



CHESTER COUNTY
community
FOUNDATION
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Contact Information

Nonprofit Org Name: Baker Industries	ED/CEO Name: Rich Bevan
Address: 184 Pennsylvania Ave.	ED/CEO E-mail: richbevan@bakerindustries.org
City, State Zip: Malvern, PA	Board Chair Name: Rick III
Phone: 610 296 9795	Grant Proposal Contact Name: Rich Bevan
Website: www.bakerindustries.org	Grant Proposal Contact E-mail:
EIN: 23-2560245	Grant \$ Amount Requested: \$25,000
Year Founded:1980	

In filing this application, the nonprofit certifies that it complies with all federal, state & local laws, including taxation; complies with current public health guidelines; and complies with coronavirus pandemic phased reopening restrictions.

Agreed by: Richard Bevan	Date: 10/23/2020
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Nonprofit Field/s of Interest

Arts, Culture & Historic Preservation	Education	Health
Community Development	Environment & Animal Welfare	Human Services

Figures	Current	PRE-COVID (as of 1/1/20)
Annual Operating Budget	\$ 1,840,000	\$ 2,320,000
Full-Time Equivalent Paid Staff	# 8	# 10
# Board Volunteers	# 23	# 23
# Committee Volunteers	# 10	# 10
# Active Direct Service Volunteers	# 15	# 300
Annual Volunteer Hours	# 90	# 1800

Funding: Please indicate if your nonprofit has received funding from any of these regional sources over the past few years. We will invite them to review this funding request.

ChesCo Comm Fdn	Brandywine Health Fdtn	United Way ChesCo	ChesCo Dept Comm Devel
ChesCo Fund/W&Girls	Phoenixville Comm Health Fdtn	United Way S ChesCo	ChesCo Dept Health
Other significant funders:			ChesCo Dept Human Svcs

Narrative: In a few concise paragraphs, please explain: **See attached narrative below.**

1. **Mission**
2. **What geographic area is served?** *(If not all of Chester County, specify primary Chester County regions served)*
3. **What population is served? How have your service numbers been impacted by COVID?**
4. **What has been the impact of COVID-19, and how has your nonprofit responded?**
5. **What would this funding be used for? How does this demonstrate innovation and resiliency in dealing with COVID impacts? What would be the community impact of this anticipated funding? Why is it important to fund this now?**
6. **How much funding is sought? How does this compare to your annual operating budget and this years' projected deficit? What is the expected timeframe for use of funds?**

Chester County Community Foundation

Baker Industries Grant Application Proposal Narrative– October 2020

Mission

Baker Industries is a 501 (c) 3 non-profit workforce development program (EIN: 23-2560245) that has been changing the lives of hard to employ adults since 1980. Founded by Charles & Louise Baker, the mission of Baker Industries has remained relevant throughout our history.

- EMPLOY those who have the most difficulty in getting and holding jobs.
- TEACH the work ethic through real work experience.
- ACT as a transition step toward gaining and maintaining outside employment.
- HELP those who are unable to move on reach their highest level of achievement.

Geography / Population Served

Started in the Philadelphia suburbs (Malvern, PA / Chester County) as a program for disabled adults, Baker expanded to north Philadelphia in 1988 and extended our mission to serve individuals challenged by parole/probation, substance use disorder and homelessness across the region. Each year, Baker Industries welcomes roughly 200 hard to employ adults into our unique workforce development program, with 80% earning incomes at or below 150% of the Federal Poverty Level. Each year, between 25-50 progress to regular employment with local companies. Over 10,000 individuals in the Philadelphia region have benefited from Baker Industries through our history. Our service numbers have been impacted by Covid-19 based on the temporary closure of operations in April and May due to commonwealth public health guidelines as well as the continued disruption to healthcare, schools, transportation and the economy. We are currently operating at about 55% capacity.

We are working hard to get more participants back to work, safely, and adapt to the new reality of the pandemic. By delivering real, paid work opportunity to vulnerable adult populations, our program impacts root causes of poverty including recidivism, addiction and housing instability. Families and communities benefit from individuals achieving greater stability, independence and well-being through meaningful work. Baker Industries changes lives!

