



# LIVES Changed

Changing the lives of hard to employ adults since 1980.



John B. - Artist, returning citizen.

## ABOUT OUR PARTICIPANTS

***Baker is not an employer — we are a program — designed to help hard to employ adults get off the sidelines and back into the workforce.***

We serve individuals from the following vulnerable populations:

- Adults with physical, intellectual, or developmental disabilities
- Adults with substance use disorder
- Adults on parole or probation
- Homeless adults

Since 1980, over 12,000 people have found work, pay, community and support at Baker Industries. We are proud to play a part in making lives better and our community stronger. Baker Industries changes lives!





*"Baker Industries is a company who wants to promote second chances and I think that employers need to understand that some people need a second chance to succeed and be the best that they can be"*

*Chanea Bridges, Program Specialist*



JRP Graduates

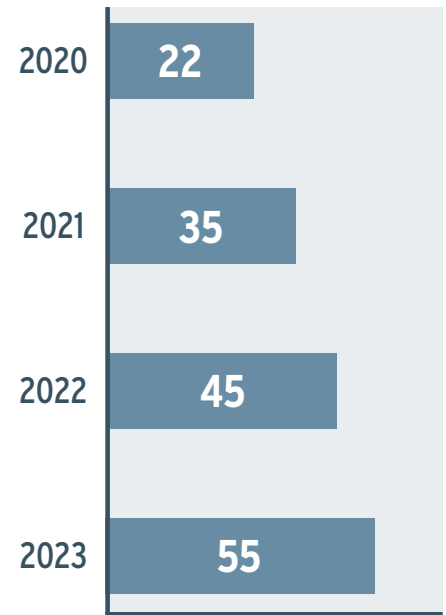
*"Many of Baker's Program Participants have been fighting for or searching for safe spaces for most of their lives."*

*Laura Hinds, MSW, LCSW  
Hindsight Consulting Group*

## OUR INNOVATIVE & EFFECTIVE JOB READINESS PROGRAM

Based on trauma-informed principles and using evidence-based strategies, **our innovative Job Readiness Program provides weekly workshops and 1:1 coaching on a wide range of life skills that can make the difference between success and failure** in a new job. These include goal setting, problem solving, personal resilience, managing conflict, teamwork, leadership, communication, feedback, quality and effective transition. All training and coaching is delivered "on the clock," so there is no conflict between learning and earning.

By combining a paid work assignment with quality training and coaching, we have seen a steady increase in the number of individuals progressing directly from Baker Industries to better employment.



# Participants Placed

## CREATING A TRAUMA INFORMED CULTURE

Our entire staff are trained annually in trauma-informed care principles with the goal of creating an empathetic and supportive work environment for everyone. **Baker is a place where individuals experiencing difficulty are met with flexibility and understanding, not judgement.**

Participants often share with us their appreciation for a culture that emphasizes respect and acceptance.

*"This program has taken my life in a new direction and given me confidence and pride in myself."*

*"Everyone at Baker is authentic and works to help people like me get to a better place."*

*"Baker is different than any place I can think of. You can feel the kindness through the organization."*

## WHAT SUSTAINABLE SUCCESS LOOKS LIKE

### SHERRON

After a referral from a local half-way house, Sherron (pictured on far right) worked on the production floor, quickly becoming a reliable participant with a strong work ethic. *"Working at Baker was good ... it was awesome. Everyone at Baker was very supportive"* said Sherron.

Baker helped Sherron secure a position with a local painting company. Seventeen years later Sherron is still a valued employee of that organization. His employer Dan says *"From day one it was a perfect match. It's been a pleasure"*.



## BY THE NUMBERS

### PARTICIPANTS & PROGRAM

**196**  
PARTICIPANTS SERVED



- 70% Male, 30% Female
- 40% Black, 34% White, 19% Hispanic, 4% Multi-Racial, 2% Asian, 1% Native American
- 60% on parole/probation
- 37% 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

**55**  
PARTICIPANTS GRADUATED  
TO BETTER EMPLOYMENT



- Average starting wage - \$15.36/hr.
- Good local jobs in manufacturing, warehousing, retail, food service, healthcare
- Two-thirds of positions offer health benefits

## FINANCIALS



<b>Revenue</b>		<b>\$3,591,620</b>
Donations, Individuals	\$1,057,534	
Grants, & Foundations		
Fundraising Events	\$ 176,033	
Business Earnings	\$1,233,294	
<b>Operating Revenue</b>	<b>\$2,466,861</b>	
Endowment Campaign	\$1,124,759	
Pledges (Restricted)		
	<i>* Pledges accounted for in year received</i>	
<b>Expenses:</b>		<b>\$2,335,008</b>
Program	\$1,917,458	
Support	\$ 206,773	
Fundraising	\$ 210,777	
<b>Net Assets Beginning of Year</b>		<b>\$4,170,298</b>
<b>Net Assets End of Year</b>		<b>\$5,426,910</b>

