



FARESTART

2019

GRATITUDE
REPORT

OUR VISION

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

OUR MISSION

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

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 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.

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OUR JOURNEY TOWARD A MORE EQUITABLE AND JUST WORLD

When students walk through FareStart's doors, they begin the next chapter of their lives. Students get more than valuable job training from our kitchens, dining rooms, cafes and classrooms. They receive a sense of belonging, encouragement to believe in themselves and hope for a better future.

With each unique journey, we forge new opportunities for our students to thrive in ways they might never have imagined possible. We respect the great difficulty many of our students experienced on the roads that led them to FareStart, all the barriers that stood in their way—barriers like homelessness and incarceration, which disproportionately impact communities of color.

In 2019, we renewed our vision, mission and values with all of these barriers in mind in ways that deepen our commitment to anti-racism and living by our values of inclusion, respect and accountability.

It's our duty to bring that commitment to every decision we make at every level of our organization, from our kitchens and classrooms to our recruiting and hiring practices, from our partnerships with local food partners to our leadership of a thriving, national network of Catalyst Kitchens member organizations.

As we look back on highlights from 2019, what seems like a lifetime ago, we look forward to continuing our journey with all the students, partners, volunteers, donors and employees who share in our belief that **every individual deserves the opportunity to thrive in an equitable and just world.**

Thank you for being part of our journey, and for believing that change is possible, even in the most challenging of times.

Joanna Smith
Community Volunteer

Bettina Stix
Amazon

Brian Surratt
*Alexandria Real
Estate Equities*

Nicole Trimble
FSG



A handwritten signature in black ink that reads "Angela".

Angela Dunleavy-Stowell
CEO

RETENTION MATTERS

Getting a job is the first step, a huge one. So is the next one, and the one after that—showing up day after day, building on the knowledge, skills and self-confidence that FareStart nurtures in every student. In 2019, **75% of Seattle area adult graduates retained their jobs 6 months after graduation.**

