



Workshops
Empowerment
Inc.

ANNUAL REPORT



Our Mission

Workshops Empowerment, Inc. enriches lives by helping people with disabilities and other employment barriers achieve their vocational potential.



Remember how we thought the world might return to its pre-pandemic state once the calendar turned to 2021? Some of the same hardships continued and others arose, but Workshops Empowerment Inc. kept focused on our mission and experienced some meaningful accomplishments in 2021.

Most notably, we changed our organizational name and rebooted our WE Made program - formerly Avondale Mercantile.

In January we introduced our new organizational name - Workshops Empowerment Inc. - which we believe better reflects what we've become over the decades. You see, from the very beginning, we were known simply as an organization that provides opportunities for those with barriers to employment. But over the years, we've become so much more than that.

We don't just employ, **WE support.**

We don't just train, **WE motivate.**

We don't just make, **WE create.**

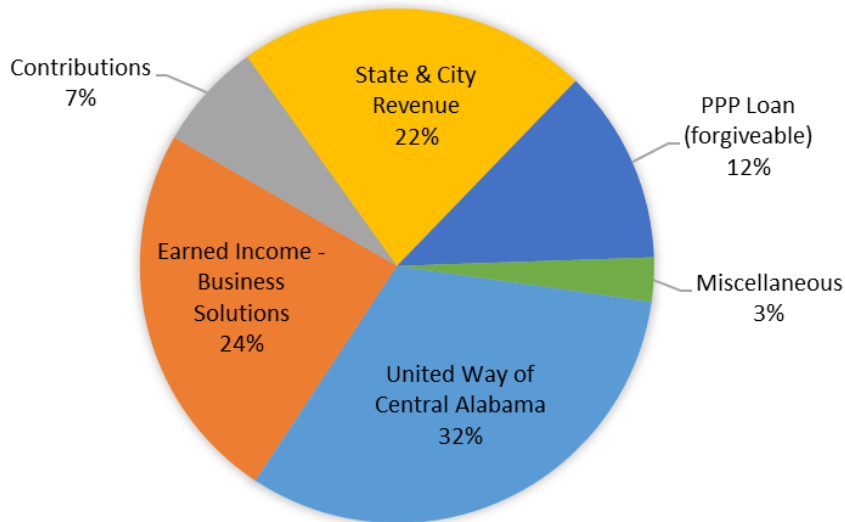
At the end of the day, to the countless people who look to us for guidance and purpose, **WE empower.** Empower people to be their best selves. Empower people to overcome obstacles. Empower our community to believe in what's possible.

Another major focus in 2021 was WE Made - our social enterprise that began under the name of Avondale Mercantile. With the generous support of several local foundations, we directed resources toward making this program more sustainable and effective. We hired a dedicated program manager who, with the assistance of some talented volunteers, capably developed new products and a new brand identity while also building a unique job-readiness program.

As WE Made grows, we believe the program will be financially self-sustaining by the end of 2023 and providing revenue to support other WE Inc. programs in subsequent years - all while also being an effective job training program for people with disabilities and other barriers to employment.

FINANCIALS

2021 REVENUE



Total Revenue = \$2,041,520

Balance Sheet

	2020	2021
	Prior Year	Current Year
Assets		
Current Assets	2,371,690	2,652,963
Fixed Assets	640,183	641,309
Liabilities & Net Assets	0	0
Current Liabilities	42,953	81,754
Net Assets	2,968,920	3,212,518
Total Assets	3,011,873	3,294,272
Total Liabilities & Net Assets	▶ 3,011,873	▶ 3,294,272
Balance	0	0

An organization's financial stability is one important measure of health, and we are pleased to report that Workshops Empowerment Inc. remains on sound footing and works hard to faithfully steward the resources given to us.

With **revenue of \$2,041,520** and **expenses of \$1,797,925**, WE Inc, was able to put our operating surplus of \$243,596 (roughly the total of our forgivable PPP loan in 2021) toward our financial reserves, which now total more than six months of operating expenses.

We are grateful to have a balance sheet that continues to grow, reflecting the financial health of Workshops Empowerment, Inc.

