



Opening Minds.
Changing Lives.



2024
Annual Report

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Letter from our CEO

Kristin Schaub

Dear Friends and Supporters,

2024 was an extraordinary year for Greenleaf Job Training Services, marked by unprecedented impact and growth in our mission to promote and support the employment of people with disabilities in our community. As we reflect on this year, we are proud of the strides we have made in creating meaningful employment opportunities and fostering a more inclusive workforce.

In 2024, we saw a remarkable increase in the number of individuals we served, alongside significant growth in our funding and business partnerships. We are particularly proud of the 90% increase in charitable support. These efforts directly translated into more job placements and measurable outcomes for our participants. This growth is a testament to the commitment of our staff and board, the dedication of our supporters, and the unwavering determination of the individuals we serve.

We were also excited to launch our newest program, Empowering Employment, which benefited nearly 150 individuals in 2024. This unique program was created to fill gaps in existing services and is built on the understanding that one size does not fit all. Thanks to your generous support, we've been able to offer this customized programming that enhances the chances of success for each of our participants, ensuring they have the tools and resources needed for employment success.

Looking ahead, we recognize that 2025 will be a year of change and uncertainty. However, we remain steadfast in our mission and our vision of employment for people with disabilities. We are confident in the vital role individuals with disabilities play in the workforce, and we will continue to advocate for their full inclusion. We invite you to continue with us on this journey. Your support is more vital now than ever before. The road ahead may present challenges, but we are committed to meeting them head-on, working together to create lasting opportunities for all.

Thank you for your continued support and belief in our mission. Together, we will drive lasting change and build a future where every individual has the chance to succeed.

With gratitude,

Kristin L. Schaub
CEO, Greenleaf Job Training Services





Our Belief

Everyone has value no matter where they've been, where they want to go, or what challenges they face.



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 our Board Chair

Deshawn Toney

I am honored and excited to step into the role of Board Chair for Greenleaf JTS. As I begin this journey, I want to take a moment to introduce myself and share my enthusiasm for the important work we do together.

I have supported the efforts of Greenleaf for 13 years. Having worked with Greenleaf for several years as an Employment Specialist, I have witnessed firsthand the incredible impact this organization has on the community. Over the years, I have referred the services of Greenleaf to multiple families, friends, and staff members.

When Greenleaf became a non-profit, I had the privilege of serving as Vice Chair as part of the Inaugural Board. My predecessor, Dee Marks, has done an exceptional job establishing and growing the Board. With her continued support and guidance as past chair, I hope to continue the great work she has begun.

As a non-profit employee with more than 14 years of experience in direct service, I have always considered it a privilege to serve others. It is truly an honor to be able to contribute to the continued success and growth of Greenleaf JTS.

As the new Board Chair, my primary focus will be to support our talented leadership team and Greenleaf staff as we work toward achieving our mission of “Strengthening Equity in our Community Through Disability Employment.”

As we begin this new year, I am pleased to announce our new Executive Committee, Charlene Bridges (Vice Chair); Drew Link (Treasurer); and Rupal Shah (Secretary). I would also like to welcome our new Board members Chris Moranda, Ketti Pryor, Cierra Carter, and Myrna Rich-Ray.

I believe deeply in the power of collaboration, open and effective communication, and building trust amongst team members. My vision for the Board is one of inclusivity, transparency, and strategic direction. I look forward to working with the new slate of Officers and Board members as we navigate the challenges and opportunities ahead.

As Board Chair I am excited to embark on this new chapter with the Board of Directors, Greenleaf’s CEO and management team, as well as staff as we continue our shared mission of establishing long-term sustainability, delivering impactful programs, and developing opportunities for individuals with disabilities.

Deshawn Toney, Board Chair



Letter from our Fundraising Committee Chair

Charlene Bridges

Dear Friends and Supporters,

As we close another transformative year at Greenleaf Job Training Services, I am honored to reflect on our collective achievements and the unwavering commitment of our community to advancing disability inclusion in the workforce.

Serving in 2024 as a member of the Greenleaf Board of Directors and Chair of the Fundraising Committee, I have had the privilege of witnessing firsthand the dedication of our staff, board members, donors, and partners. In 2024, we not only strengthened our impact, but also set new records in fundraising and donor engagement, demonstrating the power of collaboration and shared purpose.

Our fundraising efforts saw unprecedented growth, with total charitable revenue exceeding \$94,000—more than double our initial target. This success was driven by increased engagement from individual donors, businesses, and grant-making institutions, all of whom recognize the profound impact of our work. The Empowering Employment Program, our transportation voucher initiative, and the Chase BeST Program all benefited from this increased support, ensuring that more individuals with disabilities can access meaningful, sustainable employment opportunities.

We also expanded our donor base, welcoming over 50 new supporters. Our annual fundraising event exceeded expectations, raising over \$23,000 in gross revenue, and our partnerships with organizations such as JPMorgan Chase, Franklin County DD, Victoria's Secret, and Petals That Inspire were instrumental in advancing our mission.

