

ANNUAL REPORT Baker Industries Changing Lives 202



**Baker
Industries**

CELEBRATING OVER

40
YEARS
OF SERVICE

ABOUT **OUR PROGRAM**

At Baker Industries, we believe in the power of each individual to be productive and successful. We work with each of our program participants, vulnerable adults challenged with disability, parole/probation, homelessness and substance use disorder, to develop the skills and personal resilience necessary to achieve regular employment. Our workforce development program is designed to help these individuals, who are so often left on the sidelines, get onto the playing field and become productive employees with increased self-worth and financial independence. Baker Industries changes lives!



CELEBRATING OVER

40

YEARS
OF SERVICE

BY THE NUMBERS

PARTICIPANTS & PROGRAM

157

PARTICIPANTS SERVED



- 70% Male, 30% Female
- 40% Black, 34% White, 19% Hispanic, 4% Multi-Racial, 2% Asian, 1% Native American
- 60% on parole/probation
- 40% report disability or limiting health condition
- 25% challenged by substance use disorder

100+

PARTICIPANTS RECEIVED
JOB READINESS SUPPORT

- Weekly training & coaching while paid
- Resume, interview, job search support
- Resource Center assists with IDs, taxes, banking, housing, benefits

45

PARTICIPANTS GRADUATED
TO BETTER EMPLOYMENT

- Average starting wage - \$15.00/hr.
- Manufacturing, warehousing, retail, food service, healthcare
- Living wage jobs with quality employers

FINANCIALS

Revenue		\$2,246,922
Donations, Individuals	\$ 114,038	
Grants, Foundations	\$ 973,896	
Fundraising Events	\$ 214,494	
Business Earnings	\$944,494	
Expenses:		\$2,012,247
Program	\$1,722,340	
Support	\$ 132,481	
Fundraising	\$ 157,426	
Other Income		(\$ 132,167)
Net Assets:		\$4,004,999
Gain vs. Prior Year:		\$ 102,508

THANK YOU TO OUR

PLATINUM

Edwin Hall 2nd Charitable Trust
United Way of Greater Philadelphia and
Southern New Jersey

DIAMOND

Anonymous
Anonymous
Laura M. & Peter T. Grauer Foundation
The Patricia Kind Family Foundation
WSFS Bank

GOLD

Mr. & Mrs. Vijay Aggarwal
Mr. & Mrs. James Averill
Bob Barker Company Foundation
The Beatty Family Fund
The Becket Family Foundation
Blue Sky Family Foundation
BNY Mellon Foundation
BSJ Foundation
Crazy Aaron's Puttyworld
Citizens Bank Foundation
Genuardi Family Foundation
The Gordon Charter Foundation
Hoxie Harrison Smith Foundation
Mr. & Mrs. William Hyland
The Sylvia W. & Randle M. Kauders Foundation
Peter R. & Cynthia K. Kellogg Foundation
JTS Foundation
Robert E. Lamb Foundation, Inc.
Mr. Christopher Metz
Psalm 103 Foundation
SEI Cares

Ruby

S.W. Bajus Family Charitable Fund
Mr. Donald Born
Mr. & Mrs. W. Thacher Brown
Burke Family Foundation
Carter Mechanical, Inc.
Commonwealth Capital, LLC
The Connelly Foundation
Mr. Rodney Day
Ms. Heather Duffy
Dyad Enterprise LLC
Mr. & Mrs. Edmund Gamo
Haldeman Family Foundation
The Jake Foundation
Joseph Kennard Skilling Trust
Kimberton Whole Foods
McCausland Foundation
Morse Charitable Foundation
Henry E. Niles Foundation, Inc.
The Paulits Foundation
Mr. & Mrs. Leo Pierce
The Rorer Foundation
Mr. & Mrs. John Rugb
Scholler Foundation
Shouvlin Foundation
Mr. & Mrs. William Stockwell
Wayne Presbyterian Church
Mr. & Mrs. Steven Zodtner

