



ANNUAL REPORT



Weaver Industries was founded in 1971 as a 501(c)(3) non-profit organization, providing individuals with disabilities vocational training and employment opportunities. The Weaver name stems from Carlene Weaver, a strong supporter for individuals with disabilities, who was instrumental in improving the lives of many people in Summit County by advocating for meaningful vocational opportunities.



The Weaver Industries Board of Directors and Administration still champion Carlene’s passion as we continue to provide increased training, opportunities and earnings for the individuals we serve. Within our distinct business divisions, Weaver continues to expand the services we provide to our business customers throughout Northeast Ohio so that we can create even more jobs for individuals with disabilities.



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

"Spotlighting What's Next" for Weaver was the focus of 2021. Our clients, staff and community are at the heart of our work. So, we took the time to spotlight areas of business that helped us to fulfill our mission and maximize our impact.

This year marked Weaver's 50th anniversary, and we began it by strolling through memory lane. We showcased milestones, such as our ads in the Akron Beacon Journal published in 1993. The growth Weaver experienced throughout the years makes the staff proud, and we are only anticipating seeing more of that as we continue to spotlight our latest programs and initiatives.

Weaver demonstrated to our community how "It's More Than a Job." In 2021, we presented this truth with statements made by our passionate staff and clients, while showcasing our perseverance and outstanding teamwork to keep everyone healthy and safe throughout the pandemic.

From speaking to the Ohio Senate Health Committee to developing our Summer Youth Transition Program, Weaver is making exciting moves to enhance the quality of life for those with disabilities within our community. Our unfaltering dedication to excellence will continue to advance our mission and empower our people to thrive and make a difference.

A handwritten signature in black ink, reading "Deandreia L. Mayes".

Deandreia L. Mayes
Chairperson, Weaver Industries
Board of Directors

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

Jeff Johnson
Executive Director,
Weaver Industries

2021

SPOTLIGHTING WHAT'S NEXT



After reaching our 50th year, 2021 was the perfect time to spotlight what's next for Weaver. With new programs, initiatives and speaking opportunities, we were able to spotlight the skills of our staff and clients to transform our organization, even during challenging times. It is essential to ensuring our vision remains relevant, strong and active.

We work with a clear purpose; and in 2021, we demonstrated how our vision clarifies the purpose by having specific goals for making an impact within our community. You'll see this by reading the areas we've spotlighted within the annual report.

We looked at the opportunities in front of us and created a unifying force for helping those with disabilities. Our commitment to community inclusion brought the expansion of community group employment sites, along with exponential growth in our youth transition and employment services divisions.

50TH YEAR ANNIVERSARY MILESTONES IN 2021

Provided services to 300+ individuals with disabilities in Summit, Stark, Medina and Portage County areas.

Adults with disabilities earned over \$1.78 million dollars in wages during 2021 that contributed back to our local economy.

Huge expansion to our Employment & Transition Services department, serving almost two dozen individuals with disabilities through these two service areas.

Growth to our Community Group Employment sites, partnering with nine local businesses to have crews of employees on site at their workplaces.

"Great things in business are never done by one person. They're done by a team of people."
– Steve Jobs

OUR MANY OBJECTIVES FOR 2021


While we remained focused on keeping everyone safe and healthy, we also made sure to keep everyone moving forward by developing new programs and initiatives. We did this by doing the following:

Creating opportunities to showcase Weaver's services to the community.

Building programs to help people with disabilities of all ages.

Engaging clients and staff by highlighting our culture and showcasing the opportunities for growth.

Speaking on the behalf of those with disabilities to get more funding in key areas.

A portrait of Jeff Johnson, a middle-aged man with light brown hair, wearing a dark suit, white shirt, and a patterned tie. He is smiling slightly and looking towards the camera.

"For the past 50 years, Weaver advocated for the employment of people with disabilities in our community. Weaver serves them by supporting, guiding and providing job training. Our clients should experience the dignity, earnings and life lessons gained by having a job or by learning a new skill through employment."

– Jeff Johnson

2021 HAPPENINGS

SUMMER YOUTH TRANSITION PROGRAM



Weaver focused on building our Summer Youth Transition program in 2021. The newly developed program provides information and services to help students in their transition years think about and make decisions concerning adulthood.

We want students completing the program to leave with the following:

- A better understanding of work
- Newly acquired soft skills
- Ideas about jobs they want to explore
- Options for post-secondary education

The program allows students to begin building a solid work history while learning appropriate vocational skills and positive work behaviors. For the 2021 year, Weaver partnered with Summit DD (our local government organization that provides and coordinates services for those with developmental disabilities) to provide summer youth employment opportunities to nine individuals in two different work environment settings – at Stan Hywet Hall & Gardens and at Canal Park with the Akron RubberDucks.