None of these accomplishments would be possible without you—our generous donors, corporate partners, and passionate advocates. Your support is more than financial; it is a declaration of belief in the abilities and potential of the individuals we serve.

As we look ahead, we are committed to expanding our programs, deepening our impact, and continuing to break down barriers to employment for individuals with disabilities. Together, we are not just providing jobs—we are fostering independence, dignity, and a more inclusive community.

Thank you for being a part of this journey. We look forward to achieving even greater milestones together in 2025.

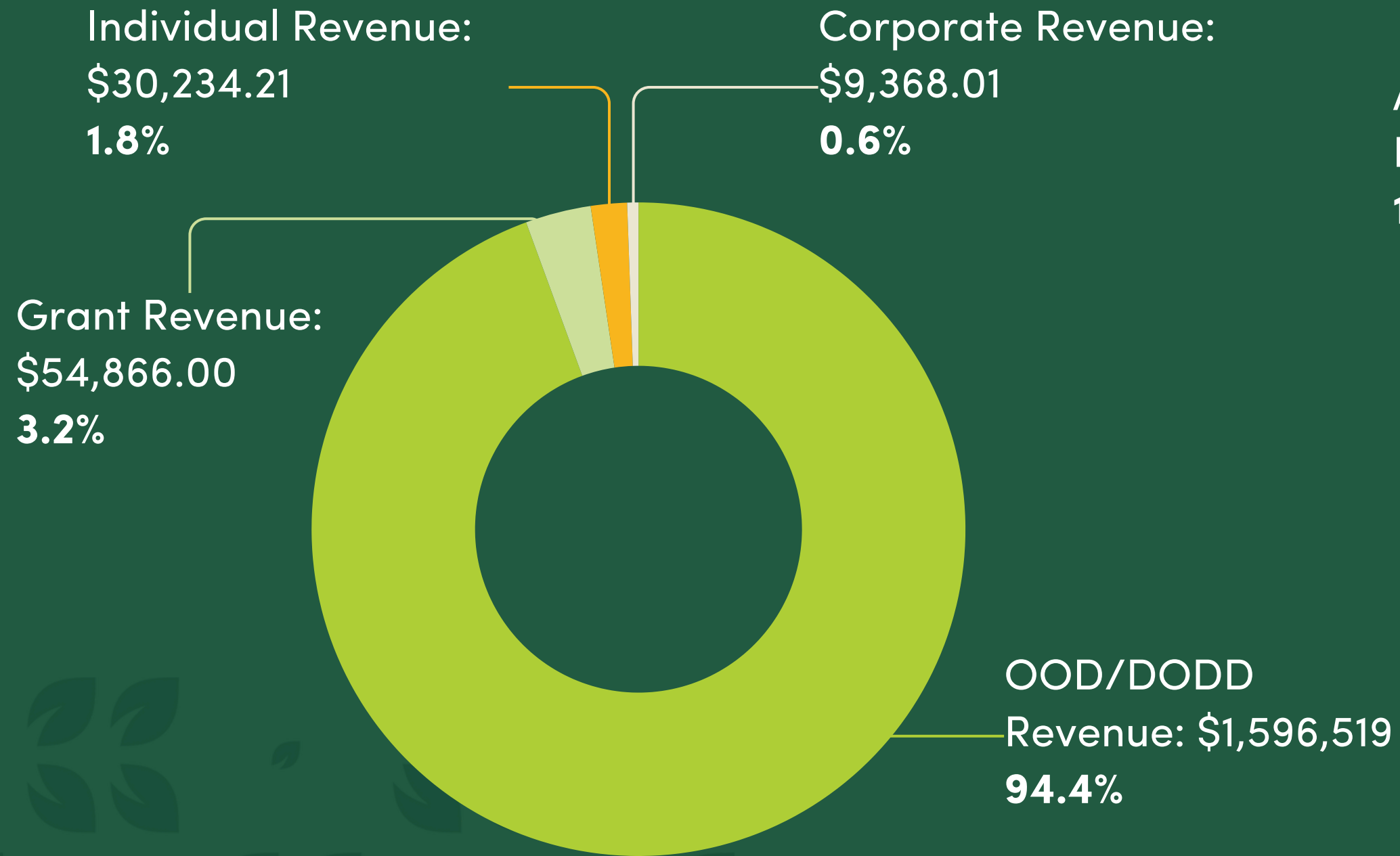
With gratitude,

Charlene Bridges
Board of Directors
Chair, Fundraising Committee

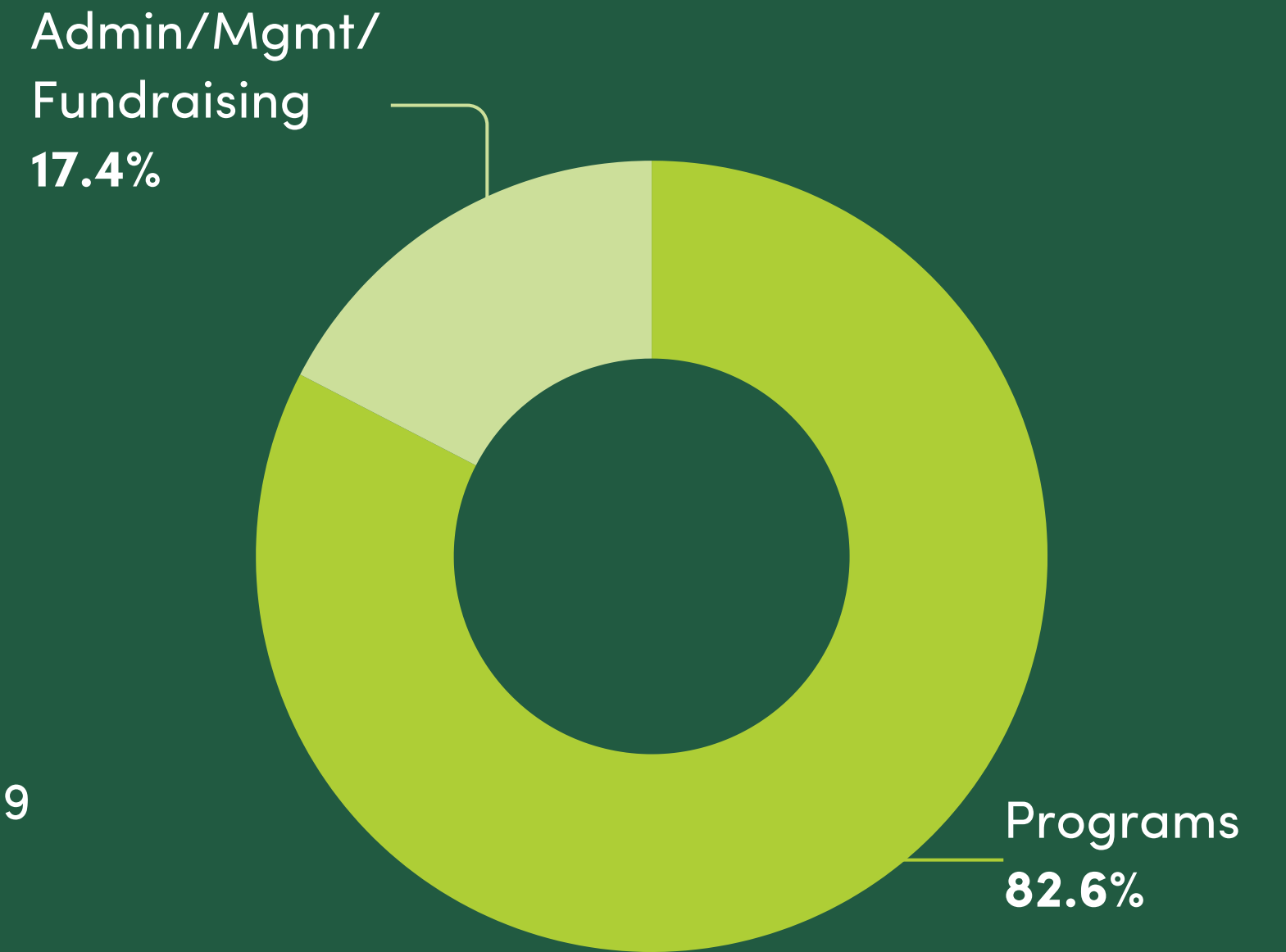


Financial Snapshot

Revenue



Expenses



Empowering Employment

100+ referrals in its first year

Expanding Opportunities for All

In 2024, Greenleaf Job Training Services launched Empowering Employment, a transformative program designed to support individuals in their career journeys while fostering a more inclusive workforce. With engaging weekly group sessions—held both in-office and within the community—participants gain essential skills in job exploration, financial literacy, and independent living. For those needing tailored guidance, one-on-one coaching ensures personalized support.

Beyond participant-focused sessions, Empowering Employment extends its impact through virtual support groups for parents and a consultation series for businesses on disability inclusion and hiring. With more than 100 referrals in its first year, this program is already making a meaningful difference in building pathways to success.

Empowering Employment

Empowering Employment

Impact of the Program

"We have been honored to work with the Greenleaf team on enhancing our workforce development program. Loren has been a vital asset to ensuring our program provides the resources and atmosphere that is best for the young adults we serve. Loren has the natural ability to create a safe and comfortable environment for young adults and shows great care and compassion for their journey to employment. His delivery of the workplace readiness and professional curriculum engages our students to participate and offers insightful answers and advice. The Petals That Inspire team is so grateful to Loren and the entire Greenleaf team for their passion to uplift young adults in our community and break down the barriers to employment."

