

**Greenleaf Job Training Services  
Annual Impact Report 2022**

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## A Message from our CEO

Dear Friends,

What a year!

2022 was a year of tremendous change and accomplishment for Greenleaf Job Training Services. As we navigated our first full year operating as a nonprofit organization, we learned so much while continuing to provide the high-quality services we have become known for over the past 28 years. We placed over 100 people with disabilities into competitive jobs in our community while serving almost 400 people across all of our programs. I am so grateful to all of our donors, partners, and supporters who continue to make our work possible.

One of the major themes of the last 2–3 years has been the emphasis in workplaces on Diversity, Equity, Inclusion, Access, and/or Belonging (DEIA or DEIB). While DEIA conversations typically focus on characteristics such as race and gender, disability is also diversity. Full community inclusion should be the ultimate goal of any organization that serves people with disabilities and many of our participants face the intersection of one or more marginalized identities. Greenleaf is committed to increasing awareness and advocacy surrounding disability in the DEIA space. Studies have shown that organizations that are committed to diversifying their workforces, including hiring and retaining people with disabilities, outperform less diverse companies. Greenleaf knows this and so do our business partners. We pledge to continue to spread the word and do the work necessary for full inclusion of people with disabilities in all workplaces.

Another characteristic of our current job market is the combination of historically low unemployment rates with record high numbers of job openings. People with disabilities are a huge untapped labor pool. Data shows that people with disabilities are employed at a rate 40% lower than their non-disabled peers, despite many of them being ready and willing to work. It is our mission to help them do just that. We are in extraordinary times as we enter the uncharted waters of this post-pandemic world. One positive we've seen is a 20+% increase in employment rates of people with disabilities. The proliferation of remote work has made pursuing employment a possibility for more people than ever. We are also seeing more creativity from employers in filling their critical positions, implementing low- or no-cost accommodations to make previously inaccessible job tasks available to people with a wider array of skill sets. Nationwide, employers are discovering what we've known for almost 30 years – employing people with disabilities is good for people and it's good for business.

We are excited for the year ahead and look forward to building on our tradition as a leader in disability employment services in Central Ohio. We are eager to launch new initiatives to expand our footprint and reach even more people who can benefit from our services. We could not do this without your support and we are deeply grateful.

Thank you for your partnership in Greenleaf's mission of employment for everyone, regardless of where they've been, where they want to go, or what challenges they face. Together we can open minds and change lives!

Sincerely,

Kristin L. Schaub

## Greenleaf's Calling

Work gives meaning to our lives, and here at Greenleaf, we believe people with disabilities deserve the same opportunities as everyone else. We believe everyone has value in the workplace no matter where they've been, where they want to go, or what challenges they face.

### *Our Values*

**We are invested** in every individual we serve.

**We are innovative** trail blazers who are resourceful and creative in our approach.

**We have integrity** and hold ourselves to the highest ethical standards.

**We are intentional** in our planning and person-centered service delivery.

**We are inclusive**, value diversity, and are willing to challenge conventional ways of thinking.

### *Our Mission*

Greenleaf offers personalized support to match individuals facing obstacles to meaningful employment, so that everyone feels truly seen for who they are and everything they are capable of becoming.

### *Our History*

Greenleaf Job Training Services was founded in March 1995 by Jennifer Kuntz when she was working as a job coach in the special education department at Worthington City Schools. She helped students obtain employment as part of their curriculum, but realized many struggled to retain their jobs over the summer break.

Trying to bridge the gap, Jennifer spent one summer working as an independent youth job coach for the Opportunities for Ohioans with Disabilities Agency (OOD). The following year she started Greenleaf. Since then we have helped thousands of job seekers of all ages make progress toward their employment goals while improving diversity among business teams.

In 2021, we took the step of converting from a privately-held company to a nonprofit organization. Under this new umbrella we are looking forward to expanding our footprint to reach more people with disabilities and other obstacles to employment.

## Our Strategy and Impact

### *Strategic Accomplishments*

- Placed over 100 people into jobs, served hundreds more throughout all of our services, and added to our array of services to provide a more holistic approach.
- Created a robust DEIA initiative, increased the diversity of perspectives on our Board and Staff, and renewed our commitment to bring awareness to the inclusion of disability in conversations about DEIA.
- Collected supplies for the first phase of our new Resource Center and added charitable giving to expand our reach and diversify our revenue.
- Completed a rebranding effort to update our look to match our new nonprofit status and participated in community events like Pride, resource fairs, and hiring events.
- Addressed workforce shortages through a values-driven staffing approach that led to a six-month increase in staff longevity.

