



2018

ANNUAL REPORT

SENSE OF PURPOSE



I ABOUT US

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

OUR MISSION

- To provide work for those with the most difficulty holding jobs
- To teach the work ethic through real work experience
- To act as a transition step toward permanent employment
- To help our workers reach their highest level of achievement

Over 10,000 adults have benefited from our program throughout our 38-year history. Baker Industries changes lives!

I PRESIDENT'S MESSAGE

What is the value of a job? What does it mean to have steady work? For most of us, these are questions we don't think about often because they are hypothetical. For the vulnerable, hard-to-employ adults we serve, these questions are fundamental. Challenged by disability, criminal conviction, substance use disorder and homelessness, these individuals remain on the sidelines of our economy and our community – rejected, undervalued, without opportunity and often without hope. This is where Baker Industries makes a difference.

Our mission is to provide hard to employ adults with the opportunity to work, for real pay and real customers in a caring environment that promotes acceptance and hope. Individuals learn job skills, teamwork, effective work behaviors and leadership that prepare them to succeed in the regular economy. They gain the confidence and pride that comes from being trusted with responsibility, from working together toward a goal, from earning pay and respect. Baker Industries provides our participants with a sense of purpose.

2018 was a year of new beginnings at Baker Industries. We launched an enhanced job readiness program designed to prepare participants for living wage jobs. We initiated a sales and marketing initiative to acquire new sources of work. We established dynamic partnerships with creative arts organizations to expand perspectives and teach effective communication. We aligned with local employers to create a pipeline of job opportunities. And, we invested in new equipment and training, including personal computer skills. Finally, we completed the sale of our facility in Kensington and leased improved space nearby – closer to public transportation and with updated features that improve the work environment. All of this is designed to improve the participant experience and create job ready candidates that will contribute to companies and strengthen the community.

We served 136 individuals in 2018 with 25 progressing to regular employment, more than half of whom achieved living wage jobs offering benefits. That's a real life changer! We could do none of this important work without the support of hundreds of donors, volunteers, and supporters who make helping others a priority. Baker Industries is funded independently through the revenue we generate from our business services and the donations of private foundations and individuals. It truly is a community-sponsored enterprise that we can all take pride in sustaining. It gives each of us a sense of purpose as we strengthen the lives of individuals, families and neighborhoods across our region. Together, we will continue making a difference in the lives of vulnerable adults with so much to offer when given a chance.

Rich Bevan, President



HAVING A SENSE OF PURPOSE

When you feel your life lacks direction and is without meaning, value, and importance, things like success and happiness are not possible. At Baker, we believe that having a job and social interaction provides purpose and leads to satisfaction and fulfillment. Knowing your life make a positive impact on others contributes to self-regulation, persistence, and health.

GOAL

Provide highly effective job training for adults with little or no work experience.

Become a trauma-informed organization.

Ensure each participant is valued and strives to reach their potential.

PROVIDING WORK...AND MORE

Lunch groups are an instrumental way for participants to connect with each other and relax and unwind from their work on the production floor. Insights gained by program staff during these groups offers a deeper understanding of our participants and creates a rapport with them that makes our program stand apart from other workforce development programs.

Groups include:

- Book Club (Malvern)
- Women's Group (Malvern)
- Senior's Group and Lunch Group (Philadelphia)
- Thursday Group (open to all/ Philadelphia)

Activities include motivational readings, facilitated discussions, arts, crafts and celebrations.

ACTION

Real work assignments for over 80 regional companies emphasize, goals, productivity, collaboration and accountability.

All staff members are trained in trauma informed care and acknowledge the impact of trauma as we develop and manage our program.

Daily group "huddles," coaching, cross training and workshops promote communication, self-awareness, skill development and leadership.

OUTCOME

Production goals are exceeded, customer needs are met and participants become productive team members, ready to contribute to future employers.

Participants feel safe, supported and heard as they commit themselves to change and growth.

