



Opening Minds.
Changing Lives.



2025
Annual Report

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Letter from our CEO

Kristin Schaub

Dear Friends and Supporters,

2025 was a year of change and uncertainty across the workforce and nonprofit sectors. Even amid these challenges, Greenleaf Job Training Services experienced continued growth and stability, allowing us to remain firmly grounded in our mission of advancing employment opportunities for people with disabilities. We are proud of how our organization responded - with resilience, purpose, and an unwavering commitment to those we serve.

Throughout the year, we continued to see high levels of need for our services within the community. In response, we expanded partnerships, strengthened funding streams, and invested strategically in our staff and programming to meet the increasing demand. As a result, participants continued to gain new skills and secure employment at record rates, reinforcing the importance and effectiveness of our work.

We were also grateful to experience another strong year of growth in charitable support. Your generosity allowed us to deepen existing partnerships and create new ones, ensuring that our programs remain responsive, innovative, and sustainable in an increasingly competitive funding environment. success.

Our Empowering Employment program continued to grow significantly in 2025. We served 176 individuals, a 12% increase over the previous year, and implemented a cohort-based structure to enhance peer support and outcomes.

We expanded partnerships with schools and local organizations, launched EmpowerU, a summer youth version of the program in partnership with the City of Columbus, and added two staff members to meet growing demand. These investments are already making a meaningful difference in the lives of participants and their families.

As we look ahead, we need your continued partnership to stay on our current trajectory. Funding for nonprofits is tighter than ever, yet the need for our services continues to grow. We invite you to stand with us, supporting our participants as they build skills, find employment, and achieve greater independence and success.

Thank you for your belief in our mission and for being an essential part of the Greenleaf community. Together, we are creating opportunity, stability, and a more inclusive workforce for all.

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

As I reflect on my first year serving as Board Chair for Greenleaf JTS, I am filled with gratitude and a deep sense of responsibility for the continued growth and impact of the organization. This past year has been one of meaningful progress, thoughtful adaptation, and renewed commitment to Greenleaf's mission.

Recognizing that a critical part of effective leadership is listening and learning, I spent my first year as Board Chair working closely with Greenleaf's CEO to understand the strengths and challenges of the organization. Our conversations led to valuable perspective and the implementation of committees to improve governance and collaboration. This included establishing a Communications Committee to serve as a bridge between the organization and external audiences, while strengthening visibility and trust; launching the Finance Committee to provide budget oversight and strategic financial planning; inviting the board's perspective in charting Greenleaf's path forward, and ensuring the CEO was supported in carrying out Greenleaf's strategic priorities. Together with our dedicated staff and stakeholders, we have strengthened our programs and expanded our reach by launching Empowering Employment's first official cohort.

As the landscape for nonprofit organizations continues to shift, Greenleaf remains resilient, innovative and committed to serving the disability community. As Board Chair, understanding Greenleaf's programs, financial structure, and strategic priorities, while also gaining insight into the broader landscape in which we operate is an on-going process. I remain committed to supporting Greenleaf's leadership and contributing meaningfully to the organization's mission.

As I look ahead, I am confident of our continued growth. We will continue to build on our momentum, deepen our impact, and strengthen the relationships that make our work possible. I am grateful to work with such an amazing team and continue to be impressed by their dedication and continued commitment to Greenleaf's mission and the disability community.

With appreciation,
Deshawn Toney, Board Chair



Letter from our Fundraising Committee Chair

Charlene Bridges

Dear Friends and Supporters,

As we reflect on 2025, I am filled with gratitude for the generosity, partnership, and belief that continue to fuel Greenleaf Job Training Services' mission. Serving as Chair of the Fundraising Committee this year has offered a front-row seat to the incredible commitment of our donors, volunteers, staff, and board—each playing a vital role in expanding opportunity for individuals with disabilities across our community.

In 2025, our fundraising efforts focused on both growth and sustainability. Through a diversified approach that included individual giving, corporate partnerships, grants, and community-based events, we strengthened the foundation needed to support Greenleaf's expanding programs. By year-end, we raised \$155,901, supported by more than 100 generous contributors, many of whom were first-time supporters discovering Greenleaf's impact for the very first time.

One highlight of the year was our October Annual Fundraising Dinner, which exceeded expectations and reinforced the power of gathering our community together in shared purpose.

The evening generated meaningful net proceeds for Greenleaf's programs, benefited from strong corporate sponsorship, and included an inspiring live appeal that reflected the deep connection attendees feel to this mission. Just as important, the event provided valuable insights that will help us refine pricing, sponsorship strategy, and accessibility for future years.

