Baker Industries

# Journey 2024

*Changing the lives of hard to employ adults since 1980.*

## A MESSAGE FROM THE PRESIDENT

**When 200 adults facing significant barriers find paid work, coaching, and hope—that's the power of second chances in action.**

2024 was a year of growth, transition, and rising visibility for Baker Industries—and one of our most active years to date.

I was honored to step into the role of President, following the extraordinary leadership of **Rich Bevan**, whom we celebrated at this year's Gala. His clarity of purpose helped shape Baker into the mission-driven, human-centered organization it is today.

Over the course of the year, we provided paid transitional employment, coaching, and job-readiness training to nearly **200 adults**—individuals facing barriers such as disability, justice involvement, homelessness, or recovery. More than **60 participants** moved into outside jobs at an average wage of **$19/hour**, with our **Job Readiness Program** achieving strong six-month retention rates that demonstrate the lasting impact of our trauma-informed approach.

This success helped establish our identity as a **leader in second chance hiring**, as we expanded partnerships with fair-chance employers like **TastyKake** and participated in efforts to raise awareness around the power of inclusive employment. Our work was recognized with the **GSK Impact Award**, honoring our legacy of impact in the Philadelphia area—a testament to nearly five decades of changing lives through meaningful work.

Events like our **first-ever Philadelphia Block Party**, which brought together more than 100 people—including **political leaders, employers, and fellow nonprofit organizations**—helped deepen our community connections in powerful ways. Our **annual Golf Tournament** continued its impressive momentum, raising vital funds and drawing new supporters into the Baker community. And we were proud to share our story more widely through media features like **KYW's Bridging Philly** and other local outlets. Our **Reentry Simulation**, held in partnership with the U.S. Attorney's Office, was another meaningful opportunity to spotlight both the systemic challenges returning citizens face and the solutions Baker provides.

This year also marked a major milestone in our endowment campaign: over **$2.3 million pledged** to support the long-term sustainability of our work. And in a joyful nod to our roots, we honored **Charlie Baker**—who turned 99 in 2024—as we began preparing for Baker Industries' **45th anniversary** and his upcoming centennial in 2025.
As we look ahead, we remain focused on expanding opportunity, strengthening outcomes, and ensuring that every person who walks through our doors finds dignity, community, and the chance to thrive. With our endowment growing and new partnerships forming, we're positioned to serve even more individuals seeking their second chance.

Thank you for being part of this journey. Your continued support makes every success story possible—and there are so many more stories waiting to be written.

