



2016 ANNUAL REPORT

Weaver
SecurShred

Weaver
EarthCare

Weaver
TruClean

Weaver
ProPak

By The Numbers



Vision. Mission. Values.

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.



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.

Person-Centered Statement

Weaver Industries – 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.





Provider Excellence

Weaver Industries strives to provide the highest quality supports for individuals with disabilities in their pursuit of personal and vocational goals. Provider excellence is intertwined in all aspects of our organization through quality supports, systems and staff.



Community Connections

We will identify, establish and maintain relationships with municipalities, civic organizations, agencies and businesses within the communities in which we operate in an effort to raise disability advocacy and brand awareness, build support for our programs and services, and expand job opportunities for individuals with disabilities.



Stakeholder Engagement and Input

We will actively engage, and continually focus on the expectations of, our clients and other stakeholders. We will solicit, collect, analyze and use input from all our stakeholders to create programs and services that meet or exceed their expectations.



Business Growth and Innovation

A pillar of Weaver Industries is our culture of innovation and business development. An ongoing culture of developing new business and core competencies is the backbone of our ability to grow job opportunities for persons with disabilities.



Technology

We will plan for the use of technology to support and advance effective and efficient service and business practices. Weaver will consider current literature and professional consensus in determining its current and future technology needs and identifies the resources needed to advance its use of technology to enhance individual services, support operations, provide effective service delivery, and communicate with stakeholders.



Risk Management

We will monitor economic, political and societal trends that may affect our clients, customers, or internal operations. We will implement and review risk management plans that are designed to control risk to the individuals we serve, property, financial stability, and ability to maintain quality service standards.



Weaver EarthCare has taken care of our property for about 12 years. When the contract renewal is submitted each year, it is an easy decision for us to renew!

They provide a quality service and they are here when they say they will be here. In addition, they even helped us several times when trees have come down on our property during a storm, although that is not part of our contract.

Recently, I asked for big changes to be made to our flower beds before a meeting. It was no problem. They exceeded my expectations.

Thank you providing exceptional service year after year.

Liz Hahn
Summit Plastic Company
Accounts Payable and Payroll

Acres mowed: 5,330



Number of direct-care staff: 10

Camp Ravenna: 5 • EarthCare Proper: 5

Clients with the most longevity:

Justin I. - 11-years
(Camp Ravenna)

Anthony F. - 10-years
(EarthCare Proper)



Number of clients served this year: 24

Camp Ravenna: 12
EarthCare Proper: 12



Equipment:

8 Vans

8 Trailers

21 Riding Mowers

8 Push Mowers

16 Weed Eaters

4 Hedge Trimmers

Number of new direct-care staff this year:


Camp Ravenna: 3


EarthCare Proper: 1

Staff with the most longevity:

Dan Brainard: 10 years

Brad Haben: 3 years (Camp Ravenna)

John Fox: 2 years (EarthCare Proper)



Number of hours worked by clients: 20,093

Camp Ravenna: 5,357 • EarthCare Proper: 14,682



Number of new clients this year: 10

Camp Ravenna: 5 + EarthCare Proper: 5



“Weaver has been a wonderful partner for the KONG company. Responsiveness, attention to our individual needs and flexibility have all been key cornerstones in our mutual growth, all while keeping the needs of their employees at the center.”

Liane Christensen
Vice President of Logistics Management

4 Number of new clients this year



Number of clients served this year: 74

Marc Drive – first shift: 24
 Marc Drive – second shift: 10
 Osceola: 40



Client wages in 2016: **\$547,816**



Pieces of adaptive equipment created to assist clients: 15

Automated pneumatic press: 1

Visual aid: 1

Manual presses: 2

Counting fixtures: 3

Stabilizing fixtures: 8

Clients with the most longevity:

→ Gwen M.: 36 years

→ Jeff H.: 36 years

Staff with the most longevity:

Joe Buit, general manager: 9 years

Bill Richards, production sales coordinator: 9 years

Julie Hannan, typical peer: 8 years



Number of hours worked by clients:

81,325



Number of units kitted:

Pet toys: 4,219,234

Drill bits: 460,000

New business customers this year: 8

Number of business customers: *Twenty Four*

Number of typical peers: 14

Number of new direct-care staff this year: *Two*

Number of direct-care staff: 11





The University of Akron has been a Weaver SecurShred customer since January, 2008. Upon a site visit, I immediately knew that Weaver SecurShred would be a great fit for us. Having the NAID certification was definitely a plus, but the way that their management team was so accommodating was the icing on the cake.