Beyond signature events, 2025 marked continued momentum in individual giving and corporate support, with corporate donations and grants once again exceeding our annual targets. These funds directly supported critical initiatives such as transportation assistance, employer engagement, and the continued growth of Empowering Employment whose work helps to ensure that individuals with disabilities have access not only to jobs, but to the support systems that make long-term success possible.

Letter from our Fundraising Committee Chair

Charlene Bridges

While we celebrate these accomplishments, we also recognize that fundraising is about more than dollars raised. This year, the Fundraising Committee spent time reflecting on how we steward relationships, collaborate across board committees, and build a sustainable pipeline from awareness to engagement to investment. That learning is shaping a clearer, more integrated approach as we look ahead.

None of this progress would be possible without you. Your support, whether through a donation, sponsorship, attendance at an event, or advocacy in the community, is a powerful affirmation of the value, dignity, and potential of every person Greenleaf serves.

To the 2025 Greenleaf Fundraising Committee – Cierra Carter, Megan Markley, Ketti Pryor, Myrna Rich Ray, Aimie Rieder, and Cosette Strong – I'm so grateful for each of you. We moved mountains together.

As we move into 2026, we do so with clarity, humility, and optimism. The needs are real, the opportunities are growing, and the impact we can create together is profound.

Thank you for standing with Greenleaf and for being part of a community that believes in meaningful work, inclusive employment, and lasting change.