SILVER

The Ball Family Foundation
Mr. & Mrs. Richard Bevan
Mr. & Mrs. John Castleman
Mr. & Mrs. James Clancy
Communications Test Design, Inc.
The Dever Foundation
The 1830 Family Foundation
Enterprise Holdings Foundation
Falconhead Foundation
Fulton Bank
Mr. & Mrs. Robert Hagemann
Hoekstra Charitable Foundation
Mr. & Mrs. Rick III
Mr. & Mrs. Robert Keith
The Kingdom Account
Ms. Michelle Kirkland
Mr. & Mrs. Robert McQuiston
Gretchen & Jay Riley Gift Fund
Mr. & Mrs. Jeffrey Rotwitt
Ms. Eleanor Small
SouthCo
St. John's Presbyterian Church
Stillwater Capital Advisors, LLC
Mr. & Mrs. Craig Stock
TMNA Services, Inc.

BRONZE

Mr. & Mrs. Stuart Alden
Mr. & Mrs. Charles Baker III
Mr. & Mrs. Keith Baldwin
Mr. & Mrs. Curtis Ball
Mr. & Mrs. John Bartholdson
Mr. & Mrs. David Beavers
Dr. & Mrs. Wade Berrettini
Mr. & Mrs. Gary Brooks
Mr. & Mrs. William C. Buck
Mr. & Mrs. Allen Burke
Dr. & Mrs. Peter Callegari
Mr. & Mrs. John Dodds
Mr. & Mrs. Brookins Gardner
The Giving Back Fund
The Giving Block
Mr. & Mrs. Kirk Gorman
Mr. & Mrs. Bruce Ikeda
Kappa Kappa Gamma of Philadelphia
Mr. & Mrs. John B. Konefal
Mr. & Mrs. Scott Laird
Mr. & Mrs. Frank Leto
Lipstein Family Foundation
Mr. & Mrs. Jim Logue
Ms. Cynthia MacDonald
Mr. & Mrs. John McElroy
Mr. & Mrs. William McNabb III
Mr. & Mrs. William Miller
Mr. & Mrs. Ranney Moran
Ms. Katherine Norchi & Family
Mr. & Mrs. Charles Ogelsby
Mr. & Mrs. Robert Parker
Mr. & Mrs. Christopher Robinson
Ms. Patricia Rodenbaugh
Ms. Linda Sanchez & Mr. Adam Gross
Scrub Daddy, Inc.

Skelly Family Charitable Fund
Mr. & Mrs. Emmanuel Tocco
The Toy Association
Mr. William Untereker
Mr. & Mrs. Joel Vivian
Ms. Joanne Welsh
Mr. & Mrs. Martin Welch
Ms. Marjorie Buff Wentz/Trinity Wealth
Management
Mr. & Mrs. Richard Whiting

IRON

Mr. & Mrs. Francis Abbott
Mr. & Mrs. Robert Adams
Mr. John Ahlfeld
Mr. & Mrs. Stuart Alden
Ms. Suzanne Allman
Anonymous
Ms. Mary Jo Ashenfelter & Mr. Thomas Heckman
Mr. & Mrs. Andrew Bailey
Ms. Cheryl Bailey-Emery
Ms. Wendy Baldwin
Mr. Frank Belcher
Ms. Catherine Belknap
Mr. & Mrs. Arthur Bell
Mr. & Mrs. Peter Benoliel
Mrs. Elizabeth Birdsall
Mr. & Mrs. Samuel Bizzarro
Mrs. Johnathan Black
Mr. & Mrs. Donald Braun
Black Rock Tile, Inc.
Ms. Sandra Brethwaite
Ms. Susan Brooks
Mr. Bruce Broser
Ms. Eileen Brown
Mr. & Mrs. James Buck
Mr. & Mrs. Michael Burg
Mr. & Mrs. McBee Butcher
Mr. & Mrs. Drew Camerota
Mr. & Mrs. Vincent Carroll
Charities Aid Foundation America
Mr. & Mrs. Radcliffe Cheston
Mr. & Mrs. Robert Cinalli
Circle of Friends Charities
Mr. & Mrs. Raymond Clarke
Ms. Barbara Clothier
Ms. Diane Cohen
Mr. Larry Cohen
Mr. & Mrs. Mark Comyns
Mr. & Mrs. Kevin Courter
Mr. Fronefield Crowfield, Jr.
Ms. Barbara Cresswell
Ms. Maryann Crowe
Mr. & Mrs. James Cruickshank
Mr. & Mrs. Philip Cubeta
Ms. Jillian Darrow
Mr. Jeff Davis
Mr. & Mrs. Donald Detwiler
Mr. & Mrs. Dean DiValerio
Mr. & Mrs. Franklin Donohoe
Mr. & Mrs. Paul Douglas
Ms. Gerallyn Duke
Ms. Christine Eastburn