After nine years, we continue to receive excellent service at competitive pricing. I would highly recommend Weaver SecurShred for data destruction.

Mike Szczukowski
Director of Materials Handling
The University of Akron



Number of hours worked by clients:

10,600

Number of clients served this year:

9

Number of typical peers:

1

Number of new direct-care staff this year: **1**



Clients with the most longevity:

Cathy B.: 36 years
Jason D.: 9 years



Number of Box Trucks:

2



Number of:

Bins:
1,550

Consoles:
720

Central Collection Containers:
865

Amount of recyclable paper shredded:

1,634,090 pounds

Number of direct-care staff:

4

Staff with the most longevity:

Jack Skinner, general manager: 9 years
Jason Norman, truck driver/customer service: 3 years



Number of route miles traveled:

45,275



This translates to saving:

3,921,816 kilowatt hours of energy

81,704 cubic yards of landfill space

5,719,215 gallons of water

310,477 gallons of oil

13,890 trees

New customers this year: *Seventy One*

Client wages in 2016: **\$72,277**



Number of business customers: **285**



“Weaver Industries TruClean is much more than a vendor. They are a valued business partner for the Klaben Automotive Group.

At Klaben, we expect the same high standards from our vendors as we expect from ourselves. As with all of our vendors, we were very cautious and thorough when selecting TruClean. Their quotations were competitive and their references were good, so we began with a pilot program in one location.

They exceeded our expectations, so we expanded the relationship to multiple locations and continue to see the same level of quality, dependability, consistency and value. One of the “added value” aspects of this partnership is our desire to make a difference in the lives of those who have special needs. The best part is that the “clients” have actually made a difference for us!

I believe it’s the people who make the difference and there is no better affirmation of this than with TruClean. The management and supervisory personnel are attentive, engaged, professional and customer-driven. I believe that their innate sense of “caring about others” carries over into everything they do. They care and it shows!

The clients are delightful individuals who have become part of the Klaben Family while effectively and consistently completing their tasks on a daily basis.

The entire TruClean Team has earned our respect, our confidence and our trust. Partnering with TruClean has been one of the best decisions ever!”

Richard Klaben
President, Klaben Automotive Group



Clients with the most longevity:

Russell B.: 32 years
David A.: 25 years

Number of clients served this year: *Thirty Seven*

Number of new clients this year: 5



Number of new direct-care staff this year: 5



Client wages in 2016:
\$336,017

Number of business customers/sites:

25



Number of hours worked by caretakers:

44,310

hours at six rest areas

Number of direct-care staff: **14**



Cases of toilet paper ordered:

400

(x 96 rolls per case = 38,400 rolls)



Gallons of various cleaning chemicals used:

712

Number of hours worked to cover all six rest areas:

52,560



Number of hours worked by clients:

16,371

Staff with the most longevity:
Marcia Gaines:

7 years

Number of typical peers: **11**

New customers this year: **4**



Number of care takers:

22

Oil changes:

132



Fleet total: 30

12-passengers vans: 17

5-passenger Transit Connects: 7
(with wheel-chair accessibility)

Pick-up trucks: 2

Box trucks: 4

Vehicles are white: 23

FIVE are yellow

ONE is red

ONE is green



Number of non-medical
transportation miles traveled
this year:

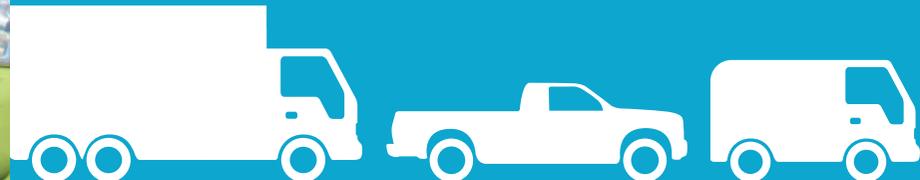
521,540

EarthCare: 220,351 miles

ProPak averages: 43,443 miles

SecurShred averages: 45,275 miles

TruClean averages: 245,969 miles



Quarts of oil: 396 quarts



 **89%**

said that they are given opportunities to train on/learn a variety of job skills

 **99%**

said that they know how their wages are set to earn their paycheck

 **96%**

feel that they are treated well at work

feel that their working conditions are healthy and safe

96%




99%

want to continue with Weaver Industries as their employment provider

 **100%**

feel that they have been trained about work and safety rules and what is expected of them in performing their job

 **92%**

like the work that they do

91%

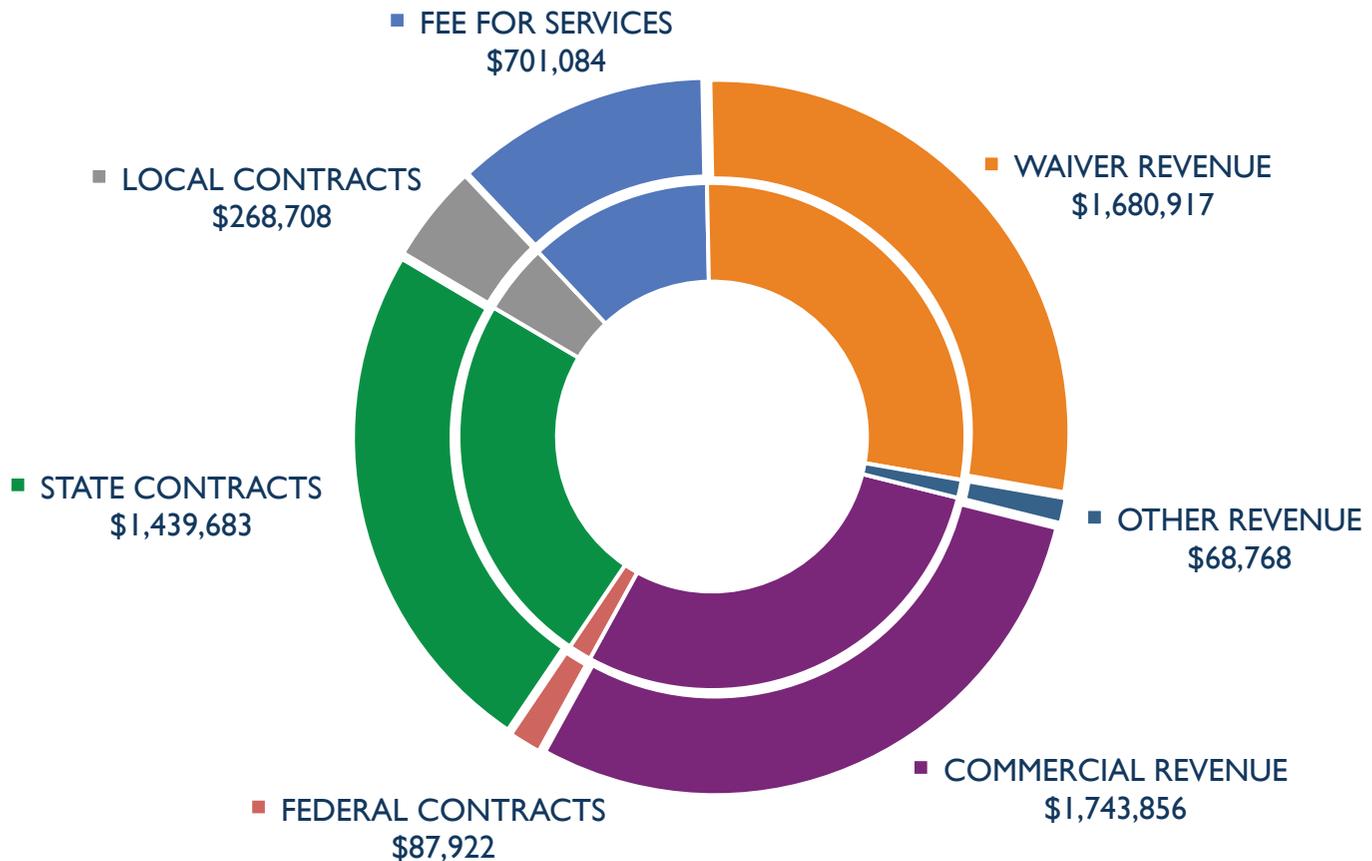
 feel that their questions about their work are answered



