

EST. 1974

CREATING PAYCHECKS AND SMILES

Mercy Integrity Inclusion Empathy

20
23

Fiscal Year
Oct 1, 2022 through Sept 30, 2023



ANNUAL REPORT



www.grandtraverseindustries.com

A Message To Our Supporters

Cindy Evans

Executive Director



Dear Friends and Supporters,

The past year at Grand Traverse Industries (GTI) thrived with innovation and growth. We warmly embraced our new home in Traverse City, revealing a fresh face through a revitalized logo and website. Amid fostering new partnerships and avenues, we embarked on a comprehensive certification program for our direct care staff. Our unwavering focus on the future is intricately woven with our mission, guiding every step we take. The outpouring of support at our open house, welcoming over 200 visitors, overwhelmed us with gratitude.

Thanks to the deliberate efforts of our executive team, we witnessed an astounding surge in grants and donations. This not only fortified our financial foundation but also support our programs, steering the organization to new heights. Investment in technologies has bolstered efficiency and enhanced the well-being of our employees.

In 2023, we indulged in dreaming. The surge of support through grants and donations birthed the visionary Field of Dreams project—an outdoor haven tailored explicitly for our IDD team members. To our generous donors, your unwavering support has been the cornerstone of our journey, and our heartfelt appreciation overflows, wishing you abundant blessings in return.

We extend our deepest gratitude to our loyal customers, entrusting us with their business, and to our community partners and parents/guardians steadfastly championing GTI and its mission. The heart of our organization undoubtedly beats within our dedicated staff, lending their talents with unwavering integrity, mercy, inclusion, and empathy. While our staff offers steadfast support, it's our team members who are the soul of the organization, cultivating an environment akin to family.

We owe immense thanks to Northern Lakes CMH, North County CMH, and Centra Wellness CMH for their continued support. Your belief in us and our programs has been an integral part of our journey. Reflecting on the year, we navigated obstacles, weathered trials, and embraced losses. Yet, amidst it all, we have continued the mission and worked together to have many great successes and a truly blessed year.

Mercy Integrity Inclusion Empathy

Our Mission

•GTI fiercely advocates, strengthens and advances the dignity and opportunities of people with disabilities, through services and employment.



Mercy

We will treat people with kindness, not cruel or harsh, showing compassion for all.



Integrity

We will do what we say, have strong moral principles, and act with uncompromising character.



Inclusion

We will provide equal access to opportunities and resources for people who might otherwise be excluded due to their disabilities.



Empathy

We will understand and share feelings with one another, showing respect and dignity to all.

Our Vision

GTI will be the sought-after organization in northern Michigan for enhancing the lives of those with disabilities. GTI will help all people with disabilities achieve their highest level of independence by providing dignity and opportunities through employment and services.



Survey Results



Gold

You are Excellent

385



Green

You are doing fine

105



Yellow

I have a few concerns

5



Red

Major Concerns

1



What Clients had to say

Very happy coming to GTI, you are all very nice people.

"I am happy about working. I like GTI"

"You are doing amazing "

"I love this job, I love my friends here. "

"Staff are awesome "

What Parents / Guardians had to say

Thanks for all you do! Curtiss loves to work, it enriches his life! He feels pride for accomplishments at GTI. I love hearing him say, "I have a job! I work for GTI!"

" GTI is a lifesaver. I have peace of mind knowing my brother is safe, supervised, and occupied...The sense of purpose, community, and friendship he feels with everyone at GTI is priceless. This program is exactly what he needed, and I am very grateful to all the staff that work with my brother. Y'all rock!!!"

"I am so grateful that there is an organization such as yours with such great and caring people. GTI makes a wonderful difference in the community. Keep up the good work!"

What Customers had to say

"The help your team provides is crucial to the success of our monthly shipments. Keep up the good work!"

"We love GTI, so very dedicated and on schedule. You are doing an amazing jobvery helpful when we call or need something ASAP. Thanks again for all you do !"

"GTI is doing a great job! Keep it up!!!"





