



# Impact Report 2023

Ken's  
**KREW**

# CELEBRATING 25 YEARS

Dear Krew Community,

25 years ago, Ken's Krew set out on a mission to assist individuals with neurodevelopmental disabilities, often overlooked in the workforce, in finding purpose and fair wages through meaningful employment.

Our founders, the LaPera and Solomon families, held hope for their vision, uncertain of how it would be received. Fortunately, Ken Langone, Home Depot co-founder, recognized the potential of a diverse workforce and the need for Ken's Krew to support these workers. Thus, Ken's Krew was born.

I extend deep gratitude to everyone who played a role in our journey. In 2023, we supported 521 Krew Members and their employers. While proud of this, what resonates is the enduring commitment of our workers, with an average tenure of 5.5 years; far above the national average. None of this would be possible without you- our community of volunteers, caregivers, employers, donors, staff, and Krew Members.

Thank you for being part of our family and contributing to Ken's Krew's success. We can't wait for the next 25 years!

Gratefully,



Terri Neipert  
Ken's Krew Executive Director

## MISSION

**We support the neurodevelopmentally disabled community by providing job placement, training, and support for individuals so that everyone has the opportunity for meaningful employment and fair wages.**

## VISION

**We envision a world where every individual has the opportunity to enter the workforce, earn a fair wage, and reach their full potential.**

# 25

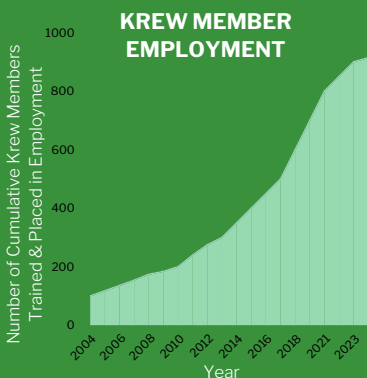
# YEARS

## 5.5

Average tenure of a Krew Member, in years

## 25

Number of years of our longest tenured Krew Members



## 914

Number of Krew Members employed since we began

**2001** - We expanded to New Jersey, the Garden State

**2003** - We expanded to Delaware

**2005** - Here we come, North Carolina!

**2011** - Fairway came on as a Krew Member employer

**2013** - 300 Krew Members trained and placed

**2016** - We began supporting Krew Members in Georgia

**2019** - We expanded to Maryland and Michigan

**2023** - The Ken's Krew Golf Classic expanded again to Atlanta

**1997** - Ken's Krew was founded by the LaPera and Solomon families with the support of Ken Langone and Home Depot, beginning in Pennsylvania

**2002** - We expanded to our third state, New York

**2004** - 100 Krew Members trained and placed

**2008** - CVS joined as a Krew Member employer

**2012** - Wegmans joined as a Krew Member employer

**2015** - We began supporting the Sunshine State, Florida!

**2017** - 500 Krew Members trained and placed, began our first Ken's Krew Golf Classic in New Jersey at White Beaches

**2022** - The Ken's Krew Golf Classic expanded to Palm Beach



## KREW MEMBER HIGHLIGHT

**Our names are Jeff and Margy and we are the parents of a young adult with autism, Matthew.**

This is our story about our journey with Ken's Krew. Matthew has been a Ken's Krew member since November 2018. It is because of Ken's Krew that Matthew takes pride in his work, earns his own money, and is a valued and contributing member of the Home Depot workforce.

When a parent has to face the reality of raising a child with autism, there are so many "what ifs" to face. "What if they can't find a job?" or "What if no one will hire them" are two real "what ifs" that become very big during high school years. That's when we decided to try to get Matthew a job on his own at our local Home Depot. We were not very hopeful. We expected the usual polite rejection we are used to when doing "typical things". Instead, we were greeted with excitement and enthusiasm that "Matthew would be a perfect fit at the Home Depot through Ken's Krew." Boom!

Debbie Callaghan walked us through the process of Ken's Krew. What an amazing person she is! When Matthew started working at THD, it was challenging. He had many obstacles as he learned how to do his job, but whenever he needed counsel or advice, we could call on our Ken's Krew team to do a "check-in". **The support for Matthew in the workplace was amazing! It made ALL the difference!** As time went by, we saw a change in Matthew. **He was becoming more self-confident. He is very proud of the work he does and we saw the change in his self-esteem.** He even serves on an employee committee that addresses workplace safety. **Positive self-esteem has allowed Matthew the ability to learn, achieve, and be a contributing member of society.** He now sees that when he is at work, his feelings and opinions are just as important as those of his "typical" coworkers.