—Amanda, Petals That Inspire



Strategic Accomplishments



Launched

Empowering Employment

to address gaps identified by our stakeholders and supplement existing programs.



Served

620 people

in all different stages of their employment journeys, a 53% increase over 2023.



Secured

over \$90,000 in charitable funding

marking a 90% increase in our third year of fundraising.



Held our

first annual fundraising event

raising over \$20,000 for Greenleaf programs.

Strategic Accomplishments



Continued our

transportation vouchers program

that was established in 2023, providing 227 rides to participants, a 500+% increase.



Expanded our

Board of Directors

by adding three new seats, bringing valuable perspectives and increased support to Greenleaf's mission.



Added

9 new community and funding partners

and increased the overall visibility of Greenleaf in the Central Ohio community.

Our Impact

People Served: 622



Avg. Time to Find a Job: **153 Days / 22 Weeks**



Job Placements: **107**



Total Wages Earned: **\$964,270.14**



Avg. Hourly Wage: **\$14.08**



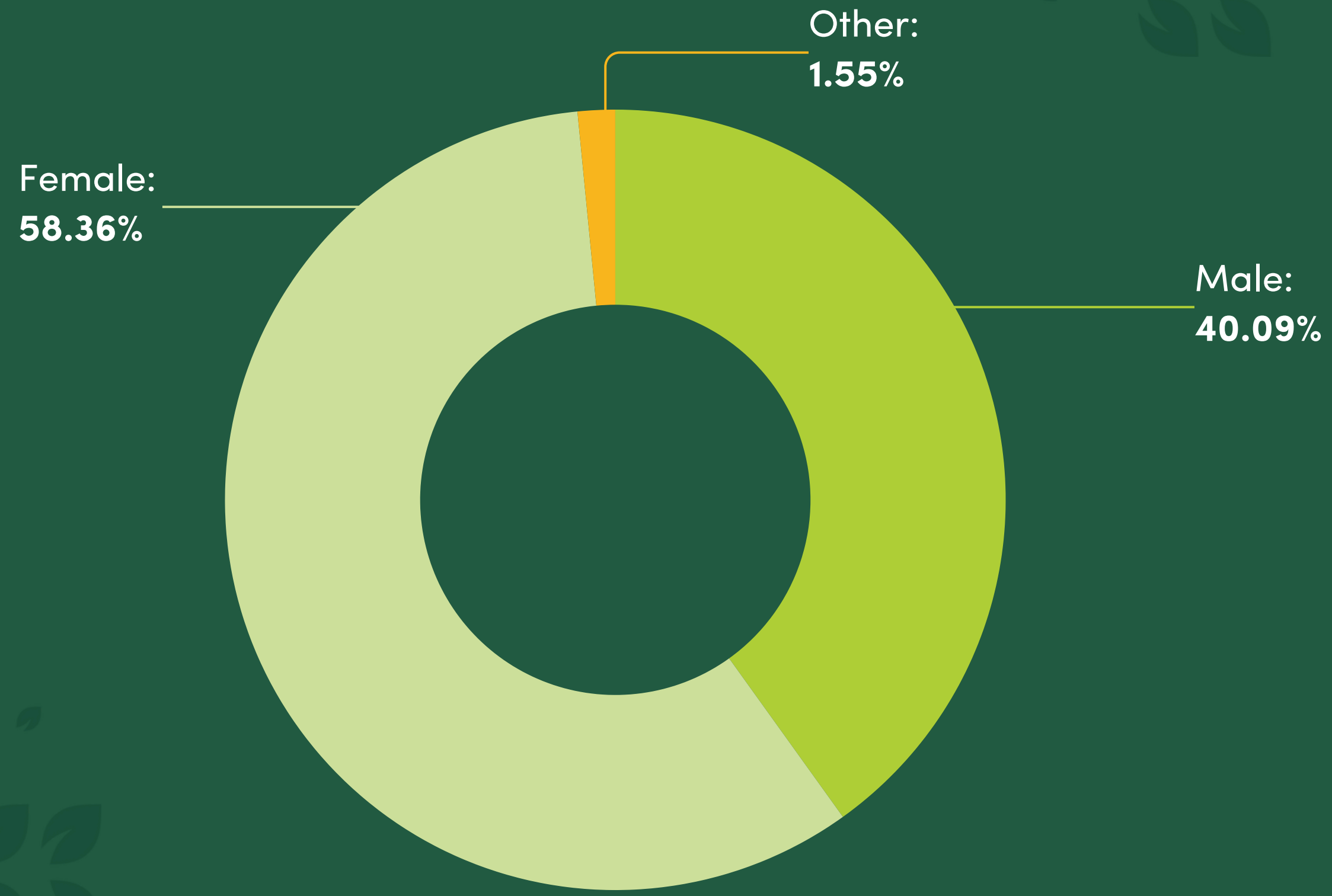
Job Retention past 90 days of Employment: **58 successful closures**