With gratitude,

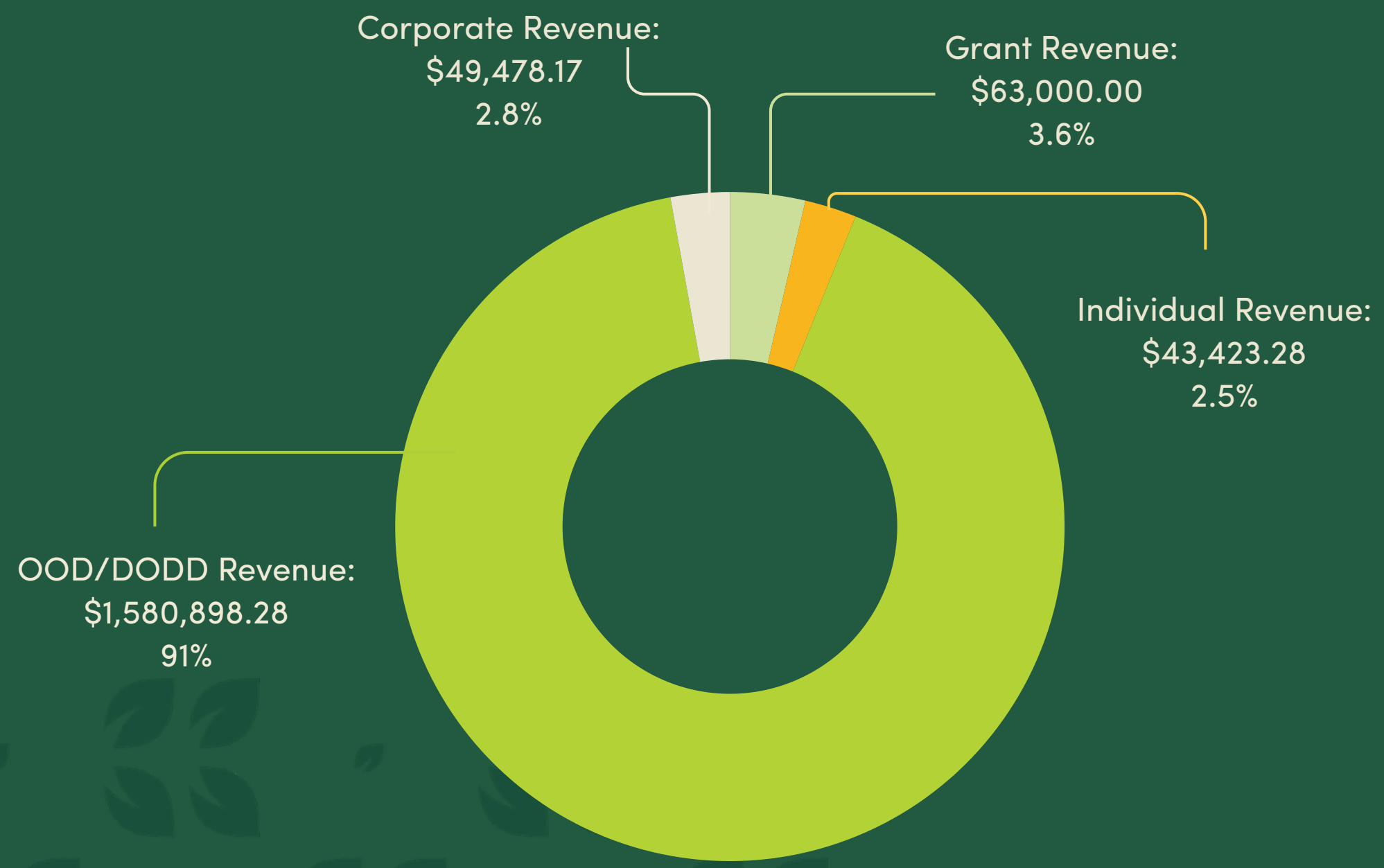
Charlene Bridges

Board of Directors Chair
Fundraising Committee

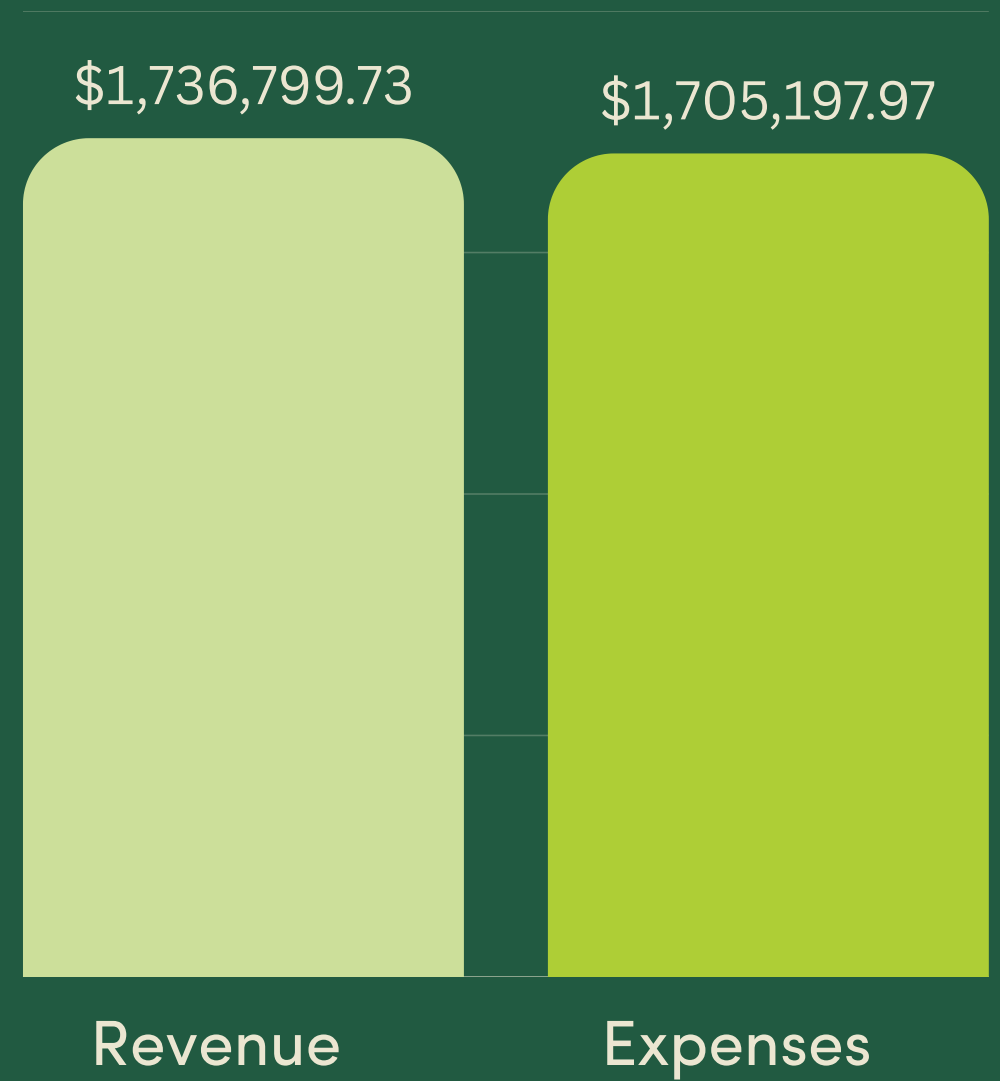


Financial Snapshot

Revenue



Expenses



Strategic Accomplishments



Growth

Empowering Employment

We served 176 people in this program and had 12% growth over last year.



Served

744 people

in all different stages of their employment journeys, a 20% increase over 2024.



