Job One has been serving individuals with disabilities in Jackson County, Missouri for over 50 years. The organization was originally formed by a group of parents and concerned community members seeking to provide meaningful employment opportunities for adults with disabilities at a time when few, if any, jobs were available to this community. Their efforts paved the way for thousands of individuals to achieve greater levels of personal success and discover the life-changing impact of employment with dignity.
For close to thirty years, I have had the honor of working with organizations that provide services to individuals with disabilities. Over the past fourteen years, a highlight has been working with Job One, nine of those years as President/CEO.

As most would agree, our lives are defined by the love of family and meaningful relationships with friends. If we are fortunate, the work we do also gives tremendous meaning to our lives, provides us with a sense of fulfillment and most of all, dignity for a job done well.

I firmly believe that dignity is an essential component to a good quality of life. The dictionary defines the word dignity as “the state or quality of being worthy of honor or respect.” Each one of us deserves to have dignity in our lives.

There is no doubt that one of the greatest things that Job One provides to the people with disabilities that we are honored to serve, is the opportunity to do a job of their choice to the best of their individual ability. Certainly, receiving a paycheck is important, but having a sense of pride in their work and the dignity that comes from the appreciation of others, self-respect and a feeling of accomplishment brings a sense of fulfilment and new level of personal success.

I am fortunate to work with a growing team of extraordinary professionals. Each day I watch them make it all come together for the adults with disabilities that we employ, often in very challenging situations.

Working with our dedicated board of directors, staff, employees and their families, we proudly exemplify “Dignity in Action.” We will continue to do so.

Sincerely,

Aaron Martin
2019 Board of Directors

Officers

Amy Schmidt – Chair, Owner/Administrator, Aurora MAJIC
Dick Nightingale – Vice-Chair, V.P. Operations, Midland Paper
J. Scott King – Secretary, Attorney, Scott King Elder Law
George Meiners – Treasurer, CFO, Mechanical Breakdown, Inc.

At Large

Gary Abram, Co-Founder at (i.3.identity)
Robert H. Altomare, DDS, MS (Leawood Commons Endodontics) Owner, Endodontist
Jay Bell, CEO and Majority Shareholder (MAST Technology, Inc)
Danielle Bordman, CPA/Managing Member, (D Bordman CPA LLC)
Ronald Eiman, Accountant, TWA (retired)
John Fellows, Finance Director, (Broadridge)
Terrie Jo Fox, Parent/Retired
Nick Hadley, Vice President (Commerce Bank)
Randy Huber, Vice President, Building Contractor (A.L. Huber General Contractor)
Kim Roam, Executive VP & Division Manager (Blue Ridge Bank & Trust Co.)
Mark A. Simcosky, Principal, (Gallagher Metzler Insurance)
Susan Scott, Vice President (RE/MAX Commercial Real Estate)
A Message from the Board of Directors Chair
Amy Schmidt

DIGNITY IN SERVICE—DIGNITY IN GIVING

On June 30th of 2019, I ended my fourth year serving as Chair of the Job One Board of Directors. It was a great honor for me to work with a dedicated board, President/CEO Aaron Martin and the incredible team of professionals who work directly or indirectly with those served by this wonderful organization. I must say, that after several years of serving on the Job One board, that serving this organization – and this community - has provided innumerable blessings and countless examples of “dignity in action.” I encourage you to consider learning more about the ways you can support Job One, perhaps even opportunities to serve on the board or a board committee.

Job One board members serve voluntarily and take an active leadership role in ensuring Job One is continuing to deliver excellence in our services for adults with disabilities. While the donation of funds is critical to support the mission of Job One, the gift of time and sharing of professional expertise is also vital to helping guide the organization. Job One serves a diverse community of individuals and requires diverse insights to keep the organization moving forward. As I’ve learned, the reward for your commitment to an organization like Job One, is seeing the very real positive impact you can make in the lives of individuals who are all too often overlooked by our society. By supporting Job One, you are supporting job choices and the potential for others to achieve employment with purpose. In that, there is much dignity.