### *Our Impact*

Total number of people served: 394

Total number of people placed in jobs in our community: 106

Job retention rate: 75%

Average wage: \$12.50

Total number of businesses with Greenleaf-served employees: 87

Number of weeks to find a job: 14 weeks

Total wages earned by participants: \$2,056,290

Total tax revenue generated by participants: \$246,000

### *Testimonials*

“I was put in an environment where I was able to adapt without the fear of being pressured. Greenleaf helped me by making sure I have got it completed in the way that a particular task should be done. Greenleaf has helped me become less anxious and more ready to start my independence in the next job.”

“I just wanted to thank you all at Greenleaf. You guys have really helped me in the working world. Grateful can't even begin to describe how I feel getting your help. They never gave up on me and I didn't give up on them. Thanks again for all that you have done for me. I'll never forget it.”

“Our Greenleaf coach did great with communication and checked in on our new hire quite often and it made the transition for starting the job the best it could be. He did everything he could to help.”

“We really appreciate everything that everybody at Greenleaf has done for [our son], and it was a pleasure working with you all. You have done a great service for [him] and we are very grateful for your time and efforts.”

## Looking Ahead

2023 promises to be another exciting year for Greenleaf, with more changes and expansion. Key initiatives target both internal processes and external forces. They include:

- Launching our Resource Center as the foundation for service expansion
- Implementing strategic solutions to address ongoing staffing challenges within our industry, with a focus on hiring, staff retention, and targeted service planning
- Increasing our charitable support to at least double 2022's levels through board engagement and fundraising initiatives
- Constructing a comprehensive succession plan to ensure the ongoing viability and success of Greenleaf

## A Message from our Board Chair

What a year for Greenleaf JTS! October, 2022 was our one-year anniversary as a nonprofit. The decision to become a nonprofit in order to serve more individuals in Central Ohio with disabilities had finally not only come into being, but with the collaboration of the Board and CEO, it was a successful transition!

We were able to celebrate many accomplishments, but were also presented with several challenges in 2022. Like many organizations/businesses in the post-COVID world, we faced obstacles with finding new employees. The management team of Greenleaf strategically explored many avenues in making Greenleaf stand out among other employers, and by the end of 2022, we saw an increase in potential candidates for employment. The ability to hire more staff gave Greenleaf the capacity to take on an increased number of participants and support more individuals with disabilities in our community. Due to inflation, Greenleaf also had to closely evaluate how to financially ensure that all staff members were adequately reimbursed for expenses like mileage to minimize their financial hardships. Taking action on these items in a timely manner, allowed Greenleaf to not only retain employees, but to also maintain its strong reputation in Central Ohio for providing excellent and quality service to those with disabilities looking to become employed.

The Board and CEO worked together extensively to successfully navigate those issues. In collaboration, they were also able to bring to fruition many goals that had been set at the beginning of becoming a nonprofit. Three new board members were elected to join the Board, bringing diversity of ethnicity, experience, skills and ideas to the table. With their energy and talent, the Board is even better prepared to provide guidance and support to the CEO of Greenleaf. A few other successes Greenleaf experienced in 2022 are: we generated above \$30,000 in first-year donations, provided insurance, 401-K plans, and raises for staff, and rebranded Greenleaf to reflect the mission, values and resources in a new and fresh way. All of these items are fantastic, but I want to recognize the truly amazing staff, management team and board members of Greenleaf.

Their work is what really makes Greenleaf JTS stand out as the leading vocational job training agency in Central Ohio for those with disabilities.

“If you are working on something that you really care about, you don’t have to be pushed. The vision pulls you.” — Steve Jobs

As the Board Chair, I am so fortunate to work with others whose vision has pulled them to the mission of Greenleaf JTS and I am looking forward to seeing what we can accomplish in the coming year!

Dee Marks

## Financial Snapshot

### Expenses

Programs and Services: \$1,039,824 (82%)

Administrative: \$250,383 (16.4%)

Fundraising: \$25,475 (1.6%)

### Revenue

Public: \$1,275,261 (96.7%)

Private: \$43,007 (3.3%)

## Thank you to our Partners, Donors, and Volunteers

To all of our funders, donors, and volunteers: Greenleaf Job Training Services sincerely appreciates your generosity and vital support. We couldn’t do it without you.

