

# Recycle Matters: A Community-Based Mattress Recycling Model

INEO Employment Services • Port Alberni, BC

PRESENTER: TERRY DEAKIN, FOUNDER/CEO



# WHO WE ARE

- 25 years of supporting inclusive employment
- Founded RM in 2019
- 6-month Pilot Project
- Support from ACRD
- Transition to Social Enterprise



# Why Mattresses?

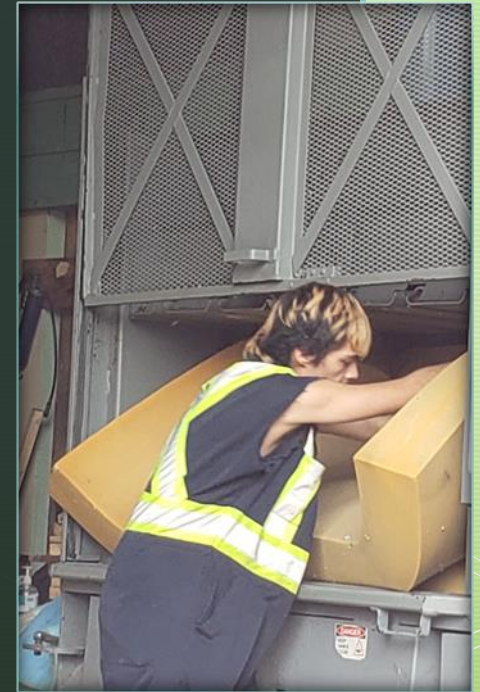
- First, employment and training opportunities.
- Bulky, expensive, and difficult for landfills
- Equipment damage and inefficiencies
- High labour + transportation burden for small regions
- Growing regional need for accessible mattress diversion options

# Our Model: How It Works

Mattresses picked up  
or delivered



Manual deconstruction & then baled



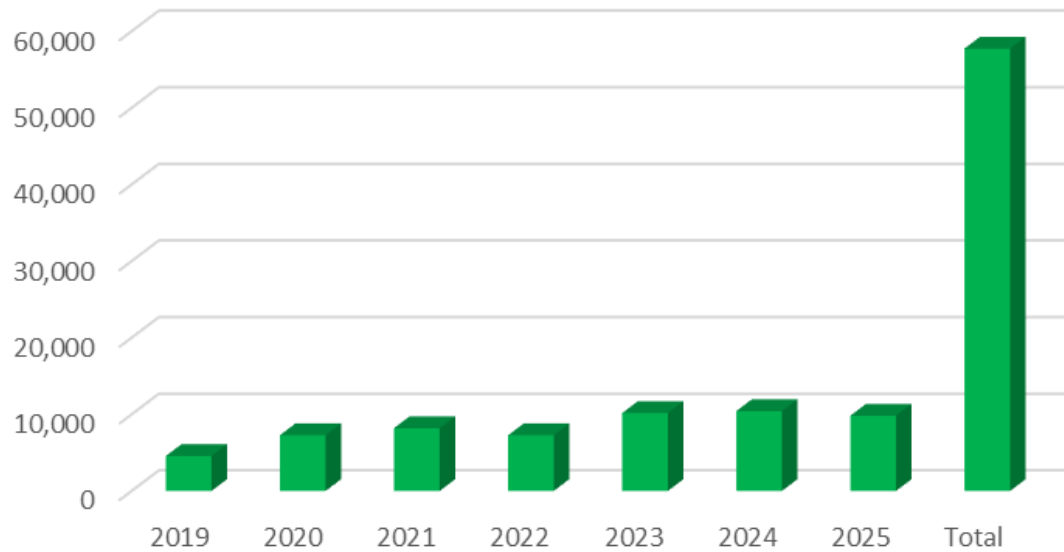
# Social Impact

- Hands-on training
- Real work experience in recycling and material handling
- Supportive environment that builds skills + confidence
- Pathways into warehousing, labour, construction, deconstruction, and manufacturing



# Environmental Impact & Metrics

Recycle Matters - Mattresses Processed



## 2019–Dec 2025 totals:

- **57,736 mattresses processed**
- **5.77 million lbs diverted from landfill**
- **Aprox. 46,000 cubic yards of space saved**  
( $\approx$  2,000 garbage trucks to haul them away)



# Small Scale - Circular Economy

# Challenges



- Suitable space
- Fluctuating deliveries and labour
- Cost of doing business – waiting for EPR
- Fluctuating markets for fabric and foam

# What We've Learned & What's Next



Community-based models  
**work** for small + rural  
regions



Social enterprise = dual  
impact: waste reduction +  
employment/skills training



Scalable solution through  
partnerships – ready to  
expand



Ready to support regional  
circular-economy goals

# QUESTIONS?

- Terry Deakin
- 4908 Argyle Street, Port Alberni BC
- [terry@ineoemployment.com](mailto:terry@ineoemployment.com)
- O: 250-723-4675 C: 250-720-6604



INEO  
Employment Services