

IMPACT

REPORT

FISCAL YEAR 2020-2021



BAYAUD
ENTERPRISES

Employment Matters

Leadership Message

We are truly grateful for the generous support from our network of donors and partners that ensured our work not only continued, but grew in response to the challenges of the COVID-19 pandemic. Our community's support and Bayaud's resilience has been paramount to meeting the rising needs of Colorado's most vulnerable citizens at a time they need it the most.



Tammy Bellofatto
Executive Director

Like many other organizations, Bayaud learned many lessons in the last year.

We learned to pivot throughout our programs. We learned that offering virtual and in-person programs better meets the needs of our participants with mobility, transportation, and child-care hurdles. We learned we had the capabilities to help those experiencing homelessness, and we created jobs by staffing the temporary shelters with our new **Bayaud Works** enterprise. We learned that expansion of programs during a pandemic was possible with the **Day Works** program expanding to three sites: City of Denver, Adams County, and a new **Aurora Veterans Program**.

This **2020-21 Impact Report** highlights the pathways to employment and self-sufficiency we are strengthening in the Denver Metro area. In the last year alone, we served more than 4,100 single adults and families with living with mental or physical disabilities, homelessness, and/or poverty. We did not provide our services alone. Our donors and community partners are the heroes. Thank you for being in our corner and allowing us to provide our critical work of creating **Hope, Opportunity, and Choice** through employment.

Please join us in celebrating the success of our participants and staff as we look forward to expanding our work to help many more in our community in the year ahead. Thank you!

Our Mission

Creating **Hope, Opportunity, and Choice** with work as the means through which people with disabilities and other hurdles to employment can more fully participate in the mainstream of life.

Our Values

Hope - All people must be treated with respect and kindness to promote a sense of hope and confidence in pursuing their employment and life goals.

Opportunity - All people should have access to the resources and support they need to achieve and maintain self-reliance.

Choice - Bayaud provides options that empower participants to choose their own pathways to well-being and economic success.

Our Vision

Bayaud envisions a community where residents are self-reliant and have the capacity, support, and resources they need to overcome obstacles to employment and life challenges.



Our Impact | Program Overview

Center for Opportunity, Rehabilitation, and Employment (CORE)

- **Career Discovery and Development Center** prepares participants with computer skills training, vocational assessments, resume writing, interviewing skills training, and internet-based job search training.
- **Day Works** partners with City of Denver, Adams County and City of Aurora to provide day labor, on-the-job training, job placement, and other essential services to adults experiencing homelessness.
- **Mobile Community Services:** Mobile laundry and shower services remove barriers to jobs or school attendance.
- **Enterprising Women Giving Circle** provides scholarships for women seeking to advance self-sufficiency through education, employment, and small business ownership.

Community Resource Navigation Services

- **Public Benefits Acquisition:** Navigators assist participants with applications for SSI/SSDI and other public benefits.
- **Mental Health Counseling:** Licensed therapists provide short-term mental health and substance misuse counseling and connect participants to long-term counseling services.
- **Emergency/Supplemental Food and Personal Hygiene Supplies** provided to more than 100 households a month, with 230 children and adults.
- **Resource Navigation:** Navigators connect participants to health care, housing, and other vital services.

Federal Contracts and Business Solutions

- **AbilityOne Integrated Supported Employment:** Disabled adults work with non-disabled workers to perform the same job duties. Federal agencies contract for custodial, mailroom, warehouse management, and patient transport services.
- **Business and Employment Solutions:** Bayaud's social enterprises include document destruction, dental kit fulfillment services, and hand soap dispenser assembly.

Bayaud Works

Bayaud Works develops new ventures that create jobs, provide training for future employment, and generate revenue to support programming.

- **Bayaud Enterprises Staffing Team (BEST)** offers employers a unique “try before you hire” opportunity to fill job vacancies.
- **ThermaWorks Pest Control** includes education on maintaining pest-free living and work environments, and provides on-the-job training opportunities with starting wages of \$18/hour as well as access to case management and job placement services.
- **Environmental Services** include residential and commercial custodial and make-ready (unit-turn) services.
- **Security:** Bayaud provides licensed security services for special events and permanent placement duty.