Businesses with Greenleaf-served Employees: **91**

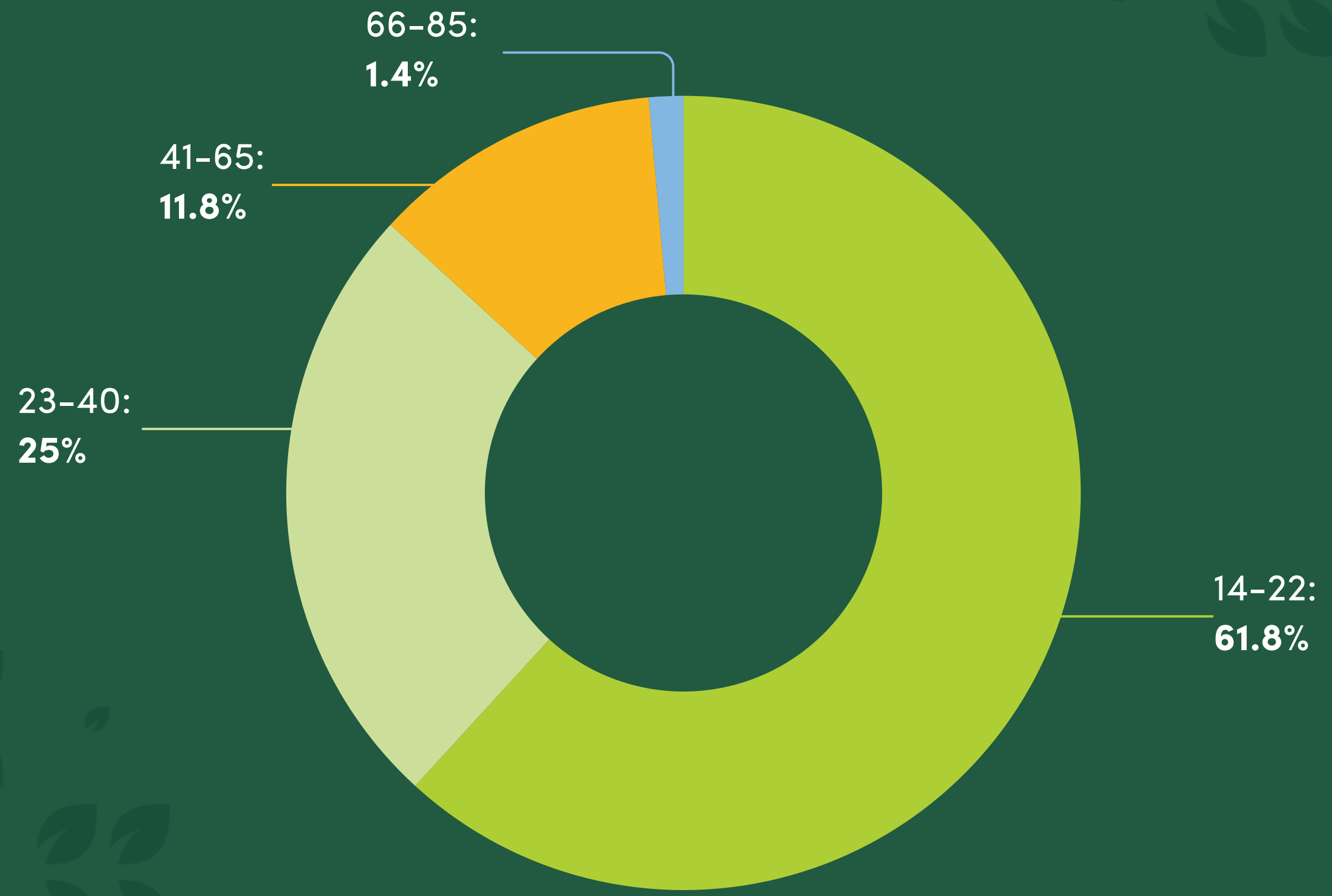
Participant Demographics

Gender



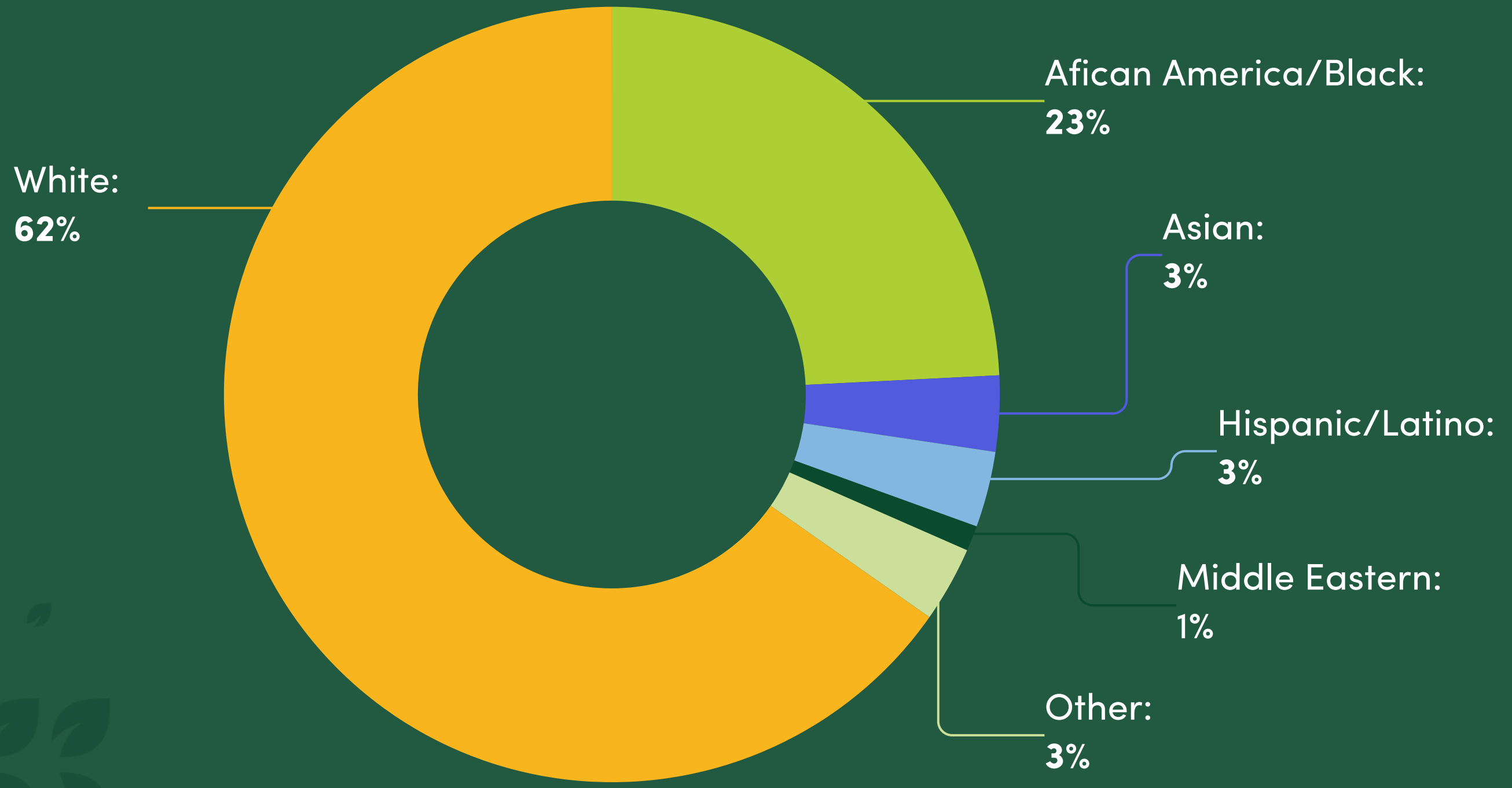
Participant Demographics

Age



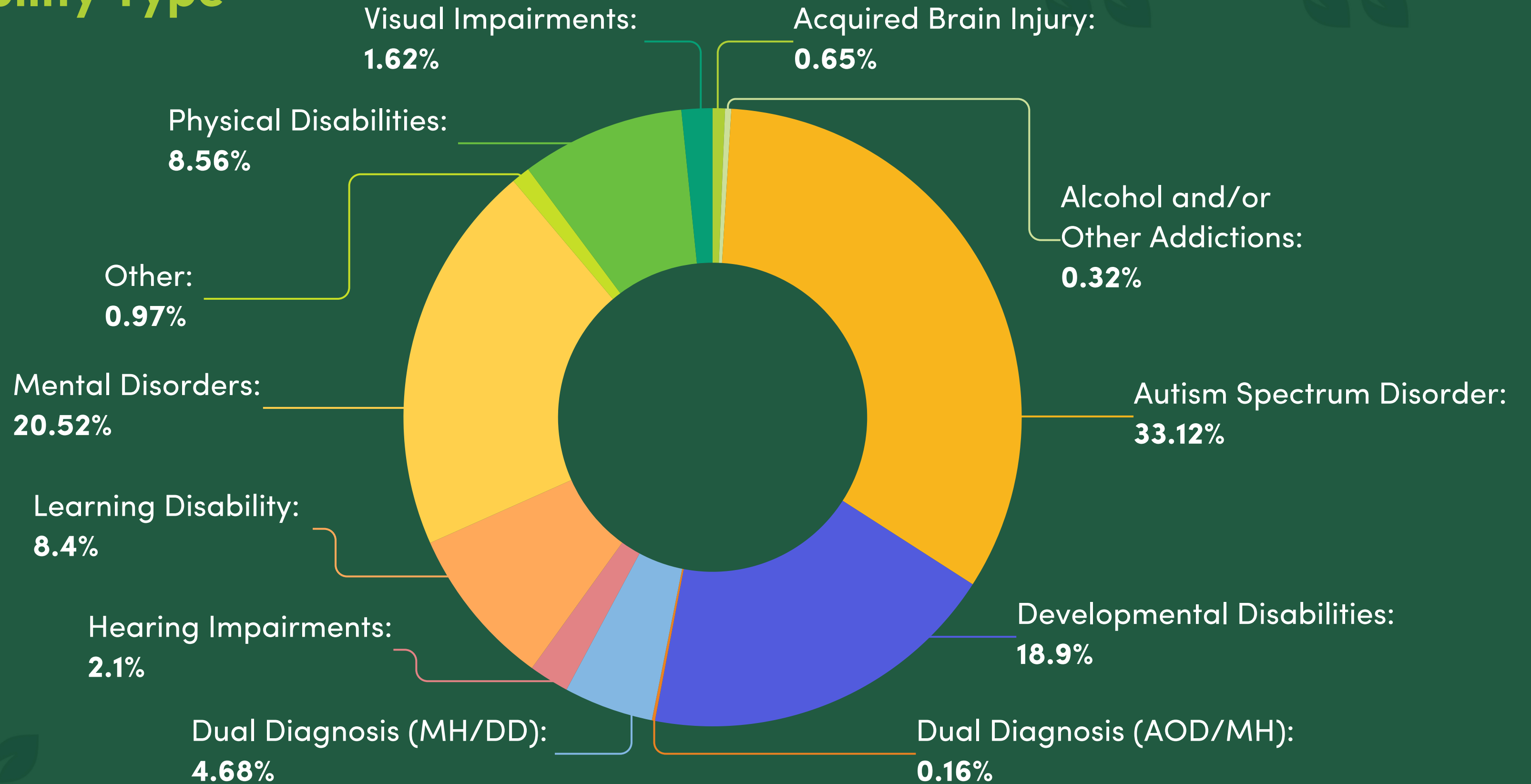
Participant Demographics

Ethnicity



Participant Demographics

Disability Type