*Nic Watson*
Nic Watson, President

# BAKER INDUSTRIES

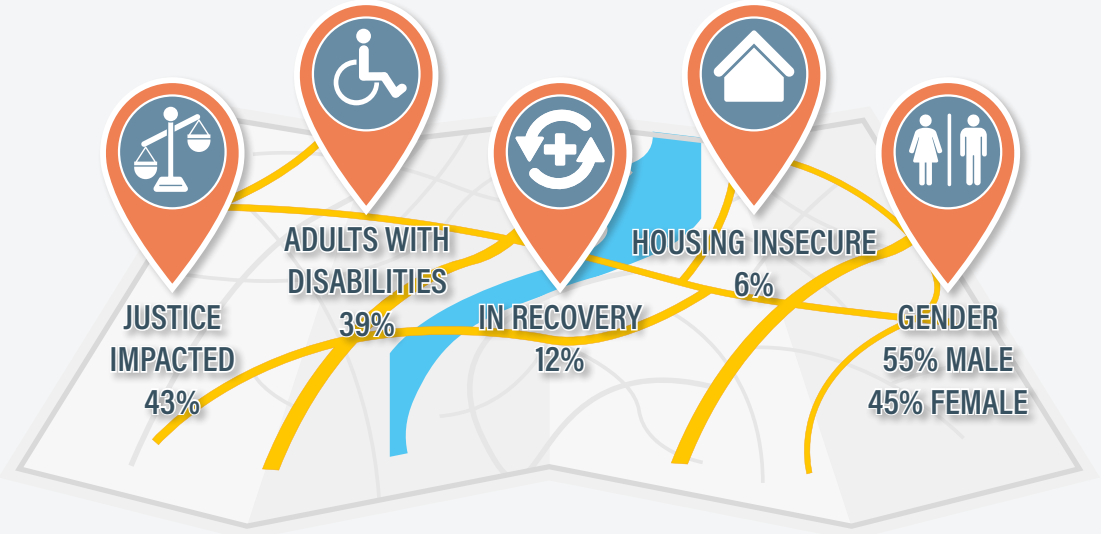
# BY THE NUMBERS

## FINANCIALS

| | | | |
|---|---|---|---|
| **Revenue** | | | **$5,389,125** |
| Donations, Individuals | $ 985,290 | | |
| Grants, & Foundations | | | |
| Fundraising Events | | $ 204,141 | |
| Business Earnings | | $1,645,182 | |
| **Operating Revenue** | | | **$2,834,613** |
| Gain on Sale of Property | | $1,899,354 | |
| Endowment Campaign | | $ 655,158 | |
| **Expenses** | | | **$2,581,983** |
| Program | $2,176,717 | | |
| Supporting Services | $ 212,213 | | |
| Fundraising | | $ 193,053 | |
| **Net Assets Begining of Year** | | | **$5,426,910** |
| **Net Assets End of Year** | | | **$8,234,052** |

## WHO WE SERVED IN 2024

**191 PARTICIPANTS**



# THANK YOU TO OUR 2024 SUPPORTERS

## PLATINUM
Edwin Hall 2nd Charitable Trust
JTS Foundation

## DIAMOND
Mr. Donald Born
Mr. and Mrs. W. Thacher Brown
Connelly Foundation
The Gordon Charter Foundation
GSK
Mr. & Mrs. Richard III
Peter R. & Cynthia K. Kellogg Foundation
McLean Contributionship
Dr. & Mrs. Sankey Williams

## GOLD
The 1830 Family Foundation
Mr. & Mrs. Vijay Aggarwal
The Armstrong Foundation
Mr. & Mrs. James Averill
Helen D. Groome Beatty Trust
The Beaty Family Fund
The Becket Family Foundation
Mr. & Mrs. Richard Bevan
Citizens Bank Foundation
Mr. & Mrs. Glenn Dever
Genuardi Family Foundation
Laura M. & Peter T. Grauer Foundation
Mr. Djoerd Hoekstra
Hoxie Harrison Smith Foundation
Mr. & Mrs. William Hyland
Robert E. Lamb Foundation, Inc.
Mr. & Mrs. Francis Leto
The Paulits Foundation
The Petrucci Family Foundation
The Philadelphia Foundation
Mr. & Mrs. Leo Pierce
Psalm 103 Foundation
SEI Cares
Mr. & Mrs. William Stockwell
Mr. & Mrs. John Wintersteen
WSFS Bank

## Ruby
S.W. Bajus Family Charitable Fund
Beacon Insurance Services, LLC
Blue Sky Family Foundation
Mr. & Mrs. James Buck
Mr. & Mrs. John Castleman
Mr. Rodney Day
Dyad Enterprise LLC
Falconhead Foundation
Mr. Charles Haldeman
Commonwealth Capital, LLC
Mr. & Mrs. Chandler Hoopes
Mr. & Mrs. John Hoopes
The Jake Foundation
McCausland Foundation
Mr. Brian McNeill
Mr. & Mrs. Robert McQuiston
Mr. Christopher Metz
Mr. & Mrs. Ranney Moran
Morse Charitable Foundation
Henry E. Niles Foundation, Inc.
Shouvlin Foundation
Joseph Kennard Skilling Trust
Mr. & Mrs. John Thacher, Jr.
Mr. & Mrs. Peter Unger
Mr. & Mrs. Joel Vivian
Wayne Presbyterian Church
Ms. Madeline Winter
Mr. & Mrs. Steven Zodtner