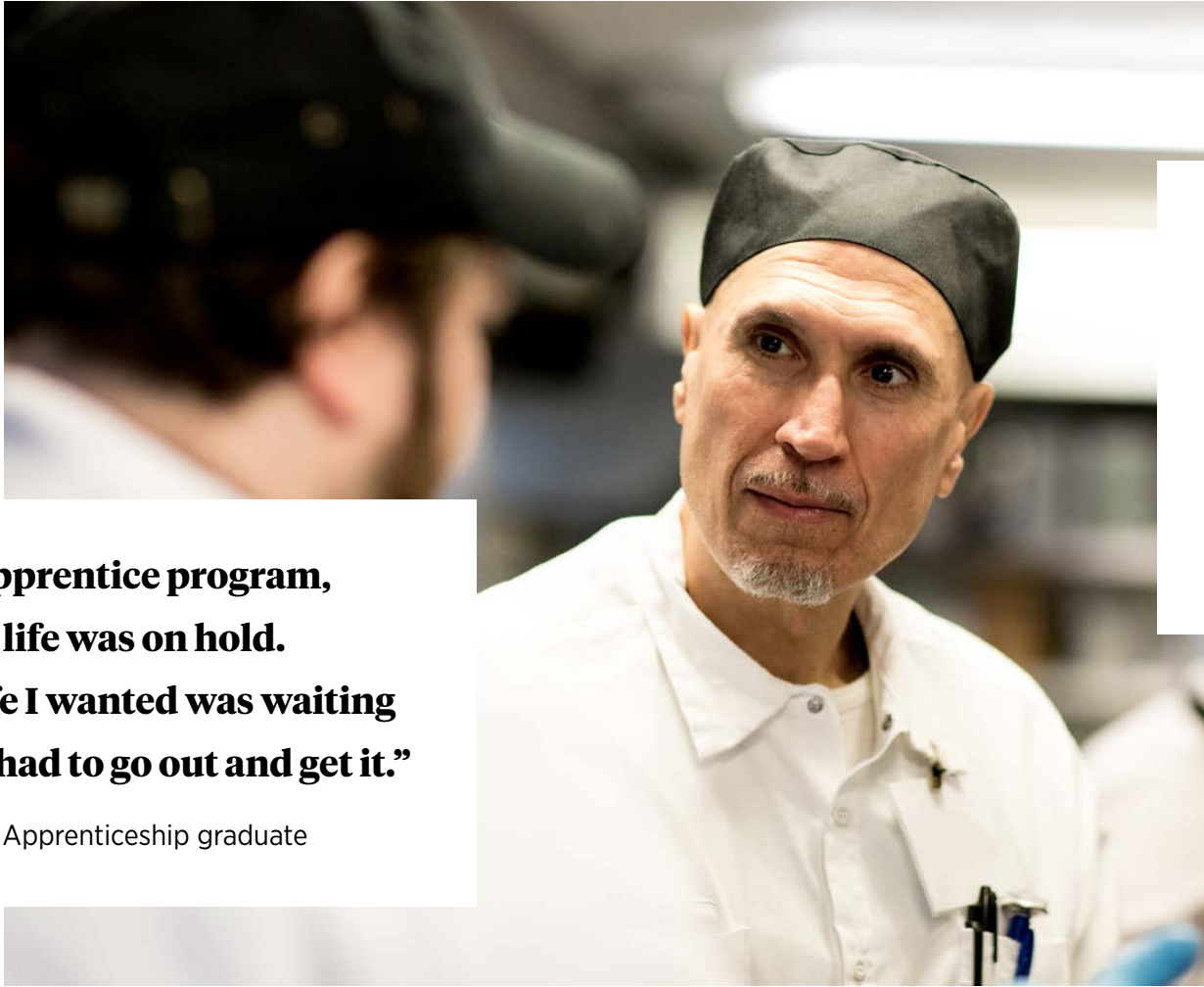
ALL-TIME JOB PLACEMENT RECORD

97%

of adult graduates were hired within 90 days of graduation.

235

students graduated from FareStart's training programs.



“Before this apprentice program, I just felt like life was on hold. I knew the life I wanted was waiting for me. I just had to go out and get it.”

— Ben, Foodservice Apprenticeship graduate

“Just seeing the positive change and getting people from surviving to thriving is great from a business side of things, because they are good workers and loyal, but more importantly, they are people.”

— Chef Jim Campbell, Executive Chef, The Rainier Club & FareStart employer partner

300

individuals placed into jobs.

**“I learned a lot at FareStart.
I learned that there are people
who care and will help you with
a positiveness that is unreal.”**

— Nick, Adult Culinary graduate



**“When I found out that I could
go to school, do this program,
get paid for it and earn school
credits at the same time I
knew it was a good program.
I get here an hour early
because I love it so much.”**

— Lexi, Youth Culinary student

55

youth earned high school
credit while enrolled in
FareStart programs.

70

job placements for Youth
& Young Adult Barista and
Youth Culinary graduates.



Through FareStart's national initiative Catalyst Kitchens, we teamed up with more than **140 nonprofit organizations across North America**. Together, we are working to end joblessness, poverty and hunger.

81

member organizations

10

New foodservice job training programs prepared to launch

9

Existing job training programs scaled for greater impact.



CATALYST KITCHENS

By FareStart



“FareStart’s Catalyst Kitchens team has been truly awesome to work with! From helping us with feasibility studies, to hosting us for model immersion workshops, to just being there to answer questions when they come up. Whenever we have needed guidance in creating our program or help when we hit snags, the program managers at CK have always been so helpful.”