Included in our 2021 expenses is more than \$419,000 in wages and benefits WE Inc. paid to production workers and other persons receiving services. We are proud to offer both paid training and employment opportunities to the people we serve for whom working within WE Inc. is their highest vocational potential.

* the 2021 financial numbers are unaudited as of the creation of this report.

ACHIEVING OUR MISSION

There is no doubt that our service numbers have been lower during the pandemic. With unemployment at all-time lows, most people who want to work can find employment, and fewer people are seeking the assistance of our funding and referral sources - the Alabama Departments of Rehabilitation Services and Human Resources. But Workshops Empowerment Inc. has continued our work through innovation and outreach to people have not before participated in the workforce.

In 2021 we served a higher-than-typical number of younger people who have never before had a job. In fact, 61% of the job seekers we served were under age 40.

62
people placed
into community-
based jobs

115
high school
students received
soft skills
training

89
people employed
as WE Inc.
production
workers

\$10.93
average hourly wage
of newly-placed
workers

**Our Program
Participants
Achieve Great
Things!**

Congratulations to **Clay Cooper** for being named **Alabama Small Business Employee of the Year** by the Governor's Council on Employment of People With Disabilities. Clay has overcome great odds and found success working with Black Sheep Kitchen.



LEADERSHIP

Board of Directors

Joel Blackstock, *President*
Williams Blackstock Architects

Marta Self, *President Elect*
Regions

Anoop Mishra, *Treasurer*
Federal Reserve Bank of Atlanta

Damita Hill, *Secretary*
Jefferson State Community College

Jeff Adams
Blue Cross Blue Shield of Alabama

Tanya Beck
O'Neal Steel

Jennifer Christy
UAB School of Physical Therapy

Anne Luckie Cobb
Community Volunteer

Pam Cook
Coca-Cola UNITED

Martha Johnston
Southern Living, retired

Jim Kennemer
Vision Research Corporation

Chris Kramer
Brasfield & Gorrie

Herman Lumzy, Jr.
City of Birmingham

Haley Montgomery
Cisco

Peter Pajor, Jr., *Bd. President*
Corsica Technologies

Matthew Penfield
Bressler Amery Ross

Andy Prewitt
The Prewitt Group

Barbara Sirmans
Birmingham Public Library, retired

Bart Trench
Protective

Paul Trinh
Pacific Premier Bank

Gerald Chandler
member emeritus

Susan Crow, *ex officio*

Junior Board

Leroy A. Abrahams, Regions

Grace Blackstock, Williams Blackstock Architects

Alicia Calloway, JBS Mental Health Authority

Megan Campbell, Bradford Health

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Stephanie Marrero, Miller Christie & Kinney

Cassi Marshall, Medical Properties Trust

Paul Mielke, Apollo Property Group

Peter Pajor, Jr., *Board President*, Corsica Technologies

Suchithra Prablu, Williams Blackstock Architects

Murphy Schoel, Motion Industries

Crosby Taylor, Graham & Company

Hilary Williamson, Bradley

JT Williamson, Jr., Workshops Empowerment Inc.



BUSINESS CUSTOMERS

Each year, dozens of business customers turn to WE Inc. for assistance with their handwork. This outsourced work provides paid training and employment opportunities for the people we serve. In 2021, 92 people were employed in WE Inc.'s production departments and 69 additional people received paid training. Thank you to these businesses who support our mission in this way.

A. G. Gaston Business Initiative
ABC Polymer Industries
Access Mailing
AL Coalition for Immigrant Justice
AL Network of Family Resource Centers
Alabama Label & Graphics
Alabama Ornithological Society
Alabama Pest Control
Alabama Power Company
Apologetics Resource Center
Aramark Uniform Services
Big Dog Promo, Inc.
Birmingham Fastener & Supply
Birmingham Printing & Publishing
Black Warrior Riverkeepers
Blue Cross Blue Shield of Alabama
Boost Promotional Branding
C Spire
C&M Food Distributing
Cain Manufacturing Co.
Cayenne Creative
Cintas Corporation
Clean Earth
Coca Cola Bottling Co. United
Concepts and Associates
Cornerstone Media