Mr. David Elder
Dr. Nader & Susan Engheta
Mrs. Joseph L. Eremus
Mr. & Mrs. Thomas Farrell, III
Fernandes Family Charitable Trust
Mr. & Mrs. Kenneth Fetter
Ms. Bernadette Fiocco
Mr. & Mrs. George Fish
Ms. Rosemary Fluehr
Mr. Michael Forcina
Mr. Joseph Forish
Fox & Roach/Trident Charities
FPA Wealth Management
Ms. Maryann Franklin
Dr. & Mrs. Emile Galib
Ms. Lisa Geist
Mr. & Mrs. William Gillespie
Mr. & Mrs. James Gilliland
Mr. Ethan Goldstein
Ms. Teneille Gordon
Mr. & Mrs. Martyn Greenacre
Ms. Rebecca Craven Greenhow
Mr. & Mrs. Robert Greenwood
David Gural Inc.
Ms. Nancy Harris
Ms. Roseanne Herres
Mr. & Mrs. David Heydt
Tom & Nancy Higgins Charitable Fund
Mrs. Anthony Hitschler
HMP Global
Mrs. John H. Hodge
Ms. Nancy Hodge
Ms. Suzy Hoffman
Mr. & Mrs. William Hoffmann
Ms. Lorraine Hoffner
Ms. Deming Holleran
Mr. Peter Houghton
Dr. & Mrs. James Hoxie
Mr. & Mrs. Todd III
Mr. & Mrs. Millard Jackson
Ms. Betsy Jiranek
Mr. Hobart Jiranek
Mr. & Mrs. Landon Jones
Mr. & Mrs. Andrew Kalilec
Dr. & Mrs. Helmut Karbner
Mr. Robert Kazmierski
Mr. John Kinch
Mr. & Mrs. Matthew Kurimay
Mr. & Mrs. Mark LaLeike
Mr. & Mrs. Mark Ledger
Ms. Jane Lemmon
Ms. Nelly Lincoln
Mr. & Mrs. John Lord
Jane C. Macelfree Family Foundation
Mr. & Mrs. James Mackie
Ms. Mary MacKinnon
Mr. & Mrs. Samuel Marshall
Ms. Virginia Marshall
Ms. Mary McAdoo
Mr. & Mrs. Richmond McFarland, Jr.
Mr. & Mrs. William J. McGuckin
Mr. & Mrs. William McKenna
Ms. Maureen McNulty

