



INVICTUS

*Bakery*

# Invictus Bakery

- Co-Founded in 2017 by Molly Sebastian, an Autism parent & Alison Berkley, a special educator
- Offered Work Readiness and Job Training classes focused on creating tangible products for the culinary sector
- Established a technology partnership with Microsoft – the key tools of our Bakery
- Implemented a “Show me what you can do!” mentality
- Challenged Bakers in our program to work towards certification as a Master Baker
- Launched our HIRE ME Employment Initiative in 2022

**Our Mission is to create a reimagined future of Employment for ALL!**

# Invictus Bakery



**November 2019 - Moved into our own Bakery in the heart of Brooklyn**

We train, empower and employ people of all abilities:

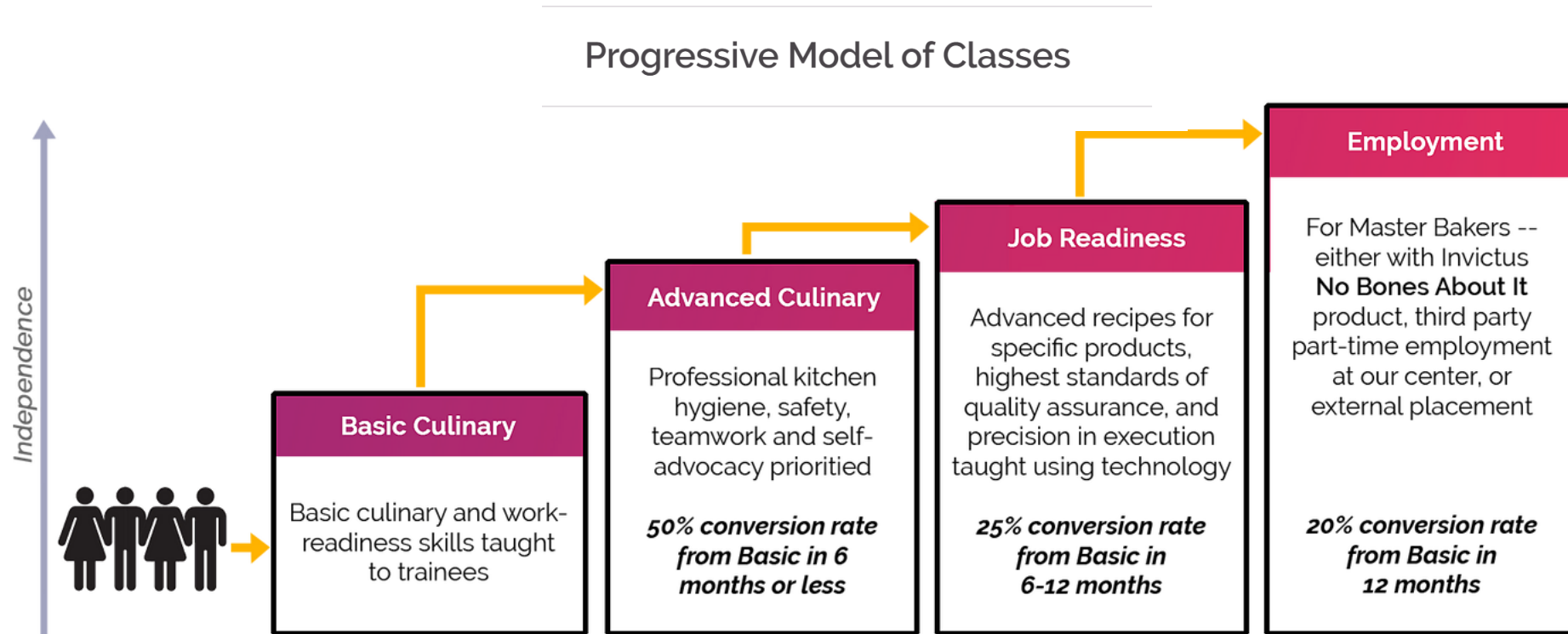
- Follow a set structure/sequence to complete complex jobs
- Hone their craft
- Create a tangible product
- Build friendships
- **Work**
  - Baking and Cooking Jobs – HIRE ME shifts
  - Deliveries and Order Fulfillment
  - Commissioned Artwork
  - Social Media Content Curation
  - Inventory Management

HIRE ME



# Invictus Works

This is a work exposure course where we share the joys of the culinary arts with our Bakers. We envision a world of inclusion where every person is a productive member of society and has the capability to reach their full potential.



**Our courses target necessary skills and builds competencies in areas needed for employment.**

# Our Philosophy

This is the single most important part of what we do and who we are:  
We believe that with the right adaptations anything is possible.