2021 HAPPENINGS

JEFF JOHNSON SPEAKS AT OHIO SENATE HEALTH COMMITTEE



Our Executive Director Jeff Johnson was invited (along with other provider organizations and industry affiliated groups) to provide testimony before the Ohio Senate Health Committee on the House Bill 110, which is set to create budget appropriations for the state budget for fiscal year 2022-2023.

His testimony provided clarity to the Ohio Senate Health Committee on the need for increased funding from the state in two areas.

- **Competitive Wages for DSPs**
Increased funding will help private providers, like Weaver Industries, pay Direct Support Professionals (DSPs) competitive wages to work with individuals with disabilities.
- **Services for Individuals with Disabilities in Smaller, Community-Based Groups**
Increased funding will support Weaver's initiatives, which include providing services to individuals with disabilities in smaller, community-based groups as they continue their path to competitive and integrated employment.

The outcome of the Ohio Senate Health Committee testimony from disability service providers resulted in the state of Ohio successfully granting a four percent waiver rate increase over the next four years.

2021 HAPPENINGS

WEAVER EARTHCARE

MOWER MAINTENANCE SERVICE

We made several big strides in Weaver Earthcare. First, we created our mower maintenance service, which was made available to customers in the community. Individuals with disabilities performed fuel and oil filter changes on customers' equipment to keep it tuned up and running in peak condition during the off-season months. This helped individuals gain skills on light equipment maintenance so they were better prepared for the mowing season each spring.



GENERATED INTEREST FOR INDIVIDUALS

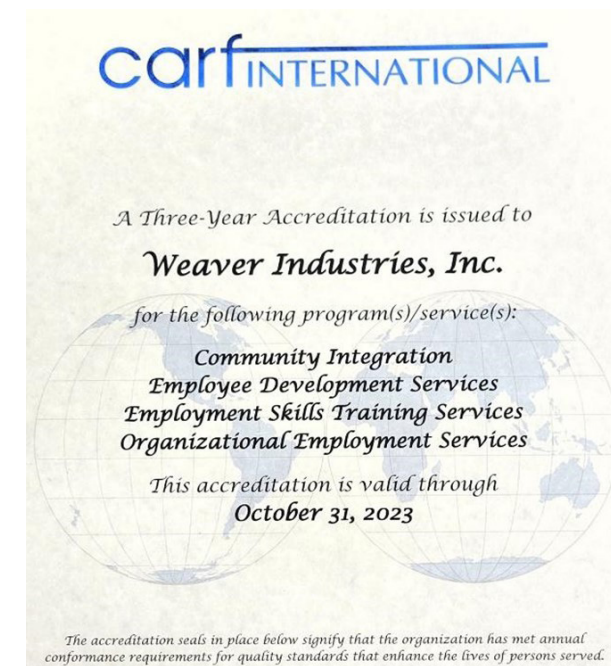
During 2021, Weaver increased efforts to generate more interest among individuals with disabilities by interviewing current workers at their mowing contracts about what they enjoyed most about their jobs with EarthCare. Their enthusiasm was displayed through their pride to produce quality work at the community-based customer locations. For individuals who enjoy working outdoors and developing their technical and mechanical skills, these opportunities have been critical in engaging new individuals to show interest in working for Weaver EarthCare.



2021 HAPPENINGS

ACCREDITATIONS AND CERTIFICATIONS EARNED

Our accreditation and certifications play a key part in our success. We are proud and excited for our organization's efforts in obtaining these proofs of quality services to our customers and the people we serve.



CARF ACCREDITATION

CARF (Commission on Accreditation of Rehabilitation Facilities) is an independent, nonprofit accreditor of health and human services. Through accreditation, CARF assists service providers (like Weaver Industries) in improving the quality of their services, demonstrating value and meeting internationally recognized organizational and program standards.

Weaver earned its first CARF accreditation in 2017 and secured an additional three-year accreditation in the areas of community integration, employee development services, employee skills training services and organizational employment services.



ISSA CERTIFICATION

TruClean Cleaning Certification

Congratulations to Weaver TruClean, who obtained their ISSA/ CIMS certification during 2021! This certification shows that we have elevated our standards of cleanliness in our facilities and operations. Cleaning and disinfection have become high value services when choosing a cleaning company. The Cleaning Industry Management Standard (CIMS) certification is proof that Weaver follows the proper use of disinfection products and follows the stringent manufacturer procedures for proper use.