Program Foundation

The foundation of our program is a paid, full-time or part-time work assignment. Daily work includes a variety of light industrial services including packaging, assembly, kitting, mailing and fulfillment performed for 80 customers across the region. Participants are paid hourly at the federal minimum wage or more based on assignment. This differentiates us from workforce

development programs or sheltered workshops that offer training, a small stipend or a piece rate in lieu of a salary and allows individuals with few resources to start earning income immediately.

Fundamental work skills including timeliness, collaboration, accountability and productivity are emphasized through daily huddles, cross-training and job coaching. Our production operation is managed and led throughout by participants. Our senior production manager, a full-time staff member, is a former participant. Our management team works side by side with participants every day, giving us a first-hand perspective on program challenges and opportunities.

Funding Request

The purpose of this grant request is to address Covid-related challenges to our non-profit workforce development program specific to our Malvern, PA / Chester County location.

We are requesting \$25,000 (approximately 1% of our current operating budget) to expand the number of adults with disability we can include in our program during a time when our typical commercial revenue is off 50% due to the pandemic. Our commercial revenue funds between 40-50% of our annual operating budget, with the remainder requiring the support of generous foundations, corporations and individuals. This grant will help fund participant salaries and additional work opportunities for up to 8-10 individuals over the next six-month period while we continue to weather the pandemic. We work hard to keep administrative and facilities costs low. There is a direct correlation between our funding and the number of participants we can support.

Impact of Covid-19 on Operations

Over the past six months, our regular operations have been restricted in alignment with state guidelines to stop the spread of coronavirus. From March 23-June 8, we were closed for day to day operations. During that time, our dedicated staff consistently maintained contact with our program participants, providing financial support, electronic gift cards and assistance with filing for state and federal benefits. We reached out weekly by phone and email to check-in, express encouragement and simply listen. We set up an information hub on our website, provided links to available services and communicated coping strategies using YouTube videos. We ran an on-line fundraising initiative for Participant Relief that raised over \$30,000 to provide financial support to participants in need. It has been a difficult and uncertain time for all of us. Staying connected is a source of comfort and sustenance. Our staff and participants have shown great resiliency and innovation during this time.

On June 8, we reopened, with new health and safety protocols based on CDC guidelines. All participants and staff are temperature checked each day. Everyone wears masks at all times, washes hands at regular intervals, maintains social distancing and conducts disinfecting of public areas and workstations. Our work processes have required redesign and innovative solutions to adapt this new work environment. Staff members regularly communicate via Zoom. Health protocols are essential to maintaining a safe, healthy workplace, but they add cost, impact productivity and reduce our overall capacity.

We have been able to bring many of our participants in Malvern back to work, but at reduced hours. We want to get as many folks back to work as possible – right away! Community and paid work are more essential than ever to the vulnerable adults we serve. Additional operating support will go directly to increasing available paid work hours for the vulnerable adults we serve over the next six-month period.

Outcomes

Over the past 18 months, over 200 hard to employ adults have participated in our program with 40 transitioning to better employment to date. Approximately one-third of these adults identify as having an intellectual, developmental or physical disability. Most of our disabled participants work in our Malvern location. Many of these individuals work with us on an extended basis, finding a good fit with their skills and the work and schedule we offer. Others develop new skills and confidence with us and move forward to employment in the regular economy. YTD 2020, six individuals have moved into regular employment. Our graduates are working in a wide variety of industries including manufacturing, retail, landscaping, healthcare, maintenance and warehousing.

Every individual achieving regular work benefits the community in many tangible ways. Reliance on social services decreases. Wage taxes are generated. Financial and housing stability increases. Families and communities are strengthened. Baker Industries changes lives.

From a recent participant:

“This program has changed everything about me. My approach to life is much more confident and positive.”

Recognition

We are fortunate to have received recent awards and recognition including a 2019 Top Rated Award from GreatNonprofits, a 2018 “Employer of the Year” Award from CareLink, and a 2018 Social Innovations Journal Award for Innovation.

We would be delighted to share more about our program, host a site visit, forward additional data or meet any other requirements you may have. Thank you for your consideration.