

GREENLEAF JOB TRAINING SERVICES, INC. 2023 ANNUAL REPORT

OPENING MINDS. CHANGING LIVES.

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LETTER FROM THE CEO KRISTIN SCHAUB, CEO

Dear Friends,

As we reflect on the accomplishments and progress made in the past year, I'm excited to share with you our annual report for 2023. It was another year of incredible change, challenges, and accomplishments. I'm proud of Greenleaf's ongoing commitment to empowering individuals with disabilities and fostering inclusive workplaces.

Over the past year, Greenleaf has continued to champion the rights and capabilities of people with disabilities in the workforce, through the ever-changing employment landscape. As you will see later in this report, we have been able to make significant strides in creating opportunities for employment, advocating for accessibility, and promoting disability inclusion in the Central Ohio community.

One of the keys to our achievements this year has been taking the time to reflect, seek input, and implement changes to better serve our participants. We have identified gaps in services and, through generous contributions from our supporters, were able to provide work clothing and hygiene items to our participants, as well as much-needed transportation to job training and work. We were also excited to prepare for the launch of our new Instruction, Training, and Consultation offerings in 2024. This expansion of our services connects even more individuals with disabilities to meaningful, sustainable employment opportunities.

Additionally, through our partnerships with businesses of all types and sizes, we are working tirelessly to promote inclusive hiring practices, raise awareness about the benefits of disability inclusion, and provide resources for creating accessible and accommodating workplaces. Together, we are breaking down barriers and building a more equitable society where everyone can thrive.

Finally, one of the most exciting developments in 2023 was the growth in charitable giving from our supporters. We experienced a 67% increase in fundraising from 2022 to 2023. The number itself is not what's important. It's what it represents that's so powerful. It signifies the growing recognition of and support for the important work our staff and board are doing every day. To know that so many people are willing to join and support us in this mission means the world to us! Your generosity, dedication, and commitment to our vision have been so important to our work and participants. Whether through financial contributions, volunteer hours, or advocacy efforts, each of you has played a vital role in advancing disability inclusion and creating a more equitable world for us all.

As we look ahead to the future, we are filled with optimism and determination to continue our work towards a more inclusive workforce. We will strive to break down barriers, challenge stereotypes, and create opportunities for people with disabilities to fully participate and contribute to the workforce and our community.

Thank you for your steadfast support and partnership.

Warm regards,
Kristin Schaub

OUR PURPOSE 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 IMPACT We are strengthening equity in our community through disability employment solutions.

OUR VALUES

- We put the participant first.
- We say yes to possibility.
- We plan.
- We do the right thing.

LETTER FROM THE BOARD CHAIR DEE MARKS, BOARD CHAIR

I am so honored to work alongside some truly committed members of the Board to ensure that we continue to provide guidance to the leadership of Greenleaf JTS. Our three newest Board members, Charlene Bridges, Janae Miller, and Rupal Shah hit the ground running and have become valuable resources to the inaugural Board; DeShawn Toney, Christine Morris, Drew Link, and me. They have brought fresh ideas and perspectives, helping to facilitate robust conversations and opportunities for a growth mindset.

One of the most important roles of the Board as we endeavor to steer Greenleaf in the right direction is to ensure we are meeting three primary legal duties: duty of care, duty of loyalty, and duty of obedience.

Duty of Care: Taking care of Greenleaf by ensuring prudent use of all assets of the organization including: the people, facilities, and good will of the organization.

Duty of Loyalty: Ensuring that the activities and transactions of Greenleaf are advancing its mission; recognizing and disclosing conflicts of interests; making decisions in the best interests of Greenleaf and not in the interest of the board member or their organization.

Duty of Obedience: Collaborating to ensure that Greenleaf obeys applicable laws and regulations; following its own bylaws; ensuring that Greenleaf adheres to its stated corporate purposes/mission. Board members also play a significant role in providing guidance to Greenleaf by contributing to its culture, strategic focus, effectiveness, financial sustainability, as well as acting as ambassadors for Greenleaf.

As I consider these duties, I'm excited to share with you what the Board has accomplished this past year. We have created two new committees, a Stakeholder Advisory Committee, and a Fundraising Committee. These committees are providing invaluable insight to the Board as we plan for 2024 and beyond.