Secured

over \$150,000 in charitable funding

marking a 72% increase in our fourth year of fundraising.



Held our

second annual fundraising event

raising over \$34,000 for Greenleaf programs.

Strategic Accomplishments



Continued our

transportation vouchers program

that was established in 2023, providing 402 rides to participants, a 77+% increase.



93 participants

landed jobs

and have an average hourly wage of \$14.68



Added

40 new community partners

who either donated, awarded grants, or participated in our annual event through sponsorships, volunteering, and silent auction donations.

Our Impact

People Served: 744



Avg. Time to Find a Job: **160 Days / 23 Weeks**



Job Placements: **93**



Total Wages Earned: **Over \$1.5 million**



Avg. Hourly Wage: **\$14.68**



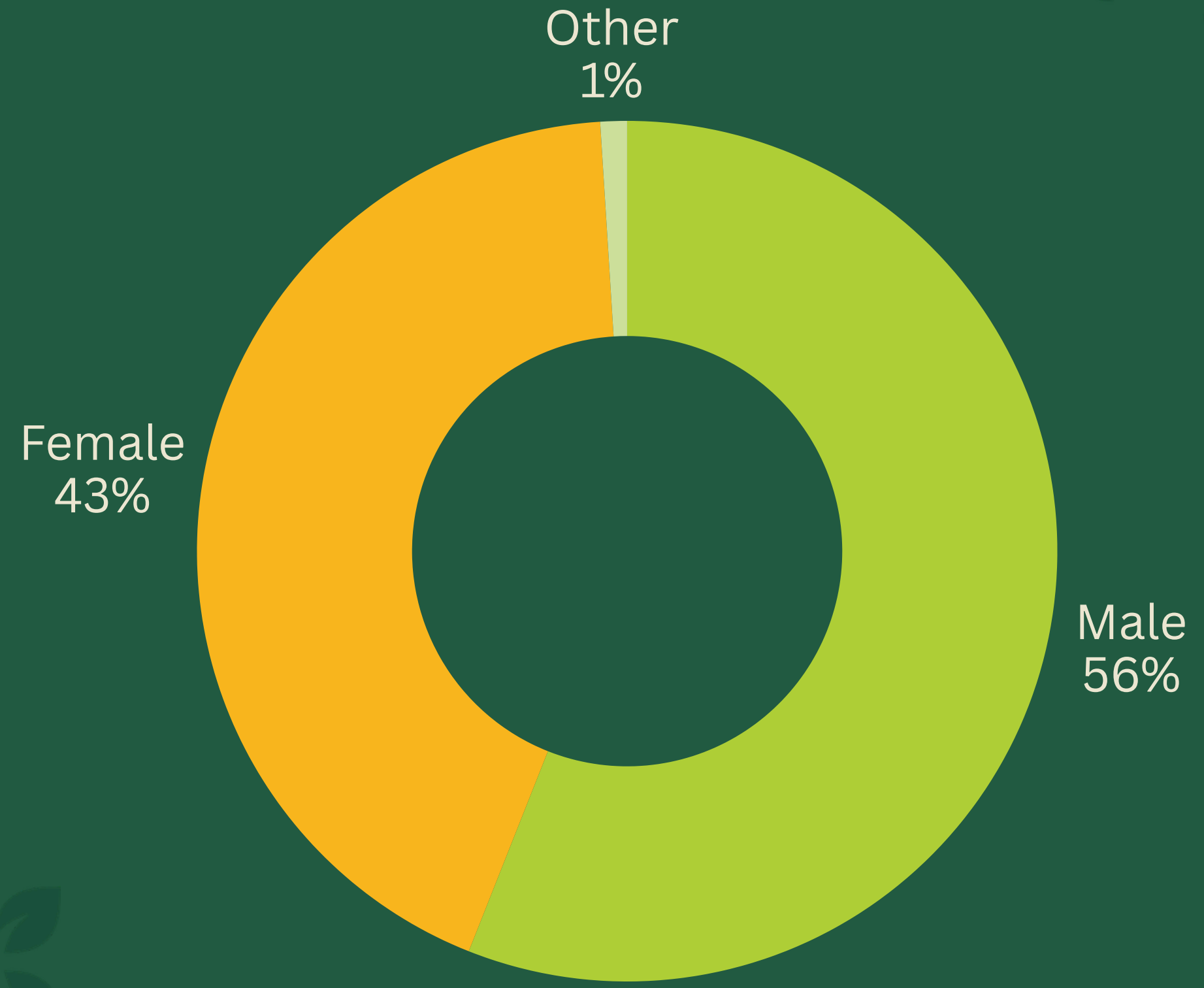
Job Retention past 90 days of Employment: **68 successful closures**