4,120

total served

Our Impact

Building Pathways To Opportunity

1,750 mobile services
250 showers
95,000 pounds of laundry

We featured Bob in last year's Annual Report and we wanted to shine a light on his accomplishments. Bob went from a part-time position as a Laundry Truck driver to the full-time, permanent position of **Assistant Manager of Mobile Services**. While Bob admits he was reluctant at first for the added responsibility, he's embraced his progress.

Bob is especially proud that he's now paying full rent without assistance and he's been able to significantly boost his credit rating. With a grin he says, "I'm doing adult things now."



Bob Martin

"I'm learning new things every day, even things out of my comfort zone. I'm spending more time connecting with participants now, helping them manage their circumstances."

1,455 food pantry visits
202 hygiene kits

731 received resource navigation services
50% SSI/SSDI approval rate



Our Impact

167 day works labor

69 permanent or supported employment

Pam Gosney



When Pam heard others experiencing homelessness talk about a day labor program, she eagerly signed up for the 10-week **Adams County Day Works** program. Upon completion of the program, she began working with Bayaud's custodial team at the temporary shelters. Now she's a full-time Field Lead for the Adams County Day Works program, giving her the opportunity to feed her passion for helping others.

"I was literally living under a bridge. I've never had a job where I can be me. But Bayaud cares and now I can help folks like me get off the street."

73 received mental health counseling

120 referrals to long-term counseling

170 Career and Discovery Center: vocational assessments, job placement assistance, benefits counseling, and computer classes

Jahze began his journey with Bayaud as a teenager with **Work Adjustment Training**. After a vocational evaluation in our Career Center, he began work with the Cavity Free at Three program assembling dental kits. Jahze loves bicycles, so Bayaud's employment specialists helped him get an internship with Good Turn Cycles. He was hired permanently as a sales associate, making him the first intern ever hired full-time. Jahze continues to be an active member of the Bayaud community, even performing a comedic skit at the Bayaud Hustle.

"I wasn't in the right space to find a job on my own. I have a job that I love and I couldn't have done it without Bayaud. I always felt like I was talking to a person who cared and they were always there for me."



Jahze Morua

Our Impact



75 new jobs created in response to COVID-19

130 employed by federal contracts
100 individuals with disabilities



390 secured employment
119 permanent jobs

Ashley Miller



Ashley is pursuing a degree in Addictions Counseling at Metro State University. As a single mother and three years sober, she knows first-hand how few resources are available to help pregnant women and single mothers struggling with addiction. Ashley came to the **Enterprising Women Giving Circle** for scholarship assistance with tuition to continue her passion for helping others achieve their goals. The EWGC and Ashley created a plan to reduce her student debt so she will be debt-free upon graduation in the fall of 2022.

