

2022

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.



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 Weaver, this year took an incredible amount of teamwork and perseverance. In previous years, we learned that change is constant, and this ability to adapt helped us come together as an organization. Weaver demonstrated to our community how “It’s More Than a Job.” We set the stage to explain the meaning of employment for individuals with disabilities, and how having a job is a fundamental step in contributing back to the community and identifying a sense of self for individuals with disabilities.

In prior years, we presented our mission with statements from our passionate staff and clients while showcasing our dedication and outstanding team collaboration. Post-pandemic challenges came, and like most companies, we, too, felt the drop in labor force participation. Additionally, 2022 brought financial challenges to the organization because we were no longer financially supported by many government grants and one-time funding opportunities offered during the prior two years.

Although this took a toll on Weaver, we continued to focus on “Spotlighting What’s Next” by highlighting our clients, staff and community. We will continue to improve the stability of our direct support professional staff and the overall health of our organization. While this year was tough for us, we will come together to persevere for what truly matters—maximizing the independence and personal fulfillment of individuals with disabilities.

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

Deandraia L. Mayes
Chairperson, Weaver Industries
Board of Directors

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

Jeff Johnson
Executive Director,
Weaver Industries

2022

SPOTLIGHTING WHAT'S NEXT



Throughout the year, we worked on communicating our purpose while honoring those who work hard to help us meet the vision. We focused on spotlighting the skills of our staff and clients. These individuals helped us remain relevant, strong and active within the community, despite the challenges we faced post-pandemic.

You will see that the employees and clients highlighted are genuinely remarkable. Together, we created a unifying force helping to make a difference. Weaver is proud of the ongoing contributions from our organizations to the community around us, and will continue to focus on growth and sustainability in the years to come.

MILESTONES IN 2022

Community Group Employment sites operated at nine different worksites providing services ranging from oil changes, assembly services, automotive parts packaging services and janitorial services.

Weaver served 310 individuals through various services, such as vocational habilitation, group employment support, individual employment support and non-medical transportation.

Our summer youth program provided employment opportunities to 24 area "transition-age" (ages 14-22) students during the summer of 2022.

Weaver clients earned more than \$2.05 million in wages that contributed to the local economy.

"Hard work spotlights the character of people: some turn up their sleeves, some turn up their noses and some don't turn up at all."

– Sam Ewing, Author

OUR MANY OBJECTIVES FOR 2022

While 2022 brought forth challenges, we focused on spotlighting our clients and staff. We did this by doing the following:

Spotlighting Weaver’s Direct Support Professionals through social media and awards.

Spotlighting Weaver’s long-term employees and exceptional clients on social media and our website.

Spotlighting events, business highlights and community involvement on our social media and our website.

Spotlighting relationships with business partners in our community and the importance of work in the lives of individuals with disabilities.



“Weaver looks at DSPs as change-makers. They are passionate about making a difference by standing for the core values of our organization. And while there were hiring challenges, we are proud of those who dedicated their time to prioritizing our mission. 2023 will be a year of developing a recruiting culture at Weaver for creating awareness and joining our team.”

– Rachel M. Hurst, Weaver Board of Directors

EMPLOYEE SPOTLIGHT:
DIRECT SUPPORT PROFESSIONALS



Weaver has celebrated more than 50 years of growing an impact throughout the community. From new programs to initiatives, we have taken the time to spotlight areas of business that helped us fulfill our mission and maximize our impact. One of those areas is our direct support professionals (DSPs).

DSP's serve as the backbone of the services we provide to individuals with disabilities. Their contributions to the lives of the clients is integral to our success of our organization.

We are especially proud of Summit County's and Summit County Executive Ilene Shapiro's recognition of the work of our DSPS.

To celebrate them, we gathered nominations from their co-workers to win a trip to the Ohio Association of DSP Recognition Event. We received great comments from the staff. From all the nominations, we chose to honor the following:



BERNICE LOVE - TRUCLEAN SOUTH (ODOT, HQ)

"Bernice has a good attitude, makes a big contribution to the Weaver organization, has passion and very good leadership qualities. Bernice is a perfectionist. I've worked with her for approximately ten years and I've learned a lot from her. She makes me a better DSP."



CARLA LEONOW - PROPAK (MARC DR.)

"Carla is great with the clients and has a good understanding of each one of them. She knows her job and always had input when asked what she thinks. All of the individuals that we serve love being around her. She helps the individuals get the skills they need to succeed."



JULIE MOYE - COMMUNITY GROUP EMPLOYMENT

"Julie is exceptional at being able to readjust, sometimes daily to new job duties and environments. She is reliable and has an amazing work ethic. What makes this nomination so easy though, is her compassion for each and every client. She is empathetic and understanding. She can easily "walk in someone else's shoes" without judgment. She showcases strong leadership skills and is always helpful to anyone in need."



