**Our Mission**

FareStart transforms lives, disrupts poverty and nourishes communities through food, life skills and job training.

**Our Vision**

Every individual has the opportunity to thrive in an equitable and just world.

**Our Values**

- **Acceptance**
  We build relationships based on the belief that the past informs but does not dictate the future.

- **Respect**
  We treat everyone with dignity, regardless of background or differences. We actively listen and seek first to understand. We are honest, even when it is difficult.

- **Openness**
  We create a culture of trust through transparency and open communication. We are open to new ideas.

- **Collaboration**
  We contribute positively to strengthen the organization and our impact through teamwork and through partnerships.

- **Accountability**
  We are responsible to each other, to our community and to ourselves. We are committed to rigorous evaluation and making fiscally responsible decisions that align with our mission.

- **Inclusion**
  We provide a community of belonging, regardless of background. We value and seek out diversity.

- **Growth**
  We are a learning organization. We invest in continuous improvement and growth.
When the COVID-19 pandemic struck in March, we couldn’t have imagined the impact it would have in our communities and around the world. We shut down our restaurant, cafés and catering. All training programs were paused and staff were redeployed to assist with emergency meal production and delivery. Food insecurity more than doubled in Washington state, unemployment soared and the income equality gap widened. Then came the murders of George Floyd and Breonna Taylor that deeply impacted our staff and spurred global uprisings against police violence and systemic racism.

But hope was not cancelled.

Throughout 2020, we were humbled to see people come together. Our FareStart students, donors, volunteers, partners and staff came together to support one another and our communities. And during this time, we took a step back to reflect – on ourselves, our organization and how we want to show up every day in our communities through the work that we do. Our commitment to continue our work to become an antiracist organization and an advocate for an equitable and just world remains a key priority for us.

Despite our programs temporarily being on hold when the pandemic struck, in September we launched a completely virtual version of our job training programs for adults and youth. We focused on transferrable skills, resume building, self-empowerment and wraparound support that would help our students find a job across a variety of different industries. We also explored and created pathways for diverse employment opportunities and employer partnerships beyond the traditional culinary industry, including grocery stores, warehousing, high-volume food production facilities and retirement communities.

As we continue to navigate the impacts of the global pandemic and evolve as an organization, we envision an equitable and just world that creates pathways toward personal stability and economic mobility, increases food security and advances racial equity.

Thank you for being a part of our journey and supporting our mission to transform lives, disrupt poverty and nourish communities through food, life skills and job training.

With gratitude,

Angela Dunleavy
Chief Executive Officer

Julaine Smith
2021 Board President

2020 WAS A YEAR UNLIKE ANY OTHER.

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OUR COMMITMENT TO ANTIRACISM:
FareStart defines antiracism as the clear acknowledgment that racism permeates organizations, communities, and industries, including our own. We recognize that we have a duty to be vigilant in addressing and confronting racism in how we make decisions, show up in our communities, build business practices and policies, and engage in intentional partnerships and philanthropic endeavors to fulfill our mission and vision.

Angela Dunleavy
Chief Executive Officer

Julaine Smith
2021 Board President

2020 was a year unlike any other.
2020 IMPACT STATISTICS

TRANSFORMING LIVES

Due to COVID-19, all in person programs were paused in March 2020. In September 2020, virtual training programming for youth and adults was launched and students continued to receive meals, housing, counseling and wraparound services.

