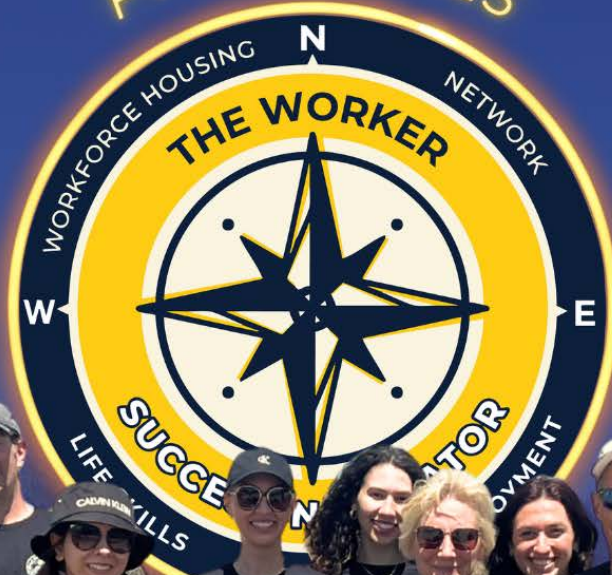


THE WORKER

ANNUAL REPORT

FY 2024-2025



TRANSFORMING LIVES THROUGH EMPLOYMENT

A Message From Our CEO

Since 1988, we've helped **over 45,000 job-seeking individuals** across Arizona **get employed**. In addition to our job search services that break down any barriers to quality employment, we are an innovator in providing employment-driven transitional housing, which provides working individuals with a pathway to market-rate housing and long-term stability.

I'm excited to share the continued growth and impact of St. Joseph the Worker (The Worker) over the past fiscal year. Together, we created **10,747 moments of impact** through office visits, serving **6,421 unique individuals** across our programs. This growth reflects more than volume—it represents lives moving toward stability and self-sufficiency. Through a welcoming, structured, and results-driven environment, our team equips individuals with the tools, confidence, and workforce readiness needed to succeed in today's job market.

Beyond immediate support, our **Life Skills** classes—including Personal Finance 101, Food Budgeting and Meal Planning, and Essential Workplace Success Skills—prepare individuals to enter and remain in the workforce with confidence. Participants build practical financial habits, strengthen workplace readiness, and develop the consistency employers value, leading to more reliable hires and long-term retention. For our partners, this means access to a stronger, more prepared talent pipeline—individuals who are ready to contribute, grow, and advance their skills.

St. Joseph the Worker has been recognized for both impact and innovation:

- **Top Nonprofit** (2024) & **Outstanding Women in Business** (2025) - Phoenix Business Journal
- **Champions of Change: Nonprofit of the Year** (2025) - AZ Big Media
- **Nonprofit Leader of the Year** (2025) - AZ Foothills
- **Nonprofit of the Year** (2025) - Greater Phoenix Chamber

As we celebrate **38 years** of advancing pathways to self-sufficiency, we remain focused on adapting to the evolving needs of employers and the workforce. Together, we are not just filling jobs—we are building a stronger, more sustainable workforce for our community.

With heartfelt gratitude,



Carrie Masters



Carrie Masters
St. Joseph the Worker

Our Mission & Vision

Our Vision

At St. Joseph The Worker, we envision a world where communities prosper because every person is able to not only meet their basic needs, but **live their most fulfilling life.**

Our Mission

We provide pathways to self-sufficiency, with quality employment as the foundation of all we do.

We **empower individuals** to achieve independence by providing them with the resources and support to **secure quality, long-term employment** and **housing**. The result is **lasting change**, not only for the individuals we serve, but for businesses and the entire community.



recent awards!



Food Budgeting Class @ LVDP



Marie Masters
the Worker CEO

Core Values



Hope



Integrity



Our core values live proudly on our HOPE wall, where newly employed clients mark their success with their name & date!



Respect



Empowerment

Workforce **Development**

The Workforce Development Program is rooted in a **people-first approach**, recognizing that lasting employment success comes from more than just a job placement but from building relationships, trust, and a strong foundation for long-term stability.

By serving as the human bridge between crisis and a steady paycheck, our team uses personal connections, not paperwork, to help individuals secure employment in less than 30 days on average, significantly faster than the national average of three to six months. This individualized support allows us to connect people not just to a job, but to the right job—creating a pathway to long-term success and self-sufficiency.

10,747

In-office Client Visits

3,069

Clients
Connected to
Employment

\$18.90

Average Wage

91%

Eligible For Benefits

Preferred Business Partners (PBP)

The Worker prides itself on **our partnerships with quality employers** that offer a livable wage, the opportunity for growth, and benefits. These partners play a vital role in our client's success, allowing them a pathway to better pay and job stability.