2022 SUPPORTERS

Mr. & Mrs. Michael P. Moran
Mr. & Mrs. Daniel Miller
Ms. Marjorie Miller
Mr. & Mrs. Randall Montgomery
Mr. & Mrs. Gary Morreale
Ms. Ann Muderick
Mr. & Mrs. Kenneth Mumma
Mr. & Mrs. Geoffrey P. Mynott
Mr. & Mrs. Robert Nahas
Mr. & Mrs. Richard Nenno
Newcomers & Neighbors of the Upper Main Line
Ms. Jennifer Nuckles
Mrs. William Ogren
Ms. Faye Olivieri
Mr. & Mrs. C. Warren Ormerod
Ms. Kathleen O'Shaughnessy
Mr. James Parmentier
Mrs. Robert Parsons
Ms. Molly Pierce
Mr. & Mrs. Robert Pingitore
Ms. Amber Pinkerton
Mrs. Lucien Platt
Mr. & Mrs. Charles Plohn
Mr. & Mrs. Dan Porter
Progressive Solutions
Purchasing Group Center Square
Mr. & Mrs. David Rabin
Ms. Krista Reichard
Ms. Brenda Remmes
Mr. & Mrs. Ron Rodgers
Mr. & Mrs. Matthew Rusk
Ms. Michito Saito
Mr. & Mrs. Stephen Schaeffer
Ms. Nancy Schriber
Mr. & Mrs. William Scott
Mr. & Mrs. George Shafer
Mr. & Mrs. Dan Sidlo
Mr. John Silverthorne
Ms. Ardyth Sobyak
Ms. Kathleen Spicciati
Mr. E. Matthew Steinberg
Mr. & Mrs. Ethan Stenger
Suburban Garden Club
Mr. & Mrs. Neil Suhre
Mr. & Mrs. Phil Sullivan
Mr. & Mrs. Jeffrey Swarr
Mr. & Mrs. Francis Tatnall
Ms. Frances Tenney
Mr. & Mrs. John Thacher, Jr.
Mr. & Mrs. Richard Thompson, Jr.
Mr. William Thompson
Mr. & Mrs. Alden Tucker
Mr. & Mrs. Peter Unger
Mr. & Mrs. Michael Urbans
Mr. Francesco Valmarano
Anonymous
Mr. & Mrs. Roger Veit
Mr. & Mrs. Jeffrey Wagner
Ms. Maggie Walsh
Mr. & Mrs. William Warden

Mr. & Mrs. Joseph Waterman
Mr. & Mrs. William Webb
Mr. & Mrs. Roland Wedgwood
Mr. & Mrs. Albert Kent Weymouth
Mr. Stephen Wildemann
Mr. & Mrs. Richard Williams III
Mr. & Mrs. Ralph Williams
Mrs. Thomas Williams
Mr. Henry Winsor
Ms. Ellyn Spragins & Mr. John Witty
Mr. & Mrs. Michael Woolley
Ms. Sandra Woolley
Ms. Christine Wright
Robin Wright Tribute
Mr. & Mrs. M. Donald Wright
Dr. & Mrs. Nicholas Wright
Mr. M. Curtis Young
Mr. Walter Young
Mr. Paul Zodtner
Mr. & Mrs. Tom Zug

IN KIND

Susan & Vijay Aggarwal
American Helicopter Museum
Aneu Catering & Events
Applebrook Golf Club
Athleta - King of Prussia
Andrew Bailey
Benari Jewelers
Big Smile Toys
Diane Bizzarro
Bonefish Grill
Brandywine Conservancy & Museum of Art
Braxton's Animal Works
Bunha Faun
Clay's Creative Corner Bakery
Walter J. Cook Jeweler
Costco
Crazy Aaron's Puttyworld
Crumb Cookies
Cycle Bar Exton
The Desmond Hotel
Barbara Dirnbach
Becky & Paul Douglas
Dyad Enterprise LLC
Eddie V's
Englund's Apparel
Fearless Restaurants
Footlight Theatre
Flowers by Priscilla
The Games Keep LLC
Gardners Landscape Nursery
Betsy Girard
Home Cooked
Chandler Hoopes
John Hoopes
Longwood Gardens
Brynne Kelly
Margaret Kuo's
Keystone Gardens

Anne LaBoon
The Little House Shop
Tracy & Jim McGuire
Merion Cricket Club
Chris Metz
Casey Moeller
Montesano Brothers Trattoria & Catering
Morris Arboretum
Newcomers & Neighbors of the Upper Main Line
Northern Shaolin Academy
Nothing Bundt Cakes
Nunno Family
Otoro Japanese Restaurant
Otto Distilling Co
Pennsylvania Distilling Company
Philadelphia Distilling Company
Philadelphia Orchestra
Phillies Charities, Inc.
Pimco
Dan & Carolyn Porter
Debi & David Rabin
Janet Rambo & Michael Free
Scrub Daddy, Inc.
Spatola Pizzeria
Kathleen Spicciati
Splash Brothers Mobile Auto Detailing
Sushi Nami
Tejas Yoga Collective
Trader Joe's
The Union League of Philadelphia
The Village Salon
Wardrobe
Wegmans
Whitford Golf Club