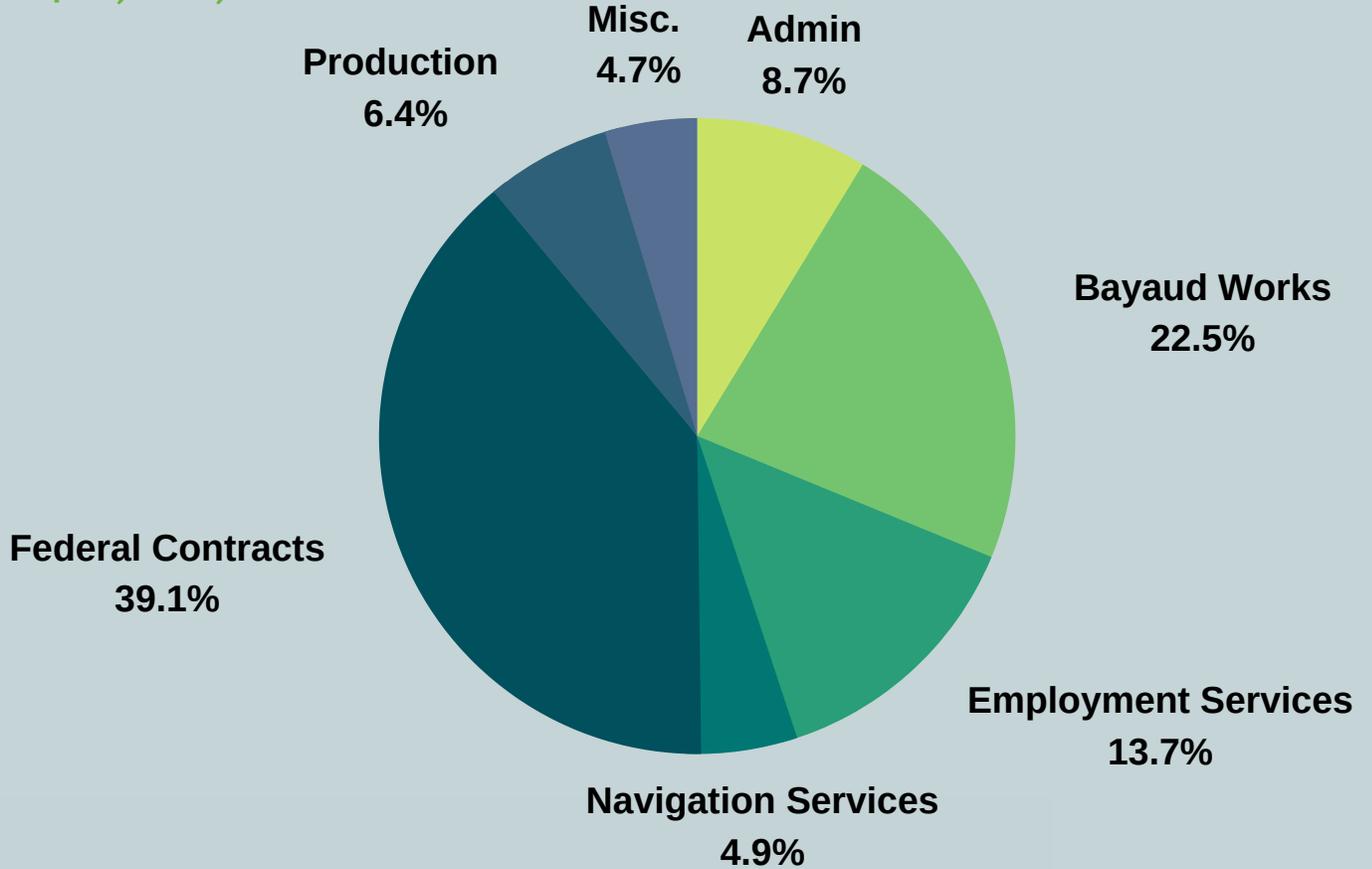
“The gift of being debt-free is invaluable. I can now spend more time being a good mother and helping others.”

3,183,000 Pounds of shredded paper
Considered an essential service, Bayaud's shredding department continued providing top-notch services throughout the pandemic.



Financial Overview

2020-2021 EXPENSES \$14,786,204



2020-2021 REVENUE \$16,897,222

*includes \$1.75 million
in PPP forgiveness

Our Supporters Speak

I have used Bayaud Enterprises in my own small business for document shredding and have always found their service to be reliable and a great value. I strongly believe in their mission of helping those less fortunate have meaningful employment. It's a win-win for all involved!

-Debbie Misegadis

I remember speaking with a couple experiencing homelessness who described how difficult it is to find work when you're focused on getting your basic needs met for the day, not to mention lacking a physical address, phone, and identification. I decided to start giving to Bayaud because of its mission to help people overcome barriers like these, which sound insurmountable without some outside help. - **Sharon Kent**



Thank You For Your Support

Support Bayaud Enterprises By:

- Become a recurring donor
- Give annually on Colorado Gives Day
- Donate property, vehicles, office equipment, or food pantry supplies
- Sponsor an event
- Leave a Legacy - include Bayaud in your will or donate stock
- Support Bayaud on Amazon and at King Soopers

For more information, visit www.bayaudenterprises.org