Revenue has grown 47% in the past five years.

Notes: Complete audited financial statements can be obtained by request.

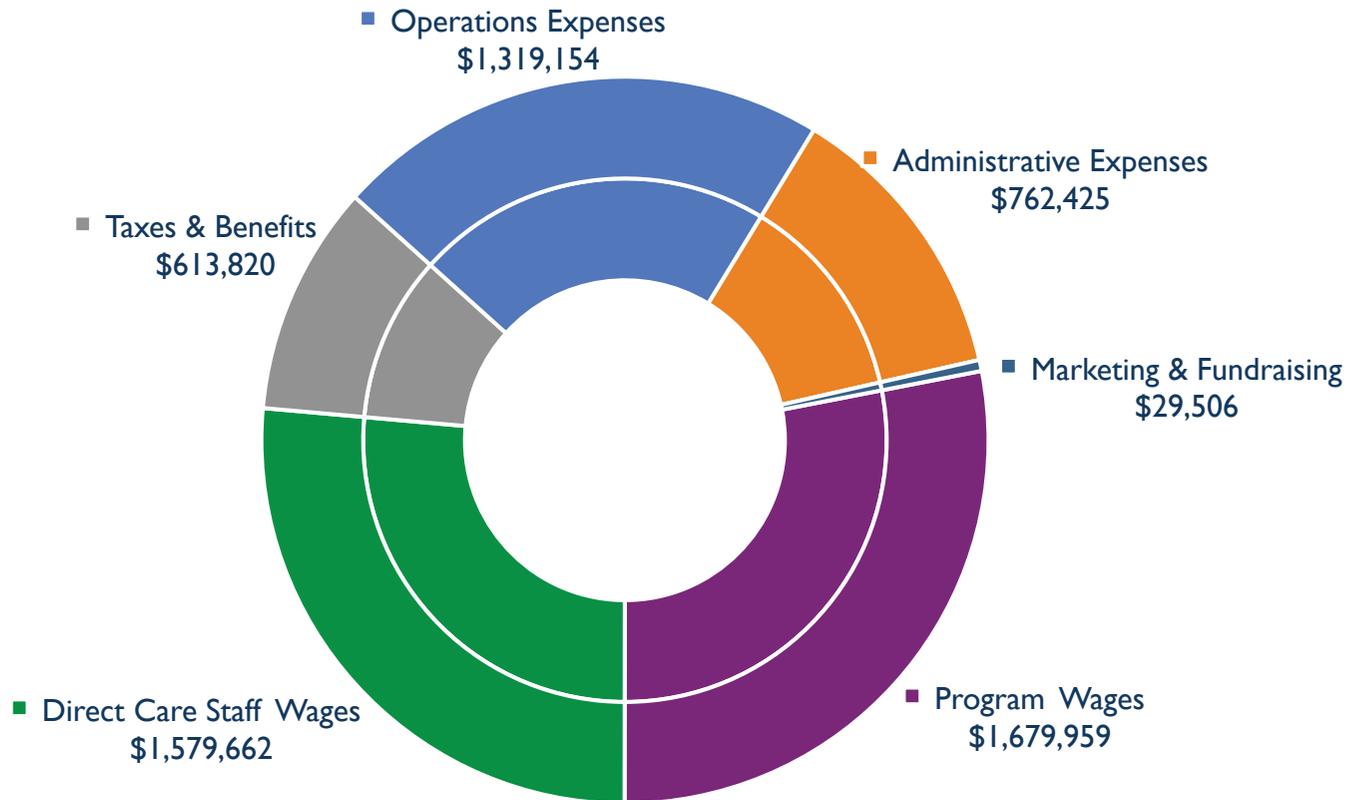
2016 Total Revenue = \$5,990,938





