



WOMEN'S
BEAN PROJECT®



2018-2019 ANNUAL REPORT





TAMRA RYAN

a letter
**FROM
THE CEO**

At Women's Bean Project we constantly strive for a culture in which we encourage one another, champion each other's ideas and celebrate one another's achievements. The ethos of our program ensures all women tap into the power they have within to transform their lives. We help guide women along the scary path to change and lift them up to get within reach of their dreams, and then set them on a path toward thriving in these new lives.

I believe our success is due to women helping women on their journey to a better life. For 30 years we have seen that women are better together. And together we can lift up one another, champion each other, each idea and each success. We can celebrate each other's achievements, knowing that celebrating others does not diminish any of us, but instead elevates all of us.

We believe no woman should be afraid to receive support. We all need one another's love and support to thrive. The Bean Project model is based on the premise that when you believe in someone, you pave the way for them to believe in themselves. When you show a woman she has value and potential, she will transform her life. Once a woman has achieved success, nothing less will be good enough for her again. We envision a world in which interaction between women is supportive and encouraging. And we know we can only reach this vision by working together.

When women help other women move from the shadows into the light of our best selves, we each realize our own power. As a result, the collective to which each of us belongs is better than standing alone.

Thank you for joining us on this celebration of our journey.

Gratefully,

A handwritten signature in dark green ink that reads "Tamra Ryan". The signature is fluid and cursive, with a long horizontal stroke at the end.

Tamra Ryan, CEO

30 YEARS *of* TRANSFORMING LIVES

We believe all women have the power to transform their lives through employment.

So we hire women who are chronically unemployed and we teach them to work by making nourishing products. They learn to stand tall, find their purpose and break the cycle of poverty. Because when you change a woman's life, you change her family's life.

OUR MISSION

We are a Colorado 501(c)(3) non-profit corporation with the mission to change women's lives by providing stepping stones to self-sufficiency through social enterprise.

OUR STORY

Women's Bean Project began in 1989 while our founder, Jossy Eyre, was working at a Denver women's day shelter. Jossy witnessed a cycle of women leaving the shelter for newfound employment, only to return to unemployment and the shelter. Jossy suspected this was due to an employment skills gap. So she took \$500 of her own money, bought a bunch of beans, and employed two women from the shelter to make what is now our 10 Bean Soup Mix. That season, they generated \$6,100 in sales - the start of the social enterprise we are today. Thirty years later, Women's Bean Project annually generates over \$2 Million, employs nearly 60 women and sells products in 1,000 stores across the country and online. Our program has since grown into a comprehensive transitional employment program that provides women with stepping stones to self-sufficiency. And our 10-bean soup is still our best-seller!





Our IMPACT

Much of our impact is found in the stories women write for themselves and the paths forward they create.

DOMINIQUE, 2019 Graduate

"My life is different today because Women's Bean Project gave me the opportunity to attend GED classes and other classes to help better myself. I have gained skills in shipping and working the production line. My self-esteem has gotten better, too. My goals are to get my GED, attend college and study computers. Eventually, I want to go back home to my family and my daughter."

KERI, 2019 Graduate

"Women's Bean Project has given me tools to build a foundation for my future. I now have full custody of my son again and we live in a two-bedroom apartment in downtown Denver. Women's Bean Project has been a huge blessing in my life. I have a safe place to go every day where I feel supported and important."

CYNTHIA, 2019 Graduate

"While working at Women's Bean Project, I have learned about teamwork, punctuality, and being confident. Women's Bean Project has helped me start over. A new beginning is a goal I had in mind. Before working here I knew I needed to work. Six months later I've progressed and I've improved in more ways than one. I would like to thank everyone that is a part of the program from the bottom of my heart."

For more inspiring stories, please visit:
www.womensbeanproject.com/stories



"I thought I knew what Women's Bean Project had to offer and was excited, but since I've been here, I've learned there is so much more. What stands out the most is the support we all receive. I see women graduate the program frequently. I'm excited for them as they begin their new lives and for it to be me one day. I now feel hope for my future."

