



WOMEN'S
BEAN PROJECT®



2019-2020 ANNUAL REPORT





**TAMRA RYAN,
CEO**

a letter from
**THE CEO
& BOARD
CHAIR**



**BRET DUSTON,
BOARD CHAIR**

What a difference a year makes! The Bean Project's fiscal year runs from July 1 – June 30th, and the difference between the last half of 2019 and the first half of 2020 couldn't have been more stark. In 2019 we spent months reflecting on and celebrating our 30 years of operations, giving ourselves an honest (as possible) look at how we might fulfill our overarching strategic plan goal: To serve more women better.

In January 2020, for the first time in our history, we began hiring small cohorts of 5-7 women each month.

This shift allow us to:

- Respond to the staffing needs of our business in real time
- Improve our training of new program participants
- Provide senior program participants leadership opportunities on the production floor

Since this change, we have also observed improved retention rates in the program and more employment opportunities available to the women upon graduation.

Of course, we all know what happened in March 2020. While the COVID-19 pandemic affected all of us, we definitely witnessed the variability in how people were affected. In April, at 89 years old, Jossy Eyre, our founder, succumbed to complications from the virus. As a critical business, we were allowed to continue operating, though with caveats and limitations to our onsite staffing. We were grateful for this opportunity because sales were brisk during the normally low-volume spring season and we were able to hire more program participants than we might have otherwise. The most significant outcome of the pandemic was witnessing the resilience of the women we serve and the organization as a whole.

During a challenging time we were able to rely on the systems and processes we had previously put in place, including business and community relationships, technology infrastructure and program support. All women who graduated during the height of the pandemic went on to great jobs in the community and when we conducted our one-year follow up with graduates in May and June, an unprecedented 100% of them were still employed! These were definitely bright spots in a challenging time.

We were, of course, also aware of the societal inequities that came even more to light during the pandemic, which led us to redouble our diversity, equity and inclusion efforts. We worked creatively to find ways to continue partnering with the Colorado Department of Corrections when the work release program we were piloting was no longer feasible. We launched a constituent feedback program through Listen4Good and participated in a program to help us shift to being a more constituent-led organization. These efforts are laying the foundation for additional work in the upcoming year and beyond and shifting us toward serving more women better.

We feel fortunate to have finished the year on solid financial footing, thanks to the generous support of our donors, customers and the community at large. After 31 years we can see our work isn't done, but how we do our work can and will continue to evolve. We are proud to lead such a resilient organization and so pleased to have so many of you join us on this ever-changing journey.

31 YEARS *of* TRANSFORMING LIVES

Women's Bean Project is a nonprofit social enterprise that has a food manufacturing business tied directly to a transitional employment program. One cannot exist without the other.

Its 7-month transitional employment program offers women the opportunity to work as a production assistant while attending life skills classes and job search coaching. Each graduate moves into a career entry-level job in the community.

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

So we hire women who are experiencing chronic unemployment and we teach them to work by making nourishing products. Through their work at Women's Bean Project, women 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 VISION

Women's Bean Project envisions a day when...

- 1) All women who want to change their lives can seek employment at Women's Bean Project
- 2) Social enterprises across the country can grow by learning from Women's Bean Project
- 3) Employers hire based on talent and potential rather than background





Our IMPACT

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



TERRI, 2020 Graduate

“The Bean has taught me job skills I didn't have before such as being part of a team and warehouse work - something I would have never thought of doing. My goals for the future are to mentor teens once I get established in my new position. I also want to continue my education in business and marketing in the future. Lastly, I want to obtain a meaningful job that will provide financial stability and allow me to pursue other goals such as getting a stable place to stay and my own vehicle.”



MAGGIE, 2020 Graduate

“Women's Bean Project helped me with my self-esteem, self-confidence and courage. I've learned how to budget my money and how to set goals for myself. I have gained many job skills, like teamwork, learning standard operating procedures and production line processes, and using automated equipment.”



FELICIA, 2020 Graduate

“I have learned to manage conflict without getting defensive or taking things personal. I have learned to let things roll off my back.”



CHRISTINA, 2020 Graduate

“Since putting myself first, my choices, friend groups and relationships are healthier and more supportive.”

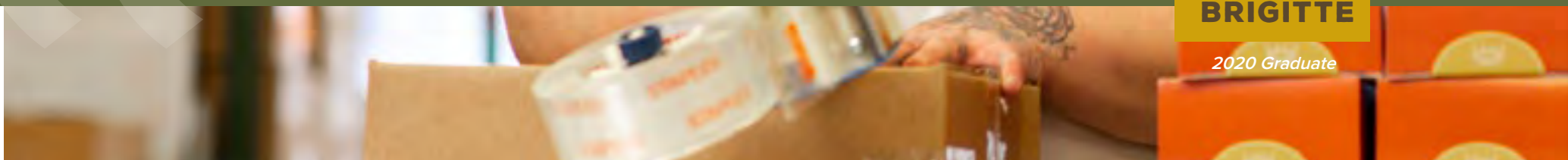
For more inspiring stories, please visit:
www.womensbeanproject.com/stories



“When I first started, I was really overwhelmed, but then my courage began to grow. I learned new life skills, work skills and relationship skills. I have learned how to set attainable goals and have hope in my future. After five months at Women’s Bean Project, I have completed financial literacy courses, WRAP programs, Dress for Success, and many other programs. I have found my identity as a leader and team player.”