## SILVER
AGF Manufacturing Inc.
Anonymous
Mr. & Mrs. Charles Baker
The Ball Family Foundation
Carter Mechanical, Inc.
Ms. Celeste Clancy
Mr. & Mrs. Edmund Garno
Mr. & Mrs. Kirk Gorman
Independence Blue Cross
Mr. & Mrs. David McCoy
Mr. & Mrs. William McNabb III
Mr. & Mrs. Anthony Mendicino
Mr. & Mrs. Brian Olinger
Mr. & Mrs. J. Barton Riley
Mr. & Mrs. Christopher Robinson
Ms. Patricia Rodenbaugh
Ms. Linda Sanchez & Mr. Adam Gross
Scholler Foundation
Ms. Eleanor Small
SouthCo
St. John's Presbyterian Church
Stillwater Capital Advisors, LLC

## BRONZE
Mr. & Mrs. John Bartholdson
Mr. & Mrs. Mark Bartosh
Mr. & Mrs. Walt Bateman
Ms. Jane Beatty
Mr. & Mrs. David Beavers
Dr. & Mrs. Wade Berrettini
Mr. & Mrs. Allen Burke
Mr. & Mrs. Peter Callegari
Mr. Andrew Castleman
Mr. & Mrs. John Dodds
Ms. Middie Dorrance & Mr. Tim Boyland
Mr. & Mrs. James Flatt
Fox & Roach/Trident Charities
The Giving Back Fund
Mr. & Mrs. James Harrity
Tom & Nancy Higgins Charitible Fund
Ms. Suzy Hoffman
Mr. J. Peter Houghton
Ms. Anne Ikeda
Kappa Kappa Gamma of Philadelphia
Mr. & Mrs. Scott Laird
Mr. & Mrs. James Logue
Mr. & Mrs. Peter Mangin
Mr. & Mrs. Andrew Nardone
Mr. & Mrs. Charles Ogelsby
Pro Fresh
Mr. & Mrs. Gerald Rorer
Mr. & Mrs. Robert Skelly
Mr. & Mrs. John Sly
Mr. & Mrs. Randal Steinhoff
Mr. Craig Stock & Ms. Rosalie Phipps
Ms. Susan Torroella
Ms. Joanne Welsh
Mr. & Mrs. Richard Whitingy