NEW TO THE BOARD OF DIRECTORS



BLAKE GERNEY

With more than 25 years of legal experience, Blake Gerney brings a wealth of knowledge and experience to the Weaver board of directors. An attorney at Brennan, Manna & Diamond LLC in Akron, Ohio, Blake is familiar with Weaver and is behind the mission. “They are a good organization, and it’s definitely a worthy mission,” he said. Blake said he is excited to see firsthand what the clients and the organization are doing within the community.

JESSICA CRESONG

Jessica, a dispatcher specialist at Securitas, is an ambassador of youth. With a personal connection to our mission, Jessica does not take her position lightly and believes that participating as a board member is a great way for her to make a difference within the community. Jessica’s first exposure to Weaver was when she was involved at the Akron Zoo, seeing individuals with disabilities providing grounds maintenance services on the property. She was impressed by the passion that the individuals had for their jobs and claims their passion was “striking.”



ALFRED DAVISO III, PHD.

A professor of Dept. of Curricular and Instructional Studies / Intervention Specialist at The University of Akron, Alfred (who prefers to go by “Al”) is thrilled to be on the board. With a strong passion that aligns with our mission, he is excited to help people with developmental disabilities find employment opportunities. Al has a long history of serving individuals with disabilities. From the time he was a gymnastics teacher, he helped students with developmental disabilities learn new skills. This paved the way for his career, motivating and teaching those with disabilities to improve skills and find opportunities.

WEAVER EMPLOYEE REPRESENTS OHIO AT SPECIAL OLYMPICS CAPITOL HILL DAY



Seth, a Weaver Community Employment employee who works at The Schaeffler Group, has spent more than two-thirds of his 36 years involved with the Special Olympics. Since the age of 10, Seth participated in several sports, including golf, swimming, soccer, track, softball, basketball and bowling. Seth was awarded more than 350 medals for his athletic efforts. In addition to being a “year-round” Special Olympics athlete, Seth is an athlete leader, an athlete leadership council member, a certified health messenger, and has just become a member of the Ohio Northeast Regional Board. In 2021, Seth was chosen to represent Ohio as an athlete delegate for Capitol Hill Day. This is the 19th year Special Olympics organized Capitol Hill Day, which includes over 500 delegates representing 48 states. Special Olympics athletes, Unified Sports partners, family members, organization leaders and supporters came together on Feb. 10 and 11 for this annual event, leading more than 300 virtual meetings with Members of Congress in both the House and Senate, inviting their elected officials to partner with them to support inclusive education and health initiatives for people with intellectual disabilities.

“Our son, Seth, is extremely happy and very proud to go to work at Schaeffler Group each day. He loves wearing his safety vest and steel tipped shoes. He is ‘one of the guys!’ He has made friends with the other Weaver employees as well as the Schaeffler employees. He tries to do his best at work.”
—Peg and Dave Greenfelder

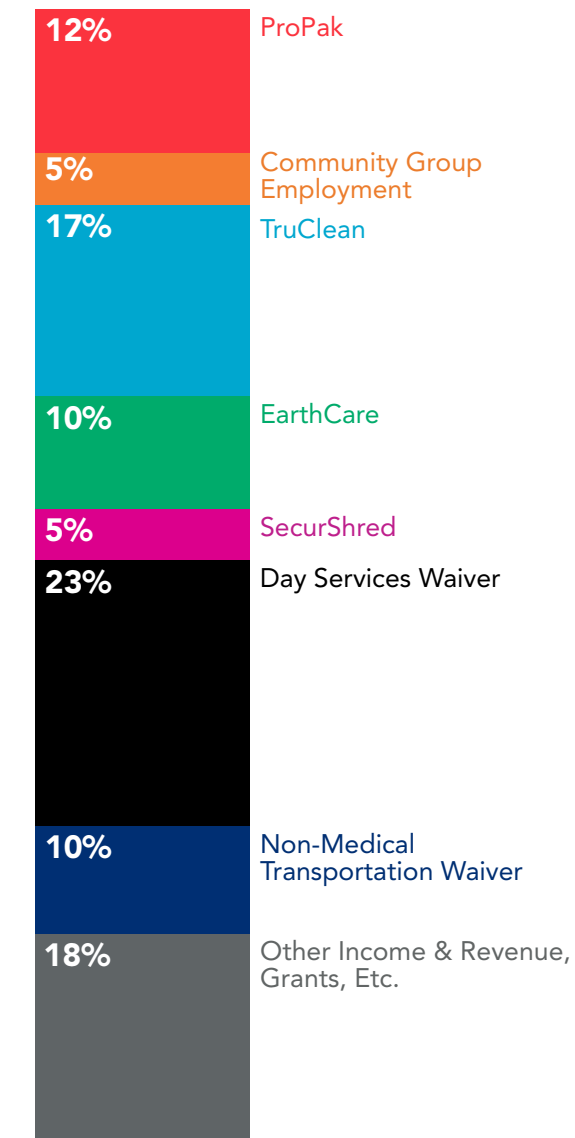


2021 FINANCIAL INFORMATION

Weaver was proud to serve over 300 individuals in all our various business divisions and program services during the 2021 year, which was a 27 percent increase from the prior year. Weaver continues to maintain a mix of business revenue, waiver revenue and other revenue (which is made up of one-time donations, grants and COVID relief funding). During the year, individuals with disabilities earned over \$1.8 million dollars in wages, which contributed to our local economy across the Northeast Ohio region. Operating expenses were 5 percent higher than the 2020 year, and administrative expenses remain flat.