Over
\$455 K

wages paid to individuals with disabilities



Customers : DEI champions

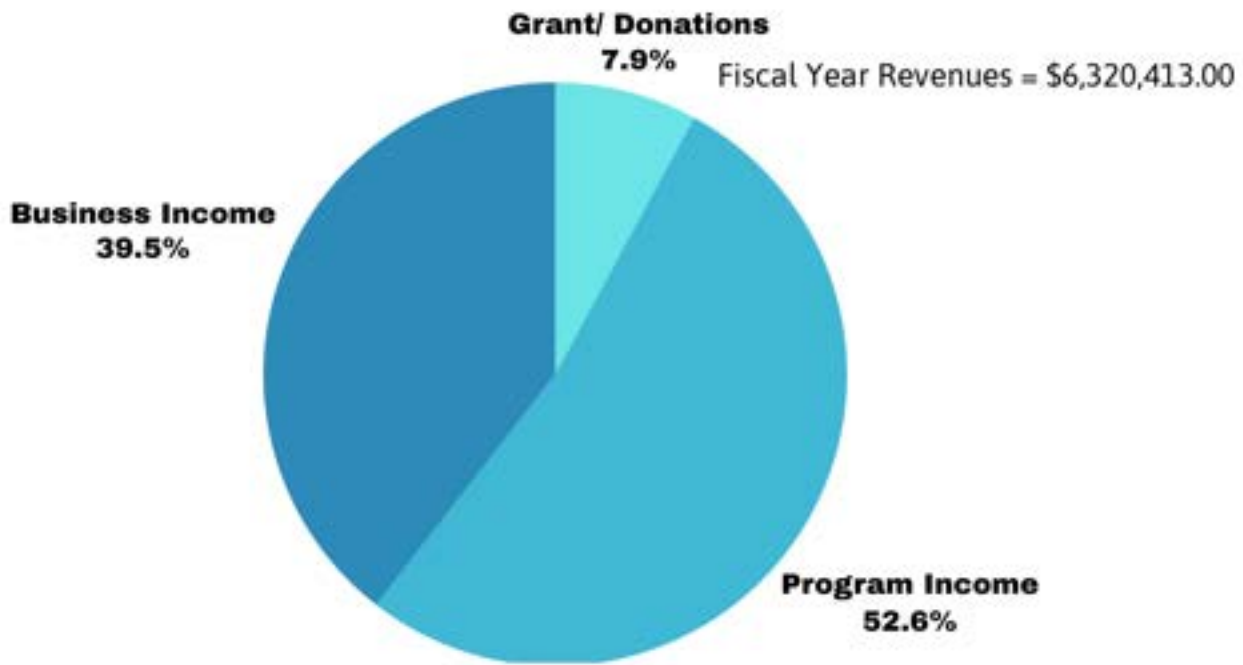
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|--|-------------------------------------|---------------------------------------|
| Grand Traverse Pie Company | Petitt Online | Family Fare |
| American Proficiency Institute | April Surgical | Shanty Creek |
| Interlochen Center for the Arts | Word Revelations | North Country CMH |
| Plascon | Food for Thought | Antrim County Transportation |
| Lear | Record Eagle | Michigan State Police Kalkaska |
| Venturi | Coast Guard Station | Kair Resale |
| Dayton Lamina | SOS Learning Lab | Cherry Capitol Foods |
| Herzog | Cherry Capital Airport Tower | State of Michigan Set aside |
| Alcotec | VA Clinic | Goodwill Industries |
| Compass Communications | MDOT | Truely Free |
| Bay Motors | TBA Credit Union | |
| | Tent Craft | |



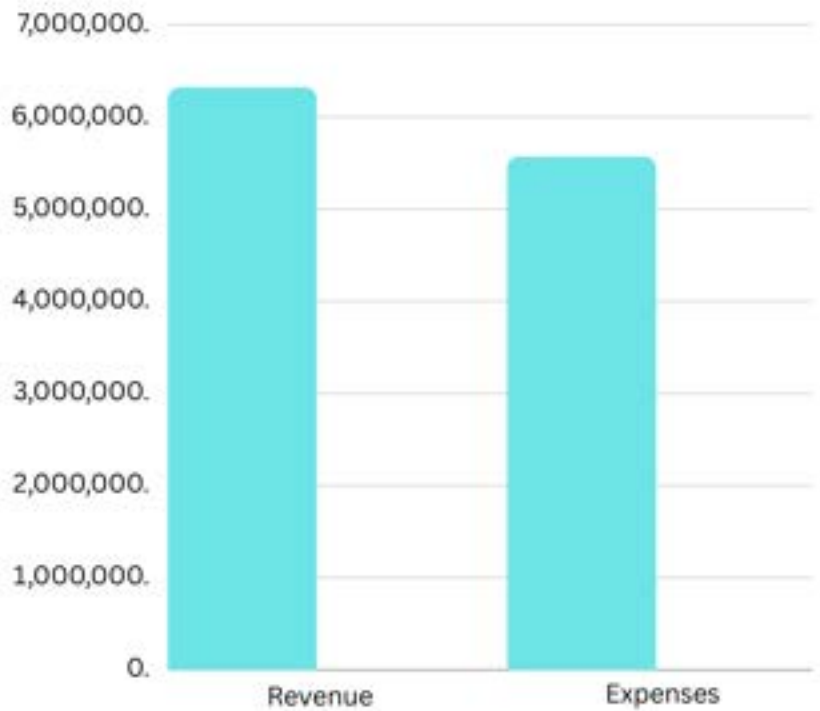
Thank You



Finacial Data



Grants
\$459,315
Donations
\$40,129





LOCAL INTERPRETER SERVICES NETWORK

we'll hear for you!