Businesses with Greenleaf-served Employees: **119**

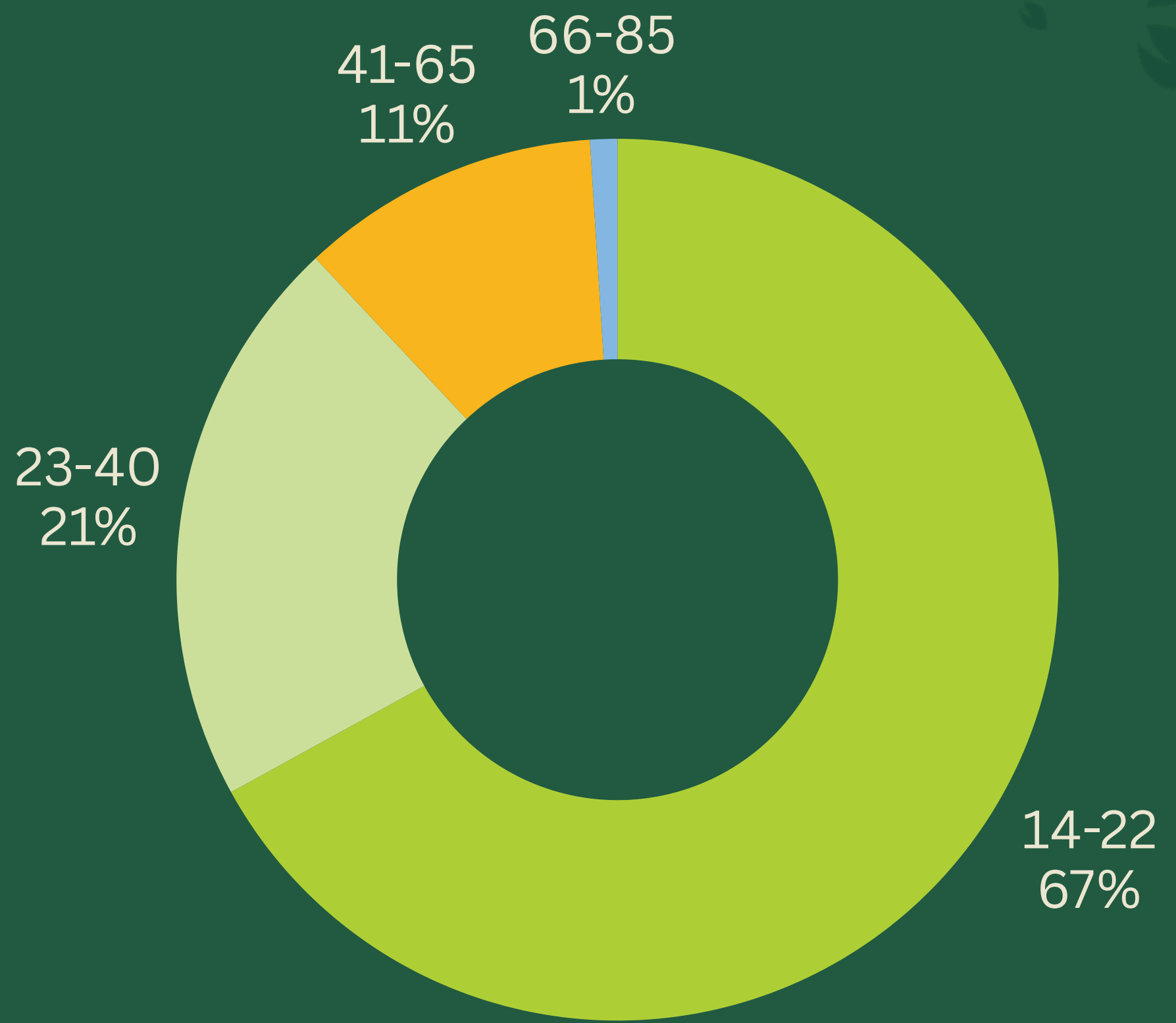
Participant Demographics

Gender



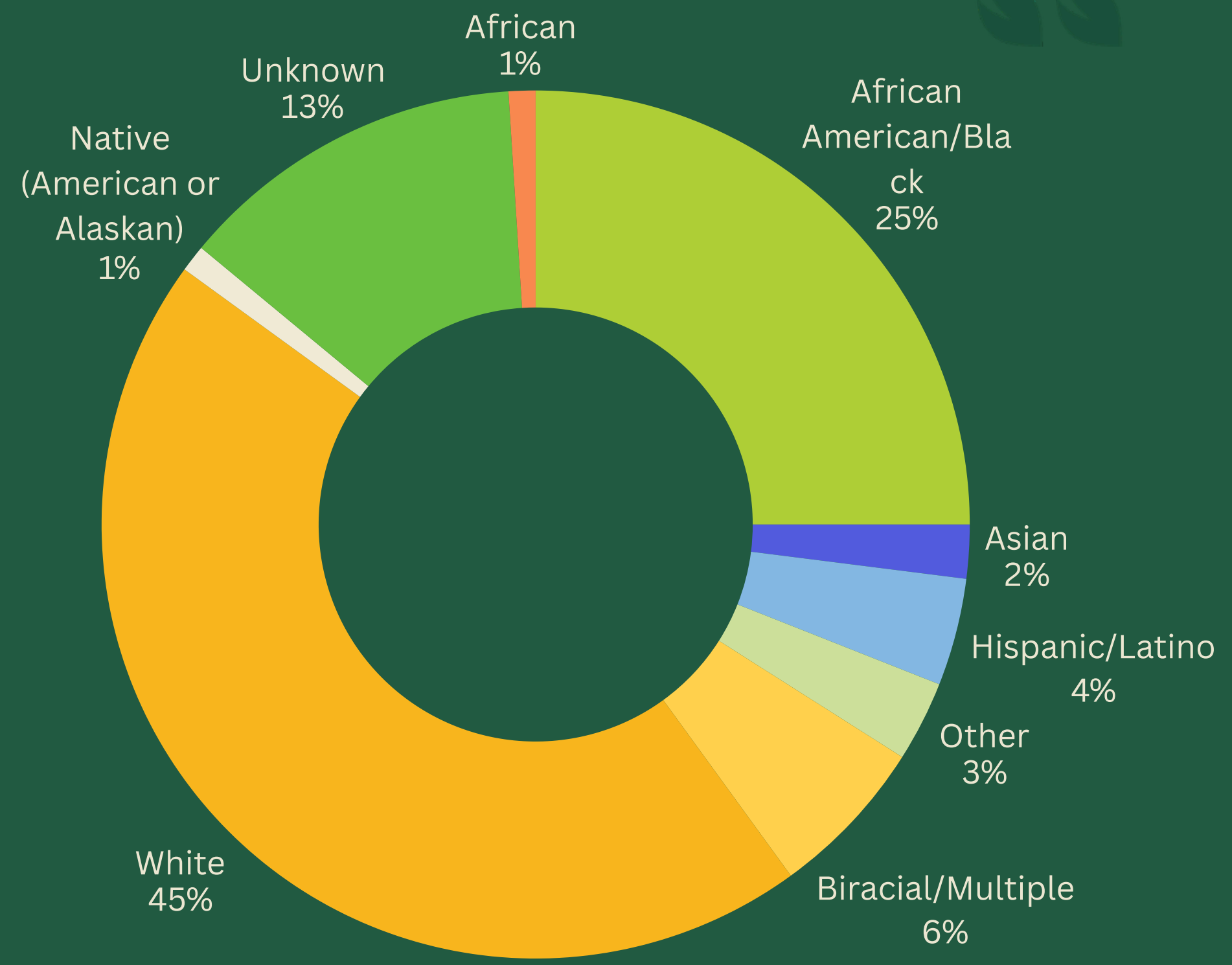
Participant Demographics

Age



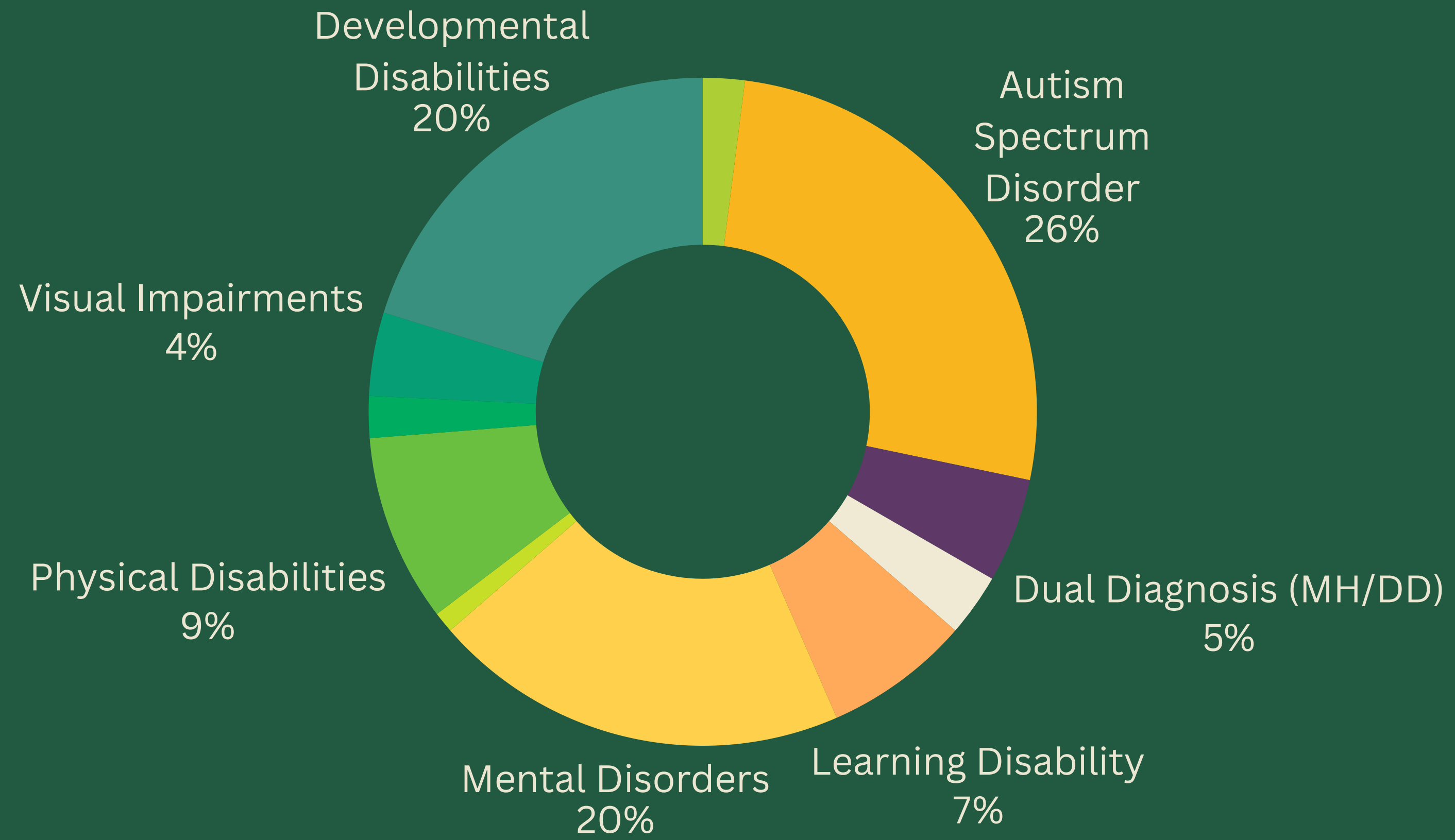
Participant Demographics

Ethnicity



Participant Demographics

Disability Type



Testimonials

"Prudie was clear and concise while being reassuring and supportive of my need to address my concerns."

"I love my job. Thanks for helping me find my true calling."



"Marck was great to work with. He made me feel comfortable and confident during my time with him."

