



Annual Report 2019



PARTNERS IN PROGRESS

Partners In Progress

At Baker Industries, we believe in the power of partnership. 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 living wage employment. Our 40-year old 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.



To accomplish this for 200 participants each year, we rely on committed, innovative partners across many fields. We work closely with halfway houses, recovery homes and occupational health agencies to connect with individuals ready to reenter the workplace. We work with counselors and coaches to provide guidance on trauma, reentry, disability and recovery. We work with city, county and state agencies to coordinate resources. We work with creative arts organizations to bring spirit, empathy and diversity of ideas into our program. We work with donors to engage volunteers and deliver vital support for our mission. And, we work with dedicated local businesses, who care about giving back, to hire our graduates into living wage jobs. It truly takes a village!

With each individual who reenters the workplace, with each person who makes progress toward independence, with each worker that achieves a living wage position with a quality employer, the power of partnership comes to life.



Partners In Progress

We need partners to learn how to listen, share knowledge and encourage new ideas. Without partnerships, opportunities are limited and potential is not realized.



Panel discussion at Baker Industries on October 9, 2019 From left: Alicia Mino, PAFA; Lee Etzold, Wilma Theater; Harriet Jettison, Artoro Hall, Phila. Dept of Commerce; Bill Perthes, Barnes Foundation; Beth Tiewater, Baker Industries; Matthew Grande, Shift Capital; Bill Stockwell, Stockwell Elastomerics; Anna Bohl-Fabian, Chamber of Commerce of Greater Philadelphia. Standing: Rich Bevan, Baker Industries.

2019 Program Demographics

- Total Participants Served - 192
 - Male - 58%, Female - 42%
 - African American - 41%, White - 34%, Hispanic - 24%, Asian - 1%
 - Returning Citizens - 60%
 - Disability - 24%
 - Recovery - 25%
 - Homeless - 5%
 - Co-occurring conditions - 30%
-
- Facilitated 27 placements with local businesses, most providing a living wage and benefits eligibility.
 - Enrolled 24 participants in enhanced Job Readiness program.



www.BakerIndustries.org



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Bill Stockwell, CEO, Stockwell Elastomerics talking with Baker participants about the work done at his facility.

What I think is so great about Baker and their program is we got a well vetted worker who was ready and more than happy to work his tail off. At this year's Christmas party, he told me I changed his life. Haven't had many employees say that to me.

Paul Tramo, Sentinel Process Systems

Commercial Partners

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



Leading partners include:

- Bryn Mawr Trust Company
- Crazy Aaron's Puttyworld
- Chamber of Commerce of Greater Philadelphia
- City of Philadelphia Mayor's Office of Reentry
- Communication Test Design Inc.
- Delaware Valley Industrial Resource Center (DVIRC)
- PA Chamber of Business & Industry
- Philly Manufacturing Growth Network (PHLMFG)
 - Elray Manufacturing
 - Ricochet Manufacturing
 - Sentinel Process Systems
 - Spike's Trophies
 - Stockwell Elastomerics
- Reliance Standard Life Insurance


Impact on Participants:

My life is really amazing. I have my own apartment, health insurance, life insurance, and I can take care of myself and my family.

I'm making good choices and living a healthy life.

- Alba, Job Readiness Program graduate and Stockwell employee

PARTNERS IN PROGRESS



From left: Wilma instructor Rachel O'Hanlon; Baker participants Tikia, Khadee, and Rosa; and Baker Program Coordinator Maggie Sawyer at a Wilma Theater pre-show event.

Baker Industries believes in people and is able to see the extraordinary potential in their participants when others have looked away. Our creative and educational partnership with Baker and their participants has fed us all at The Wilma Theater—as artists and as humans. And we are so thankful for it.

Lee Anne Etzold, Portable Studio Program Director, Wilma Theater

Creative Arts Partners

Creative Arts Partners engage our participants to support personal growth and job readiness.