NICOLE ROGERS - TRUCLEAN (REST AREA DSP)

"Nicole has a great rapport with all her clients, she is very organized and keeps her facility clean and tidy. Her clients are very well trained on their tasks and have developed a wonderful daily routine with Nicole's teachings. She is professional yet compassionate and very easy to work with."

2022 HAPPENINGS

EMPLOYEE SPOTLIGHT: ANNIVERSARIES



BRAD HABEN

Starting as a DSP in Weaver EarthCare, Brad Haben quickly moved into management and now maintains our Grounds Maintenance division with multiple state contracts. With an extensive background in horticulture, his knowledge gets planted within our organization and helps us become better providers for individuals with disabilities in our community.



CHRIS HATTERY

Chris Hattery joined Weaver in August 2013, starting with Weaver EarthCare as a DSP, and moved her way up to a division general manager within the organization over the past nine years. Responsible for Weaver TruClean (janitorial services) and Weaver EarthCare (commercial grounds maintenance) she is instrumental in working with our customers in securing and maintaining contracts at the local, state and federal level each year.



LINDA STEGEMAN

Linda Stegeman, accounts receivable specialist, is responsible for coordinating and invoicing Weaver's community business partners, as well as working closely with internal staff to make sure that our billing is as accurate as possible. Linda's attention to detail helps our organization maintain strong financial records.

2022 HAPPENINGS

EMPLOYEE SPOTLIGHT: CLIENTS AT GROUP EMPLOYMENT SITES



A crew from Fox Network was at one of Weaver's group employment sites. RJS was featured on the TV show "Manufacturing Marvels" for their manufacturing process. We are happy this gave Weaver an opportunity to highlight the capabilities of adults with disabilities working in the community.

Seth works at the Schaeffler Community Group Employment site. Although he was diagnosed with Cri-Du-Chat Syndrome when he was about 15 months old, his diagnosis was never a barrier for him to fully participate in all aspects of family, community and school life.

Seth won the silver and gold in the 100- and 200-meter dash in the Special Olympics games in Orlando, Florida. Very active and community-focused, Seth has involved himself in many Brunswick High School sporting events over the past 20 years.



2022 HAPPENINGS

EMPLOYEE SPOTLIGHT: IN HONOR OF WORLD DOWN SYNDROME DAY



Weaver would like to introduce you to Chrissy, an essential member of our TruClean division.

Our employees and clients are vital to the organization, which is why we highlight those who stand out. Chrissy is one of those people.

She takes delight in “taking care of staff.” She said how she looks forward to improving the health of those around her by providing a clean environment. She mops, vacuums, and cleans the restrooms. Her favorite part of her job is burnishing floors with a special floor care machine.

With a smile on her face and great attitude, Chrissy is a joy to have around the Akron Police Department Training Department. She works hard to make the building clean and safe.

Weaver’s inclusive environment is demonstrated through clients like Chrissy. They look at work as more than paycheck. It provides a sense of fulfillment and purpose.

2022 HAPPENINGS

CAREER DEVELOPMENT



Weaver is honored to announced we received the Division on Career Development and Transition (DCDT) award in 2022. Nominated to the Council for Exceptional Children by Dr. Al Daviso, the annual award is given to organizations that have made outstanding contributions to secondary education and transition for students with disabilities.

“The severity of one’s disability does not determine their level of potential.”

–Karen Clay, Professor

2022 HAPPENINGS

COMMUNITY INVOLVEMENT



Weaver participated in a number of community events during the year. A table at the Summit County Transition Fair was a great place to learn about the supports available for preparing your child for high school graduation. We also sponsored the Step Into Autism walk for the Autism Society of Greater Akron.



THANK YOU FOR THE SUPPORT

Thank you to ODOT and 94.9 WQMX for treating our staff and clients to lunch for a day at the Weaver corporate office. Our crews work hard every day and enjoyed this donated lunch.



And thank you to GOJO Industries, Inc. for the generous donation of hand sanitizer. While many are returning to a new normal, Weaver still makes it a top priority to focus on the health and safety of employees by following the procedures that stemmed from the pandemic.

