LETTER FROM LEADERSHIP

Dear Friends,

Homelessness, joblessness, hunger and poverty know no boundaries. Nearly 10,000 King County residents experienced homelessness in 2015, with nearly 40% of those individuals living unsheltered. On November 2, 2015, the City of Seattle and King County proclaimed a state of emergency on the homelessness crisis and committed to utilize adequate resources to fund new shelters and other housing options in the region.

At FareStart, we will continue to provide long-lasting solutions for people who are looking for a way out of homelessness, joblessness and poverty. Last year, more than 836 men, women and youth came to FareStart looking for their second chance. Not everyone enrolls in our programs, yet we work with them to find the resources they need.

In 2015, we graduated a record-breaking number of students—203—and because of the contributions from our community of supporters, we are on track to graduate even more students going forward.

• Last year, 91% of our Adult Culinary Program graduates started a new job within 90 days of their graduation and 75% of those individuals remained employed after six months or more.
• We continued to see an increase in our graduates’ wages, providing greater self-sufficiency. In 2015, hourly starting wages increased from 2014’s rate of $11.57 to $13.92.
• Our Schools Meals Program, headquartered in Pacific Tower since 2014, increased meal production by 53% in one year’s time, delivering meals to 47 schools, childcare centers and after-school programs.
• The test phase of our Youth Culinary and Customer Service Training Program started in September, from which six youth from Seattle Public Schools’ Interagency Academy graduated from our eight-week training program.
• Our national program, Catalyst Kitchens, provided unique consulting services to 119 organizations, advising on the launch or expansion of foodservice training programs and social enterprise businesses based on the FareStart model.

As you review the pages of our 2015 Annual Report, we hope you see how your investment in our programs and students provides a ripple effect of transforming lives locally and globally.

Thank you for caring about our students, graduates and community. Your support is increasingly valuable as we work to end homelessness, joblessness, hunger and poverty.

With our sincere gratitude,

Craig Russell
President, 2015 Board of Directors

Megan Karch
Chief Executive Officer

2015 FARESTART BOARD OF DIRECTORS

President: Craig Russell
Starbucks Coffee Company

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Ampero

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Bigelow, LLC

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Joanna Smith
Community Volunteer

Phil Stalcup
Community Volunteer

Norn Svok
Community Volunteer

Lyn Tangen
Community Volunteer

Nicole Wilshle 100,000 Opportunities Initiative

Stacey Willey
Washington State Supreme Court

Justice Mary I. Ye

Megan Karch
Chief Executive Officer, FareStart

Ex-Officio Member

OUR MISSION

FareStart provides a community that transforms lives by empowering homeless and disadvantaged men, women and families to achieve self-sufficiency through life skills, job training, and employment in the foodservice industry.
ISSUE: BREAKING DOWN BARRIERS TO EMPLOYMENT

Solution: Training for the Future

Poverty and joblessness is a perpetual cycle—especially for people who fall in and out of homelessness, are in recovery or have been incarcerated. Finding and keeping a job is difficult. At FareStart, we help people overcome the barriers to employment by developing the work and life skills they need to have lifelong careers. In turn, their training and hard work fuels our restaurant, cafes, catering business, and school and community meals programs. Everybody wins: our community gets great food and our students are on a path to self-sufficiency.

Working at high-end restaurants and grocery stores, delis and elder care facilities, 91% of the graduates from our Adult Culinary Program found good jobs within three months, hired by one of our employment partners in the region.

ISSUE: HOMELESS AND DISENGAGED YOUTH

Solution: Graduating Success

Nationally, there are more than 6.5 million youth disengaged from school and work. Locally, there are 20,000 young people 16 to 24 in this demographic. Yet, it is not all bleak: studies show that about 75% of this population is hopeful or confident they will eventually achieve their life goals. In partnership with Seattle Public Schools’ Interagency Academy, FareStart launched our Youth Culinary and Customer Service Training Program in October 2015. While in the eight-week program, students learn culinary, barista and customer service skills in FareStart’s new Café @ Pac Tower while earning credit toward their high school diploma. The first cohort graduated six students. In collaboration with YouthCare, our 13-year-old Barista and Customer Service Training Program gives at-risk and homeless youth the opportunity to build a better future by increasing their ability to develop a supportive community and pursue educational or employment goals. In 2015, 64 youth and young adults graduated from this program and 48 advanced their education or gained employment. Equipped to move their lives forward, graduates from both of our youth programs are empowered to utilize new tools for their future and successfully achieve their life goals.