EMPLOYEE DIRECTED & CORPORATE MATCHING CONTRIBUTIONS

Acme Giving Fund
Amazon Smile
Anonymous employee contributions to Vanguard Community Fund
Citizens Bank Foundation Matching Gifts Program
Equitable Foundation Matching Gift Program
Estee Lauder Corporate Match
Other Misc. Small Shared Contributions
United Way of the Greater Lehigh Valley Match
Vanguard Charitable Corporate Match

List may be incomplete.

LEADERSHIP

BOARD OF DIRECTORS



Left to right: Chris Metz, Trupert Ortlieb, Elizabeth Castleman, Chandler Hoopes, Karen Cruickshank, Wendy Brooks, Rich Bevan, Charlie Baker (Founder), Louise Baker (Founder), Vijay Aggarwal, Linda Sanchez, Rick III (Chair), Adan Mairena, Djoerd Hoekstra. Not shown: Drew Camerota, Turk Thacher (Vice-Chair), Emmanuel Tocco, Joel Vivian

TEAM MEMBERS



Left to right: Rich, Turk, John, Casey, Jeleana, Aaron, Chanea, Dan, Lisette, Ted, Barvelle, Katherine, Kim



Baker Industries is a 501(c)(3) non profit organization.

The Edwin & Fannie Gray Hall Center
184 Pennsylvania Ave.
Malvern, PA 19355
(610) 296 9795

3630 I Street | 2nd Floor
Philadelphia, PA 19134
(215) 291 5700

www.BakerIndustries.org



A MESSAGE FROM OUR PRESIDENT

As our non-profit workplace development program enters its fifth decade serving the Philadelphia region, we would like to honor our past by sharing inspirational stories from the many individuals and organizations we partner with to achieve our mission. This includes our program participants, donors, customers, employers, community partners, volunteers and staff members.

Rich Bevan

THE BAKER FAMILY

Justin Baker grew up with significant health challenges. As he entered adulthood he wanted what we all want: the opportunity to work, be part of a team, and earn a paycheck. His parents were frustrated there wasn't a workplace that could accommodate his needs so they leveraged their skills as business owners to start a new enterprise – one that would hire hard-to-employ adults and put them to work doing real jobs for real pay. For more than four decades Baker Industries has put over 11,000 hard-to-employ adults to work in a productive and caring environment.

Founders Charlie and Weezie Baker still visit regularly to volunteer and attend board meetings, fundraisers and special events. Says Weezie: *"When we started Baker we weren't sure it would be going for decades, but we hoped it would! There is still such a need"*. Observes Charlie, *"So many people have nowhere to work, nowhere to go – and we provide an answer."*



BAKER INDUSTRIES:

1980



THE **START**

Charlie and Weezie Baker start Baker Industries in their garage in Chester County, serving two adults with disabilities.

1988



THE **EXPANSION**

Baker Industries expands to Philadelphia and welcomes returning citizens, those with substance use disorder, and the homeless into their workforce development program.

1989



THE **INCORPORATION**

Baker incorporates and become a 501(c)(3), creating the framework for a vital non-profit enterprise.

1991



THE **POINT OF LIGHT AWARD**

Baker Industries receives Point of Light Award from President George H.W. Bush, a national recognition of our impact in the community.

2003



THE **PRESIDENT**

Turk Thacher appointed President, bringing passion, know-how and a dynamic approach to growing customer and donor revenue.

2004



THE **BOARD**

Rick Ill, a successful industry CEO, becomes Chairman and establishes sound governance processes for a growing enterprise.