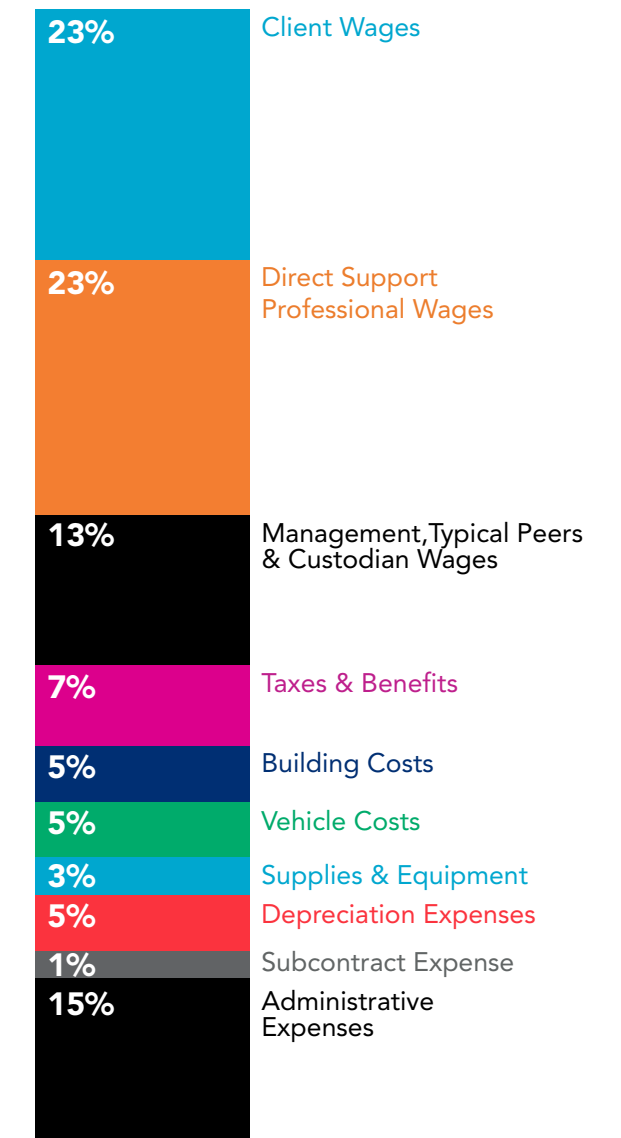
2021 REVENUES

\$9,218,664



2021 EXPENSES

\$8,063,477



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

2021 BOARD OF DIRECTORS

2021 MANAGEMENT TEAM



Deandreia L. Mayes, Chairperson
Director of Nursing and Patient Services at Cleveland Clinic Akron General



Rachel M. Hurst, Vice-Chairperson
President of H Cap Connect, LLC



Jessica Cresong
Dispatcher Specialist at Securitas



Alisha Dennis-Brinson
Director of Counseling and Psychotherapy Services at The Counseling Center for Wayne and Holmes Counties



Christine Domer
General Manager of Materials Science and Engineering at Smithers



Peter Geise
Greater Akron Area President for FocusCFO



Blake Gerney
Attorney for Brennan, Manna, Diamond Law



Stephen M. Hoffman
President and Owner of Everest Financial Strategies, LLC



John E. Hooker
Vice President of Financial Planning and Analysis at GOJO Industries



Al Daviso
Professor at The University of Akron



Jeffrey S. Johnson
Executive Director



Carla McDonald
Director of Finance & Operations



Valerie Garner
Director of Human Resources



Denise Balko
Employment & Transition Services Manager



Tom Maren
Transportation & Safety Manager



Carol Flunoy
Training & Advocacy Support Manager



Brad Haben
General Manager - EarthCare



Joe Buit
General Manager - ProPak



Brian Caldwell
Community Employment Manager



Jason Norman
General Manager - SecurShred



Christina Hattery
General Manager - TruClean



Weaver Industries, Inc.

520 S. Main St., Suite 2441
Akron, OH 44311

330.379.3660 | www.weaverindustries.org