**Presume competence. Be Unconquerable.**

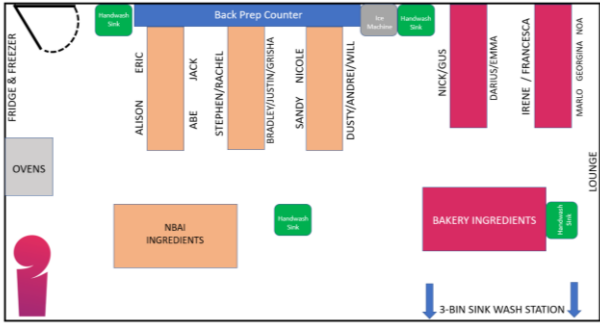
# Operational Toolkit



Philosophy

| Leveling Up Checklist—Baker Name: _____ |   | Date: _____                |  | Recipe: _____ |  |
|---|---|----------------------------|--|---------------|--|
| <input type="checkbox"/>                | Personal Hygiene: EXCELLENT(Ex) GOOD(G) ACCEPTABLE(A) EMERGING (Em) |                            |  |               |  |
| <input type="checkbox"/>                | Use and Follow Digital Recipe: Ex G A Em                            |                            |  |               |  |
| <input type="checkbox"/>                | Accuracy & Precision: Ex G A Em                                     |                            |  |               |  |
| <input type="checkbox"/>                | Proper measuring techniques (#1 SKILL!) Ex G A Em                   |                            |  |               |  |
|   | Types of cups/spoons mastered: _____                                |                            |  |               |  |
| <input type="checkbox"/>                | Spoon Technique: MASTERED GOOD EMERGING                             |                            |  |               |  |
| <input type="checkbox"/>                | Leveling off with knife/spatula: MASTERED GOOD EMERGING             |                            |  |               |  |
| <input type="checkbox"/>                | Equipment Use:  | The Human Element:         |  |               |  |
| <input type="checkbox"/>                | Oven: Ex G A Em   | Self - Advocacy: Ex G A Em |  |               |  |
| <input type="checkbox"/>                | Stand Mixer: Ex G A Em  | Problem-Solving: Ex G A Em |  |               |  |
| <input type="checkbox"/>                | Scooper: Ex G A Em  | Stamina: Ex G A Em         |  |               |  |
| <input type="checkbox"/>                | Digital Scale: Ex G A Em  | Teamwork: Ex G A Em        |  |               |  |

Program Infrastructure



Hardware



**No Bones About It.**  
dog biscuits



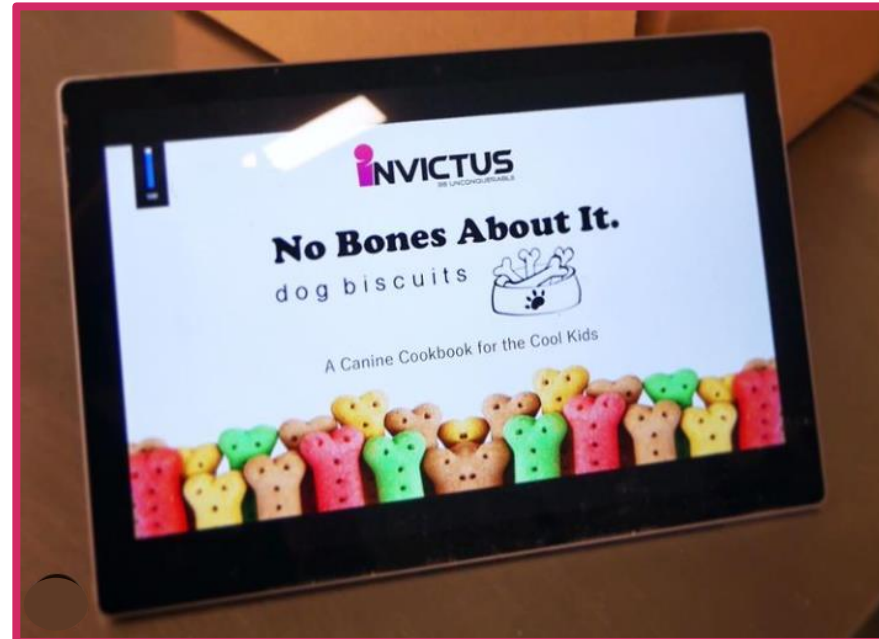
A Canine Cookbook for the Cool Kids



Software

# Software

Technology empowers productivity.



Invictus' Digital Cookbooks break down complex jobs into steps, and present content in a visual and easy-to-use format. Using technology to learn complicated jobs opens opportunities for working to ALL people.

# Baked with Love



**Our Top-Secret Ingredient**



Be Sweet.  
Be Unconquerable.