MILESTONES

2013



THE **JOB RAISING CHALLENGE**

Baker takes third place in national Job Raising Challenge contest sponsored by Huffington Post/ Skoll/McKinsey, besting dozens of larger, better funded competitors.

2017



THE **EXPERIENCE**

Rich Bevan appointed President, increasing investment in training, coaching, facilities and company partnerships to create a better program experience.

2018



THE **TRAUMA-INFORMED ORGANIZATION**

Baker becomes a trauma-informed organization with staff members completing training to enhance safety and support for all.

2019



THE **VOLUNTEERS**

A record 300 individuals from companies, schools, churches and community groups work along side our participants in Malvern and Kensington.

2020



THE **PANDEMIC**

Thanks to a hard-earned operating reserve and generous donations from our donors, Baker provided for our participants financially and emotionally during the pandemic.

2021



THE **FUTURE**

Baker earns a spot on the 2021 Top Rated List of Great Nonprofits and looks to the future with excitement and passion.

SPOTLIGHT ON OUR PARTICIPANTS



BARVELLE

After a long period of incarceration Barvelle was looking for a place where he could rebuild skills and habits that had been dulled by years in prison. He found that place at Baker Industries. He's been able to utilize the construction and equipment skills he learned growing up and has been assembling a new life back home in Philadelphia.

"Baker has given me the opportunity to focus and grow" says Barvelle. "I better understand who I am. This has been a promising stepping stone for me."

CHARLES

Having struggled with health and recovery issues for many years, Charles had no recent work history or a regular address. His sister helped him find Baker.

"I appreciate that Baker gives me a chance," notes Charles. "This is the first job I've had where the bosses work right alongside us. I appreciate that."



CHRIS

Chris came to Baker/Malvern through a recommendation from his probation office. During a very busy holiday schedule he proved adept at many different jobs and had an immediate impact on production.

"Baker changed my life more than any job I've ever had and I'm very thankful for that. Everyone here is going through stuff -- it doesn't matter what it is -- and we're all connected through that. Baker gives us the opportunity to work and express ourselves."

SPOTLIGHT ON OUR PARTICIPANTS



JANE

After struggling with satisfaction and success in the “regular” work force Jane was diagnosed with a cognitive disability. As a valued member of the Baker team for over 17 years, she fulfills a wide range of customer orders -- and keeps her colleagues smiling with her warmth and humor.

“Baker is a place that does not view my vulnerability as a negative.”

TAMINKO

Taminko joined Baker’s workplace development program and quickly showed herself to be a source of positivity and dedication. She immediately responded to how *“Baker helps the underdogs.”* In her words, *“Baker is giving me a second chance where society wouldn’t because of my record. They’re helping me to better my own life and make a good, honest living.”*



JUANITA

Proud of achieving a good-paying job with a healthcare company, Juanita reflects back on her time at Baker Industries.

“Baker is a place for people to get their bearings and take things step by step. They provide the support and encouragement I could not have gotten anywhere else.”

For more participant stories, see our 40 for 40 e-book, available on our website - www.bakerindustries.org

COMMERCIAL PARTNERS

Commercial Partners are an important part of how our program works as we teach and train participants for success beyond Baker.

Aaron Muderick, Founder
Crazy Aaron's Thinking Putty

"We entered the toy market in 2010. Our products had real traction in the toy stores quickly so we needed partners to help us expand rapidly. We're proud to partner with Baker Industries. Their unique business model and value system matches with our organization."

Kelly McCusker, Director of Operations
ProFresh

In 2019, ProFresh was seeking a partner to assist with packaging, kitting and quality control and Kelly, who has a background in non-profit work, recognized an opportunity. *"I am consistently impressed by the timeliness, flexibility and attention to detail of the work produced by Baker's participants, many of whom have special needs."*

David Gittelman,
VP Marketing & Communications
Reliance Standard Life Insurance

"There is no substitute, at any price, for the care and personal commitment of the team at Baker." For over 18 years, RSLI has relied on Baker to accurately and rapidly prepare and mail benefits enrollment packets for their clients around the United States.