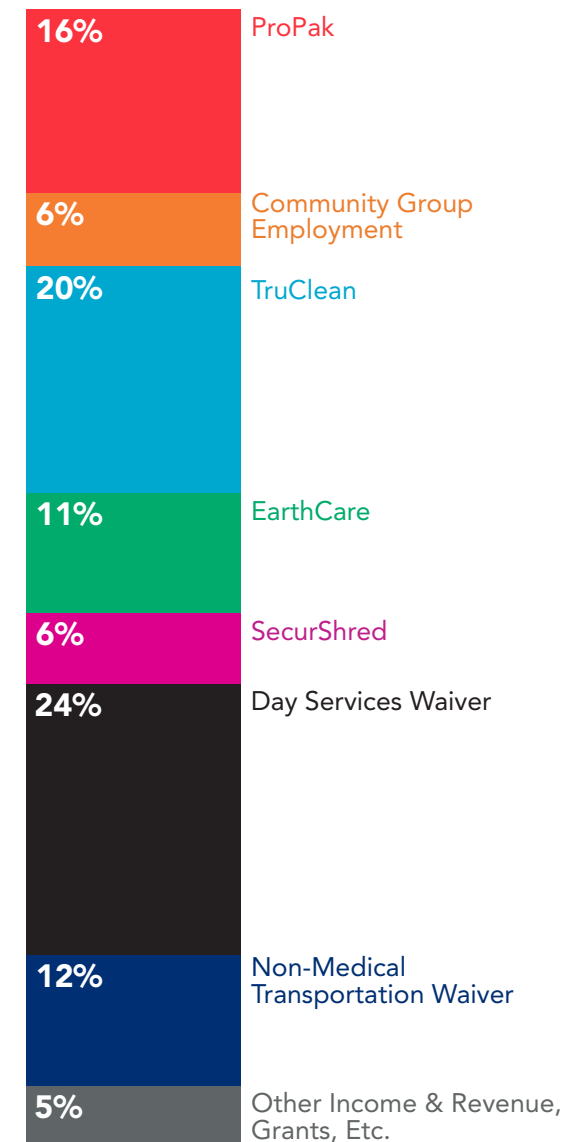




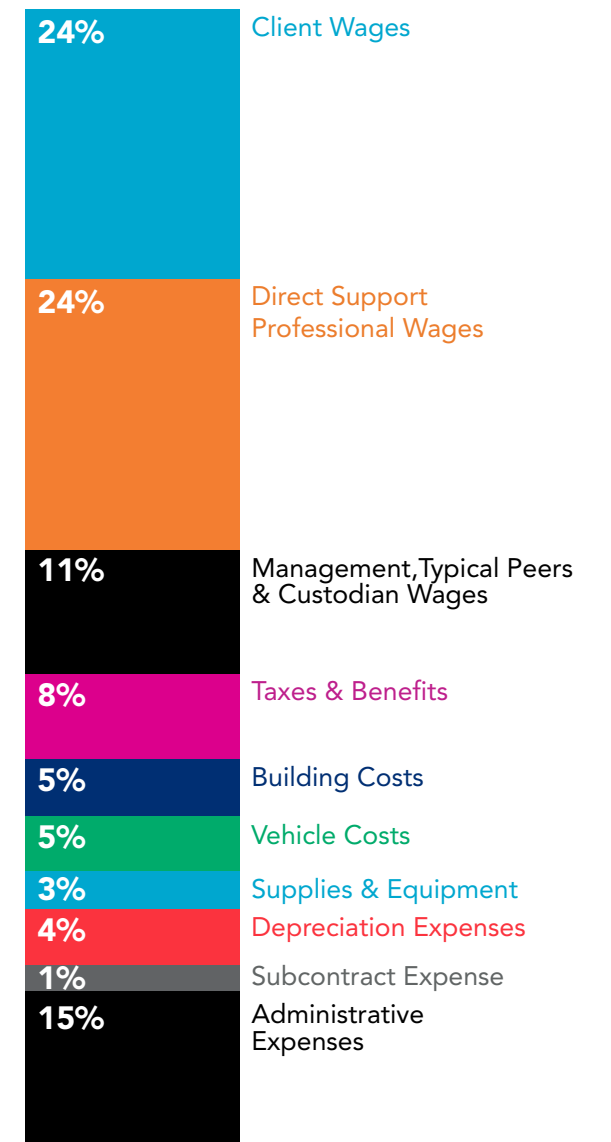
2022 FINANCIAL INFORMATION

Although our revenues remained strong in 2022, our expenses came in higher than revenues for the year. Higher expenses were driven by paying increased wages to our staff (to reduce exposure to a competitive labor market) as well as navigating through higher operating expenses for fuel and supplies. Weaver's revenue sources are strong, and we will continue to mitigate losses due to expenses in the future.

2022 REVENUES \$8,074,316



2022 EXPENSES \$8,657,880



2022 BOARD OF DIRECTORS

2022 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 Operations & Finance



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



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