— Kailey Bear, Opportunity Kitchen at Columbia Industries

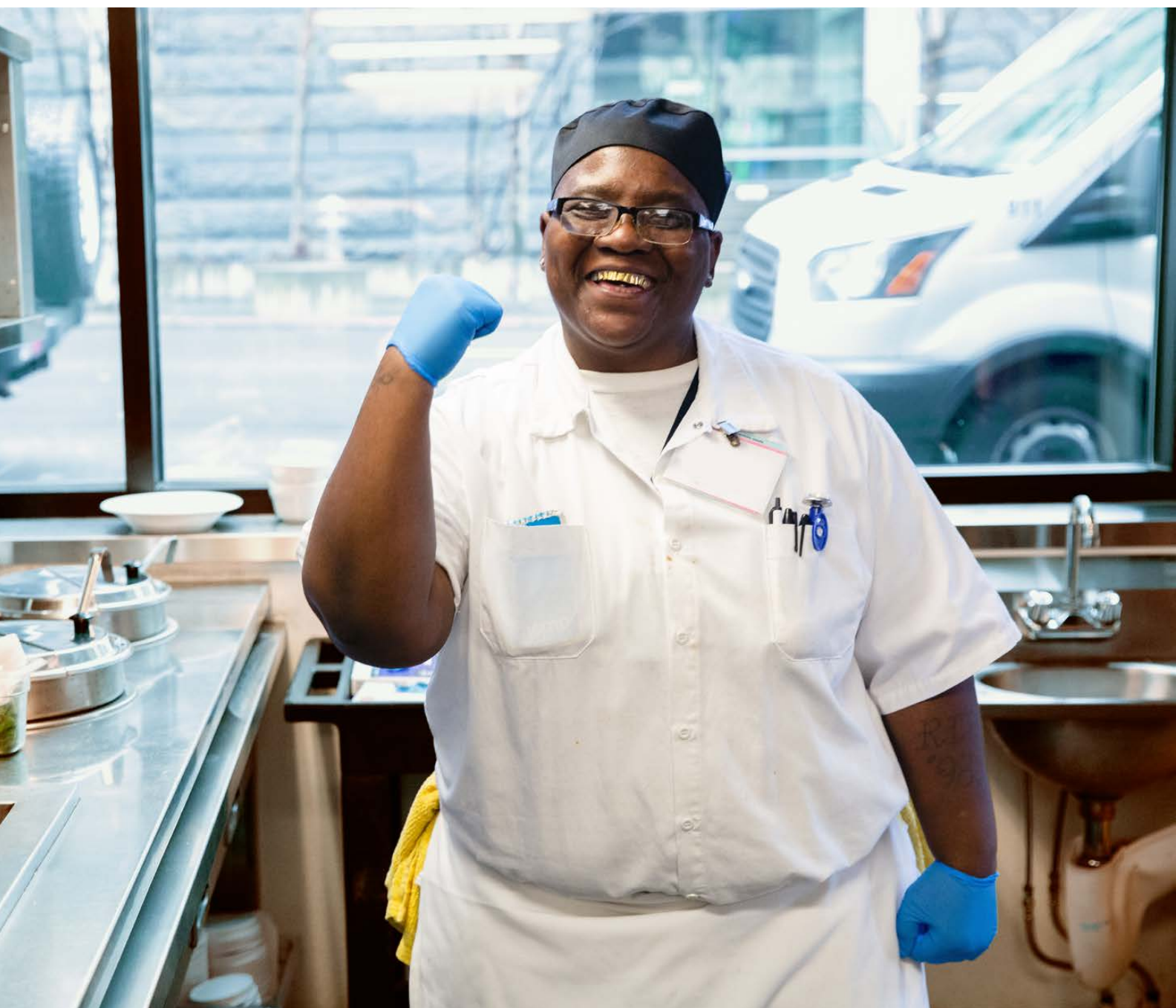


ALLEVIATING HUNGER

Since 1992, we've prepared **more than 12.5 million meals** for schools, shelters, healthcare centers and childcare providers in the Seattle area. We're building strong relationships with local farms to ensure a ready supply of the freshest ingredients for the community meals we serve **365 days a year.**

917,363

meals served to Seattle area youth and adults experiencing poverty or homelessness



11.4 MILLION

meals provided to communities across North America through FareStart and our Catalyst Kitchens member network