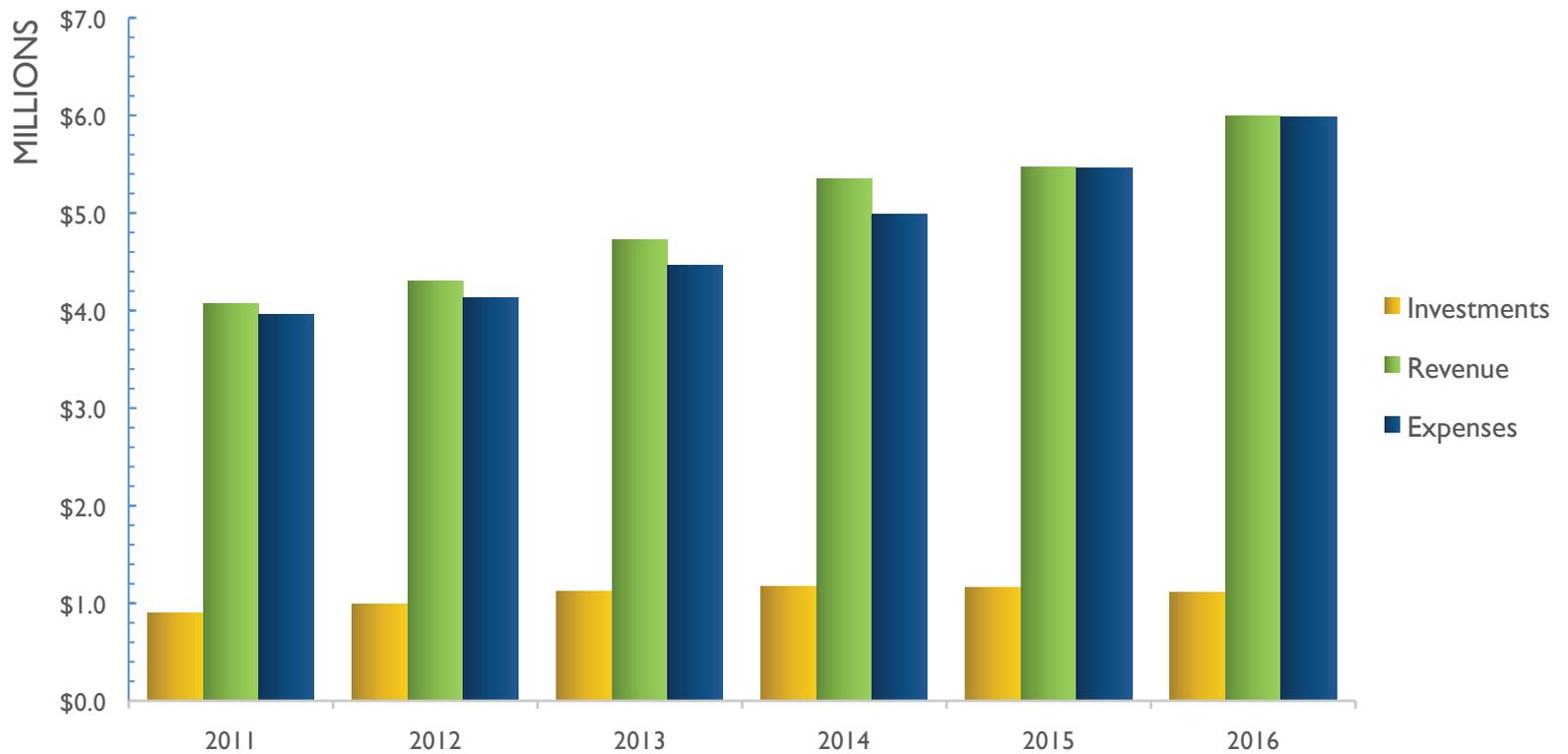
Experience: Celebrating 46 years of dedicated service to adults with disabilities; we are here for the long-term with financial stability and accomplished services.