If you have an interest in learning more about the opportunities to serve Job One, contact Aaron Martin at amartin@jobonekc.org or call 816.796.7070. Serving others is a noble effort and makes a huge difference in our community!
2019 A Year In Review

Job One achieved notable milestones this year, with much progress being made to further our mission including the following:

**Board Recruitment / New Leadership**

The Job One board is facing turnover of it’s founding board members due to term limits. During the past two years the board has set out to strategically recruit the next generation of board leadership. With the support of Debra Box from In the Box Consulting, the board has recruited several new high-impact board members to provide diverse expertise to our leadership group.

**Professional Advocate**

In 2019, Job One received grant funding from the Deffenbaugh Foundation to hire an Employee Resource Advocate. Chelsi Flores, LMSW was hired in March 2019. She is tasked to help employees manage their income and benefits and to help them access critical public services, a resource that is much-needed by the population we serve.

**Careers Program Growth**

Job One Careers continued to grow in 2019 and added Medicaid-Funded services for job seekers needing additional support in their employment journey. Plans are in the works for continued growth in 2020 with a focus on serving people with more significant disabilities.

**Advocacy Champions**

Job One launched two new related programs in 2019 supporting advocacy efforts. Advocacy Champions will recognize elected officials at the national, state and local level who support choices in disability employment. The A-Team is a self-advocacy group for employees and their families.
Shred One KC Rebrand & Growth

Formerly Secure Document Solutions (SDS), our shredding line of business is now aligned with the overall branding of Job One and is poised for growth. A new website specifically for our shred operation was launch as well, www.ShredOneKC.com. Sales efforts began to hit their stride in FY 2019 and are forecasted to continue growth in 2020.

Recycling Center Relocation

The Recycling Center moved back home, to the Job One Grandview Campus on 3rd Street. The move reduced lease costs and resulted in the retention of jobs. A new can-densifier purchased with funds from our 2018-2019 fundraising campaign will allow Recycling to grow its aluminum can buyback program.

Workshop

Plans were formed to create a new position to lead sales efforts and support the growth of Job One’s Packaging & Assembly division.
Program Profiles

Packaging & Assembly
Job One provides direct employment for adults with disabilities at our production facilities. These employees work in a secure, accessible environment on a range of projects, including packaging, assembly, and kitting for private industry contracts. Job One facilities provided employment for 157 individuals in 2019.

Secure Document Solutions (Shred One KC)
Secure Document Solutions team members take pride in providing high-quality paper and digital media shred services for commercial customers. This NAID-certified destruction operation provides job opportunities where individuals can leverage their capabilities to help customers achieve business objectives. Secure Document Solutions serves a team of 24 employees.

Did You Know?
In Jackson County alone, it is estimated that 2% of the population, or approximately 13,000 people have developmental disabilities.
Our Careers program connects adults with disabilities with employment opportunities in the community that match their abilities and choices with appropriate work. Services provided include career development, placement, training, and ongoing coaching for long-term success. During 2019, the Careers Program placed 149 candidates.

Job One Careers

Job One provides short- and long-term staffing solutions for employers through direct contract and AbilityOne Federal Government contracting programs. This provides those we serve even more options for employment while filling a need in the workplace. Positions range from administrative to mailroom to maintenance and janitorial. Over 2019, 37 individuals with disabilities were served through these employment programs.

Staffing

Job One provides sustainable and responsible business recycling services that are both convenient and cost-effective. Employees handle materials recycling and dis-assembly projects for a wide range of businesses. In 2019, 14 individuals with disabilities were employed in our Recycling operation.

Commercial Recycling
2019 Friends of Job One

We would like to thank the following individuals and companies whose generous support made it possible for us to better meet the needs of the adults with disabilities that we serve. In 2019, your kind donations enabled Job One to provide the highest quality support, vocational training, and a wide range of employment opportunities. Our goal is to allow each individual to reach their maximum potential and achieve the best possible quality of life.

YOUR SUPPORT MAKES OUR WORK POSSIBLE.