Aaron Muderick



Crazy Aaron's Thinking Putty



ProFresh



Reliance Standard
Life Insurance



BAKER INDUSTRIES IS YOUR PARTNER IN...



PACKAGING

Boxing
Bagging
Sealing
Labeling
Collating
Re-Packaging



ASSEMBLY

Cardboard Containers
Components
Promotional Items
Light Industrial



QUALITY CONTROL

Inspection
Sorting
Classifying
Record Keeping



KITTING

Promotion Kits
Product Kits
Sample Kits
Information Packets



SHRINK WRAPPING

Boxes/Cartons/Packets
Books
Toys/Games
Heat Sealing



MAILING

Cards/Letters
Brochures
Packets
Newsletters
Postage



COST EFFECTIVE
OUTSOURCED LABOR
SOLUTIONS



BAKER IS NOT JUST A JOB... IT IS A COMMUNITY OF SUPPORT

Individual Coaching

A "job coach" helps people with disabilities learn and perform their work duties. In addition to working on skills relating to specific job tasks a job coach will assess participants' strengths and needs. Pictured is Dawn Kuhn, president of Advocates Outreach, who has been Sonny DiMartini's job coach for 3 years. *"Everyone listens to each other at Baker. There are no closed doors. Everyone is on the same page."*

The Center

Baker participants have a much greater chance of success in a new job when they have secure housing, reliable transportation, good physical and mental health, current ID's and a bank account in good standing. To better meet those needs our Resource Center is available to help participants get the assistance they require to build a solid foundation.

Job Readiness Training

Bill Stockwell, chairman of Stockwell Elastomerics, and his corporate team partner with Baker Industries as a customer, donor and employer. *"Baker's life skills and work training program increases the chance for success for participants coming off the sidelines and making a go of it in the private work sector. Baker graduates have helped our business in a tough labor market. And our company culture has been broadened and enhanced."*

Placement Support

Keith Baldwin of Spikes Trophies believes in second chances and untapped potential. He has hired several Baker participants. Each year, we help dozens of participants connect with great employers like Keith to take a next step toward independence and success.

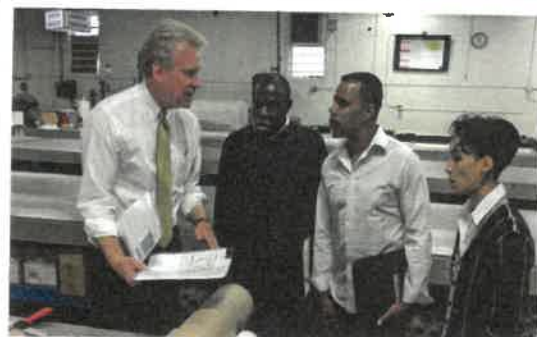
Individual Coaching



The Center



Job Readiness Training



Placement Support



IT'S NOT ALL WORK AT BAKER ... OUR CELEBRATIONS BRING JOY



Newcomers & Neighbors of the Upper Main Line and Wayne Presbyterian Church serve delicious Holiday Lunches at both Malvern and Philadelphia locations each year.



We celebrate the holidays!



and Birthdays!



Happy Halloween !
Always a special holiday at Baker.
Our participants and staff love dressing up.



Artistic activities promote creativity and personal expression



July 4th Barbecue



First Annual Baker Mini Golf Tournament

VOLUNTEERS ARE VITAL TO OUR PARTICIPANTS' SUCCESS

A regular volunteer since 1991 **Nina** still is inspired by the spirit and friendliness of Baker participants. As a Special Education major in college she was introduced to the challenges faced by adults with disabilities. She works side by side with participants on the production floor and describes the *"tremendous feeling of self-worth and fulfillment"* that a regular work opportunity creates for hard to employ adults. *"I love listening to stories about peoples' lives ... I admire their willingness not to give up!"*

Volunteer Groups

Each year, volunteer groups from local churches, schools, corporations and community organizations work side by side with our participants. Our team enjoys showing volunteers what they do -- and how they do it. Volunteers fill a vital role in our success. **Sarah Barsky** from SEI Corporation says *"Everyone is happy to be here!"*

"We read to know we're not alone."