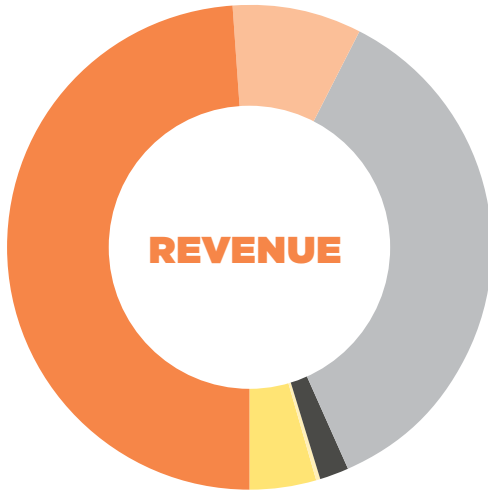
RECOVERING FOOD, REDUCING WASTE, AND LOWERING COSTS SO WE CAN FEED MORE PEOPLE IN NEED

Through a multi-year initiative powered by AmeriCorps VISTA, we've more than doubled the amount of donated food we use in our kitchens in recent years.

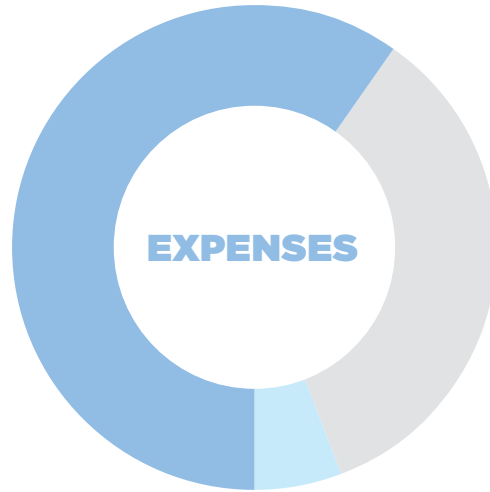
Between 2017 and 2019, FareStart received **over 275,000 pounds of recovered food, saving us nearly \$400,000**, which directly benefited all of our training programs.



FINANCIALS



- Food Service Revenue **49%**
- Government **8.5%**
- Private Contributions **36%**
- Services and Dues—Catalyst Kitchens **1.9%**
- Interest and Other Revenues **.3%**
- In-Kind Contributions-non-food **4.3%**



- Training Program **59.8%**
- Administration **34.5%**
- Fundraising **5.6%**

*Administration Expense includes a one-time noncash adjustment of \$8.1MM related to facilities closure. Intercompany balances have been eliminated in consolidation. For a copy of the audited financial statements, please contact Ryan Dean at (206) 267-7603 or find them on www.farestart.org

WE COULDN'T DO THIS WITHOUT YOU!

Everything we do at FareStart is fueled by people like you.

Dedicated volunteers. Generous donors. Collaborative partners. Everyone who shows up to support us plays an invaluable role in transforming the lives of our students.



	FareStart	FareStart Properties	Consolidated*
REVENUE			
Food Service Revenue	\$10,500,377	–	\$10,500,377
Government	1,815,699	–	\$1,815,699
Private Contributions	7,719,986	–	\$7,719,986
Services and Dues - Catalyst Kitchens	403,921	–	\$403,921
Interest and Other Revenue	55,737	–	\$55,737
In-Kind Contributions - non-food	921,875	–	\$921,875
TOTAL REVENUE	21,417,595	–	21,417,595
EXPENSES			
Training Program	19,354,247	–	19,354,247
Administration	11,167,379	171,725	11,339,104
Fundraising	1,816,537	–	1,816,537
TOTAL EXPENSES	32,338,163	171,725	32,509,888
TOTAL CHANGE IN NET ASSETS	\$(10,920,568)	\$(171,725)	\$(11,092,293)
ASSETS AND LIABILITIES			
Current Assets	7,766,799	499,424	8,266,223
Non-Current Assets	5,365,833	7,078,781	12,444,614
TOTAL ASSETS	\$13,132,632	\$7,578,205	\$20,710,837
Current Liabilities	3,983,658	–	3,983,658
Non-current Liabilities	64,304	–	64,304
TOTAL LIABILITIES	4,047,962	–	4,047,962
NET ASSETS	9,084,670	7,578,205	16,662,875
TOTAL LIABILITIES & NET ASSETS	\$13,132,632	\$7,578,205	\$20,710,837

“We are paying it forward with our students, and if they can do the same and pass it along, then maybe, just maybe more good will happen.”