The GTI-LIS'N program was able to get itself back on track in 2022-2023 after some unforeseen changes early in the fiscal year. This past year, the LIS'N program was able to really branch out its interpreting exposure with not only direct interpreting services but through collaborative efforts in the following areas...

- **Munson Medical Center/Disability Network/GTI-LIS'N creating an Advance Directives presentation geared towards the Deaf community specifically. Process included meetings/discussions over the course of 6 months. Presentations to be piloted and hopefully continued in 2023-2024.**
- **MDCR-Division on Deaf/Deaf-Blind/Hard of Hearing and Baker College's Medical Assistant program to educate on access in the medical field.**
- **Access to a variety of area festivals, community events, musical/theatrical productions, and educational classes within northern Michigan.**
- **LIS'N program had an article published in the Families First April 2023 publication (Local parenting online magazine) about its work collaborating with Area Agency on Aging of Northern Michigan (AAANM) working on MMAP (Medicare/Medicaid Assistance Program) supporting our Deaf community.**

GTI-LIS'N has made strides in improving access in various local Secretary of States. While access has always been part of the policy of these offices (within their handbooks) the decisions by front line employees to deny interpreter access was real. In reaching out to management within SOS in Lansing, LIS'N was able to share some of these struggles and corrections were made. These various northern Michigan offices now regularly provide (contact us) for interpreting services as originally intended.

LIS'N has roughly 175 persons served (unduplicated) throughout northern Michigan and the upper peninsula.

Programs and Services



371
Individuals served

216 earned paychecks

57 participated
in Supported Employment

10 competitively placed

We Volunteered in Our Community



Cherryland Humane Society

Moose Lodge

J&S Feed the Kids

Grace Episcopal Community Meal

Double Edge Resale

MDOT

United Methodist Church Community Meal



Grand Traverse Pie was presented
the APEX award for outstanding
community partner



Winning Team Member
Christmas card artwork



GTI Our Next BIG Dream!

"Field of Dreams" Outdoor Therapeutic Recreation Project

- Basketball court
- ADA wheelchair and adult swing area
- ADA picnic tables for program activities/lunch area
- Sound garden
- Memorial garden
- Raised garden beds
- A/T activity wall
- Water features
- ADA pathways

Thank you for supporting our mission, and GTI in our community!







Ryan Jefferson
ACRE



Corinna Rasmussen
DSP-3



Terri Richards
DSP-3



Richelle Kallao
DSP-1



Gary Elder
DSP-1



Kristi Cole
DSP-1

We had 6 staff complete credentialing





"The greatness of a community is most accurately measured by the compassionate actions of its members"
Coretta Scott King

- Grand Traverse County
- Grand Traverse Regional Community Foundation DEI Fund
- Cherryland Cares
- Consumers Energy Foundation
- Sunrise Rotary Club Foundation
- Les & Anne Biederman Foundation
- Rotary JJ Beckett AccessABILITY
- Enterprise Holding Foundation
- TCL&P Community Investment Fund
- Source America
- Huntington Bank
- Oleson Foundation



thank you to our donors

- Donna Deboer
- Antrim County Women's Alliance
- Edward & Marsha Haberer
- Robin and Bruce Insalaco
- Herbert & Linda Negendank
- Connie and Gene Norris
- Laurie Schnell
- Ann Steiner
- Christ the King c/o Father Jarvis
- Christ the King Council 9979 c/o Grand Knight Tom Schuiling
- Jennifer Ewing
- Carrine Pomaranski
- Tracy Worcester
- Christine Vacha
- Cheryl Perrigo
- Dinah Hardy
- Christine Brzezinski
- Cherylann Meyer
- Knights of Columbus St Mary's Woods
- Robert Walters & Judy Barrett
- St. Luke the Evangelist Knights of Columbus Council 7338



over \$700 Value of items donated

"Those we love don't go away, they walk beside us every day, unseen, unheard, but always near, still loved, still missed and very dear."



In memory of those we lost

Ricky Zeestraten



Aaron Bush



James Johnston



Randy Moore



Mark Kellogg



Douglas M. Baize

Kenneth Smith



Board of Directors

Ron Lemcool - Chair

Laurie Schnell - Vice Chair

Jess Ashmore - Secretary

Teri Brown-Kunzelman - Treasurer

Robert Parker

Jennifer Ewing

Raymond Kuhn


Brandon Darin

Angela Skeans

StacyAnn Smith



Find us on
Facebook

A white telephone handset is shown on the left side of a light gray rectangular background.

Contact us to see how we
can help with your
workforce needs

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