Corsica Technology
Craftmaster Printers
Dauphin Island Bird Sanctuaries
Digital Marketing Services, Inc.
Diocese of Birmingham in AL
Encompass Health Corporation
Eternal Word Television Network
Fiddlesticks
Flex
Graham & Company
Graphic Design Promotions
Greater Birmingham Ministries
Greek Orthodox Cathedral
Hanna Steel
HerffJones
Hoover Print Co.
IAUSA
Image Works
Induron Coatings
Innerlast Franchising
Janice Sanford
Komo Designs, Inc.
Leadership Birmingham

Maridan Corporation
Metro Printing
Milo's Hamburgers
Motion Industries
Mountain Brook Baptist Church
O'Neal Industries
Over the Moon Gift
Precision Graphics
PrimeSource OPC
Proforma OnePoint
Raypress Corporation
Realty South
Regions
Right Turn Promotions

Samford University
Southern Beauty Enterprises Inc.
Southern Engraving, Inc.
Southern Living
Specialty Printing
Star Publishing USA, Inc.
Taylor Communications
Tennessee Riverkeepers
The Stewart Organization
Tire Engineers
UAB Printing Solutions
United Way of Central Alabama
Vulcan Information Packaging
Vulcan Materials Company

100%

Our goal is 100% customer satisfaction from our business customers.



DONORS



Elevating our Mission to New Levels

Jeffrey Adams
Karen & **Stephen Allen**
America's First FCU
Rowena Amerman
Jennifer Andress
Stephen Armstrong
Randy & Milla Averett
John Bakkegard
Lindsey Barber
Richard & Roxanne Batson
Bob & Brooke Battle
Allen Baynes
Mark Beasley
Josh & **Tanya Beck**
Jill Berman
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Blue Cross Blue Shield of AL
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Emma Bohmann
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Jewitt Bradley
Debbie Brazeal
Jack Brown
Kimbellee Bube
Sam Burn
Cahaba Brewing Co.
Canterbury UMC
Rossi Carlson
Jennifer Chandler
Lindsey Chitwood
Jennifer Christy
City of Birmingham
William Clements
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Adam Cone
Marc Corsini
Margaret & Roy Crow
Susan Crow & Steve Norris
Jeremy Cutts
The Daniel Foundation of
Alabama
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Lana Christen Darby
Tate Davis
Rob Dawg
Andy Dickerson
Eva Dillard
Doug & Mary Mandel
Carl Douglas

Ashley Doyal
Marjorie Dudley
Matt Dukes
Shirley Fagan
Jasmine Flowers
Tate Forrester
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Martha Foster
David & **Linda Foster**
Clark Gary
Andrew A. Gearhart
Brianna Gilbreath
Robert & Barbara Glaze
Jonathan Gomez
Mike Graham
Marissa Grayson
David Green
Cara Greene
Alison Grizzle
Joseph Guillaume
Billy Hamilton
Lizabeth Harbin
Jamie K. Harding
Mattie Lou Harrison
Mitchell Harrison
Robby Hayes
Holman Head
Mary Hendley
Yolanda Hicks
Candace Higginbotham
Damita Hill
Michele Hill
Reggie Holder
Damion Holmes
Barbara Hope
Jeanne Jackson
Ken Jackson
Martha Johnston
Thomas & Myrtle Jones
John Kanipe
Sam Kelly
Shea Kennedy
Jim & Nancy Kennemer
Raja Khalaf
Jessica Kindred
Joy King
Kinnebrew Family
Kevin Klompaker
Sandra P. Knedlik
Jennifer Kramer

Christopher Kramer
Bruce Lanier
Harald Lassen
Randall Law
Jason Leeper
Joyce & **Joe Limbaugh**
Claire Lockridge
James Long
Marilyn Long
Dan Lovell
Herman J Lumzy, Jr
Abby Mann
Cassi Marshall
Craig Martin
Rebecca Martin
Claire Martin
Marty Martin
Mayer Electric Supply
Anne McCormick
Cara McCormick
Thomas McCormick
Michael McCormick
Margaret E McGlamery
Barbara McGraw
Patricia McGuinness
Rebecca McWilliams
Dianne Melton
Torrie Miers
Anoop Mishra
Haley & Luke Montgomery
Scott & Stacey Morales
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Jerome Morgan, Jr.
Edwin Moss
Bryan Mullins
Kathy & Mark Myatt
Carolyn Neiswender
Florina Newcomb
DD Ruff Nicolau
Trina Nobles
Clare Nolan
Michael Northrup
Annetta Nunn
O'Neal Industries
Eric Obermiller
Hans Paul & Lori Oswald
Mary Pajor
James Parsons
Eula Patterson
Mary Scott Pearson

WE Inc. is grateful to all the individuals, corporations and foundations who choose to support our work with their charitable gifts. In 2021, many of these gifts were in response to our LIFT campaign, which raised money to completely rebuild our 60-year-old passenger elevator. We are especially grateful to our 2021 LIFT Champions, denoted in red.