— Chef Laura, FareStart graduate and chef instructor



Where
you come from
isn't as important
as where you're
going.



700 VIRGINIA ST.
SEATTLE WA, 98101
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FARESTART.ORG



FARESTART

Mural from the FareStart Restaurant, which was refreshed in 2019.

FARESTART SUPPORTERS & PARTNERS

FareStart's mission is fueled by donors, volunteers and partners. Thank you to the many people and organizations that support our work and our students. Together, we are transforming poverty, homelessness and hunger into human potential.

Circle of Impact Volunteers

The following
individuals
volunteered the gift
of time 20+ times
or 50+ hours

Anne Anquetil
Betty Archer
Bethany Aye
Christopher Black
Susan Brooks
Tim Burke
Chrystal Busick
Jennifer Cameron
Mona Cao
Andrew Chin
Gail Cromer
Rick Cunningham
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Children's Center at Burke Gilman Gardens	Seattle Amistad School	Catholic Charities of St. Paul and Minneapolis	Greater Chicago Food Depository	San Antonio Food Bank
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Kavalsky**

Alex Kavalsky

**Albert & Marge
Kavalsky**

Alex Kavalsky

Alice Collingwood

Howard & Nancy
Johnson

Alicia Carlson

Howard & Nancy
Johnson

Alicia Gardner

Hilary Armstrong

Amelia Jensen

Dorothy Faris

Ana Victoria Roman

Karl Brenner Roman

Andrew Harnett

Paula & Patrick
Moore

Atharva Doshi

Mansi Doshi

**Bet Alef's Bar/Bat
Mitzvah Class of
2019**

Gregory Siegler

Bill Adamucci

Robert Crusciel

Bob Nelson

Diamond Hill Capital
Management

**Branham Family
- Ginger, Tyler,
Henry & John**

Jane Norling

Brianne O'Connor

Peter Brittingham

**Bruce Burger's 61st
Birthday**

Charles & Tracy
Nordhoff

Caitie Gantt

Alexandra Glover

**Caitlin Squier-
Roper**

Dorothy Faris

Cameron Robertson

Howard & Nancy
Johnson

Carol Johnson

Howard & Nancy
Johnson

Carolyn Eash

Wendy Eash-Loucks

Charlotte Merritt

John Pehrson

**Chef Wayne
Johnson**

John Kim

Richard & BJ Arnold

Christian Runge

Dorothy Faris

Christine Garcia

Mark Greenwood

Chuck McDowell

Dorothy Faris

Clara Canon

Anonymous

**Colby & Rachel
Robertson**

Howard & Nancy
Johnson

Colin Haydu

Anonymous

**Craig & Kelley
Dobbs**

Kathe & Larry Dobbs

Dakota Keene

Dorothy Faris

Dan Johnson

Anonymous

Dan Tiffany

Peggy & Gordon
Tiffany

David Carleton

National Recreation
Foundation

Dawn Cheung

Briana Randall

Deb Guenther

Dorothy Faris

Dennis Cone

Derek Cone

Doug Frye

Angie Olson &
Graham Hebborn
David & Diane
Burdette

Elan Gotel

Alisa Margolis

Eleanor Bartolomeo

Nevins Bartolomeo

Elijah Jones

Natalie Walton-
Anderson

Emily Ditty Maureen Ewing	John & Amy Gunnar Page & Nathan Byers	Lauren Young Dan Johnson & Jill Chelimer	Maximilian Sarkowsky Cathy A. Sarkowsky	Nancy Johnson Trish Johnson