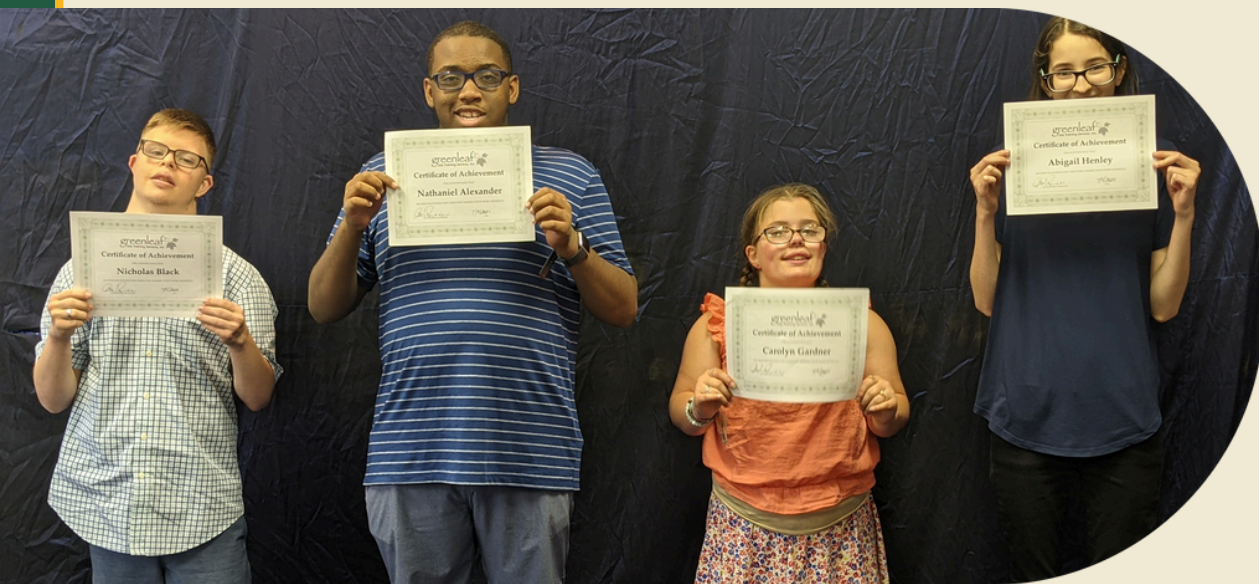
Testimonials

“Prudie was very **patient, calm, and well organized** in her thoughts and communication. She explained things on a level that my daughter could understand and relate to. Her tone was also important and played a role in keeping my daughter's attention.”

“I felt comfortable with Brad who I was with for two of the days, as he seemed to make an active **effort to make me feel comfortable, understood, and supported**. He was also inquisitive about my diagnoses and how they will affect my ability to work.”



“I am **extremely satisfied** with the way our services went. I have already recommended Greenleaf to other people. Thank you!”