2016 Total Expenses = \$5,984,525





Low Staffing Ratio: Weaver Industries has consistently maintained a maximum of 1:8 staff-to-client ratio while providing quality services.





Total Net Assets

Unrestricted



Dedicated Staff: Committed to the people we support, our direct service staff and management average tenure is over four years.





Welcome

New Board Members

Stephen Hoffman, Board Member **Weaver Industries Board of Director**

Stephen Hoffman is a certified financial planner. He is the owner and president of both Everest Financial Strategies and Hoffman Properties. Hoffman holds a Bachelor of Science in Business Administration in finance from The University of Akron.

Hoffman resides Silver Lake with his teenage son and daughter. He coaches high school baseball and, in his spare time, he enjoys traveling, playing baseball and other sports, swimming, yard work, convertible rides, walks “anywhere” and spending time with his children, family and friends.

Carol Murphy, Board Member **Weaver Industries Board of Director**

As the principal consultant for SMARTgirl Consulting LLC, Murphy works with nonprofit organizations and communities to make places better for everyone. Murphy founded her consulting business in 2015 and has more than 20 years expertise in non-profit operational and financial management in various arenas including higher education, health care and the arts. Her organizational work includes strategic and financial planning, resource development, board development and project management. She takes a holistic approach to organizational and community work, helping clients to create and implement sustainable and effective solutions.

In the past, Murphy has worked for the University of Pennsylvania and has held several positions for the Akron Art Museum. She holds a B.A. in liberal arts from Marlboro College, completed course work in management and organizational dynamics at the University of Pennsylvania and earned a certificate in creative placemaking (a model of community and economic development through arts and culture) from the Ohio State University Knowlton School.

Renee Toth, Board Member **Weaver Industries Board of Director**

Toth serves the Weaver Industries Board of Directors in a very special role – that of “parent representative” – she is parent to four children; three of whom have health and behavior diagnoses (many shared genetic).

In addition to her volunteer service to Weaver Industries, Toth shares her experiences and expertise as a new parent contact and mentor for Akron Children’s Hospital, where she also serves as an advisor on the hospital’s Parent Advisory Council (PAC). Also, she is a volunteer for the Upside of Downs.

Toth authored five articles that were published in Natural Parenting Magazine that journaled her experiences of raising a child living between home and hospital between life-saving surgeries. In addition, she has completed a book manuscript that is awaiting publication that contains research-based health information in an easy to read format for new mothers of babies/toddlers, as well as health care professionals who work with those born with hypotonia and feeding challenges.





Board of Directors

Mark Ohlinger, Chairperson

Hasenstab Architects (Retired)

Debbie Gorbach, Vice Chairperson

US Acute Care Solutions

Phillip D. Hann, Treasurer

Apple I Growth Partners

Renee Toth, Secretary

Parent Representative

Dave Abdallah

Bridgestone Americas Tire Operations

Terry Fercana

Environmental Design Group

Andrea Gauding

Insurance Board

Stephen M. Hoffman

Everest Financial Strategies, LLC

Christine Kemmerling

Swagelok Company

Robert D. Maguire

Maguire Legal Group

Carol A. Murphy

SMARTgirl Consulting LLC

Moira H. Pietrowski

Roetzel & Andress





Promotions

Staff in New Positions

Carol Flunoy, Training and Advocacy Support Manager Weaver Industries

Carol Flunoy has been working at Weaver Industries since 2008. Initially, she worked for Weaver's TruClean division as a rest area site supervisor. She then moved up to managing the TruClean contracts with the Ohio Department of Transportation.