BRIGITTE

2020 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 experienced 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, inclusive environment and the support and opportunity to regain a sense of dignity through employment, women can realize that the past does not dictate the future.



'One thing that the Bean has taught me is to be more considerate, respectful and mindful of other people. It taught me how to look at other people in a different way instead of judging others. I have learned to understand that when other people experience challenges in their lives, they have other ways of handling it. But now, I am more compassionate towards others. I love the floor production; I just enjoy it. I love making products that many people take for granted. Every box has a story. The classes are very helpful. I also really appreciate the dental and vision care that I received here. That was very important to me'

SISCO

2020 Graduate

OUR APPROACH

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

THE JOB

At the start of 2020, we transitioned from hiring a new cohort of women every 8 weeks to hiring a cohort every month. 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 communication skills
- Leadership

Basic Needs

- Housing
- Transportation
- Healthcare
- Childcare

Emotional and Physical Wellbeing

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

WRAPAROUND 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 & adult education
- Organization skills

Job Readiness

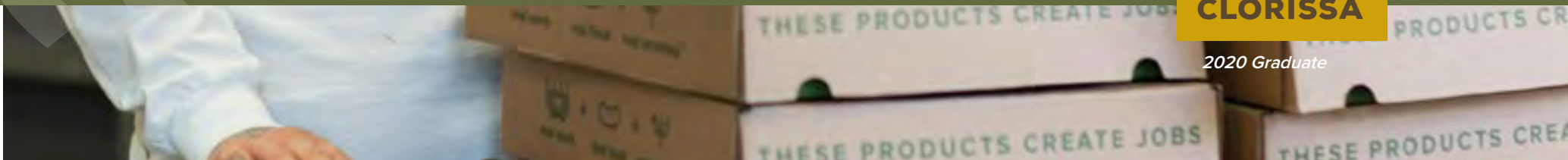
- Career coaching
- Resume writing
- Mock interviews
- Networking
- Letter of Explanation



"I now have the confidence to go into an interview and feel at ease. I have confidence in myself and believe I can do anything I want in the world. I have developed friendships with other women and even met my best friends here. My goals for the future are to find stable employment with a company that I can grow with over time. I also want to stay committed to my progress and success."

CLORISSA

2020 Graduate



2019-2020
OUTCOMES

100%

**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

3,645

total hours in programming. Programming came to a halt when restrictions for COVID-19 were put in place. We were able to safely re-introduce programming near the end of the fiscal year.

606

total virtual & in-person case management hours offered

\$14.¹⁶

average per-hour wage received after graduating

92%

employment placement rate after graduating the program

other program HIGHLIGHTS

Despite the second half of our fiscal year having numerous challenges to navigate, we were able to introduce changes to our program and find success alongside our program participants and program partners. We celebrated the following program design changes:



In partnership with the CO Dept. of Corrections, we launched the Take TWO program at Women's Bean Project, **hiring women while they are still incarcerated and providing a job and community to them upon their release.**



We transitioned from hiring quarterly to **hiring monthly in order to increase access at critical points in women's lives.**



The program moved from a 6-9 month program to a 7 month program in order to serve more women annually while maintaining the integrity of the program.



Job coaches **began utilizing Get a Job Kits to facilitate job search coaching** and began working with women in their third month of being in the program.



We hired two Participant Advocates to provide vital support for participants during the summer and pandemic. Participant Advocates work with participants to help them reach their goals and find critical resources, such as transportation, housing and childcare.

PROGRAM PARTNER HIGHLIGHTS

Our program partners were our shining stars while we transitioned systems due to the pandemic. We are grateful for their flexibility and commitment to showing up - virtually or in person - throughout 2020. Here are some highlights:



CCJRC (Colorado Criminal Justice Reform Coalition) hosted a voting education, engagement and registration workshop specifically highlighting voters' rights for the justice involved.



DEN/DIA recruiters hosted our first virtual mock interviews and provided feedback on resumes.



Colorado Mental Wellness Network was committed to providing a modified Wellness Recovery Action Planning workshop and drop-in Peer Support Specialist hours.



Financial Health Institute provided a series of financial literacy programs virtually.