FELISHA

2019 Graduate

WHO WE SERVE

All Women's Bean Project transitional employees are:



WOMEN



**STRUGGLING
TO MAINTAIN
EMPLOYMENT**



**LIVING BELOW
THE FEDERAL
POVERTY LEVEL**



**EXPERIENCING
LOWER LEVELS
OF SELF-ESTEEM**



**LIVING WITH
VARYING TYPES
OF TRAUMA**

These five factors alone make securing a steady job difficult.

In addition, every woman we hire has two or more of the following challenges, making her situation unique:



**Addiction and
Substance Abuse**



**Chronic
Health Issues**



**History of
Incarceration**



**Victim of
Domestic Violence**



**Unstable
Housing**



**No High School
Diploma/GED**



**Single
Mother**

After many years living with scarcity and trauma, feelings of hopelessness, fear and low self-worth become deeply ingrained as truths and facts. Yet, when provided with a safe, welcoming environment and the support and opportunity to regain a sense of dignity through employment, our women realize that the past does not dictate the future.



"Being here has taught me I can still make something out of my life at a time when I didn't know what direction I was going. With the support from everyone that works here, Women's Bean Project has given me hope and helped me regain my confidence for a better future. It has made a huge difference to know that people care."

LINDA

2019 Graduate

OUR APPROACH

We are a transitional employment program that provides stepping stones to self-sufficiency.

THE JOB

In 2018 and 2019 we hired a new cohort of women every 8 weeks. Each woman is hired as a full-time paid Production Assistant in our food manufacturing business. They learn both transferable job skills and workplace behaviors most of us take for granted, such as:

Transferable Skills

- Production
- Packaging
- Shipping and receiving
- Management
- Customer service
- Handling equipment
- Inventory Management

Workplace Behaviors

- Teamwork
- Supportive coping skills
- Attendance
- Punctuality
- Effective feedback skills
- Leadership

Basic Needs

- Housing
- Transportation
- Healthcare
- Childcare

Emotional and Physical Wellbeing

- Life coaching
- Vision, dental, and nutritional health
- Interpersonal skills
- Reproductive health workshop

WRAP-AROUND CARE

In addition to working a full-time job, women spend a significant portion of their paid time in programming designed to support their job-readiness, life skills, and emotional and physical well-being to ensure long-term success. We begin with a basic needs assessment to ensure women have what they need to show up ready for work every day. Then each woman completes a core curriculum of classes and job search readiness training.

Education

- Computer training
- Financial literacy
- GED & academic remediation
- Organization skills

Job Readiness

- Career coaching
- Resume writing
- Mock interviews
- Networking



"I graduated in May 2019, and am currently a full-time student for software development. For me, Women's Bean Project and my time and experience here were life changing. I never pictured that I would have my life back on track where I should've years ago. Now, I am working on making my childhood dream turn into a full reality. I will be graduating school and hopefully, give me another six months, I will be doing very well in life."

CORINA

2019 Graduate

2018-2019 OUTCOMES

95%

OF WOMEN WHO GRADUATED
FROM WOMEN'S BEAN
PROJECT ARE STILL
EMPLOYED ONE YEAR LATER



**Employment is
key to breaking
out of poverty
and staying out
of prison.**

In fact, the number one indicator of re-arrest is unemployment in the year prior to arrest. Having a job for an entire year is a tremendous success. It's the start to building a new path for individuals and their families.

YOUR IMPACT

175

hours each women spent
in core program classes,
with an additional 8-10
hours each week spent
in job search prep,
mentoring sessions, and
other classes

257

average days spent
in our program
before graduating

\$14.⁹¹

average per-hour
wage received
after graduating

90%

employment
placement rate
after graduating
our program

other program HIGHLIGHTS

We had another successful year building a comprehensive and effective transitional employment program. We celebrated the following highlights:



70% of the women in our program received **dental and/or eye exams**



We began to measure Hope, Self Esteem and Economic Self-Sufficiency at numerous times throughout the program. We believe these intangible measures are critical to long-term success.



We also **incorporated job readiness assessments in production to measure hard skills and soft skill development** over the duration of each participant's time here.