138
individuals enrolled in 2020 across all employment and training programs

365
individuals served in 2020 across all training and employment programs

153
individuals placed into jobs

“I was sold on the fact I could learn culinary skills, soft skills, and job ready skills. I also wanted to learn how to be more social and how to advocate for yourself. I wanted to be successful and FareStart helped me on that path.”
– Alyssa, Youth Culinary Graduate

“I really enjoyed this barista program. It feels like something I needed. I like that you guys cultivate a conscious environment where I feel safe and we’re ready to learn. I feel like I have grown a lot as a person and feel stronger and more empowered to do things in the future.”
– Youth and Young Adult Barista Graduate

“The structure the program provided helped me to stay focused. I didn’t have to worry about where I was going to stay, all of my needs were met so I could focus on my next steps. The ‘continue to move forward’ part of FareStart’s mantra is something I told myself every day – I even put it on my phone for when it powers up.”
– Billy, Adult Culinary Graduate
NOURISHING COMMUNITIES

FareStart was founded upon the idea of nourishing communities. When COVID-19 struck, FareStart transformed its kitchens and redeployed staff to help ensure individuals and families across the Seattle area would not go hungry.

2,118,327 total meals were served in 2020
5,804 meals on average produced daily
131% increase in meal production from 2019
232,466 pounds of food was recovered or donated

“The world could be falling apart, but if you got dinner covered for that night, you know that your child is going to eat. You know that your family’s not going to go to bed hungry. And that’s going to give you the opportunity to start fresh tomorrow. And that’s really what our families want.”
- Edgar Masmela, Friends of the Children Seattle

“I’ve personally delivered some meals and it is so heartwarming to see the reaction of folks. They’re so appreciative and happy. I talked to one of our resident services coordinators, and she said one woman was feeling really depressed having to cook by herself, for herself, and not leaving her apartment ever and it’s a real bright spot in her week to get these delicious, fresh meals delivered every Friday and she really looks forward to them.”
- Shelly Hathaway, King County Housing Authority

“This meal provides hope for families every week. When they walk up to the food bank, the ability to know that their particular food needs are going to be met in a way that not just provides the basic nutrition that they need, but nourishes and helps fuel them for tackling the everyday challenges.”
- Joe Gruber, University District Food Bank in Northeast Seattle
**CATALYST KITCHENS BY FARESTART**

FareStart’s Catalyst Kitchens provided 100 hours of pro-bono consulting support to help members quickly pivot to emergency meal production to support their local communities.

- **254** organizations served in 2020
- **22.2 million** meals served in 2020 by Catalyst Kitchens members
- **$1.63 million** re-granted to 52 members for emergency meal response
- **82 members** serving in 66 cities in 32 states

“As a new organization, we had an idea of how to train people with barriers to employment and how to make our business work, but linking up with Catalyst Kitchens really sped up our learning curve. When we were starting out, it would have taken at least a year and a half of our own time to develop all of the curriculum and learn all of these lessons. Instead, we were able to get up and running in a matter of months. Saving that time was invaluable. And in the long run it really saved our organization. If we had waited that long to plan and build we would have been opening Stone Soup in the middle of a pandemic instead of making food for people affected by the pandemic. Being a member of the Catalyst Kitchens network validates the work that we are doing. It is hard work with a lot of emotional strain for the staff. Knowing that other organizations across North America are going through the same trials and experiencing the same issues makes us feel less isolated. But more than that it gives us the opportunity to share solutions to these problems with our fellow CK members, which then becomes invaluable!”

– Stone Soup PDX
“I learned so much. I was hesitant given it was a virtual program, but I learned far more than I ever could have hoped to learn.”

– Youth & Young Adult Barista Graduate

“Today I sit here, I’m not the same person. The whole experience is a beautiful gift that comes once in a lifetime.”

– Adult Culinary Graduate
FARESTART SUPPORTERS AND PARTNERS

FareStart’s mission is fueled by our donors, volunteers and partners. We are so grateful for the many people and organizations that support our work and our students. Together, we are transforming lives, disrupting poverty and nourishing communities through food, life skills and job training.