OUR MODEL

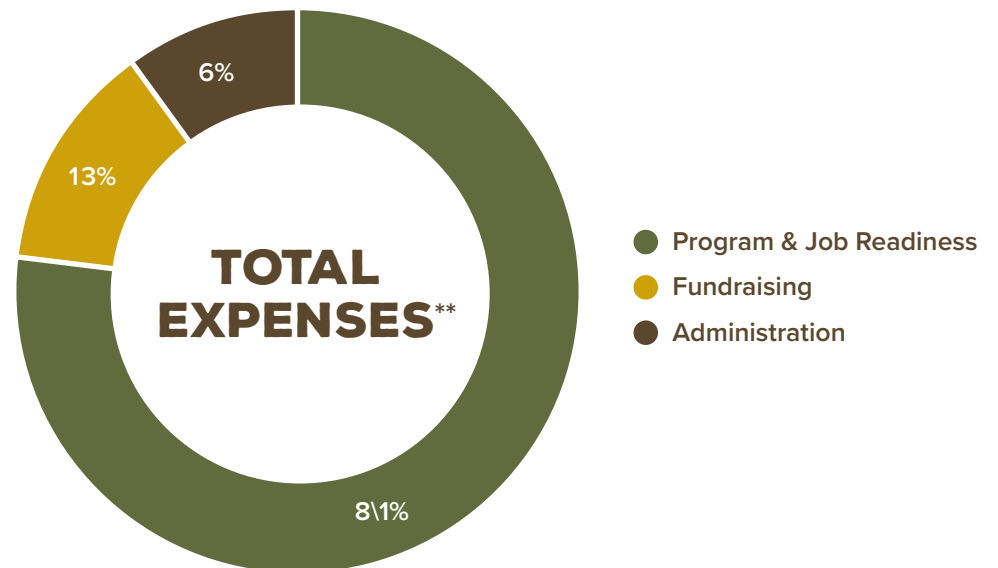
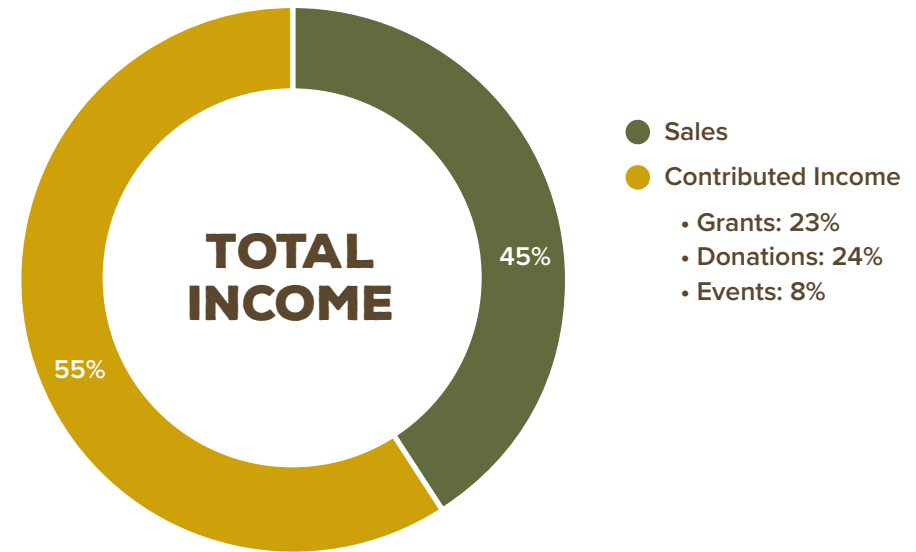
Women's Bean Project is a nonprofit social enterprise. Social enterprises are businesses that use a market-driven approach to solve a social problem. We are in the business of producing delicious, nourishing food products and transforming women's lives, and by extension, those of her family. We rely 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
Bank of America
Bank of America Neighborhood Builders
Boston Foundation
Capital One Services, LLC
Compass Rose Foundation
Denver Foundation
Fox Family Foundation
Home Advisor Giving
Hunter-WhiteFoundation
J. Jill Compassion Fund
Kenneth King Foundation
REDF
Rockefeller Philanthropy Advisors
Sam S. Bloom Foundation
Saxer Family Foundation
Schlessman Family Foundation
Stand Together
Union Pacific Foundation
Virginia W Hill Foundation
Wells Fargo Foundation

CORPORATE PARTNERS

Academy Bank
Bank of America
Bank of the West
CHFA
FCC Services
Hogan Lovells
Johns Manville
Lumeri
MidFirst Bank
Perkins Coie

INDIVIDUAL CONTRIBUTORS

98 Jossy Eyre Society Members
82 Impact Seekers (monthly donors)
1,505 individuals

COMMUNITY PARTNERS

Beautifully Broken
Colorado Criminal Justice Reform Center
Colorado Dept. of Corrections
Colorado Mental Wellness Network
Community Education Outreach
DEN/Denver International Airport
Dental at Your Door
Denver Health
Department of Corrections Parole -
Aurora, Englewood & Broadway
Denver Sheriff's Department
Dress for Success
Empowerment Program
Financial Health Institute
Legacy Light Foundation
Listen4Good
Metro State University
OnSite Medical Testing
PowerUp Consulting & Coaching
Reciprocity Collective
REDF
Runner's Roost
University of Denver
Vista Eye Care

VOLUNTEERS

175 generous individuals who serve as job coaches, production assistants, administration assistants, facilitators, committee members and more.

CUSTOMERS

5,152 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 virtual tours every 1st & 3rd Friday of the month at noon MST. 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!



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STAY IN TOUCH

Sign up for our emails through our website under "Get Involved"

FOLLOW ALONG ON OUR JOURNEY