C.S. Lewis

Katie has been engaged with literature all her life – pursuing two Master's degrees and a 38 year teaching career. That's why she jumped at the chance to start The Baker Book Club. Reading a short piece of fiction or poetry, Katie leads our participants through a discussion that explores the hopes, fears and ideas expressed in the work. *"Baker is a place which meets people where they are and guides them to what they can be."* Volunteers like Katie share more than their time. They share their interests and passions in ways that enrich the lives of our participants.



Berkshire Hathaway
Fox Roach Realtors



Nina



Katie



SEI Cares



NEIGHBORS **HELPING NEIGHBORS**

Rev. Adan Mairena is the pastor of West Kensington Ministries and joined Baker as a board member in 2020. Recognizing the synergy of working together, he immediately referred individuals from WKM to our program and witnessed tangible changes in their self-confidence and sense of purpose.

“Baker recognizes people as they are, and helps them establish a new identity. Participants develop real relationships with their colleagues and Baker staff.”



INTERNS **BRINGING ENERGY & IDEAS**

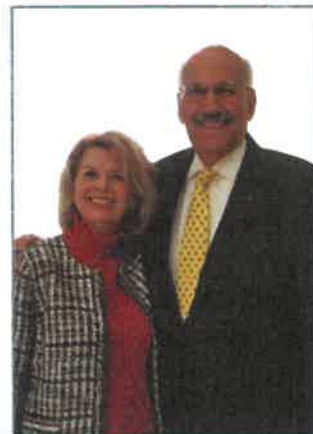


Baker has been fortunate to have student interns who immediately connect with our participants and our staff. They work on the production floor, complete special projects and bring new ideas and energy. Most important are the relationships they develop with participants.

Thomas Hughes, Baker intern 2021, surrounded by participants in the photo above said *“I had the best summer of my life.”*

COMMUNITY LEADERS **BRINGING GUIDANCE & SUPPORT**

Susan Aggarwal began volunteering at Baker through the Wayne Presbyterian Church more than 10 years ago. Soon after her husband, Vijay, joined the Baker Board. Both Aggarwals recognized how lives were uplifted by working at Baker. *“Baker is a place that accepts people for who they are today and does not judge them based on what they may have done in the past. Baker enables participants to be their best selves”* says Susan.



SUPPORTED BY CORPORATIONS, FOUNDATIONS & INDIVIDUALS



Baker Industries is supported by corporate grants and donations, private foundations and individual donors. Generous supporters like the Edwin Hall II Charitable Trust, pictured above, are an integral part of Baker Industries and help us make an impact on the lives of over 200 participants every year.

Our Annual Gala and Silent Auction, celebrates individuals, customers and partners who make up our caring community.

Our Annual Golf tournament, sponsored by WSFS, local businesses and individuals raises needed funds to fulfill our mission.

None of our success could happen without our donors, volunteers, customers, friends and partners.

Vanguard Charitable



Annual Gala



Wayne Presbyterian Community



Annual Golf Inventational



BAKER MISSION

Our Mission, which has remained steadfast for over 40 years, is as relevant as ever.

EMPLOY those who have the most difficulty getting and holding jobs.

TEACH the work ethic through real work experience.

ACT as a transition step toward outside employment.

HELP those who are unable to move on reach their highest level of achievement.

To our past supporters we offer our thanks and gratitude. If you are new to Baker Industries we invite you to join our family. Call us to arrange a group or personal tour at either of our facilities. And visit our website at www.bakerindustries.org to learn more.

Please consider supporting our critical mission by becoming a volunteer, donor or partner. Baker Industries changes lives!

We are a team.

We support and encourage each other as
we strive for success today and beyond.



CELEBRATING OVER
40
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OF SERVICE

Baker Industries is a 501(c)(3) non profit organization. Our workforce development program is made possible by the generosity of our funding partners: individuals, corporations and foundations. Your generous financial support makes a direct impact on



2022



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