Participants feel valued, build confidence and are motivated and prepared to sustain success.





BAKER INDUSTRIES' INTENSIVE JOB READINESS PROGRAM

Launched in early 2018, this 24-week program for returning citizens consists of weekly workshops and one-on-one's with a coach/counselor. This innovative program uses evidence-based strategies and the creative arts to teach critical thinking skills and increase self-worth leading to motivated, job-ready workers.

Our job readiness program is based on:

- Trauma-informed care principles
- The belief that every person has value
- Developing critical thinking skills leading to a deeper understanding of ourselves

Our arts partners include:

- The Wilma Theater
- The Barnes Foundation
- Pennsylvania Academy of the Fine Arts



Our program partners include:

- The City of Philadelphia's Department of Commerce
- Philly Manufacturing Growth Network (PHLMFG)
- Women's Way

Our program goals are:

- Advancing employment opportunities for justice-involved adults in Philadelphia
- Fostering tolerance and understanding across cultural divides
- Preparing 50 participants a year for sustained success in living wage employment

28 are currently in or have graduated the program
18 are earning a living wage
1 has returned to incarceration

MARCUS

When asked about the impact Baker Industries has had on his life, Marcus says it has been a very positive experience because the people at Baker believed in him when other jobs and companies did not. Thirteen years in, Marcus is still learning and growing at Baker and recently became the receptionist in Malvern. In this role, Marcus interacts with customers, volunteers, applicants and many others, strengthening and expanding the great community of people he has found with us. A member of our Book Club, Marcus enjoys reading and discussing new novels each month. Outside of work, Marcus is a very successful basketball coach, having won multiple championships. Marcus says the people at Baker “have his heart” and he appreciates being encouraged to grow while providing for his family.

“It’s been a very positive experience because the people at Baker believed in me when other jobs and companies did not.”



“Baker Industries is a family, whether or not people realize it.”



A photograph of three men sitting around a table in what appears to be a workshop or meeting room. The man on the left is looking towards the camera with a serious expression, his hands clasped. The man in the middle is looking towards the man on the right, smiling. The man on the right is seen in profile, looking towards the man in the middle. On the table are various items including papers, a cup of pens, and a pair of glasses. The background is a plain wall.

“I found out I came a long way from where I was and what I used to be.”

TEAM POTENTIAL

Wendell, Damon, and Martin call themselves Team Potential. Throughout the past year, the three of them have grown as individuals and truly appreciate the opportunity to build a better life for themselves. The intensive programming is one of the most influential parts of their experience here and enables them to see their potential for future employment. Through trauma-

informed workshops on Adverse Childhood Experiences, they learned skills to successfully cope with life's challenges and recognized that they are not alone in the struggle. Wendell has moved into full-time living-wage work, Damon is looking for employment outside of Baker, and Martin is working on getting his certification to be a recovery coach.

YVONNE

Yvonne appreciates the strong sense of community that Baker Industries provides. Her coworkers are the best part about coming to work every day because she acknowledges that there is a sense of understanding amongst all the participants. Yvonne finds Baker's Job Readiness Program extremely beneficial because it gives participants the opportunity to gain different and better perspectives on their lives. In particular, the arts programming with PAFA and The Barnes Foundation speak to Yvonne and feed her aspiration to have a career in the arts. Yvonne says being at Baker gives her self-confidence, a more balanced outlook on her situation, and an opportunity to change her life.

"Everyone here is going through something similar, which makes it much easier to connect."



DEVON

Walk on to the production floor at Baker Malvern and you'll see a pleasant blonde woman kindly and gently assisting coworkers. But that wasn't always the case. When Devon started at Baker, she was very withdrawn and inside herself. Today, she is a different person— Devon interacts with everyone and has a calming presence on the production floor.

