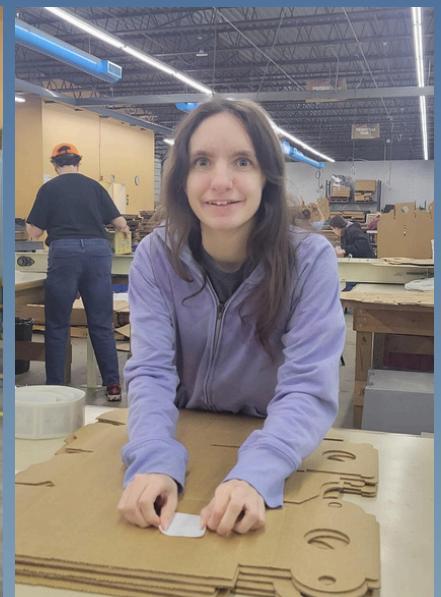




2023

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

Reflecting on the past year, we're truly moved by the resilience and loyalty that define the Weaver culture. Throughout 2023, we had the privilege of highlighting numerous hardworking employees, recognizing their contributions and commitment to our mission, cultivating inclusion and building futures. It's been an honor to extend our gratitude to our exceptional staff members, who tirelessly serve individuals with disabilities every day.

We've also celebrated the continued success of our summer youth work experience and career exploration program, made possible by the generous support of Summit DD. Through this initiative, we've empowered young individuals to develop practical skills and take significant strides toward their futures.

In the coming year, we're committed to furthering a variety of job opportunities for individuals with disabilities which now includes jobs in records management. Additionally, we're acknowledging the importance of work-life balance and its positive impact on the well-being of our staff and community. Through ENCORE, our new adult day program, we're providing opportunities for individuals with disabilities to enjoy themselves and thrive.

To our valued clients, dedicated staff and cherished community members, we extend our deepest gratitude for your unwavering support. Together, we've conquered challenges and emerged stronger, bound by our shared vision of a more inclusive world.

A handwritten signature in black ink that reads "Rachel Hurst". The signature is fluid and cursive, with the first name and last name clearly distinguishable.

Rachel Hurst
Chairperson, Weaver Industries
Board of Directors

A handwritten signature in black ink that reads "Jeff Johnson". The signature is fluid and cursive, with the first name and last name clearly distinguishable.

Jeff Johnson
Executive Director
Weaver Industries

2023

TOGETHER WE THRIVE



“Together We Thrive” embodies our core value of “inclusion”. It's a testament to the collective strength and unity that drive our mission forward. Within our organization, this theme fuels innovation and teamwork, as our diverse talents come together to overcome challenges and create meaningful opportunities for those with disabilities. It also resonates deeply within our community, driving impactful change and fostering inclusivity. It's a reminder that our journeys are interconnected, and through unity and support, we empower each other to unlock our full potential, propelling ourselves toward a brighter future.

MILESTONES IN 2023

Attended meetings with key stakeholders to gather input on types of jobs that individuals with disabilities want to have in the future, and looking to create educational materials to inform system partners on Weaver's offerings

Launched new program (ENCORE) for individuals with disabilities to engage with their community in September 2023

Opened new business division (Weaver Records Management) to diversify job opportunities to individuals with disabilities and add new service offerings to business partners in July 2023



OUR OBJECTIVES FOR 2023

Continuous Improvement

Collected data for informed initiatives with surveys and feedback from key stakeholders

Risk Management

Prepared for shifts in operations with changes to wage laws happening at the state or national level.

Sustainability

Identified and pursued new fundraising plans that include sponsorships, events and grants.

Diversification

Added services to create opportunities for community engagement for individuals with disabilities through ENCORE Adult Day program launch

Entrepreneurial Growth

Added business revenues with the launch of Weaver Records Management, our document imaging division

2023 CURRENT HAPPENINGS

RECOGNITIONS



JEREMY (CLIENT)

Jeremy embarked on an incredible journey during his tenure in our summer youth program at Myers Tire Supply. Immersing himself in the world of automotive excellence, Jeremy demonstrated remarkable dedication and enthusiasm. From mastering the use of a tape gun to sealing boxes, he fearlessly tackled every task with precision and professionalism. His commitment and passion for learning have left an indelible mark on our organization, and we couldn't be prouder of his achievements.

CAROL (STAFF)

With 17 years of dedicated service at Weaver, Carol has been a cornerstone of our organization since its inception. Starting as one of our first direct support professionals within our TruClean division, she has since transitioned into the role as client advocacy and support manager. Carol plays a vital role in coordinating services for individuals with disabilities, ensuring the highest standards of care and support are maintained across all facets of Weaver Industries' operations.



