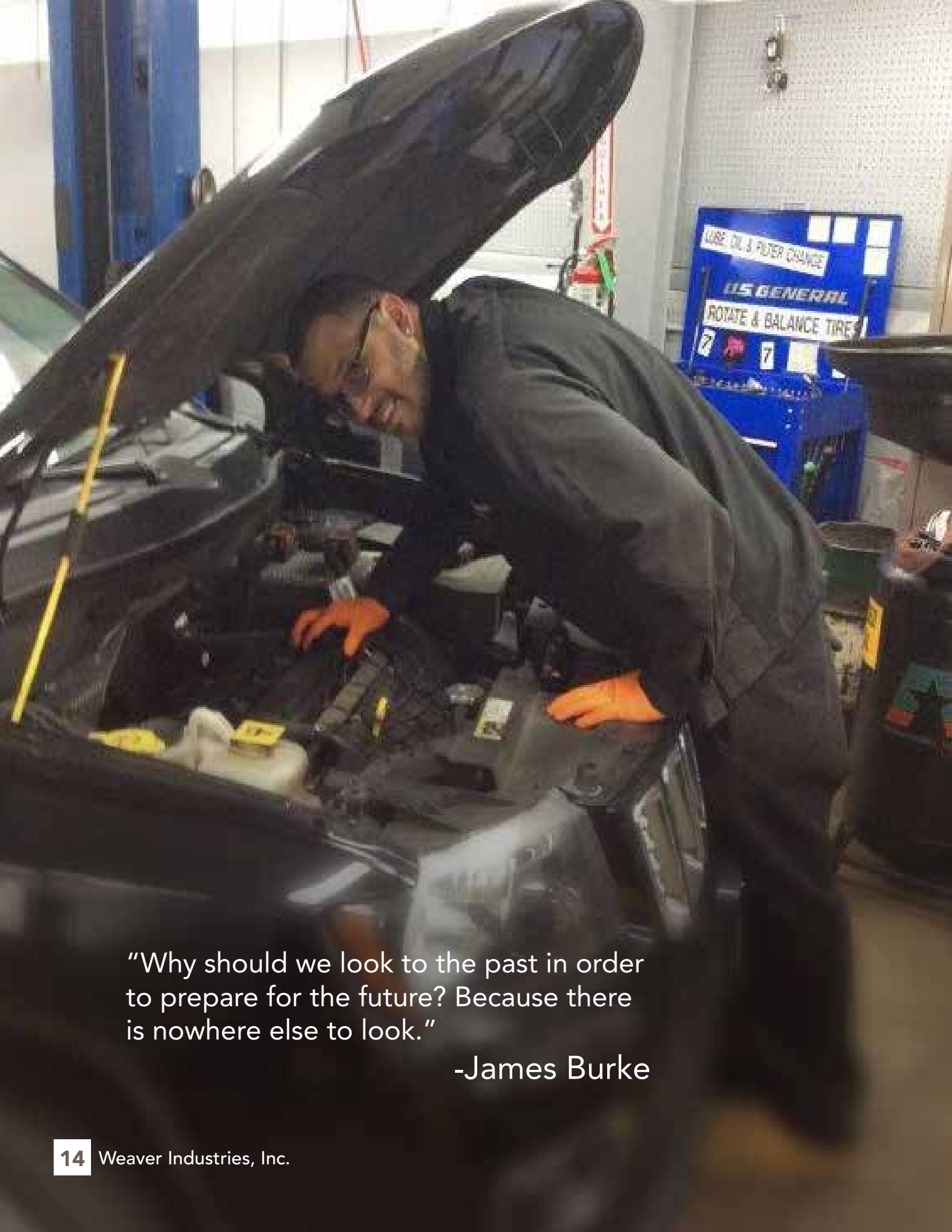


DAVID KUMP  
WITH 10 YEARS OF SERVICE



LINDA STEGEMAN  
WITH 10 YEARS OF SERVICE





"Why should we look to the past in order to prepare for the future? Because there is nowhere else to look."