Devon describes the people at Baker as family. She loves Bakers' Book Club and participant trivia games and has created a community of friends and coworkers that she never believed she would find. Baker provides her with not only a job, but consistency and routine in her life leading her to become more responsible and increasing her self-esteem. Now a team lead at Baker, Devon hopes to go back to school in the future to study counseling so she can provide support for others going through difficult situations.

"I found a community of friends and coworkers I never thought I would find...I consider everyone at Baker family."



FINANCIALS 2018

REVENUE:

Donations - Individuals	\$106,718
Donations - Grants	\$959,713
Revenue from Fundraisers	\$259,020
Earned Income	\$920,251
Other Income	(\$26,535)
Total Revenue from Operations	\$2,219,167

EXPENSES:

Program Services	\$1,806,079
Supporting Services	\$189,213
Fundraising	\$192,687
Total Expenses	\$2,187,979

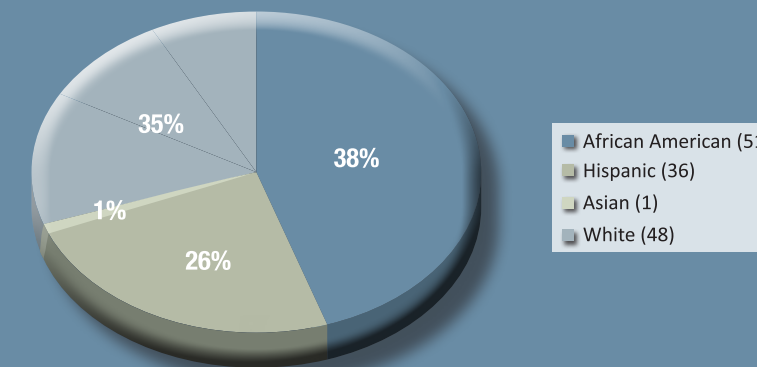
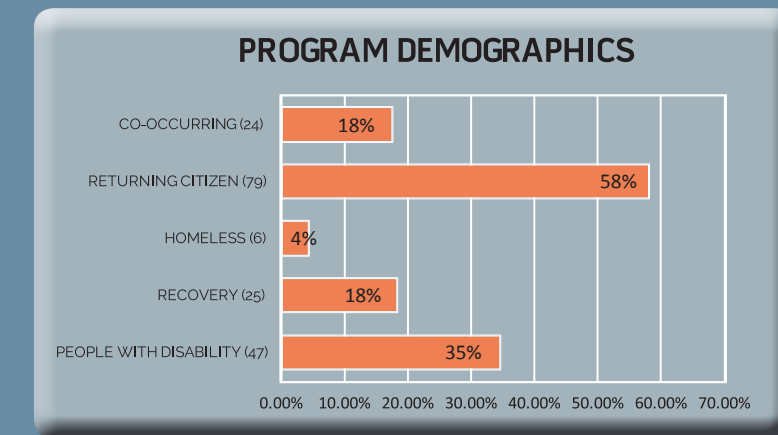
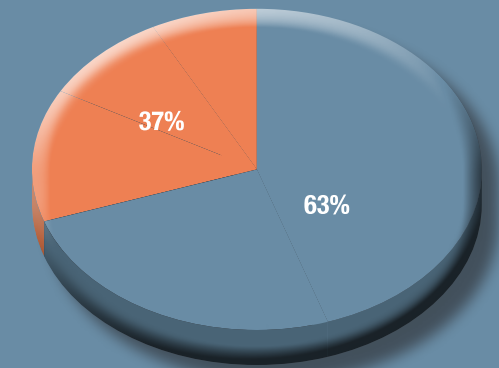
Surplus from Operations	\$31,188
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ADDITIONAL REVENUE NOT RELATED TO OPERATIONS:

Stormwater Management Improvement Grant	\$213,422
Gain on sale of F Street property	\$210,538
Total Increase in Unrestricted Net Assets	\$455,148

In 2018, 83% of operating expenses were dedicated to our program, with the remainder evenly split between fundraising and administration.

2018 DEMOGRAPHICS



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