589
Clients Employed

\$20.18
Average Wage

100%
Eligible For Benefits



Hear from Marshall

Downtown Phoenix, Inc.

Hear how St. Joseph the Worker and Downtown Phoenix Inc. worked together to create a success story. Through ongoing communication and a strong partnership, we helped Marshall find a qualified candidate who grew into a leadership role.

SCAN/CLICK TO WATCH:



Hear from John

PHP Commercial Painting

"I don't see why other businesses aren't taking advantage of this. If you're looking to retain employees better, offering these services is just going to create a stronger environment within the company."

SCAN/CLICK TO WATCH:



Check out some of our PBPs here!



Workforce Villages Program

Workforce Villages is a transitional housing program for clients who are working a full-time job but facing housing insecurity.

During the **90-day program**, clients save 80% of their net income in their own bank account and learn financial literacy skills. We also teach Food Budgeting and Meal Planning and other vital life skills to be self-sufficient post-graduation. We empower clients through accountability and education to better their lives and permanently escape the cycles of poverty and housing insecurity. Additionally, we engage with graduates for 9 months to ensure they have the support needed during their transition.



69

Clients Successfully Housed

\$20.24

Average Wage of Graduates

\$5,260

Average Client Savings

64%

Success Rate

Meet Jade,

former Workforce Villages Rentry Program participant, and current employee at preferred business partner, PHP Commercial Painting!



Scan or click below to watch her story!



Financial Stewardship

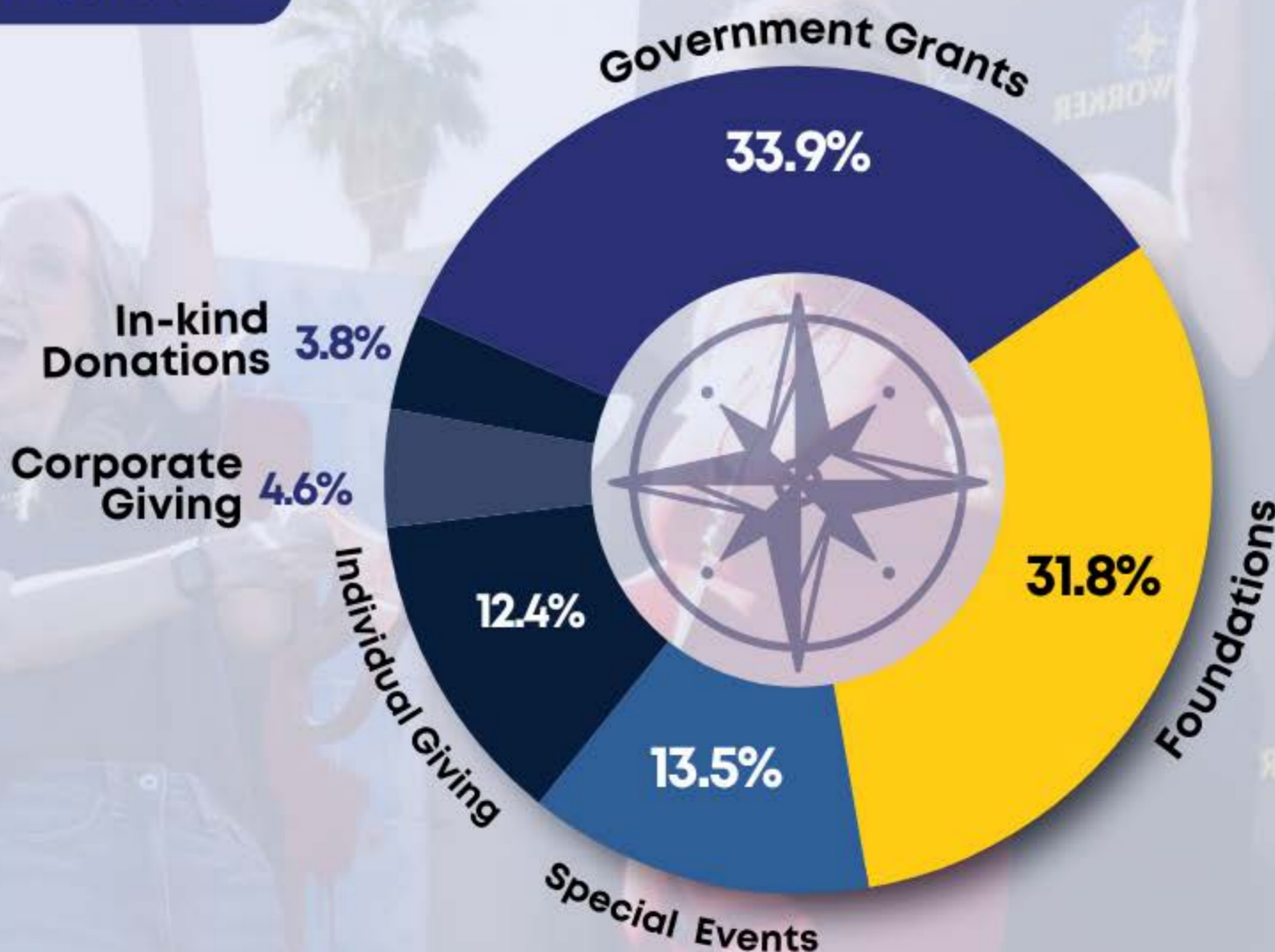
The Power of Donor & Volunteer Support: Transforming Lives, One Job at a Time