"We were pleased with Greenleaf's promptness in processing all of our requests and needs up to the work adjustment phase. Deidra was well matched to Anya's personality and needs and was very caring and responsive."

"Just how everyone treated me there. It felt like home. The environment was very welcoming and I was able to go at my own pace and I didn't feel micromanaged at all."

"She (Erica) was very sweet and patient with my son. She also communicated all the time and very well with details. I truly appreciated that."



"I really enjoy and value Loren's expertise, flexibility, and compassion during my sessions with him. And I do appreciate when the group has been on a topic for a while he's able to shift and get us moving to the next topic."

"I was treated like a real adult, which was amazing."

Thank You!

Thank you to all of our funders, donor businesses, volunteers, and individual donors for supporting Greenleaf in 2025.

Grantors

Franklin County Board of Commissioners, JPMorgan Chase, City of Columbus, The Columbus Foundation, Victoria's Secret & Co

Volunteers

Aaron Schaub, Charlene Bridges, Christine Moranda, Cierra Carter, Cornelius Oatis, Dee Marks, DeShawn Toney, Drew Link, Emily Walker, Gavin Geil, James Miranda, Janae L. Miller, Kendra Collins, Ketti Pryor, Myrna Rich-Ray, Raechel Carrico, Rupal Shah, Tiffany Margolis, Trina Ardister