# THANK YOU TO OUR 2023 SUPPORTERS

## PLATINUM

Mr. & Mrs. Vijay Aggarwal  
S.W. Bajus Family Charitable Fund  
BSJ Foundation  
Crystal Trust  
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Ms. Mary MacKinnon  
Main Line Health/Bryn Mawr Hospital

# THANK YOU TO OUR 2023 SUPPORTERS

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## IN KIND

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American Helicopter Museum  
Applebrook Golf Club  
Andrew & Dana Bailey  
Benari Jewelers  
Big Smile Toys  
Bonefish Grill  
Brandywine Conservancy & Museum of Art  
Brandywine River Museum  
Braxton's Animal Works  
Bunha Faun  
Clay's Bakery  
Walter J. Cook Jeweler  
Costco  
Crazy Aaron's Puttyworld  
The Desmond Hotel  
Barbara Dirnbach  
Becky & Paul Douglas  
Eddie V's  
Elise Nails & Spa  
Englund's Apparel  
Fearless Restaurants  
Footlighters Theater  
Historic General Warren Inne  
Barbara Hauptfuhrer  
Home Cooked  
Chandler Hoopes  
Susan Jones  
Brynne Kelly  
Kershner Office Furniture  
Keystone Gardens  
Frank Leto  
Longwood Gardens

Main Line Sound and Video  
Margaret Kuo's  
The Marigold Spa  
Regan Marscher  
Tracy McGuire  
Merion Cricket Club  
Chris Metz  
Casey & Adam Moeller  
Newcomers & Neighbors of the  
Upper Main Line  
Nothing Bundt Cakes  
Ocean Prime  
Paoli Beverage  
Penns Woods Winery  
People's Light  
Philadelphia Museum of Art  
Philadelphia Orchestra  
The Porter Family  
Priscilla's  
David & Debi Rabin  
Janet Rambo & Michael Free  
Seasons 52  
Splash Brothers Mobile Detailing  
Stonewall Links  
Trader Joe's  
Dave & Barbara Vahlsing  
Veekoo  
The Village Salon  
Rebecca Ward  
Wardrobe  
Wegman's  
Whitford Country Club  
Will's & Bill's Brewery

## EMPLOYEE DIRECTED & CORPORATE MATCHING CONTRIBUTIONS

Amazon Smile  
Anonymous employee contributions to  
Vanguard Community Fund  
Equitable Foundation Matching Gift Program  
Este Lauder Corporate Matching Donations  
Other Misc. Small Shared Contributions  
Prudential  
Vanguard Charitable Employee Matching  
Donations  
United Way of the Greater Lehigh Valley  
Matching Donations

**List may be incomplete.**



## OUR CUSTOMERS ARE ALSO PARTNERS

Scrub Daddy, TastyKake and Crazy Aaron's are familiar to many consumers who see their products on local store shelves. LLB, Curist, Profresh and Dyad Enterprise are less well-known, but manufacture/distribute widely

## INOVATIONS & SAFETY

Keeping our light industrial facilities and equipment safe for use by our participants and staff is a priority for our team.

Recent purchases of electronic pallet jacks make it easier to move heavy pallets of material, with less risk of

muscle strain. Automated pallet wrappers make it easier to secure material for transport. High quality shrink-wrap machines increase our capacity and provide a new skill for participants. **We've invested over \$500,000 in facilities and equipment improvement over the past five years!**



## GIVING THEIR TIME

Employers, customers, community organizations, churches and schools visit Baker every year for a unique and inspiring volunteer experience. Volunteers work side by side with our participants providing encouragement, assisting with tasks and sharing experiences. It's always a motivating day!



**In 2023, 157 volunteers worked at Baker** from organizations including SEI Cares, Vanguard Charitable, Vanguard, CubeSmart, Berkshire Hathaway Fox & Roach Realtors, FIS, Kappa Kappa Gamma, Wayne Presbyterian, Paoli Presbyterian and many others.

We are also fortunate to have individual volunteers who devote time each week to support our participants. Thank you Dianne, Bob and Nina – our current group of regular volunteers!

For more information on volunteering, contact [Katherine@bakerindustries.org](mailto:Katherine@bakerindustries.org).



*"It is inspiring to see an organization like Baker Industries. They are an excellent translator between social services needs and the needs of business."*

Aaron Muderick,  
Founder – Crazy Aaron's Puttyworld

used healthcare products. General Machine Products, AGF Manufacturing, SEKO and Computer Test Design provide essential products for industry and technology. **These diverse and successful companies (and dozens of others) rely on Baker Industries for high quality packaging, shrink-wrapping, kitting and warehouse/distribution services.** Baker participants get the job done!

In addition to work assignments, customers provide our participants with employment opportunities, support our fundraising events and volunteer at our locations. They are truly PARTNERS in our success.





Charlie, Justin & Weezie



## JUSTIN BAKER ENDOWMENT FUND

Charlie and Weezie Baker founded Baker Industries in 1980 with a very personal goal in mind – to create a place for their disabled son Justin to work, earn an income, learn and grow.

Forty-four years later, Baker Industries has provided more than 12,000 vulnerable, hard to employ adults with the opportunity to come off the sidelines and into the workplace.