Suzanne Kahn of Dovetail working with Baker participant Kristine in the studio

Leading partners include:

- Barnes Foundation
- Dovetail Wood Arts
- Pennsylvania Academy of the Fine Arts (PAFA)
- PhillyCAM
- Wilma Theater

Impact on Baker Participants:

I've learned a lot about communication in the Wilma workshops. They've shown me how to respect and understand others better and helped me appreciate and work with a variety of people.

- Jorge



PARTNERS IN PROGRESS

Accepting a generous donation from Kimberton Whole Foods is Baker President Rich Bevan (center) with participants and Malvern store workers.

The students have benefited so much from their weekly visits to Baker Industries and your patience and kindness. We would love to continue this partnership next year. Thank you so much for everything.

Adam Carter, Timothy School

Community Partners

Community Partners provide networking, development support and best practices for our program.



Leading partners include:

- Bank of America
- Fulton Bank
- Kimberton Whole Foods
- Newcomers of the Upper Main Line
- SEI Cares
- Timothy School
- United Way of Greater Philadelphia & Southern New Jersey
- Vanguard
- Wayne Presbyterian Church
- Wells Fargo
- Women's Way

Faithful volunteers and supporters from SEI helping out at Baker's Malvern facility.

Impact on Baker Participants:

It means a lot when volunteers come in and work with us. I like showing them around and teaching them how to do the job I'm working on. Knowing people out there care about us and donate to Baker makes me feel like I matter.

- Jessica

FINANCIALS 2019

Revenue Donations:

Individuals	\$ 119,138
Donations – Grants	\$1,025,068
Revenue from Fundraisers	\$ 191,135
Earned Income	\$ 878,966
Other income	<u>\$ 2,461</u>
Total Income – Operations	\$2,216,768

Expenses

Program Services	\$1,854,927
Supporting Services	\$ 179,290
Fund Raising	<u>\$ 198,581</u>
Total Expenses	\$2,232,798

Deficit from Operations (\$ 16,030)

Additional Revenue

Unrealized Gain on Securities	\$ 100,938
Total Increase in Net Assets	\$ 84,908

In 2019, 83% of operating expenses were dedicated to our program, 9% to fundraising and 8% to administration.

2019 Calendar Highlights

January - Baker Industries exhibits at annual Mayoral Luncheon sponsored by Philadelphia Chamber of Commerce and attended by over 1,500 civic, business and community leaders.

March - Hosted "The Lived Experience of Reentry," an evening of participant created poetry, photography, theater and dance in partnership with the Wilma Theater. Over 100 friends, family and community members attended this uplifting event to celebrate the graduation of our 2nd cohort from our innovative Job Readiness Program.

April - 38th Anniversary Spring Gala honoring Frank Leto, CEO of Bryn Mawr Trust. Over 180 attendees at Merion Cricket Club raised more than \$100,000.

May - 17th Annual Baker Industries Invitational Golf Outing, sponsored by Triumph Group. 60 golfers competing at the Applebrook Golf Club raised over \$50,000.

June - hosted series of workshops on Adverse Childhood Experiences (ACEs) at our Kensington location, building on our foundation as a trauma-informed program. On-site workshops at Barnes Foundation begin.

July - Moved into newly renovated space at I Street & Erie Ave. in Kensington. 40,000 sf of industrial, office and meeting space provide a safe, accessible location for our program participants to work and learn and a community hub for jobs, training and partnering.



September - Open House in Malvern featuring newly improved production space and photographs taken by our participants.

Launched new website at www.bakerindustries.org with improved content, features, navigation and donor page.

October - Hosted Community Open House at our Kensington/I Street location featuring a diverse panel of partners from the civic, business and arts community discussing strategies to increase opportunity for returning citizens and reduce poverty in Kensing-ton.

Sponsored booth at Delaware Valley Industrial Relations Council Manufacturer's Summit at Oaks Convention Center.

November/December - Holiday celebrations and volunteer-hosted meals and gift giving in both locations.

Baker Industries recognized as Top Rated Non-Profit by Great Nonprofits.



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