2023 CURRENT HAPPENINGS

RECOGNITIONS



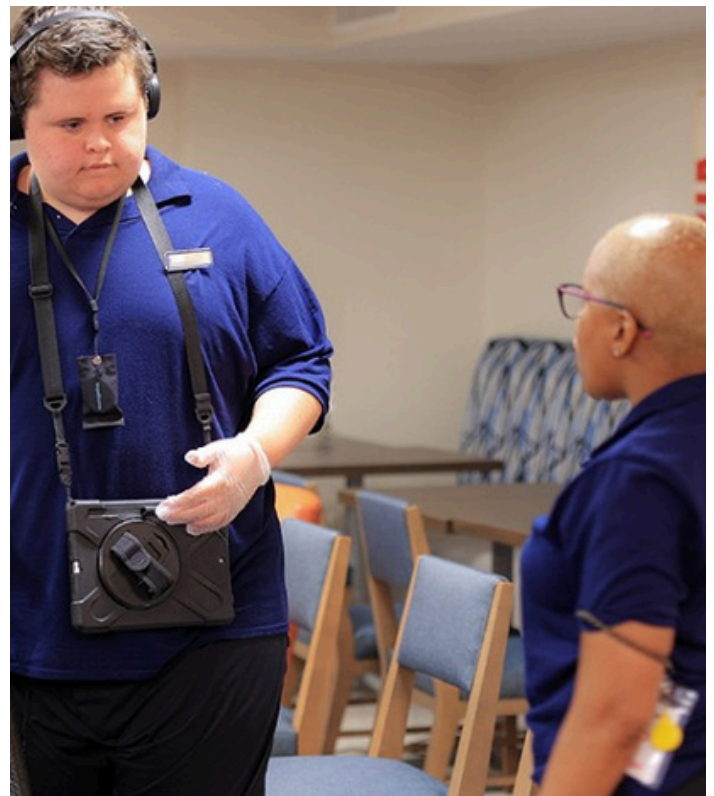
KERRINA (STAFF)

Kerrina's journey at Weaver was nothing short of inspiring. As a certified direct support professional and the general manager of Weaver Records Management, she has been instrumental in the success of our newest business division. Kerrina's passion for working with individuals with disabilities shines through in her role, where she empowers them to learn essential skills in processing, scanning and indexing paper records to digital files. Through her leadership, Weaver has provided employment opportunities for eight individuals with disabilities, fostering inclusivity and diversity in the workplace.

EVENTS

Summer Youth Work Experience and Career Exploration Program

Weaver, in collaboration with multiple county boards of DD, proudly hosted the summer youth work experience and career exploration program. Over the ten-week period, we had the privilege of working with 48 students aged 14 to 22, guiding them through valuable experiences and aiding their transition into adulthood. Through this program, we witnessed significant transformations.



2023 CURRENT HAPPENINGS

ENCORE



Weaver's ENCORE program for adults is dedicated to building community connections and promoting happiness among individuals with developmental disabilities. Through community involvement and support, this program enables individuals to engage in meaningful day-to-day activities, fostering a stronger and more inclusive community.



RECORDS MANAGEMENT



Weaver is excited to announce the launch of its new Records Management division, offering businesses comprehensive solutions for secure document handling, storage and destruction. This new service is designed to meet the growing need for confidentiality and compliance in managing sensitive information.



2023 CURRENT HAPPENINGS

THANK YOU

COMMUNITY GROUP EMPLOYMENT

We extend our sincere gratitude to our community group employment partners, including Akro-Mills and Stellar Automotive Group, for their commitment to fostering an inclusive workplace. These partners not only provide meaningful employment opportunities but also embrace diversity, creating environments where individuals of all abilities can thrive. Their dedication to practicing inclusion every day exemplifies the positive impact that businesses can have in supporting underrepresented groups, breaking down barriers and championing equal opportunities for all. Together, we are building a stronger, more inclusive community.







