



ANNUAL REPORT 2020

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For the working poor, the early days of the pandemic were terrifying as our facilities were shuttered indefinitely and weekly wages were not guaranteed. Thanks to the generous and timely donations of the following donors, we were able to provide for our workers, financially and emotionally, through weekly pay, pharmacy gift cards, check-ins, and more. Thank you!

WE'RE HERE WHEN NEEDED MOST

A crisis doesn't create strength and fortitude – it reveals it. The pandemic of 2020 caused disruption and dislocation across our entire community of vulnerable adults, dedicated staff, valued donors, regular customers, and local employers. Threats to health and safety, closure of schools and businesses and the extreme isolation caused by quarantines and social distancing created a severe test for our unique 40-year-old workforce development program.

Faced with the challenge of guarding health and safety while restoring our operations, we summoned resilience and innovation to find new ways to support the low income, hard to employ adults we serve. During the early days of the crisis, when our facilities were required to close, we quickly raised and distributed a Participant Relief Fund to bridge our workers to government benefits. We called each participant every week to provide encouragement, help them connect to additional aid and simply express concern. As our facilities reopened in early summer, we developed new safety protocols and workflows to meet CDC guidelines. We have been operating safely without interruption since early June 2020!

In a year when many community, social services and government offices were closed, we stayed open to provide paid work opportunity, innovative training, and support to 147 individuals. We partnered closely with customers and employers through the economic downturn, resulting in 22 job placements with local businesses. And the third of our population challenged by significant disability continued to find work, income, and community within our caring workplace. While 2020 was not our biggest year, it was among our most gratifying.

Rich Bevan
President

**To learn more about our impact, visit www.bakerindustries.org
and click on NEWS & EVENTS for stories of our 40 years
of service.**

Baker Industries is a nonprofit workforce development program serving hard-to-employ adults in our community since 1980.

FINANCIALS 2020

Revenue

| | |
|----------------------|--------------------|
| Individuals | \$ 154,350 |
| Grants | \$1,026,517 |
| Events | \$ 147,554 |
| Earned | <u>\$ 516,391</u> |
| Total Revenue | \$1,844,812 |

Expenses

| | |
|-----------------------|--------------------|
| Program | \$1,511,163 |
| Support | \$ 137,570 |
| Fundraising | <u>\$ 157,331</u> |
| Total Expenses | \$1,806,064 |

Net Income **\$ 38,748**

Additional Revenue

| | |
|-----------------|------------|
| Other Income | \$ 124,828 |
| Net Asset Incr. | \$ 163,576 |

DEMOGRAPHICS 2020

- 147 Total Participants Served
- 22 Placements with Local Businesses (4 with disability)
- 50 enrolled in Job Readiness Program
- 55% Male, 45% Female
- 40% White, 35% Black, 22% Hispanic, 2% Multiracial, 1% Asian
- Returning Citizens - 60%
- Disability - 30%
- Recovery - 25%
- 30% co-occurring conditions



Michael

Michael started working at Baker in October of 2019, a few days after being released from prison. His confidence skyrocketed knowing there are places for people like him who need a second chance.

When COVID-19 hit, Michael didn't know what would happen to him or to his job. Michael said, "It was scary. Thanks to extraordinary people like you, who understood and were sympathetic to our plight, Baker was able to carry us over with financial assistance as well as regular phone calls to check in and offer support."

When Baker reopened in June of 2020, Michael was back at work, but not for long. He moved on, and is thriving at Felt + Fat, one of Baker's employer partners.

Jane worked for a number of years, struggling to sustain job success and satisfaction. Finally, she sought help and was diagnosed with a cognitive disability.

"I felt my differences, but was never diagnosed," said Jane. In her words, "Baker is a place that does not view my vulnerability as a negative."

Baker provides a safe and supportive work environment where disabled adults can succeed. Jane has been a valued member of our team for over 16 years, helping fulfill a wide range of customer orders and keeping her colleagues smiling with her warmth and humor.



Jane



Nina

In a typical (non-pandemic) year, Baker welcomes hundreds of volunteers - individuals and groups - to our facilities. Volunteers play a vital role at Baker Industries, working side by side with our program participants to assist, encourage, listen, and support.

A regular volunteer since 1991, Nina Zodtner still gets inspired by the spirit and friendliness of the people she meets at Baker. According to Nina, the friendly atmosphere and acceptance people experience at Baker make it easy to connect. "I've made true friends here," she says, pictured with longtime friend Kathy. "I love talking and listening to stories about people's lives. I admire their willingness not to give up."

Longtime supporters of Baker Industries, Susan and Vijay (a board member), recognize the impact Baker's program has on vulnerable adults who have had so many opportunities denied them.

From Susan & Vijay:

"We're inspired by the holistic care of the staff and the dedication of the participants to do a good job no matter what the task. The training, work/life skills, and the job coaching Baker provides enables participants to be their best selves. The outreach partnerships Baker has built with the arts communities, employer networks, and other organizations enrich the lives of participants."

Susan & Vijay
Aggarwal





Dyad
Enterprise

A business success story emerging from the pandemic, business partners Mark Bartosh, Dan Gerrity and David Brumbaugh started a company to fill a large order of Covid-19 test collection kits. They hired dozens of unemployed workers, but quickly realized they needed more help. In stepped Baker Industries. Baker provides Dyad with additional capacity for assembling and storing supplies and kits. Over the past ten months, our program participants have produced hundreds of thousands of kits, helping Dyad fulfill their commitment and assisting in the effort to overcome the Covid-19 crisis.

Felt + Fat makes modern ceramic tableware by hand at their studio in Kensington. Founded by Nathaniel Mell in 2014, Felt + Fat has hired three participants from Baker Industries.

Nate has always been interested in criminal justice reform, so working with Baker Industries was an easy decision. He's happy to be a part of giving people a chance.

Nate says, "As a small business owner, I don't have the capacity to vet new hires, so Baker is a great resource for us. Plus, hiring from Baker makes a genuine difference to the Kensington community."



Felt + Fat



Barnes
Foundation

Every few months, small groups from Baker go to the Barnes Foundation for a series of four workshops. The workshops are held when the Barnes is closed. The participants, viewing the collection for the first time and having it all to themselves, return to Baker glowing from the experience.

The workshops are led by Bill Perthes, who says, “Social justice is a historical cornerstone of the Barnes Foundation’s mission. When I discovered that art was a part of the Baker program, I inquired as to how the Barnes Foundation could participate.”

Bill is passionate about providing participants with opportunities they might not otherwise pursue or think open to them.

How does a global leader in financial and investment technology platforms make a difference in the communities where their employees live and work? For SEI Investments, the answer is SEI Cares - an employee-led contribution fund and volunteer organization that channels energy, innovation, and support to local non-profits like Baker Industries.

Each year, SEI employees contribute thousands of dollars and volunteer hours to make their community stronger!



SEI

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