Business Donors

Across All Lines, Barcelona Restaurant, BeYOUtiful YOU Spa, Cameron Mitchell Restaurants, CAPA, Columbus Museum of Art, Columbus On The Spectrum, Cooper's Hawk, Delta Dental, Donato's, Elite Peels (Chanda Gelin), ELMNTL, Evrecruit.io, Exclusive Excursions, iamBoundless, Jeni's Ice Cream, Kismet Visuals, Kristen Peairs, MS, ACC, Lachandra B. Baker Edutainment, Leap Ah-Ha Coaching, Lemon Garden Designs, Licking Memorial Hospital, Manning & Napier, Red Giraffe Designs, Rooh, Seventh Son Brewing, Shadowbox Theatre, Short North Stage, Slalom, Strong Consulting Group, Trader Joe's - Easton, VSIT PMO, Warner Pacific

Individual Donors

Aaron Schaub, Abu Bah, Advitiya Mahajan, Aimie Rieder, Alice White, Allison Leonard, Amber Jefferies, Ameet Patel, Amy Gordon, Amy Huelskamp, Anandita Newman, Anita Green, Barbara Haeger, Beatrix Abood, Brian Wade, Brittany Person, Bryan McKnight, Cecelia Peabody, Chanakya Gupta, Charlene Bridges, Chris Wilds, Christina Konkoli, Christine Moranda, Christine Morris, Cierra Carter, Cody Lunde, Cynthia Mann, Dan Woodburn, Danette Lehman, Danielle Meadows, Dave and Betsy Sidor, David Appel, David Sidor, Deborah Baker Spaeth, Dee Marks, DeShawn Toney, Dhruv Gupta, Doug Tweddle, Drew Link, Edward Andrews, Elizabeth Beattie, Elizabeth Pinder, Erica Toledo, Fredricka Rieder, Greg Glasser, Howard Fradkin, Isaiah Rozzelle, Jack Lorenzetti, Jaimie Rieder, Jamie Parman, Jan Hash, Jennifer Hughes, Jennifer Tyson, Jerae Whittington-Clark, Jeremy Morris, Jess Stevenson, Jessica Fitzgerald, Joe Boroj, Johanna Destefano, John Bridges, Joy Jones, Julie Friend, Julie Sands, Kate Lingnofski, Kate Sanders, Katherine Lingnofski, Kathleen Johnson, Kathleen Lach, Kathryn Gaddis, Katie Dunford, Katie Walker, Ketti Pryor, Kimberly Cole, Kristen Burrus, Kristin Neighbor, Kristin Schaub, Kristofer Thomas, Kyle Rooney, LaChandra Baker, Larry and Linda Herer, Libby Villavicencio, Lois Gray, Loren Lander, Loria Messer, Lucas Sencio, Maddy Stewart, Maggie Quinn, Marcia Caldwell, Marcus Whittington-Clark, Marie Cumberlander, Mary Shrou, Melanie Lehman, Michael and Teri Schaub, Michelle Tucker, Molly Pizzino, Morgan Stanley Investment Brokerage, Myrna Rich-Ray, Nicole Brunner, Prudie Wray, Punam Manu Mahajan, Ravinder Gupta, Rebecca Ness, Robert Packer, Robert Russell, Rose Cacioppo, Rupal & Anup Shah & Kanodia, Sarah Myer, Satvika Mahajan, Stanley & Carolyn Edgell, Stephanie Baker, Steve Fate, Susan Blake, Susan Novik, Tania Sanchez, Todd Williams, Yelena Ravvina

Employer of The Year



Petals That Inspire

We are proud to recognize Petals That Inspire as our Employer of the Year for their exceptional commitment to inclusive employment and community impact. As a year-round partner in our Empowering Employment program, they consistently create meaningful opportunities for individuals to grow skills, build confidence, and pursue sustainable career paths within a supportive and welcoming workplace. Their dedication was further highlighted when they spoke at our annual event, sharing their experience and encouraging other employers to embrace inclusive hiring. Through mentorship, hands-on training, and a genuine investment in people, Petals That Inspire continues to strengthen our community and model what purposeful partnership can achieve.



Looking Ahead

Goals for 2026

- Strengthen the Empowering Employment program by clarifying outcomes, tracking results more effectively, and telling our impact story in ways that are meaningful and accessible to stakeholders.
- Build practical, data-informed decision-making practices across the organization, with clear ownership and follow-through to support learning and improvement.
- Create and roll out a thoughtful stakeholder engagement approach that strengthens relationships with participants, partners, funders, and the wider community.
- Deepen Board involvement by increasing engagement and support around the organization's strategic priorities and key initiatives.
- Evaluate current and anticipated space needs to determine whether an office move or expansion may be needed to support future growth.
- Sharpen fundraising efforts to increase revenue, diversify funding sources, and support long-term financial stability.



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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