Gary & DeAnn Abram
Arthur & Laura Allen
Marcie & Robert Altomare
Arthur J. Gallagher Foundation
Sasan & Kathy Baharaeen
Elizabeth Ann Baker
Pat & Beverly Baker
Duane & Theresa Beard
Jay & Lara Bell
Joe & Jane Bennett
Barbara J. Betsworth
Danielle & Steve Bordman
David & Mary Braddock
David & Leslie Brumagin
Robert Scott Buchanan & Barbara Buffa Buchanan
Susan Buckley
Delores & Scott Buffa
Janie & Steve Bumgarner
Teresa Burch
Cristy Carpenter
Jeff & Carrie Carpenter
Eileen Cocjin
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Adam & Michelle Diel
DST Systems, Inc. Matching Gifts Program*
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Karen & Kevin Flattery
David & Lori Flowers
Gary & Terrie Jo Fox
Patricia Giamalva
Nick & Heather Hadley
Kimberly Hankins & Eric Swartz
Heartland Homecare Services – A Long-term Care Pharmacy
Teresa & Steve Henion
Jacqueline Herron Johnson
Brad & Gail Hochstein
Brian & Anne Hochstein
Randy & Debbie Huber
Jerry & Cathi Hughes
Tom & Jo Kammerer
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Keen Wealth Advisors
Norm & Sherrie Kelly
Don & Shellie Kemna
Klussman Welding
Ginny Krystel
John & Penny Kunzman
Nick & Maria LaBruzzo
George & Karen Lauer
Jonne Legg
James & Karen Lesky
Tim & Kelly Logan
Mark Long
Greg & Pamela Maher
Aaron & Nancy Martin
Chester & Jennifer Martin
Guy Martin, CPA
Kenneth & Heather McCann
Billy & Suzanna McLeod
Mechanical Breakdown Protection, Inc.
George & Catherine Meiners
Rosemary & Mark Mereness
Thomas & Angela Menerness
Abby Mocek
Charles & Sheila Morgan
Jonne Legg
GRANTS

It is our honor to recognize the following individuals, foundations, charitable trusts and community groups whose gifts enabled Job One to strengthen and broaden our services to our “employees”.

Taylor & Patti Abernathy Trust, Bank of America, N.A., Trustee
The Andrews Family Foundation
Blue Ridge Bank and Trust Co.
Breidenthal-Snyder Foundation
CPS Foundation Inc.
The Ronald D. Deffenbaugh Foundation
Dunn Family Foundation
Joseph M. & Mary Elizabeth Rogers Fahey Foundation
Forster-Powers Charitable Trust
Arvin Gottlieb Charitable Foundation, UMB Bank, n.a., Trustee
The John C. Griswold Family Foundation
H & R Block Foundation
Margaret E. Hurt Endowment Fund*
The Massman Foundation
The McDonnell Foundation, Inc.
Jerry & Kaye Meiners Charitable Family Trust**
Morgan Family Foundation
Rotary Club of Blue Springs
John J. Sullivan, Jr. Charitable Trust

*Truman Heartland Community Foundation
**National Catholic Community Foundation
Tribute Donations

The following are those who chose to make a donation to Job One in honor of or in memory of special people in their lives. We are grateful for their meaningful gifts of support.

In honor of:
SCOTTY AGRON
Richard & Linda Sibner

In memory of:
JIMMY CAMPBELL
Jerry & Myrna Soendker

In honor of:
LINDA COOK
Howard & Edith Cook

In honor of:
KAREN FLATTERY
Ginny Krystel

In honor of:
DANNY & DARRIN FLORES
Elizabeth Ann Baker
Tom & Jo Kammerer

In memory of:
MARGARET KOCH
Jerry & Myrna Soendker

In honor of:
SCOTT NIGHTINGALE
Mike & Kris Decker
Norm & Sherrie Kelly
Philip & Mary Nightingale
Jerad & Sarah Stock
Patty & Dean Stock
Jim & Lou Ann Vaughn

In memory of:
REV. TED SCHUBKEGEL
Ruth Schubkegel

In honor of:
PAIGE SIMCOSKY
Jan Stallmeyer & Don Flora

In honor of:
PATTI SIMCOSKY
Don & Shellie Kemna

In honor of:
KRISTEN A. WILSON
Rosemary & Mark Mereness

Every effort has been made to include all donors. If your name has been omitted or misspelled, please notify Rebeca Swank at rswank@jobonekc.org.
Scenes From Shining Stars

Shining Stars is Job One’s annual employee holiday event. Held every December, this event allows Job One staff, employees, customers, families and supporters to join together and recognize the achievements of our hard-working team.