Greenleaf raised over \$50,000 in donations in 2023! That is an increase of over \$20,000 from 2022.

Greenleaf's Transportation Campaign was a success, and we look forward to continuing this in 2024. It provides much-needed options for transportation to and from work for our participants.

This was a year of major transitions for Greenleaf. The Board supported Greenleaf's CEO as she worked to realign where team members work to devote even more of Greenleaf's resources to its participants and staff.

In my final year as Board Chair, I look forward to collaborating with the Board, Greenleaf's management team, and staff to enhance the services Greenleaf provides and ensuring that Greenleaf continues to make a meaningful impact for those with disabilities in Central Ohio.

FINANCIAL SNAPSHOT

REVENUE

- Public: \$1,217,087
- Private: \$51,804

EXPENSES

- Programs and Services: 81.9%
- Administrative: 17%
- Fundraising: 1.1%

FEATURING GROWTH: A SPOTLIGHT ON NOAH

A Letter From Mom: A Testament to Believing

I've often heard the cliché "People come into your life for a reason." I've encountered so many people on my son Noah's educational journey where this phrase has proven itself. However, in this last phase of his journey, I've never believed it more.

The day we met Jenn Javorsky at Project SEARCH, she said "Noah, before you go, I want you to meet Marck Harrison – he is one of our job coaches here and would possibly be involved in helping you improve your work skills if you are selected as an intern next year."

From the moment Marck said hello, we were both more at ease - Noah's anxiety seemed to immediately disappear. Marck gave us an overview of his role, and what Noah could expect from him. With each word Noah's face lit up with excitement. Then Marck looked at me, and I knew he saw right through me - even behind my mask.

"Mom, it will be ok. I can see the worry in your eyes. You will be amazed at what he will do. And I promise you I will take care of him."

I was amazed at what Noah did over the course of the year, from learning to navigate the hallways to receiving the designation of "most artistic fruit cups" from the Head Chef in his last rotation. He could report back from break and lunch ON TIME. He could advocate for himself when he needed help. He could learn new skills without fear knowing he could do it, even if not on the first try.

But none of that amazement would have happened without Marck as he did indeed take care of Noah. From the job coaching to constructive feedback and constant encouragement that "You can do it Noah. I know you can. YOU just need to believe you can."

And he did.

Thank you Marck, for all that you did for Noah and me. We are forever grateful that “People come into your life for a reason.” We are incredibly blessed that you came into, and are now a part of, ours.

Best, Missy

Noah is a Greenleaf participant who really gets at “why” we exist. He started his journey with Greenleaf participating in our Summer Youth Work Experience. Then he was an intern in our Project Search program where he got to hone his work skills for a year before graduating high school. He also received job development services at the end of the program to help him find permanent employment in the community.

Noah is now 21 years old and works in the kitchen at Nationwide Arena. He loves his job and feels like part of a family there. Noah helps prepare the food for the Blue Jackets and for special events. He's been learning a lot and making great strides at his first job thanks to the support of his Greenleaf job coach.

An avid wrestling fan, Noah was excited when he heard WWE was coming to Nationwide Arena. His job coach reached out to management at the arena and was able to not only get Noah tickets to the show, but an entire suite. This shows what a valued member of the team Noah is. His disability does not hold him back from being a productive employee and caring coworker.

STRATEGIC ACCOMPLISHMENTS

- Obtained \$3,700 worth of in-kind donations, including professional clothing and personal hygiene items, to support our program participants in achieving their career goals.
- Implemented a new Activities of Daily Living program aimed at supporting participants with developing essential soft skills necessary for job readiness.
- Secured funding to offer transportation vouchers to program participants. Launched in the last quarter of 2023, a total of 36 rides were provided for commuting to work or job training. The funding has been extended into 2024 to maintain this valuable service.
- Implemented an employment initiative within one of our business partner's local offices to offer job opportunities and vocational assistance to individuals with developmental disabilities.
- Initiated internal changes to reallocate resources towards our participants, staff, and service provision, resulting in a substantial decrease in overhead expenses.
- Expanded our board of directors by two members and established fundraising and stakeholder advisory committees, resulting in enhanced support for Greenleaf's mission.
- Secured over \$50,000 in charitable donations, marking a 67% increase in our second year of fundraising.