“Doug was phenomenal! He really worked hard with getting Noah placed and **built a solid relationship with him**. He communicated well with both of us and constantly fought for Noah. Everything went great!”

“James, my kiddo, struggled with the CBA and Dana was wonderful with him. **She did not make him feel embarrassed, she was very compassionate**. This was so important to getting him to agree to take steps to work on the areas he struggled with. Very grateful for her approach and kindness.”

“Ms. Wray was **great in getting us through the process** quickly, but also at a level we could understand.”

“Leah, Angel, and Todd..... you are awesome and helpful. You helped me **grow as a person**. Thanks for your help and generosity in helping me through Job Development.”

Thank You!

Thank you to all of our funders, donor businesses, volunteers, and individual donors for supporting Greenleaf in 2024.

Grantors

Department of Developmental Disabilities (DODD), Franklin County Board of Commissioners, JP Morgan Chase & Co., The Columbus Foundation, Victoria's Secret & Co, Yellow Springs Community Foundation

Volunteers

Aaron Schaub, Charlene Bridges, Christine Morris, Christopher Smith, Dan Woodburn, Daniel Maldet, Deidre Thompson, DeShawn Toney, Donald Wells, Drew Link, Janae L. Miller, Julie Schatz, Kate Lingnofski, Ketti Pryor, Kristin Schaub, Loren Lander, Rupal Shah

Business Donors

Al's Delicious Popcorn, Brush Crazy, City BBQ, Clintonville Area Business Association, Columbus on the Spectrum, Combustion Brewery & Taproom, Groupraise, HW & Co, JP Morgan Chase & Co., Kroger Cares, Libby V & Associates, Licking Memorial Hospital, Manning & Napier, Paypal Giving Fund, Petals That Inspire, Shadowbox Live, Sororitas LLC, Sugarbush Gourmet Gift Baskets, Taft's Brewporium, United Midwest Savings Bank

Individual Donors

Aaron Schaub, Abu Bah, Aimie Rieder, Alisa and Artie Isaac, Amanda Toland, Anital Green, Bernd Pollmann, Bessie Sturgis, Bette Miller, Bradley Jones, Brittany Person, Bryan Watkins, Catie Schaub, Charlene Bridges, Christine Moranda, Christine Morris, D.A.F at Schwab Charitable, Dan Woodburn, Daniel Maldet, Danielle Meadows, David Appel, Dee Marks, Drew Link, Edward Andrews, Elizabeth Jimenez, Fredricka Rieder, Gregory Jarrell, Heather Adams, Ikhlas Asadi, Jaimie Rieder, Janae L. Miller, Jennifer Black, Jeremy Morris, Joseph McKnight, Joy Jones, Julie Schatz, Justin Doyaga, Karen Bearns, Kate Cremean, Katherine Lingnofski, Kathryn Gaddis, Ketti Pryor, Kristin Schaub, Kristofer Thomas, Kyle Rooney, LaChandra Baker, Lara Kephart, Lawrence Zalewski, Leah Fraley, Libby Villavicencio, Lindsay Koehl, Loria Messer, Malorie Holbert, Marcia Caldwell, Mark Tomallo, Maryjo Woodburn, Megan Cameron, Melanie L, Michael and Teri Schaub, Michael Lupo, Michelle Tucker, Misty Cushwa, Misty LaNasa, Nina Sims, Paula Cantu, Poetry Ketring, Prudie Wray, Rebecca Ewing, Regina Mace, Robert Russell, Rupal Shah, Simone Lightfoot-Williams, Stanley & Carolyn Edgell, Stephanie Matthews, Susan Bennet, Susan Novik, Tabatha Vaughan, Tammy Ringhiser, Tanya Buckingham, Tina Angeletti, Todd Williams

Employer of The Year

JPMorganChase



JPMorganChase

JPMorganChase sponsored our annual event, funded the Empowering Employment Program, partnered with us on the Chase BeST Program, and earned recognition as Employer of the Year.



Looking Ahead

Goals for 2025

- With a focus on the growth of our Empowering Employment program, develop and expand Greenleaf's marketing, outreach, and service network to increase impact and become more visible and connected in the community.
- After three years dedicated to establishing a strong foundation for our nonprofit, focus on enhancing board member engagement in both the strategic planning process and the organization's ongoing work.
- Continue expansion of philanthropic initiatives and support to further our mission and facilitate growth and impact in our community.
- Establish a framework and process for continuous improvement in internal operations and organizational structure to ensure highly effective service delivery and achievement of quality outcomes for our participants.



Leadership Team



CEO
Kristin Schaub



Board Chair
Deshawn Toney



Vice Chair
Charlene Bridges



Treasurer
Drew Link



Secretary
Rupal Ramesh Shah



Past Chair
Dee Marks



COO
Kate Lingnofski



Board Member
Cierra Carter



Board Member
Janae Miller



Board Member
Christine Moranda



Board Member
Ketti Pryor



Board Member
Myrna Rich-Ray



Greenleaf

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