That role gradually expanded to include coordinating, facilitating and participating in all matters regarding the individuals with disabilities employed by Weaver Industries, as well as ensuring that Weaver's staff received the initial and on-going training necessary to get and maintain their certification with the Ohio Department of Developmental Disabilities.

Flunoy's many years of work experience have always included working with the general public. She says that both growing up with 11 siblings and her many years of volunteering in the healthcare field have made her intuitive in her interactions with the individuals Weaver serves.

In her limited spare time, Flunoy enjoys cooking, baking, shopping estate sales and volunteering for causes that are near and dear to her heart!

Chris Hattery, Operations Manager Weaver TruClean

Chris Hattery began her career with Weaver Industries in 2013 as a supervisor for the EarthCare division. "This gave me the opportunity to get acquainted with Weaver Industries and our Mission."

Always ready for a challenge, when the TruClean operations manager position was posted, Hattery welcomed the opportunity to move up with a company "that is growing by leaps and bounds."

She credits her more than 25 years of management experience and several years of living abroad with giving her the skills and understanding to effectively deal with people, workloads and timeframes in the variety of situations that Weaver TruClean encompasses, 24 hours per day, seven days per week!

Hattery says it is her interaction with clients – their greetings, their accomplishments, the smiles on their faces and listening to their stories is what she finds most fulfilling about her work at Weaver Industries.

Hattery has two grown children – her daughter will be attending Wright State University to major in Criminal Forensics – and two grandchildren, Aiden 3 and Nolan 9 months.



Welcome

New Weaver Industry Staff

Carla McDonald, Controller **Weaver Industries**

Carla McDonald joined Weaver Industries in early 2016. As controller, she is responsible for directing all accounting, financial reporting and budgetary functions.

Most recently, McDonald was also named the organization's compliance officer, in charge of overseeing and managing compliance issues within the organization, ensuring compliance with regulatory requirements and that Weaver and its employees are complying with internal policies and procedures.

McDonald was drawn to work for Weaver Industries due to the "tremendous opportunity to merge my financial background with an organization that focuses on improving the growth and personal development for persons with disabilities."

McDonald is a graduate of the University of Akron with a Bachelor's degree in Accounting and has over 12 years of finance experience, primarily in the manufacturing industry in Northeast Ohio.

She and her husband, Earl, reside in Akron, and have three young daughters. In her spare time, she enjoys photography and volunteering at local animal rescues.

Dana Meissner, Receptionist and File Clerk **Weaver Industries**

Dana Meissner graduated from North High School in 1978. Meissner grew up having petit mal seizures. She "grew out" of her seizures around the time she got her first community job tending the salad bar at Ponderosa. She worked there for three years and then went to work at McDonalds.

It was while working at McDonalds that Meissner started thinking that she would like to do something other than restaurant work – she wanted to work in an office. So, she contacted her Service and Support Administrator (SSA), who, at that time, was Kevin Pickard, at the Summit County Board of Developmental Disabilities.

Pickard arranged for Meissner to meet with the Bureau of Vocational Rehabilitation (BVR), who sent her to computer school to learn some of the skills necessary to work in an office job.

In 1997, Meissner obtained work as a file clerk for an orthopedic practice where she worked until she was downsized in 2003. She then spent seven years as a sales clerk and cashier for the Gift Gallery by Weaver before working as a barista and cashier at Hattie's Café. At Hattie's, Meissner felt that she had progress as far as she possibly could, plus she wanted to return to office work. So, in 2016, Meissner applied for her position at Weaver Industries.

"I love it here. I really like doing this kind of work. And with the help of everyone in the office, I am learning new computer skills. Everyone in the office is so nice and helpful when I have a question!"





Leadership Team

Jeff Johnson

Executive Director

Carla McDonald

Controller

Valerie Garner

Human Resources Director

Denise Ann Balko

Marketing and Communications Manager

Daniel Brainard

Weaver EarthCare General Manager

Joe Buit

Weaver ProPak General Manager

Jack Skinner

Weaver SecurShred General Manager

Kevin WerthMuller

Weaver TruClean General Manager