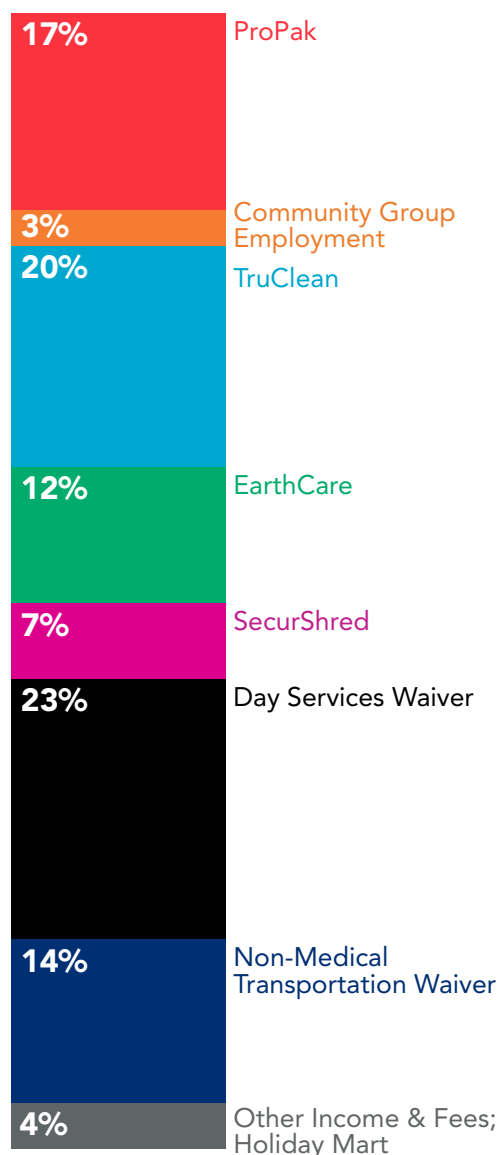
-James Burke

# 2019 FINANCIAL INFORMATION

During 2019, Weaver continued to serve the same number of individuals as the prior year. Revenues from providing these services increased by more than \$165k year over year. Through our business divisions, all areas of Weaver continue to develop strong relationships with area businesses and state contracts. Weaver is positioned to continue providing quality employment opportunities to individuals in our communities as we expand and work towards increasing competitive pay rates for any individual who is employed by one of our business divisions.

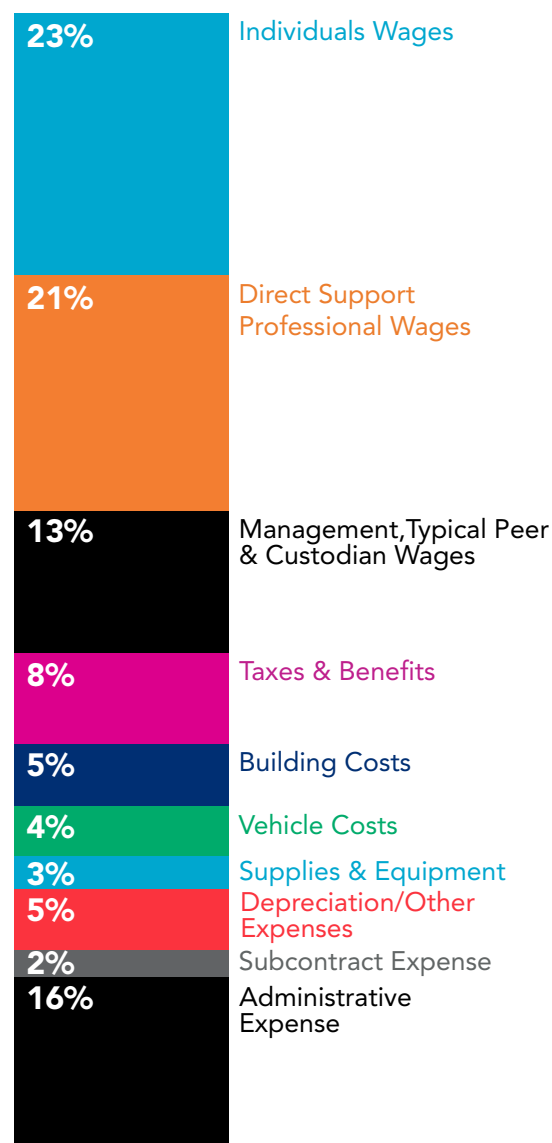
## 2019 REVENUES

\$8,269,485



## 2019 EXPENSES

\$8,280,590



Note: Complete audited financial statements can be obtained by request.



# 2019 BOARD OF DIRECTORS



**Debbie Gorbach, Past-Chairperson**  
Corporate Controller of Finance at US  
Acute Care Solutions



**Christine Kemmerling, Chairperson**  
Director of Customer Service at  
Swagelok Company



**Deandreia Mayes, Vice Chairperson**  
Director of Nursing and Patient  
Services at Cleveland Clinic Akron  
General



**Stephen Hoffman, Treasurer**  
President and Owner at Everest  
Financial Strategies



**Rachel Hurst, Secretary**  
President at H Cap Connect



**Dave Abdallah**  
Vice President of Sales and Marketing  
Delta Energy Group



**Terry Fercana**  
Director of Business Development at  
Environmental Design Group



**Peter Geise**  
Greater Akron Area President at  
FocusCFO



**Phillip Hann**  
Auditor & Adviser 415 Group



**Robert Maguire**  
Attorney at Maguire Legal Group



**Moira Pietrowski**  
Partner at Roetzel & Andress

# 2019 MANAGEMENT TEAM



**Jeff Johnson**  
Executive Director



**Carla McDonald**  
Finance & Operations Director



**Valerie Garner**  
Human Resources Director



**Denise Balko**  
Employment & Transition Services  
Manager



**Tom Maren**  
Transportation & Safety Manager



**Brad Haben**  
General Manager, Weaver EarthCare



**Joe Buit**  
General Manager, Weaver ProPak



**Jack Skinner**  
General Manager, Weaver SecurShred



**Christina Hattery**  
General Manager, Weaver TruClean



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