*Employer of the Year*

Homage

*Funders*

- JP Morgan Chase & Co.
- Licking County Board of Developmental Disabilities and the Mid East Ohio Regional Council
- Ohio Department of Developmental Disabilities
- OhioHealth
- Opportunities for Ohioans with Disabilities

*Volunteers*

Sycamore Bambino, Lonna Blasi, Annaliese Bubis, Adam Burk, Jody Davis, Sara Dearth, Leia Gersing, Marcus Gersing, Marck Harrison, Kathleen Johnson, Nick Lingnofski, Austin McFarland, Jaimie Rieder, Aaron Schaub, Catie Schaub, Lee Tracy Jr.

### *Donors*

Sara Allen, Kirsten Althouse, David Appel, Marlie Arrasmith, Shannon Arshenovitz, Nick Ater, Andria Baumgartner, Heriberto Bautista, Karen Bearn, Elizabeth Beattie, Julia Beckett, John and Susan Bennet, Lonna Blasi, Taren Boone, Tre'Onna Boone, Dave and Michelle Bowlus, Monessa Bradford, Charlene Bridges, Dean and Pam Brill, Samantha Brill, Alan Bubis, Adam Burk, Allison Buskirk, Caity Buskirk, Chad Buskirk, Dianne Buskirk, Haley Buskirk, Rachael Cable, Megan Cameron, Costco, Cheryl Cullman, Joseph Cullman, Elizabeth Cunningham, Jody Davis, Luke Davis, Melissa Davis, Joseph Driscoll, William and Whitney DuBois, Jacob Eley, Jennifer Evans, Teresa Evans, Jimmy Ferbrache, Susan Folk, Howard Fradkin, Leah Fraley, Corinne Gaddis, Kathryn and Bruce Gaddis, Scott Gaddis, Madison Galloway, Betty Gensel, John Gensel, Giant Eagle, Ryan Greene, Sabrina Groth, Thomas Gunnoe, Ravinder Gupta, Dilynn Harmonson, Beth Harven, Rachael Harven, Richard and Christe Hendershot, Ty Herer, Victoria Hirsel, Noah Hower, Martha Huseman, Kathleen Johnson, Joy Jones, Grace Karabinus, Kira Kelly, Zachary Kennedy, Kent King, Jennifer Kuntz, Carol Lake, Te-Sha Lee, Emily Lenahan, Kayla Levi, Bonnie Lewis, Dana Lewis, John Lingnofski, Katherine Lingnofski, Drew Link, Susan Liu, Ian MacGregor, Advitiya Mahajan, Anna Manion, Judy Manion, Kerry Manion, Dee Marks, Michael McNet, Audrey Mead-Funk, Amy Meeks, Loria Messer, Devan Micheal Mathie, Janae Miller, Joyce Miroslaw, Alison Moffit, Christine Morris, Katrina Nelson, Anandita Newman, Jeff Newman, Penny Newman, Kami Niehoff, Susan Novik, Jenny Partridge, Ameet Patel, Alexander Pearce, Carissa Perez, Carol Polk, Brandon Pollak, Susan Rector, Aimie Rieder, Nikita Rivera, Amanda Rose-Hobbs, Stephanie Rupe, Robert Russell, William Russell, Sam's Club, Christine Sanducci, Aaron and Kristin Schaub, Catie Schaub, Taylor Schulte, Marcy Shepardson, Jennifer Smith, Kathleen Stalter, Maria Stalter, DeShawn Toney, Andrea Trivisonno, Marshall Troxell, Libby Villavicencio, Rebekah Wakefield, Yaniny Warden, Jeremy Washburn, Bryan and Leah Watkins, Teresa West, George Whitsin, John Whitson, Todd Williams, Destiny Wilson, Dan Woodburn, Erin Woods, Prudie Wray, Muhammad Zaman

A special thank you to the Columbus Gay Men's Chorus for conducting a work/interview clothing drive on our behalf. Anything we could not use was donated to Star House.

### **Our 2022 Board of Directors and Staff Leadership**

Kristin Schaub, Chief Executive Officer  
Kate Lingnofski, Chief Operating Officer

Dee Marks, Board Chair  
DeShawn Toney, Vice-Chair  
Andrew Link, Treasurer  
Christine Morris, Secretary  
Jennifer Kuntz, Founder, Board Member

Charlene Bridges, Board Member