MEGA STAR SPONSOR
Gary Beemer – Beemer Construction

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Arthur J. Gallagher & Co.

GOLD STAR SPONSOR
Robert H. Altomare DDS

SILVER STAR SPONSOR
A.L. Huber General Contractor
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Aaron & Nancy Martin
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ServiceMark Telcom
Snowmen, Inc.
Ted’s Trash Service, Inc.
Tom & Janice Walls

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Aaron Family Fun Center, Grandview
Gary & DeAnn Abram
Alamo Draft House
Delores & Scott Buffa
Jeff & Carrie Carpenter
Christy Carpenter
Cristy Carpenter
Chelly’s Café
Cosentino’s Price Chopper
Drenon Jewelry
The Egg & I
Grand Country Music Hall, Branson MO
Hy-Vee, Independence
Kansas City Zoo
Kelly Michael O’Reilly Hair Design
Kennedy’s Custom Jewelers
Jennsen Leach
Tracy Leach
Tom Leznak, Independence
Ecomomic Council
Tim & Kelly Logan
Magnificent 7 Variety Show, Branson MO
Metro Ford, Independence MO
Nadler’s Meats, Wellington MO

National WWI Museum and Memorial
Paradise Park
Rickman Chiropractic
Amy & Joe Schmidt
Melody Scott
Stoney Creek Hotel and Conference Center
Eric Swartz & Kimberly Hankins
Third Street Social
TNT Old Time Photo, Branson MO
YMCA - Blue Springs
Job One Leadership Team & Staff

**Leadership Team**
Chief Executive Officer - Aaron Martin
Vice President, Careers - Anne Hochstein
Vice President, Administration - Kelly Logan
Vice President, Operations - Delores Buffa
Director of Business Development - Jeffrey Carpenter
Contract Director - David Flowers
Director of Finance - Melody Scott
Director of Recruiting & Staffing - Kimberly Hankins
Director of Community Engagement - Rebeca Swank
Employee Resource Advocate - Chelsi Flores

**AbilityOne & Community Employment**
Project Manager - Jason Escareno
Project Manager - Angela McCray
Project Manager - Ray Rainey

**Administration & Support**
Bookkeeper - Ronald J. Ruisinger, Jr.
Employee Services Director - Cristy Carpenter
Employee Services Coordinator - Haley Thomason

**Job One Careers**
Administrative Specialist - Monica Roe
Senior Employment Specialist - Rachel Wurster
Senior Employment Specialist - Bonita Jones
Employment Specialist - Peter Nicklin
Employment Specialist - Laura Warner
Employment Specialist - Joseph Leiter
Employment Specialist - Anna Burgen
Community Resource Specialist - Nicholas Carpenter
Job Coach - David Freeman

**Packaging & Assembly**
Certified Occupational Therapy Assistant - Karen Pickering
Lead Supervisor - David Denton
Lead Supervisor - Judy Denton
Lead Supervisor - Regina Lyon
Lead Supervisor - Ken Fox
Supervisor - Jennsen Leach
Supervisor - Julie Lockard
Supervisor - Mary Mattonen
Supervisor - Ed Gee

**Recycling**
Operations Manager - Michael Hatfield
Assistant Supervisor - Monroe White
Customer Service Representative - Denzel Summers

**Shred One KC**
Operations Manager - Matt Denton
Sales Representative - Joshua Launius
Lead Supervisor - Sandra O’Connor
Customer Service Representative - Joseph Lewis
Customer Service Representative - Jeffrey Stillwell
MISSION:
The mission of Job One is to build skills and connections to create enriching employment opportunities for people with disabilities.

VISION:
Job One’s vision is a community where people with disabilities are full participants in the workforce.

OBJECTIVES/ORGANIZATIONAL GOALS:
• To impact lives through job opportunities, advocacy, training and career development to create a more inclusive community.
• To improve long-term financial stability of the organization and increase revenue streams through advocacy, fund development, business development and awareness.
• To establish Job One as a competitive provider of inclusive employment and business service solutions in the Kansas City regional market.

INDUSTRY PARTNERS & RESOURCES