



IMPACT REPORT FY 2023



NOTE FROM THE EXECUTIVE DIRECTOR



Dear Sunflower Bakery Friends:

Fiscal year 2023 represented the first year of Sunflower Bakery's three-year strategic plan building on our solid foundation enabling pathways to employment to ensure brighter futures for young adults with learning differences. Our overarching objective is to continue our work closing the employment gap by reaching more students and providing more training options to meet interests and capabilities.

This year focused on shoring up our foundation in order to grow smartly and sustainably by bringing on new staff to support our training programs and establishing operational procedures that support our expansion efforts. Our plan and this work is in service to our students placing them squarely at the center of our mission.

Our strategic plan and its implementation is the culmination of insights and feedback garnered from our community. From employer and customer surveys to interviews with students and their families to conversations with donors and disability professionals, stakeholder feedback informs Sunflower's work and has been essential to our success. As we move forward, our community collaborations will continue to be essential to ensure that we evolve our work based upon sound data, information, and feedback.

The following impact report highlights how Sunflower's strategic plan continues to align our training with industry standards and disability best practices to ensure our critical workforce development training sets our students up for success. Our students are at the center of everything we do and their success is our success. They are our inspiration to push boundaries on what's possible for young adults with learning differences to be included in the workforce. The opportunities are endless and when we come together for a common cause, change is not only possible, it's the result.

Thank you for your continued support of our work and we invite you to join us as we work towards a more inclusive community.

Best,

A handwritten signature in blue ink, appearing to read 'Jody Tick', written in a cursive style.

Jody Tick

Sunflower Bakery is a non-profit social enterprise that enables pathways to employment for teens and young adults with learning differences through pre-employment exposure and workforce development training in the pastry, hospitality, and culinary industries. Our social enterprise model integrates students into everything Sunflower produces and sells, amplifying our mission with income generated going back to support training students.

PASTRY ARTS FY23 CLASS

Josephine Adams
Ana Beaulieu
Tali Chefitz
Ryan Connell
Mark Cruse
Gillian Eisenberg
Andrew Gates
Darius Henderson
Roland Hudson
Alex Ifarraguerri
Jami Kilgore
Gavin Kutz
Alexandra Miller
Ryan Pollock
Brian Salewski
Jordan Scott-Geason
Caleb Sterling
Ryan Swayze
Zianny Tampe Bravo
Tyree Walters
Jasmine Woody

HOSPITALITY FY23 CLASS

Abby Albrittain
Ty'Asia Bryant
Michael Casey
Hilary Greenwald
Melissa Mantua
Jeremy Miller
Rachael Rabinovitz
Ian Shorter
Jeremy Soled
Aiden Tisch

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**Co-founder, Ex-Officio*

STAFF

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YaMarie Koroma
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Alexandra Mazzeo
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Sara Portman Milner
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Janis Neville
Marion Pitcher
Kimberly Rayburn
Evelyn Marte Rojas
Josh Tanner
Becky Webb

By the Numbers

..... Students

- **4,872** training hours for **12** Hospitality students
- **10,520** training hours for **21** Pastry Arts students
- **33** employment students & **320** hours for teens
- **64%** of students placed in employment within 6 months of graduation
- **12** graduates hired

..... Outreach

- **60** current employer partners
- **3** repeat employer partners
- **7** new partners including Coffee Republic & Fresh Baguette

..... Sales

- **12.5%** increase in sales year over year

OUR IMPACT IN FY 2023



Beyond the Numbers

Beyond the numbers, the Sunflower experience is transformational. Students who enter the program are not the same people when they leave. The personal growth, self-confidence and level of independence increases as students advance through the program.

While not intended outcomes of our workforce development training programs, these results have had a remarkably positive impact on these young adults, bolstering our graduates' successes both professionally and personally.

FY23 HIGHLIGHTS

Advisory Council

This year, we formally established a Sunflower Bakery Advisory Council. The Advisory Council is a group of experts who lend their knowledge and expertise to various areas of our work and who represent fields of disability, workforce, hospitality, pastry, culinary/food service, and risk. The guidance and counsel our team has received from this group has been invaluable.

"Chouquette Chocolates would not be able to be in business without Sunflower Bakery graduates, I scoop them up as fast as they graduate."

Sarah Dwyer, Owner,
Chouquette Chocolates

Media Mentions



"I know if I hire a Sunflower student, a Sunflower graduate, they are going to be committed to seeing it through... They are going to have this added support."

Verelyn Gibbs Watson,
Owner,
Nothing Bundt Cakes

Looking to the Future

In FY 2024, Sunflower will continue to implement our three-year strategic plan by piloting a new Culinary training program, increasing enrollment in our Hospitality training program and continuing to shore up our strong foundation. Additionally, we will explore new training components to our current work through the purchase of a fryer, proof box to make laminated doughs, and training on new pastry products and hot drinks.

"It has been an incredible experience working with not only Sunflower, their administrators, and directors, but also the students themselves."