## IRON
Mr. & Mrs. Francis Abbott
Mr. & Mrs. Stuart Alden
Ms. Suzanne Allman
Ms. Mary Jo Ashenfelter & Mrs. & Mrs. Thomas Heckman
Mr. & Mrs. Andrew Bailey
Mr. & Mrs. Ralph Bailey Emery
Mr. & Mrs. Pitman Baker
Mr. & Mrs. Curtis Ball
Mr. David Barnes
Mr. Frank Belcher
Mr. & Mrs. Arthur Bell
Ms. Erin Bender
Mr. & Mrs. Sam Bevan
Mrs. Thomas Birdsall
Mr. & Mrs. Samuel Bizzarro
Ms. Toni Black
Mr. & Mrs. Stan Bowers
Mr. & Mrs. Gary Brooks
Mr. Bruce Broser
Ms. Linda J. Burg
Mr. & Mrs. McBee Butcher
Mr. & Mrs. John Butler
Catholic Community of Christ our Light Church
Cedar Hollow Inn
Mr. & Mrs. Radcliffe Cheston
Mr. & Mrs. Gene Christner
Mr. & Mrs. Robert Cinalli
Mr. & Mrs. Raymond Clarke
Mr. & Mrs. Michael Collier
Mr. & Mrs. Mark Comyns
Mr. & Mrs. Joseph Conyers
Mr. & Mrs. Fronefield Crawford
Crazy Aaron's Puttyworld
Ms. Maryann Crowe
Mr. & Mrs. James Cruickshank
Mr. & Mrs. Philip Cubeta
M. Adnan Darr
Mr. & Mrs. John Dautrich
Ms. Sophie Donaghy
Mr. David Elder
Dr. Nader & Susan Engheta
Fernandes Family Charitable Trust
Mr. & Mrs. Kenneth Fetter
Ms. Bernadette Fiocco
Mr. & Mrs. George Fish
Mr. & Mrs. Ronald Fiske
Ms. Rosemary Fluehr
Mr. & Mrs. Emile Galib
Mr. & Mrs. Geoffrey Mynott
Mr. & Mrs. William Gillespie
Ms. Betsy Girard
GoSquared
Mr. Ethan Goldstein
Mr. & Mrs. Bernard Greenberg
Ms. Rebecca Greenhow
Mrs. Robert Hauptfuhrer
Mr. Joseph Hill
Ms. Patty Hillkirk
Mrs. Anthony Hitschler
Ms. Nancy Hodge
Ms. Jewel Hunt Hoffman
Ms. Paige Hollingsworth
Dr. & Mrs. James Hoxie
Ms. Lori Hughes-Morris
Mr. & Mrs. Robert Huntzinger
Mr. & Mrs. Todd Ill
Mr. & Mrs. Millard Jackson
Ms. Sarah Jones
Ms. Michelle Joseph
Mr. & Mrs Andrew Kalilec
Ms. Hedy Karbiner
Mr. & Mrs. John Kinch
Mr. Kevin Kuhn
Mr. & Mrs. Matthew Kurimay
Mr. & Mrs. Mark Lalieke
Ms. Anna Mary Lang
Mark & Ann Ledger Donor Fund
Ms. Jane Lemmon
Ms. Heather Lenker
The Leon L. Berkowitz Group
The Lunbeck Charitable Fund
Jane C. Macelree Family Foundation
Mr. & Mrs. James Mackie
Ms. Mary MacKinnon
Mr. & Mrs. Bruce Mainwaring
Mr. & Mrs. Thomas McAvoy
Mr. & Mrs. John McGowan
Mr. & Mrs. William McKenna
Ms. Maureen McNulty
Miller Family Charitable Fund
Ms. Marjorie Miller
Mr. & Mrs. James Mordy
Ms. Leslie Morgan
Mr. & Mrs. William Mowbray
Mr. & Mrs. Kenneth Mumma
Mr. & Mrs. Britton Murdoch
Mr. & Mrs. John Murphy
Mr. & Mrs. Richard Nenno
Ms. Jennifer Nuckles
Mr. Frank Nuessle
Mr. Terry Odien
Mr. James O'Rourke
Ms. Kathleen O'Shaughnessy
Mr. Cal Parker
Mr. & Mrs. Paul Plourde
Mr. & Mrs. John Peterson
Ms. Molly Pierce
Ms. Kathrin Platt
Mr. & Mrs. Charles Plohn
Rev. & Mrs. J. Michael Pulsifer
Mr. G. Douglas Purdy
Mr. & Mrs. David Rabin
Renaissance Charitable Foundation
Mr. Russell Richter
Mr. & Mrs. Fred Russell
Ms. Michito Saito
Ms. Anne Saris Stevenson
Ms. Sandy Schaeffer
Ms. Nancy Schriber
Mr. Nathan Schumann
Mr. & Mrs. William Scottt
Mr. Ian Shipway
Mr. & Mrs. Dan Sidlo
Ms. Ardyth Sobyak
Mr. & Mrs. Brian St. Clair
Ms. Margot Sullivan
Mr. & Mrs. Francis Tatnall
Mr. & Mrs. Richard Thompson
Ms. Margaret Thompson
Ms. Mary Tucker
UBS Financial Services
Mr. & Mrs. Michael Urbans
Mr. Joseph Vander Veer
Mr. Roger Veit
Mr. & Mrs. Jeffrey Wagner
Mr. & Mrs. Patrick Walsh
Mr. & Mrs. William Warden
Mr. & Mrs. Nicholas Watson
Mr. & Mrs. John Watson
Mr. & Mrs. William Webb
Mr. Michael Weinstein
Mr. & Mrs. Albert Kent Weymouth
Mr. & Mrs. William McGuckin
Mr. A. Morris Williams
Mr. & Mrs. Ralph Williams
Mrs. Thomas Williams
Mr. John Witty & Ms. Ellen Spragin
Jeffrey Wolf/DPI Inc.
Mr. & Mrs. William Wood
Mr. & Mrs. Michael Woolley
Ms. Christine Wright
Ms. Jane C. Wright
Mr. & Mrs. Nicholas Wright
Mr. Paul Zodtner
Mr. & Mrs. Thomas Zug