A child who experiences homelessness is 87% more likely to drop out of school

20,000
King County youth are neither in school or employed

83%
graduation rate of students from our Barista and Customer Service Training Program

I love recipes. Every Monday, FareStart gets new ingredients delivered that get put away in the pantry. I love looking at them and imagining all the possibilities.”

– Diana, FareStart Adult Culinary Program Graduate

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“...This program can help get youth off the street. I survived and made myself a stronger and better person.”

– Kala, FareStart Barista and Customer Service Training Program Graduate

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Restaurants in Washington State are expecting
10% job growth by 2023

Homelessness increased
†21% in King County between 2014 and 2015

The average starting wage of our graduates in 2015 was $13.99, a
20% increase from 2014

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– Diana, FareStart Adult Culinary Program Graduate
ISSUE: LIVING WITH HUNGER
Solution: Feeding Our Community

Too many people who live in poverty have a diet high in processed foods and low in nutritional value. Cooking food for those in need was FareStart’s founding mission and in 2015, we prepared and delivered 828,299 meals, both high in nutrients and flavor, for people at 62 different schools, shelters, hospice care centers and other organizations around Puget Sound.

Every day, FareStart chefs, students and volunteers produce hot, well-balanced meals for low-income and homeless people living in facilities like shelters, transitional housing and hospice centers. We know that the food we deliver may be the only meal they eat that day, and we create meals tailored to their needs.

While many school meal programs offer re-heated, processed foods, FareStart provides a healthy alternative that kids love to eat; menus are created by our professional chefs with the dietary needs of children in mind and our students work alongside our chefs to prepare delicious meals, including allergen-free and vegetarian options.

“FareStart does a great job of exposing the kids to new foods and using veggies in delicious ways. The cauliflower mac ‘n cheese is always a big hit!”

– Shannon, Teacher at University Temple Children’s School

828,299 contract meals served to our community in 2015
91% of the contract meals we produced delivered to low-income and disadvantaged individuals
Production of our meals to the community increased 19% in 2015

Most Americans will spend at least ONE YEAR below the poverty line between ages 25 and 75
FareStart provided consulting and support services for 119 organizations in 2015
1,408 graduates of Catalyst Kitchens’ member organizations were placed in new jobs

ISSUE: JOBLESSNESS, POVERTY AND HUNGER OUTSIDE KING COUNTY
Solution: Expanding FareStart's Ripple Effect

One person, one job, one community at a time.
In response to the growing need to replicate FareStart’s proven model in other communities, we launched Catalyst Kitchens in 2011. Our global program provides consulting to incubate, launch and expand foodservice job training and social enterprise businesses across the country and beyond.

From Los Angeles to New York and Canada to Scotland, our alliance of 65 member organizations trained 3,181 individuals in 2015, who developed job and life skills for employment and self-sufficiency and expanded FareStart’s positive effect in communities outside Seattle.

In the past four years, organizations in our network provided job training to more than 12,500 individuals, helped 6,332 individuals gain employment, and cooked 34 million meals for people in need.

“Catalyst Kitchens team was fantastic. They engaged with our staff and listened to what was working and what wasn’t. The net result was a more structured program... with the ability to train more students per year, at a reduced cost.”

– Paul Fordham, Deputy Director of Homeward Bound of Marin

828,299 contract meals served to our community in 2015
**2015 FINANCIALS**

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- **Vince & Tracy Adler**
- **Michael & Pamela Fields**
- **Jayne & Doug McMurtrie**
- **Sarah & Bill White**
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- **Robert & Carol Schaller**