Sarah Granda, Manager,
Coffee Republic

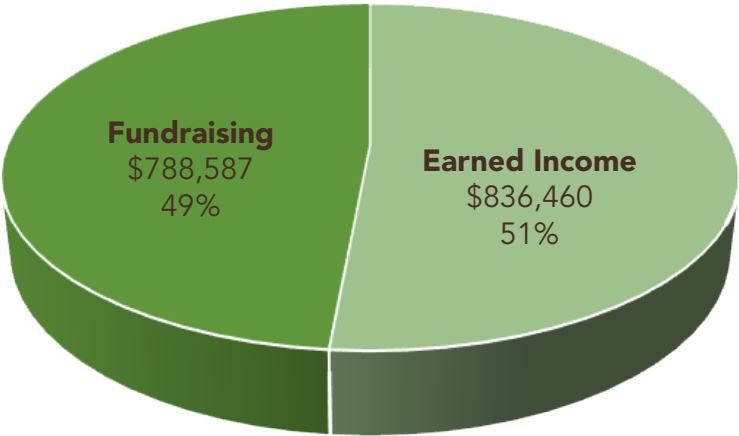
OUR COMMUNITY MAKES US STRONG

Employers

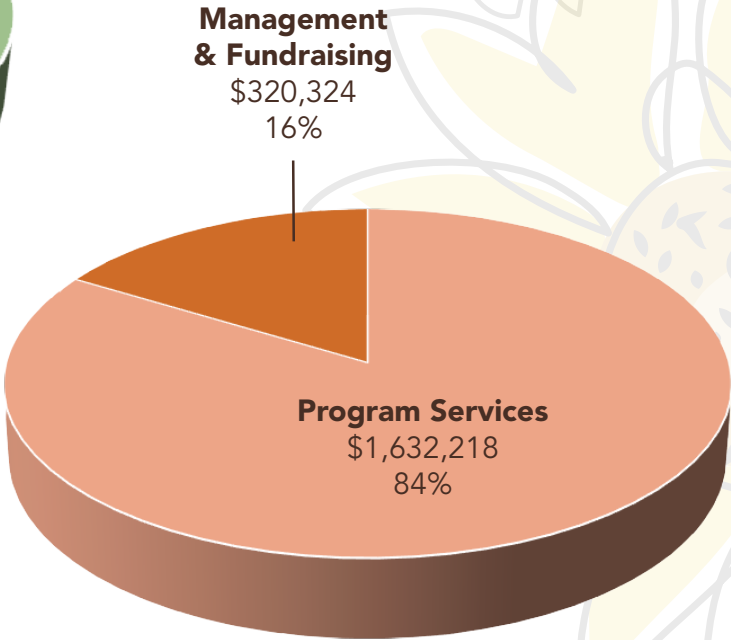
Sunflower's 65+ employer partners are critical to our success. We work closely with local food and hospitality businesses to develop long lasting partnerships, creating pipelines for employment for our graduates. Our employer partners help us to ensure our training stays in line with industry standards and trends through feedback on how to improve upon and grow our programs. Our Culinary program pilot is a direct result of conversations with current and prospective employer partners coupled with student interest.

FINANCIALS

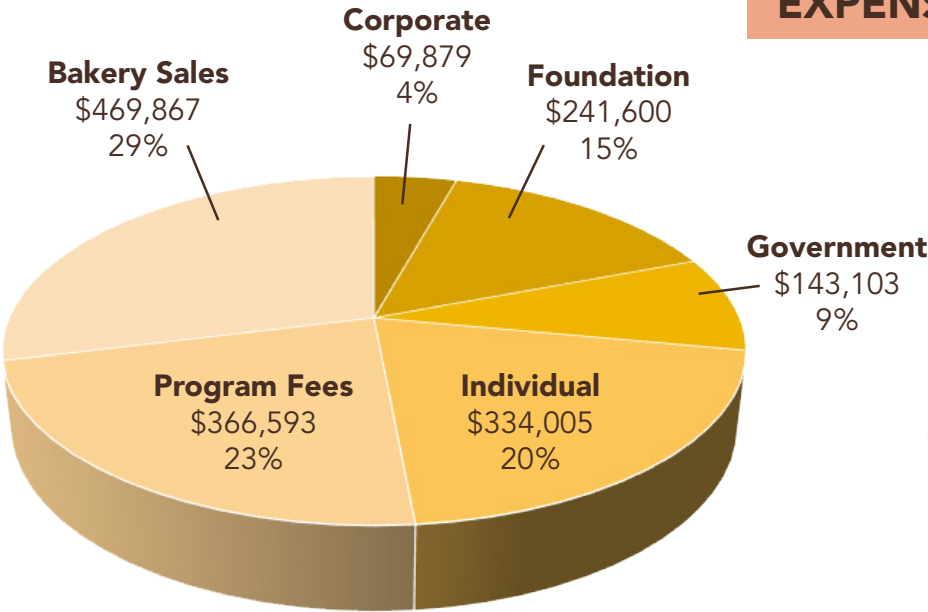
Our generous community of donors – including individuals, foundations, corporations and government partners – provide critical support to enable our workforce development training programs. With 51% of our revenue generated from earned income through sales of our baked goods and program fees, our social enterprise ensures a diversified funding model to ensure a healthy and strong future.



CONTRIBUTIONS



EXPENSE BY FUNCTION



REVENUE SOURCES

THANK YOU TO OUR FY23 DONORS

\$50,000+

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\$25,000 – \$49,999

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