## EMPLOYEE DIRECTED & CORPORATE MATCHING CONTRIBUTIONS
Anonymous Employee contributions to Vanguard Community Fund
Blackbaud Giving Fund
Equitable Foundation Matching Gift Program
Incyte
Johnson & Johnson
Other Misc. Shared Contributions
United Way of Greater Lehigh Valley Match

## IN-KIND CONTRIBUTIONS
A Taste of Britain
American Helicopter Museum
Andrew Bailey
Anthonys Malvern
Applebrook Golf Club
Barbara Dirnbach
Becky & Paul Douglas
Benari Jewelers
Bonefish Grill
Brandywine Conservancy & Museum of Art
Braxton's Animal Works
Bunha Faun
Chili's King of Prussia
Chris & Wade Berrettini
Costco
Crazy Aaron's
Dan Miller
Dyad Enterprise
Eddie V's
Elegance Cafe
Fashion Exchange
Fearless Restaurants
Footlighters Theatre
Francesca Northrup
Home Cooked - Paoli
Honeybrook Golf
Laurie Marshall - Philadelphia Phillies
Longwood Gardens
Mark & Barbara Davidson
Merion Cricket Club
Newcomers and Neighbors of the Upper Main Line
Pam & Steven Raper
Paoli Beverage
Penns Woods Winery
People's Light & Theatre Co.
Philadelphia Orchestra
Restaurant Alba
San Nicola Restaurant
Susan Jones
Takumi Bistro & Bar
Teca Italian Restaurant - West Chester
The Desmond Hotel
The Sugaree
Veekoo Asian Cuisine
Village Tavern Restaurant & Inn
Walter J. Cook Jeweler
Wardrobe - Wayne
Wegmans - Malvern
Whitford Golf Club
Will's & Bill's Brewery
X Golf - Chester Springs

**List may be incomplete.**

# 2024

## ABOUT OUR PARTICIPANTS

**191**
PARTICIPANTS SERVED

40% Black
34% White
19% Hispanic
5% Multi-Racial
1% Asian
1% Native American

**95%**
PARTICIPANTS RECEIVED JOB TRAINING

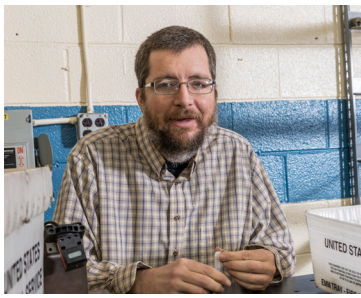
Weekly training & coaching while paid

**60**
PARTICIPANTS GRADUATED TO BETTER JOBS

Average starting wage - $18/hr.

*# PARTICIPANTS PLACED*

| 2020 | 2021 | 2022 | 2023 | 2024 |
|---|---|---|---|---|
| 22 | 35 | 45 | 55 | 60 |



## PLEASE SUPPORT BAKER INDUSTRIES

Each year, Baker Industries welcomes more than 200 adults who are ready and willing to work hard—individuals overcoming barriers like disability, justice involvement, homelessness, or recovery.

What they need is a chance.

We're proud to provide a platform where people can pull themselves up, build confidence, and reclaim dignity through real work and personal growth.

Your support helps us keep that platform strong—funding paid transitional employment, coaching, and the community that makes success possible.

**Join us. Give today, and be part of the change.**
www.bakerindustries.org

Baker Industries

### WANT TO **KNOW MORE ABOUT BAKER?**

Visit our website at **www.BakerIndustries.org**

Call us in Malvern at 610-296-9795

Call us in Philadelphia at 215-291-5700

Email us at info@bakerindustries.org

To arrange a personal tour contact Katherine:
610-296-9795 x107 or
Katherine@bakerindustries.org