**Employer Partners and Supporters**
- Amazon
- Bon Appetit at Expedia Group
- The Essential Baking Company
- Eurest at Microsoft
- Evergreens
- Flagship at Facebook
- Four Seasons
- Frankie and Jo’s
- Grand Central Bakery
- Hyatt
- Ivar’s Restaurants
- Local Tide
- Lotte Hotel Seattle
- Maven Meals & Maven Mercantile
- Metropolitan Market
- MOD Pizza
- Operation Sack Lunch
- PCC Community Markets
- Safeway
- Semiahmoo Resort
- Shake Shack
- Starbucks
- Sugar Mountain
- Theo Chocolate
- Volt Workforce Solutions
- Whole Foods Market

**Community and School Meals Partners**
- A4 Apple Learning Center
- Atlantic Street Center
- Beginnings
- Bellevue Boys and Girls Club
- Boys and Girls Club of King County
- Burke Gilman Gardens Causey
- Chief Seattle Club
- Childhaven
- City of Seattle Afterschool Program
- Congregations for the Homeless
- Country Village Day School
- Creative Learning Center
- Denise Louie
- DESC
- Elder Adult Day Care
- Friends of Children Seattle
- Gleaning Out Kids of Color
- GreenTree Childcare Center
- Harborside
- Hearing, Speech and Deafness Center
- Hoa Mai Preschool
- Immanuel Community Services
- Interlaken Preschool
- Jubilee Women’s Center
- King County Housing Authority
- King County
- KLA Bellevue
- La Escuelita Bilingual School
- Little Acorn
- Little Anchor
- Magic Lantern Montessori
- Makers Club
- Mercy Housing
- Minor Ave Children’s House
- Montessori
- Mt Zion Baptist Church
- Navos
- Neighborhood House
- Pike Market Housing
- Pinehurst Child Care Center
- Pioneer Human Services
- Plymouth Housing
- Rainier Valley Food Bank
- REACH
- RIZ Partnership
- Ronald McDonald House
- Seattle Amstad
- Seattle Compassion Services
- Seattle Indian Health Board
- Seattle Infant Development Center
- Seattle Learning Center
- Seattle Public Schools
- Sound Generations
- South Seattle College
- Childcare Center
- Southwest Youth and Family Services
- St. Luke’s Episcopal Church
- Sunny World
- Temple De Hirsch
- Tiny Tots Development Center
- U District Food Bank
- University of Washington
- University Temple Children’s School
- Urban League
- Wellspring Early Learning Center
- WHEEL
- YMCA
- YWCA

**Catalyst Kitchens by FareStart Members**
- Appetite For Change, Inc.
- ARC Culinary
- Blue Jacket Inc.
- Bread Line Inc.
- Cafe Reconcile
- Catholic Charities of Louisville, Inc.
- Catholic Charities of St. Paul and Minneapolis
- Catholic Charities Oregon
- Catholic Community Services of Utah
- Central Texas Food Bank
- Chester County Food Bank
- Columbia Industries
- Commonpoint Queens
- Community Food Bank of Southern Arizona
- Community Kitchen Pittsburgh
- Coulée Recovery Center
- DC Central Kitchen
- Downtown Soup Kitchen
- HopeWorks Social Enterprises
- Hot Bread Kitchen
- Ivar’s Restaurants
- Local Tide
- Lotte Hotel Seattle
- Maven Meals & Maven Mercantile
- Metropolitan Market
- MOD Pizza
- Operation Sack Lunch
- PCC Community Markets
- Safeway
- Semiahmoo Resort
- Shake Shack
- Starbucks
- Sugar Mountain
- Theo Chocolate
- Volt Workforce Solutions
- Whole Foods Market

We would like to thank you.
DONORS

FareStart’s mission is fueled by our donors, volunteers and partners. We are so grateful for the many people and organizations that support our work and our students. Together, we are transforming lives, disrupting poverty and nourishing communities through food, life skills and job training.

Thank you to our generous donors who gave $500 or more in financial and/or in-kind support to FareStart. Thank you to our Giving Table members, the backbone that sustains the work of FareStart. Reliable, ongoing funding ensures the continuation of food security and job training programs that transform lives and communities – one person, one meal, one job at a time. Join hundreds of like-minded donors in establishing a monthly gift today!

Thank you to our members:

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Maryland Food Bank
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My House
One80 Place
Operation Able of Michigan
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