**In the News**

- **McClatchy Center**
- **New York Times**
- **Seattle Times**

**Community Recognition**

- **Seattle Foundation**
- **T-Mobile Foundation**
- **Bain Capital Foundation**

**Announcements**

- **Gates Foundation**
- **Kaiser Permanente**
- **Wells Fargo**

**Leadership**

- **CEO**
- **President**
- **Senior Vice Presidents**

**Mission**

- **End Hunger**
- **Empower Individuals**
- **Build Communities**

**Strategic Plan**

**Vision**

- **Transform Lives**
- **Create Community**
- **Shape Seattle**

**Values**

- **Accountability**
- **Innovation**
- **Collaboration**

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FareStart is proud to recognize our Legacy Circle, who have included FareStart in their estate plans. We honor the following individuals’ outstanding commitment to FareStart’s mission of transforming lives in our community and our community’s future will ensure that FareStart remains a vital resource for men, women and youth in need. For more information about leaving a bequest, please contact our Development Team at 206-954-0204 or donate@faireatstart.org.

**Legacy Circle**

For their generosity, we are grateful to all the individuals in our Community Circle. To view the complete list, please visit farestart.org/our-team/our-funders/community-circle.

**Circle of Impact** continued

$1,000 - $2,499

- Linda Casey
- Herman Sarkowsky
- in memory of Shiah Sarkowsky;
- Bothwell
- Booth
- Barbieri
- Anderson
- Jeni & Nathan Ellick
- Charles Donovan
- Matthew Domarotsky
- Rachel Dieleman
- Gail & Pat DeGiulio
- Carmen DeBoer
- Scott Daniels
- Donald & Suzanne
- Melanie Curtice
- Dally
- Ted Rogers
- in memory of Haugaard Hanson, in honor of
- Goede
- Gehringer
- Barbara Wright
- Bill Shook
- Nathan Kriege
- Karen Menzel,
- Jim Masson &
- Lisa & James
- Alan & Andy Lubner,
- The Lovett McLuckie Family Trust
- Nicki & John Gates*
- Synnove Fielding*
- Bobbie Jeanne Ellingsen*†
- Connie Clark-Redmond &
- Peggy Carlisle*
- Bill & Janette Adamucci*
- Craig Hislop & Mary Ng*
- Mark & Nancy Karason
- Marc Kittner*
- Nancy Johnson*
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CORPORATE FOUNDATIONS

Leadiers $10,000 & above

2015 FARESTART ANNUAL REPORT

PCC Natural Markets

Nordstrom

The Boeing Company

Microsoft Corporation

Weyerhaeuser Company

Wells Fargo

Washington State University

The Seattle Times

Port of Seattle

Global Payments

Tableau Software

Adobe

The Boeing Company

At&t

Morgan Stanley

Microsoft

Tamlyn Corporation

Wells Fargo

Frog Hollow Farm

Hightower Cellars

Oddfellows Cafe

Manu’s Bodega

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Food is our universal language and a significant part of FareStart’s culture and mission. From chopping carrots on weekends and stuffing envelopes for mailings to delivering meals and serving diners at Guest Chef Night, FareStart volunteers contributed more than 20,700 hours of service in 2015. We are unable to list each of our 1,338 volunteers, yet we are honored to recognize our Circle of Impact volunteers who contributed more than 75 hours of their time during the year. We are unable to list each of our 1,338 volunteers, yet we are honored to recognize our Circle of Impact volunteers who contributed more than 75 hours of their time during the year.

**EMPLOYMENT PARTNERS**

Intensive classroom and on-the-job training. We are grateful for our employment partners, each expanding FareStart’s ripple effect by helping our graduates on their path to self-sufficiency.

**ADULT CULINARY PROGRAM**

- Ace Pasta
- Ama Trattoria
- Ambrosia
- Apicius in Social Studies
- Blue Moon Wines
- Boardman
- Boulevard 32
- Burgers & Brewpub
- Butchertown
- Cascade Catering
- Café de la Presse
- Cafe Cuore
- Cafe Alder
- Cafe Campesino
- Cafe Company
- Cafe Gravitas
- Cafe Iris at the Redmond Center
- Cafe Mix
- Cafe Turin
- Caffe Artista
- Caffe Bene
- Caffe Ladro
- Caffe Luna
- Caffe Nilo
- Caffe Piatto
- Caffe Trieste
- Caffe Umbria
- Caffé Venti Tredici
- Caffè Venti-Tre
- Caffé Venti-Tre
- Caffe Zuma
- Cafe Zuma
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