We look forward to an annual LIFT campaign aimed at elevating vital parts of our mission.

Thomas Pender Jr.
Emily & Matthew Penfield
Jayne Pool
Phillip Poole
Cara Prann
Andy Prewitt
Elaine Prince
Protective Life Foundation
Joshua Randolph
Regions Bank
Deborah Richards
Jonathan Riehle
Stuart & Lauren Roberts
Ashley Robinett
Michael Rowland
Liz Rozzelle
S & W Electric
Jamie Satcher
Lisa Schuck
Charles & Marta Self
John Shacka
Brett Sheedy
Susan Shepherd
Henry G. Sims & Henry U.
Sims Memorial Fund
Barbara Sirmans
Jennifer Slaton
William E Smith III
Jenny Sneed
Weily & Lauri Soong
David Spencer
Laura Stansell

Merrill Stewart
Connie Bassham Stone
Jay Stoves
Bill & Jera Stribling
Henry Strickland
Susan Mott Webb
Charitable Trust
Carla Suto
Hasting Sykes
Jimbo & Julie Terrell
Terry Thomas
Johnny Thorington
Robert Thuston
Art & Katie Tipton
Beating Torrie
Bart & Lynne Trench
Paul Trinh
Kathy Tullis
Angela Valdez
Joyce White Vance
Foster Ware
Dorothy Webb
Barbara Wheeler
Sara Beth Wilcox
Williams Blackstock
Architects
Gary Williams
Hannah Wolfson
Seth Wolnek
Barnett Wright
Haig Wright

WE Inc. Staff

It takes a community of support to make our organization work efficiently and effectively and we are grateful for the Workshops Empowerment Inc. Board of Directors, Junior Board, Business Customers, Donors, and the people we are privileged to serve. But the unsung heroes, especially in 2020 and 2021, are the dedicated staff people who keep our doors open and ensure that the people we serve are treated with dignity and respect and receive the most excellent job readiness services and employment experience in our region. Hats off to our staff, and THANK YOU for a job well done.

NATHALIE BRASHER
Director of Programs
Serving WE Inc. since 2015

SUSAN CROW
Executive Director
Serving WE Inc. since 2010

KATHY DUNN
Director of Operations
Serving WE Inc. since 1989

LIZ FARIS
Transition Specialist
Serving WE Inc. since 2021

LILLIE FLOWERS
Client Services Manager
Serving WE Inc. since 2021

CARL FREE
Department Manager
Serving WE Inc. since 1996

SHAN GRAHAM
Program Manager
Serving WE Inc. since 1991

STEPHANIE HAIR
Executive Assistant
Serving WE Inc. since 2021

KAREN HARPER
Birmingham City Schools Teacher
Serving WE Inc. since 2013

MARY HENDLEY
Director of Development & Marketing
Serving WE Inc. since 2016

JEREMY PAUL
Production Supervisor
Serving WE Inc. since 2019

KENNETH POWELL
Director of Human Resources
Serving WE Inc. since 2021

DEBBIE RICHARDS
Director of Finance and Administration
Serving WE Inc. since 1994

ELOISE STEPHENS
Production Supervisor
Serving WE Inc. since 2016

PETER WATTS
Security
Serving WE Inc. since 2005

DOROTHY WEBB
Bookkeeper
Serving WE Inc. since 1990

EMILY THORNTON WEST
WE Made Program Manager
Serving WE Inc. since 2020

JT WILLIAMSON, JR.
Youth Transition Program Manager
Serving WE Inc. since 2020



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www.WEIncAL.org



Workshops Empowerment Inc.
is proud to be a partner
of United Way of Central Alabama