

Dear Friends and Community Members,

What an exciting time to be a part of Job One's mission of "building skills and connections that create employment opportunities for adults with disabilities!" We have celebrated many noteworthy developments this past year including the adoption of our newest Strategic Plan where we challenged ourselves to pioneer radical changes in our region. Highlights include:

- Implementing plans to voluntarily and intentionally sunset our 14c Department of Labor Certification authorizing subminimum wage standards. Being the first to take these steps in the Metro has been challenging and, at times, scary. There is no road map to guide us as we thoughtfully embrace these changes and make sure those who choose Job One continue to receive quality services and support.
- Obtaining ownership of our building on Yuma Avenue in Independence, Missouri - a first in our 56-year history!
- Launching a Job One apparel printing business. This allows persons served to learn a customizable skill and for customers to purchase personalized printed items.
- Expansion of our Community-Based Day Services (CBDS) resulting in Job One serving more people than ever. The support of our community has translated into greater opportunities, higher wages, new friendships, increased social capital, and deeper community connections.

None of this would have been possible without your belief in our vision. Your trust in us fuels our determination to reach even greater heights in the coming year. As we look ahead, we are excited about the transformation taking place at our Yuma location in Independence, our new South Kansas City Office at 8080 Ward Parkway, and continued programmatic expansion to help people with disabilities connect, engage, and belong to their communitiesall made possible by your continued support and engagement.

We want to extend our deepest gratitude on behalf of everyone at Job One. In particular, we greatly thank Eitas, whose funding and technical support have helped fuel so much of our innovation and success this past year.

Thank you for being an integral part of our journey.

With heartfelt appreciation,



Alli Kisner
Board Chair



Aaron Martin
President and CEO

Careers: Kaytie

Kaytie has been a total rockstar in her role at a local hair salon, a position she obtained with the help of Job One Careers and has held for over 4 years. Eager to grow her skillset, Kaytie set out to successfully secure a second job. She has shared her experiences

by speaking at Job One events. Kaytie was named the Missouri Rehabilitation Association Client of the Year for being "an empowering individual" who is "amazing" and we could not agree more!



Summer Work Experience (SWEP): Tu'Myia

Tu'Myia was part of the 2023 SWEP crew working at Kauffman Stadium. Her supervisors were impressed with how she stepped up to help her team and job coach. Like many, transportation is an employment barrier Tu'Myia is overcoming by

learning the bus line and working with rideshare services through her support with Job One. Tu'Myia expressed that she really loved her summer job and she led her team in cleaning!



CBDS: Zach

When Zach first began with CBDS, his options were limited, partly due to transportation. After working with his Job One coach, he became more familiar with public transportation and available apps. Zach became comfortable taking the bus around town to run errands independently. His family has shared how excited they are for Zach to continue learning, growing, and gaining independence in his life. Way to go, Zach!!



Packaging & Assembly: Jacqueline

Jacqueline expressed an interest in expanding her skills to work on new product lines. She was able to catch on quickly with a project that is typically considered very difficult among her peers. She has demonstrated magnificent quality on labeling packages for long-time Job One customer, the Roasterie. We are thrilled with her great progress and desire to take on new challenges.



Apparel Shop: Arthur

Arthur has been an excellent employee in Packaging and Assembly. He expressed a desire to try t-shirt production where he has excelled above and beyond expectations! He immediately caught on and demonstrates the same enthusiasm and focus he has with his other jobs. He is an effective troubleshooter and has shown an adaptability and great attention to detail making him an asset to the Apparel Shop!

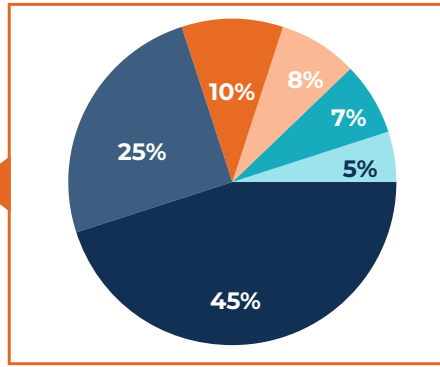


Financials

Total Revenue:
\$5,428,760

Major Categories:

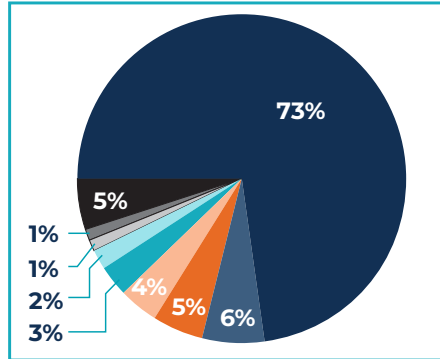
- Contract Sales/ AbilityOne **45%**
- Eitas (includes donated rent and facility) **25%**
- Vocational Rehab (VR) **10%**
- Contributions and Grants **8%**
- Dept. of Education & Secondary Education (DESE) **7%**
- Dept. Of Mental Health (DMH) **5%**



Total Expenses:
\$5,423,838

Major Categories:

- Payroll/People **73%**
- Rent/facility/ maintenance **6%**
- Direct job costs **5%**
- Advertising/Marketing/ Fundraising **4%**
- Depreciation **3%**
- IT Fees **2%**
- Travel/Vehicle **1%**
- Insurance **1%**
- Other **5%**



Total Assets:

2022: \$1,891,914

2023: \$3,359,881*

*Includes \$1,400,000 in donated land and building

Number of Persons Served



Packaging & Assembly, AbilityOne, Staffing, Summer Work Experience Program (SWEP) Services



Careers Community Employment Services



Community-Based Day Services (CBDS)

Job Placement Timeline

The average length of time it takes for a Job One participant to complete the job placement process and secure employment.

Discovery + Exploration

Weeks 1 - 12

Job Development & Placement

Weeks 12 - 15

Average Hourly Wage

Overall average wage increased 55% to \$12.20 since 2018



Careers Community Employment Average Wage



Job One Packaging & Assembly, Staffing and AbilityOne average wage.

THANK YOU to all Job One donors and sponsors for your generous support!



See a list of our amazing supporters here.

Cause-ino Night 2024

April 19, 2024 at Arrowhead Stadium. Tickets and sponsorships available. Causeino.org



Support our mission & imagine the poss-abilities! Register Now!

Donate Today!



JobOneKC.org/donate or Venmo @Job-One (include your name and email for receipt).