This campaign will honor Justin, our first hire — and the Bakers whose vision and perseverance inspire us each day.

**Our goal is to raise \$2.5 million to help sustain Baker’s work for many decades to come.** Proceeds of the fund will be available each year to support

two specific initiatives essential to helping our program participants meet the challenges of a rapidly changing workforce.

1. Professional training and coaching designed to build job readiness.
2. Facilities and equipment to increase access and support skill-building

Help us reach our goal! For more information Contact Turk at 610-296-9795 x103 or [turk@bakerindustries.org](mailto:turk@bakerindustries.org)

## JUSTIN BAKER ENDOWMENT FUND PLEDGES & CONTRIBUTIONS as of May 1, 2024

**\$2.5 MILLION GOAL**



THE CAMPAIGN FOR  
ENDURING IMPACT

Launched in July 2023, our Endowment Campaign has raised **\$1.70 million** to date!

Vijay & Susan Aggarwal

Stu & Polly Alden

The S.W. Bajus Family Charitable Fund

Charlie & Weezie Baker

Ann & Art Bell

Nancy & Rich Bevan

Donald Born

Wendy & Gary Brooks

Eileen & Jeff Brown

Lin & Jim Buck

Drew & Barbara Camerota

Elizabeth & John Castleman

John H. "Jack" Chidester

Bob & Susan Cinalli

Celeste & James Clancy

Raymond & Carol Clark

Karen & Jim Cruikshank

Nancy & Glenn Dever

Bill & Sandy Ebbott

Nader & Suzanne Enggheta

Elizabeth Fish

Jodi Spragins & Brook Gardner

Bob & Nancy Hagemann

Djoerd Hoekstra

Chandler & Celia Hoopes

Jack & Graceann Hoopes

Jim & Dory Hoxie

Peter Houghton

Tunia & Bill Hyland

Anne Ikeda

Rick & Lesty III

Maria & Andy Kalilec

Scott & Martha Quay Laird

Frank & Anita Leto

Tim & Nancy McAvoy

The McCausland Foundation

Bill & Katherine McNabb

Brian McNeill

Missy & Bob McQuiston

Patricia & Anthony Mendicino

Chris Metz

Ken & Moira Mumma

Anita & Andy Nardone

Kristy & Brian Olinger

Trupert & Kristin Ortlieb

Kathleen O'Shaughnessy

James Paulits

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Buck & Mary Scott

Bill & Betty Stockwell

Carol & Turk Thacher

Gretchen & Patrick Walsh

Russ & Wendy Walters

Debra & Richard Whiting, Jr.

Julie Williams

Madeline Winter



## THE VALUE OF BAKER INDUSTRIES

Each year, 200 or more adults challenged by disability, parole/probation, substance use disorder and homelessness find work, pay, training and acceptance in a trauma-informed setting that promotes self-esteem, personal growth and success.



SAVE  
THE DATES

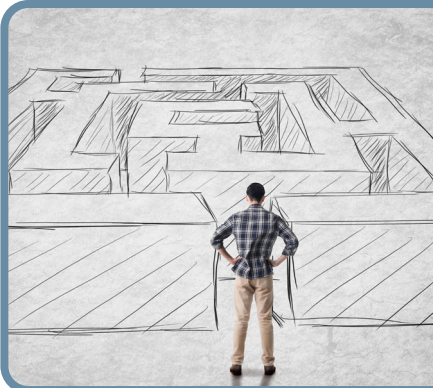


## GALA & SILENT AUCTION SATURDAY SEPTEMBER 21, 2024



We look forward to this year's Gala on September 21st at the warm and elegant **Merion Cricket Club** in Haverford, PA. The Gala is a magical evening of fine food, drink and pleasurable company with a large gathering of Baker's friends, family and community partners. Each year, we celebrate an honoree who has made a lasting contribution to our mission.

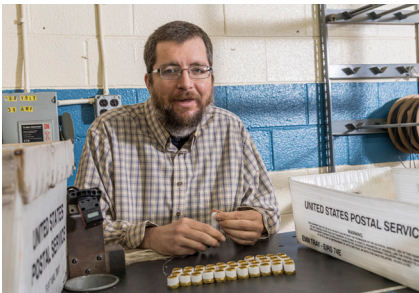
Look for forthcoming information regarding sponsorship packages, event tickets, Silent Auction items and how to bid online on our website.



## DOJ REENTRY SIMULATION FRIDAY NOVEMBER 1, 2024



We are excited to partner with the US Attorney's Office to host a provocative and engaging experience simulating the real life challenges facing citizens returning to our community from incarceration. Join community partners, employers, and Baker staff for this unique event at our Kensington location **3630 I street Philadelphia, PA.**



## WANT TO KNOW MORE ABOUT BAKER?

Visit our website at [www.BakerIndustries.org](http://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](mailto:info@bakerindustries.org)

To arrange a personal tour contact Katherine:  
610-296-9795 x107 or  
[Katherine@bakerindustries.org](mailto:Katherine@bakerindustries.org)