OUR IMPACT IN NUMBERS

- Total wages earned by participants: \$613,179
- 74% job retention past 90 days of employment

- 406 people served
- 78 people placed in community employment
- Average hourly wage: \$13.36
- 58 businesses served by Greenleaf
- Average weeks to find a job: 25
- \$52,000+ raised in donations from corporate and private donations
- 29% of Greenleaf's staff identify as having a disability

Demographic Breakdown:

- Male: 60.4%
- Female: 37.7%
- Other: 1.9%
- Age:
 - 14-22: 69.7%
 - 23-40: 20.1%
 - 41-65: 9.9%
- Race:
 - White: 71.6%
 - African American/Black: 13.1%
 - Biracial: 7.6%
 - Other: 2.5%
- Disabilities:
 - Autism Spectrum Disorder: 36.2%
 - Learning Disability: 18.1%
 - Mental Disorders: 16.4%
 - Developmental Disabilities: 12.6%
 - Physical Disabilities: 7.5%
 - Acquired Brain Injury: 2.7%
 - Dual Diagnosis: 3.4%
 - Visual Impairment: 1.7%
 - Hearing Impairment: 1.4%
 - Other: 0.7%

TESTIMONIALS

- "Doug has been great at supporting [him] and talking with us to understand the needs of the job and making sure [he] is accomplishing them."
- "Leah was a fantastic job coach and worked well with [her] and multiple managers on my team. I was impressed with the services provided and thought it benefitted the employee and the operation well. It was great working with Leah."
- "It was a very positive experience for me and my son! We finally feel the hope again."
- "Leah worked with me brainstorming on other options for employment and it helped broadening my ideas with what I may be able to do."
- "Leah stepped in right away when there was a transition due to staffing. She was responsive, accommodating, and had excellent follow up. I always knew what steps she was taking to obtain interviews, as well as ensure my son was as ready as possible for the interview. She is a true professional and the care she has for her clients is evident."
- "As [his] guardian, I was extremely pleased a custom job was developed and obtained for [him], meeting his ask. Advocacy for this type of request took patience and understanding and Leah

was able to meet this in the town requested and within a shorter time frame than I had expected.”

- “Melissa was amazing with [her]. This is a big deal. [She] is a tough client, and Melissa connected with her so well. “

THANK YOU

Our supporters make a world of difference for our participants. Thank you to everyone who gave time, money, and items to Greenleaf in 2024

Our Funders

- Opportunities for Ohioians with Disabilities
- Licking County Board of Developmental Disabilities & the Mid East Ohio Regional Council
- Ohio Department of Developmental Disabilities
- OhioHealth

Employer of the Year: Al’s Delicious Popcorn

Volunteers: Adam Burk, Nick Lingnofski, Ketti Pryor, Aaron Schaub, Christopher Smith, Susanna Snyder

Donor Businesses:

- Amazon Smile
- Cafe Metro V. LLC
- FoxFire Tacos
- JPMorgan Chase
- Kroger Cares
- Network for Good (Meta)
- Parsons North Brewing Co.
- Taft's Brewporium
- The Columbus Foundation
- Wichert Insurance

LOOKING AHEAD: GOALS FOR 2024

1. Develop and expand our philanthropic initiatives to further support our mission and facilitate growth and impact in our community.
2. Complete integration of a strategic planning framework across the organization with the goal of improving engagement of staff and stakeholders in Greenleaf’s mission and vision.
3. Introduce our new Instruction, Training, and Consultation program designed to aid our participants, their families, and our business partners in the areas of financial education, job seeking techniques, practical life skills, disability support resources, and employment assistance for individuals with disabilities.
4. Restructure service delivery to enhance our team-oriented approach for service provision to our participants, especially during the crucial phase of new employment.

STAFF EXECUTIVE LEADERSHIP AND BOARD OF DIRECTORS

- Kristin Schaub (CEO)
- Kate Lingnofski (COO)
- Drew Link (Treasurer)
- Deshawn Toney (Vice Chair)
- Dee Marks (Board Chair)
- Christine Morris (Secretary)
- Charlene Bridges (Member; Fundraising Committee Chair)
- Rupal Shah (Member)

- Janae Miller (Member)

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