We introduced the Alumni Group! Graduates of our program now have the opportunity to regularly meet, share resources and build community. This is the beginning of other post-graduate support structures we are putting into place, and we hope this can greater ensure long-term success and build a community beyond employment at the Bean Project.

The women in our program took part in
BRAND NEW PROGRAMMING



WRAP (Wellness Recovery Action Plan) Workshop



A Women's Empowerment Group



The Denver Public Library brought library cards for everyone and presented a slideshow of their extensive and accessible resources



A SMART Goals Workshop to develop and define precise goals



Trauma-informed yoga classes



A voluntary Walk/Run Fitness Group offered twice a week



OUR MODEL

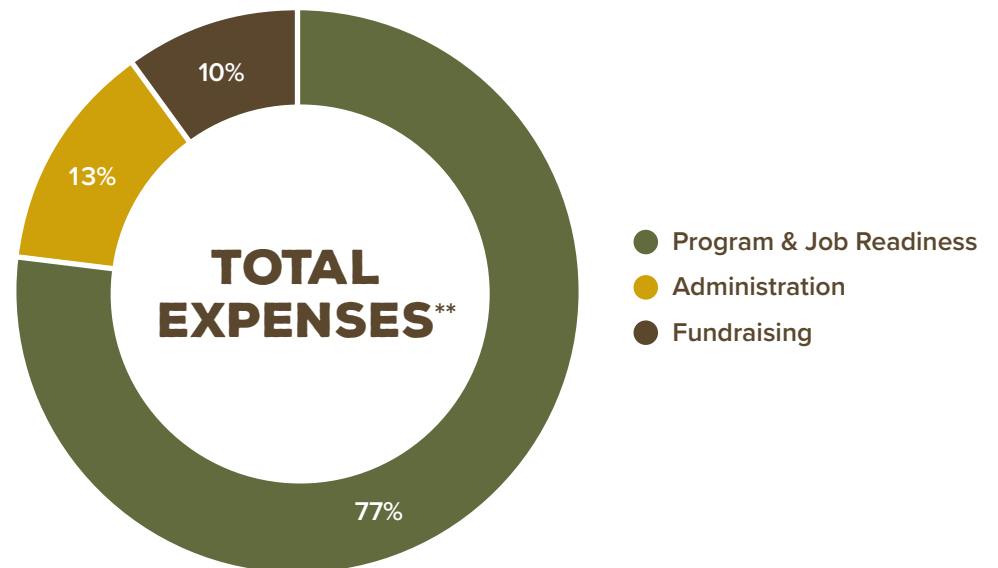
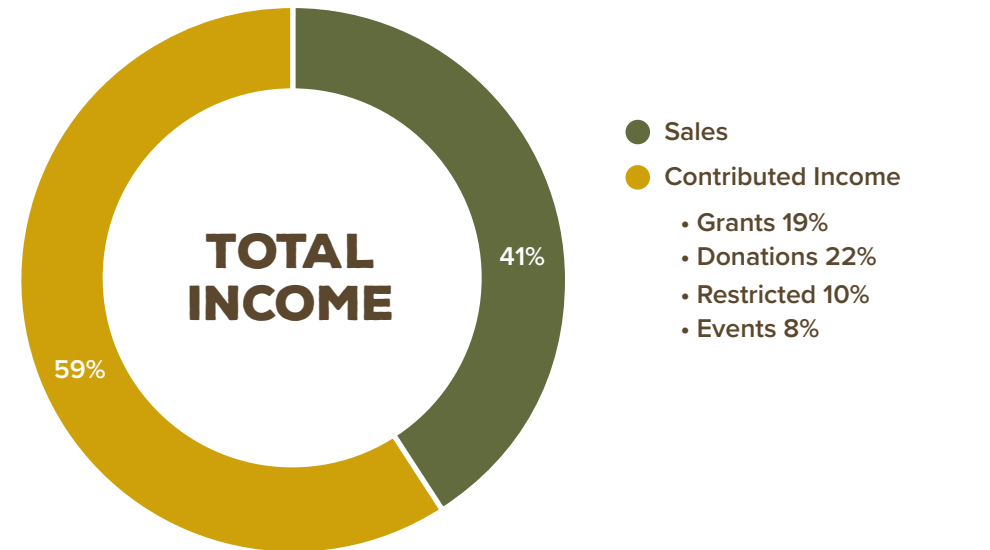
Women's Bean Project is a nonprofit social enterprise. Social enterprises are businesses that use a market-driven approach to solve a social problem. We are in the business of producing delicious, nourishing food products and transforming women's lives, and by extension, those of her family. We rely on revenue from our sales and donations to support our ability to run our organization.