At St. Joseph the Worker, we believe that meaningful employment is the foundation for stability, self-sufficiency, and a brighter future. This past year, thanks to the generosity of our donors and the dedication of our volunteers, we empowered thousands of individuals on their journey to sustainable employment.

Your support provided essential funding and resources that helped our clients overcome barriers and secure quality jobs. Volunteers played a vital role in this impact, offering their time and expertise to mentor clients, conduct mock interviews, assist with resume writing, and support events that bring our mission to life.

Because of you, individuals who once faced homelessness and poverty are now earning a living wage, supporting their families, and contributing to our community. Together, we are not just changing lives—we are strengthening our workforce, our neighborhoods, and our collective future. Thank you for being the driving force behind our mission. Your generosity and commitment are more than just support; they are hope in action.

Income Distribution



Our Board of Directors

Dear Friends and Supporters,

It is my honor to share this year's annual report and reflect on the meaningful impact your support has made possible. Because of your generosity and commitment, individuals in our community are finding pathways to employment, stability, and renewed hope. This year, we continued to see the power of opportunity at work. Each person who walked through our doors brought unique challenges—and incredible potential. Through our programs, partnerships, and dedicated staff, that potential is being realized every day.

As a Board, we remain deeply committed to strengthening the mission and ensuring the long-term sustainability of this important work. We are inspired not only by the resilience of those we serve, but also by the unwavering support from donors, volunteers, and community partners like you. Thank you for believing in this mission and for standing with us as we create brighter futures. Together, we are making lasting change—one life at a time.

With gratitude,



Eric Keosky-Smith

Board Chair

St. Joseph the Worker



Eric Keosky-Smith
The Worker Board Chair

Current Board Leadership



Eric Keosky-Smith

The Business Development Agency —
Board Chair



Chris Klecka

Bank of America, Private Bank, Private Client Advisor — **Secretary**



Susan Connelly

Chrysalis, CEO — **Vice Chair**



Lisa Ahnen

CliftonLarsonAllen (CLA), CFO —
Treasurer/Finance Committee Chair



Adam Lang

Snell and Wilmer, Partner, Litigation —
Governance Co-Chair



Electa Thompson

Edward Jones, Senior Experience Architect — **Governance Co-Chair**



Miles Miley

UMB, Vice President, Private Banker —
Development Chair



Juana Hernandez

SRP, Senior Corporate Giving Strategist



Leslie Lambert

Alvarez & Marsal, Sr. Director, Disputes & Investigations



Matt Winkleman

Nationwide, AVP Sales & Agency Compensation



Nick Morrison

Potere Search, CEO



Todd Komaromy

APS, Director, Federal Regulatory Affairs and Compliance

THE WORKER

Redirect Your Taxes. Change 10 Lives.

Use your Arizona Tax Credit to create real impact—
at no extra cost to you.

This is not an extra donation. It's money you're already
paying to the state. **Instead, you can choose where it goes.**
When you give to St. Joseph the Worker, your tax dollars go
to work immediately—helping individuals overcome barriers
and secure quality employment.



Your tax credit = real outcomes:



\$495
Single File



\$987
Joint File

How It Works

1. Give

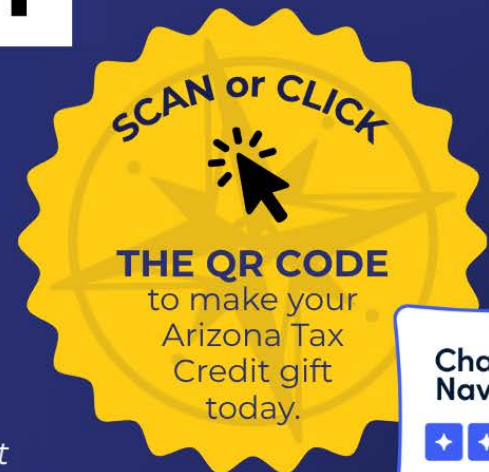
Donate up to \$495 (individual) or \$987 (joint)

2. File

Submit Arizona Form 321

3. Get It Back

Receive every dollar back as a dollar-for-dollar tax credit



☞ If you don't use your tax credit, you lose it.

☞ If you do, you decide where your money makes an impact.