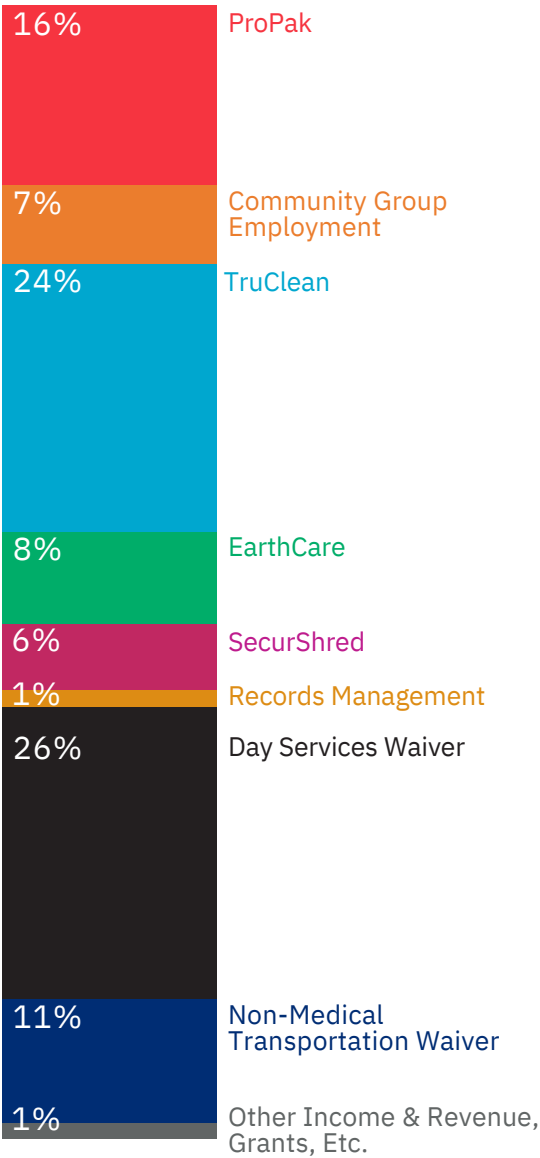
2023 FINANCIAL INFORMATION

In 2023; we continued to persevere through reduced business revenues from our Program Income, as well as waiver revenue reductions due to abbreviated client attendance schedules. Our largest divisions, TruClean and ProPak continue to show positive revenue while some of our smaller divisions are still in a growth period, such as Records Management. Weaver's largest expenses continue to be for wages, making up 60% of our total expenses. Administrative expense ratio is at 16% for the year, with the remaining being spent on direct program services.

Complete audited financial statements can be obtained by request.

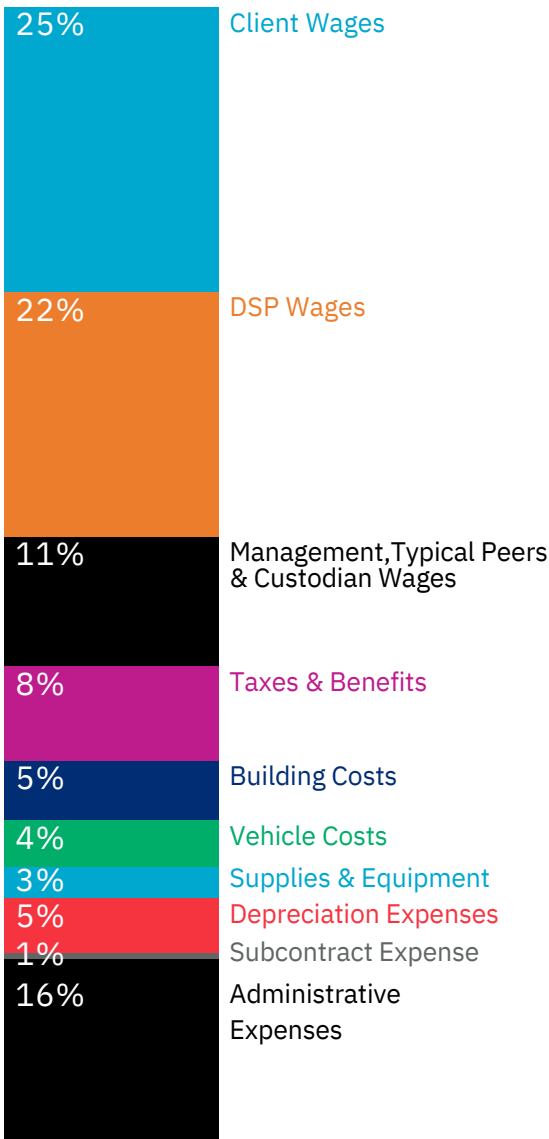
2023 REVENUES

\$7,715,593



2023 EXPENSES

\$8,701,709



2023 BOARD OF DIRECTORS



Rachel M. Hurst, Board Chairperson
President, H Cap Connect, LLC



Blake Gerney, Board Vice Chairperson
Attorney, Brennan, Manna, Diamond Law



Peter Geise, Board Secretary
Greater Akron Area President, FocusCFO



Al Daviso, Board Trustee
Professor, The University of Akron



John Wachovec, Board Trustee
Work Study Coordinator (Retired), Summit Educational Service Center



Tom Orcutt, Board Trustee
Vice President, Huntington National Bank



John E. Hooker, Board Treasurer
Chief Enterprise Performance Officer, GOJO Industries



Jean Barbato, Board Trustee
Senior Manager, ConxusNEO



Mark Ohlinger, Board Trustee
Project Architect (Retired), Hasenstab Architects, Inc.



Alisha Dennis-Brinson, Board Trustee
Director of Clinical Services, Brynn Marr Hospital

2023 MANAGEMENT TEAM



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



Kerrina Pettigrew
General Manager - Weaver
Records Management



Joe Buit
General Manager - ProPak



Brian Caldwell
Community Employment Manager



Jason Norman
General Manager - SecurShred



Christina Hattery
General Manager - TruClean



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