As we think about how far Matthew has come since November 2018, we realize **we could not have done it without Ken's Krew.** We hope that more people like Matthew can have the opportunity to have meaningful work in a positive atmosphere, which is really what Ken's Krew creates for him. Supporting any fundraiser or event to help Ken's Krew keep that special mission going is what we all need to do! Thank you, Ken's Krew, for being there for Matthew!

- Jeff & Margy O'Neill



# 10

Number of Ken's Krew Members who celebrated TWENTY years of employment

# 3!!!

Number of Ken's Krew Members who celebrated TWENTY FIVE years of employment

# 47

New Krew Members hired, onboarded, and trained in 2023

# 521

Total number of employed Krew Members in 2023, earning fair wages

# 52

Krew Members who received their National Retail Foundation credential

# 208

Employment locations that provide meaningful employment to Krew Members

**When Ken's Krew started 25 years ago, its goal was to assist individuals with disabilities to obtain jobs for the long term. At that time, it was easier getting hired than staying hired. It was a revolving door. By educating the retail staff as well, we built allies for all. As a consequence, not only have we been able to offer long-term employment options but, remarkably, career options for the individuals whom we serve and the employers with whom we partner.**

**-Connie Solomon, Ken's Krew Co-Founder**





Kelly is proud to earn a paycheck and be in a friendly, supportive environment. None of it would have been possible without the support and encouragement of Ken's Krew.

- Kelly's Parents, Kathy & Peter Moore



## OUR EMPLOYERS

			ADAMS MARKET	ARAMARK
CRESCENT	CVS	DOLLAR TREE	EMAGINE THEATER	FAIRWAY
FOOD BAZAAR	THE HOME DEPOT	PUBLIX	SCOTT'S	TREND TEA
WAWA	WALGREENS	WEGMAN'S	WHOLE FOODS	YMCA

**Ken's Krew Members make this a much better place to work, they all have great attitudes and bring a great deal of pride to their work, which in turn makes me proud to work alongside them!**

-Home Depot Associate

# 2023

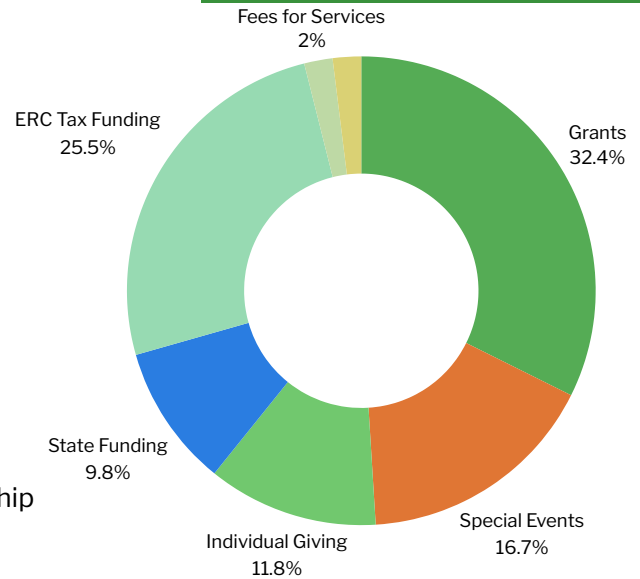
## FINANCIALS

### REVENUE

\$459,500	Grants
\$231,604	Special Events
\$163,672	Individual Giving
\$134,088	State Funding
\$360,000	ERC Tax Funding
\$26,196	Krew Member Continuing Education Sponsorship
\$25,477	25th Anniversary Campaign

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\$1,400,537 Total

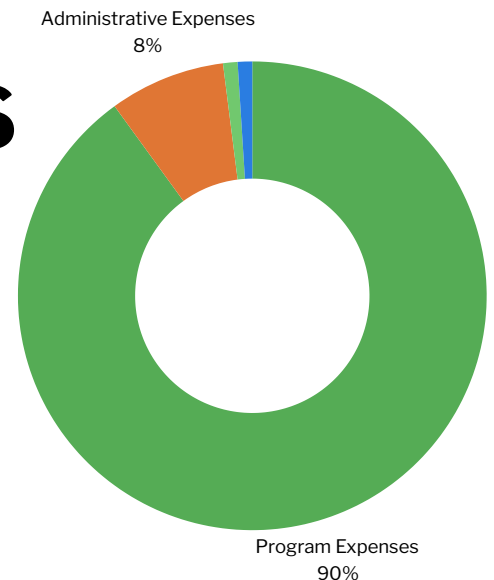


### PROGRAM EXPENSES

\$1,154,751	Program Expenses
\$104,582	Administrative Expenses
\$5,367	Krew Member Certifications
\$12,132	Fundraising

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\$1,276,832 Total



# 83%

OF EVERY DOLLAR GOES DIRECTLY  
TO PROVIDING PROGRAMS FREE  
OF CHARGE TO KREW MEMBERS