FINANCIALS

Product sales create jobs for the women we serve. Contributed income provides the program services and soft skills training, and supports special projects.*

To learn more about our financials, please visit:
www.womensbeanproject.com/financials



* 2019 Special Project: Production equipment for semi-automation.

** Based on audited financial statements.

THANK YOU!

The Women's Bean Project's impact this year would not have been possible without the help of:

FOUNDATION PARTNERS

Adolph Coors Foundation
Albertsons Companies Foundation
& Safeway Foundation
AV Hunter Trust, Inc
Bank of America Foundation
The Bloom Foundation
Capital One Services LLC
Fox Family Foundation
Greg and Karen Jones Foundation
MHUW
Murh-Hoerter Foundation
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Rose Community Foundation
Saxer Family Foundation
Silicon Valley Community Foundation
Stand Together
Viola Bray Charitable Trust
Wells Fargo Foundation
Western Union

CORPORATE PARTNERS

Academy Bank
Arnold and Porter LLC
Charlotte's Web
CHFA
FCC Services
Hogan Lovells
Johns Manville
MidFirst Bank
RevGen Partners
Wazee Digital-Veritone

INDIVIDUAL CONTRIBUTORS

88 Jossy Eyre Society Members
43 Impact Seekers (monthly donors)
2,500 individuals

COMMUNITY PARTNERS

A Place for Everything
Advocates for Recovery
Beautifully Broken
CL Cares
Clinica Tepeyac
Colorado Mental Wellness Network
Community College of Denver -
Strengthening Working Families Initiative
Community Education Outreach
Dental at Your Door
Denver Health
Department of Corrections Parole -
Aurora, Englewood & Broadway
Denver Sheriff's Department
Dress 4 Success
Empowerment Program
Financial Health Institute
Goodwill
HRUnlocked
Ignatian Spirituality Project
Legacy Light Foundation
Metropolitan State University -
Nutrition/Health Sciences Dept
Runner's Roost
Street's Hope
WorkLife Partners
Vista Eye Care
Yoga for the People

VOLUNTEERS

350 generous individuals who serve as mentors, tour guides, production assistants, administration assistants, off-site sales support, facilitators, committee members and more.

CUSTOMERS

3,693 customers support our products

A very special thank you to the many of you who fall into more than one of these categories! Your continued support is essential to the success of the women we serve.





5 ways to support **THE BEAN PROJECT**

1

DONATE

We rely on donations in addition to sales to support our program. There are several ways you can donate to the program. Learn more on our website.

2

SHOP

The sales of our products go directly back into our business and allow us to hire as many women as possible.

3

VOLUNTEER

There are numerous and invaluable ways to volunteer. Our volunteers are crucial to our success! Visit our website to learn how!

4

PARTNER

Connect us to potential candidates, provide services to our program, or match employee gifts as a partner.

5

EVENTS

Sponsor or attend our annual fundraiser, or attend one of our tours! We host monthly tours every 1st Friday 12-1pm and private tours. RSVP online.

stay **IN TOUCH**



DONATE

womensbeanproject.com/donate
womensbeanproject.com/ways-to-give



SHOP ONLINE

womensbeanproject.com, amazon.com,
giftsforgood.com, simpleswitch.com,
donegood.com and more!



PHONE

303.292.1919



WEBSITE

womensbeanproject.com



EMAIL

info@womensbeanproject.com

STOREFRONT

3201 Curtis Street, Denver, CO 80205
Mon-Fri 8am-4:30pm

STAY IN TOUCH

Sign up for our emails through our website under “Get Involved”

FOLLOW ALONG ON OUR JOURNEY



Design: West and Found Design Co. ©2019
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