Erin Jacobs Dorothy Faris	John Sheffey Kate Hotler	Lila Rambo Pam Morgan	Melisse Aspery Cary Kaczowka	Nicky Bloom Dorothy Faris
Estelle Schecter David Huntley	Jonathan Sanger Pixvana, Inc.	Linda Meldman Mindy and Dave Landsman	Melvin Slundersloth Matt Hoffman	Nicole Trimble & Josh Feigin Christian Trimble Francine Trimble
Gena Bomotti Michael Laskin	Judith Hightower Susan Owens	Linda Myers Jay & Jamie Koski	Merrill & NJ's Wedding Regina Hurley	Nina Mross Dorothy Faris
Greg & Jamie Andrews Katharina & David Roth	Julie & Darryl Robertson Howard & Nancy Johnson	Lindsay Hawks Dorothy Faris	Mike & Liz McConnell Sam Cunningham	Onora Lien & Thomas Thorpe Jennifer Nuzzo
Gurshaan Brar Sukhroop Randhawa	Julie Toriki Institute for Functional Medicine	Linscott Family Diane Linscott McAlister	Mike Morgan Peter Murray	Paige Putnicki Rumi Tsuchihashi
Howard & Nancy Johnson Alice Collingwood	Juul Quick Gloria Duchow	Liping Zhao Yatong Yan	Mirian Glenn Sheffield Anonymous Matt Hanson	Paul & Patty Johnson Howard & Nancy Johnson
Iliara & Chris Garrett Howard & Nancy Johnson	Kasia Keeley Dorothy Faris	Margaret Schwender Megan Dettenmaier	Morgan Dumitru Elena Borie	Paula Blasi Brand Fortner
Jack Anderson Howard & Nancy Johnson	Keenan Leary Erin Swezey & Timothy Leary	Marine E. Anderson Anonymous	Morgan Menear Shanna M. Whittlesey	Pete, Donna & Christian Kampen Wendi Richards
Jan Gonzalez Jennifer Malahoff	Ken & Sandy Glass Werner & Lois Glass	Marla Goodman Daniel Karell	Mr. & Mrs. Marion Glasgo Angela Laws	Peyton J. Irene & Garrett Billings
Janice Javier & Adam's Wedding Sarah Worley	Laura & Paul Carlson Howard & Nancy Johnson	Matt & Selena's Wedding Gerri Wasserman	Naheed Nizam Ted Couillard	Raymond Ben Anonymous
Jason Smith Marilyn Meyer	Laura Durgerian Dorothy Faris	Matt Gurney David W. Cohen	Nancy Chapin Beth Reis & Barbara Steele Deb Schaack	Ron Dawson Beth Fraker
Jennifer Cameron Greg Tollefson		Matthew Kanter Derek Richards		

Tribute List *(continued)*

Ryan Casperson

Dorothy Faris

Ryan Donaldson

Jamie & Sue
Colbourne

Ryan Watson

Barbara Davis

Sandy Glass

Jay & Meredith
Goldstein

Sara Glerum

Judith Miller

**Sarah Tobaada &
Zach's Wedding**

Marla & Jerome Zink

Scott MacRae

Theodore Misselwitz

Shannon Lee

Dorothy Faris

Sharon Tobin

Amy Nolan

Shaula Massena

Clarius Group

Sheryl Fairhart

Poppy Louthan

**Sonia & Kevin
Dillane's
Wedding**

Joseph Romeo
Sandra Sharr

Spencer Morris

Nancy Morris

Stacey McCandish

Ruffin, LouAnn &
Emily Graham

Stella Jacobs

Chuan Nguyen

Steve Carlucci

Dorothy Faris

Tammy Lee

Dorothy Faris

Ted Helm

Ellen Todd Brown
Pen Helm

Thalia Hukill

Kendra Hukill

**The Baggott
Families**

Megan Baggott

Trish & Carl Adler

Howard & Nancy
Johnson

Walter T. Carr

Nora Carr

**Whitney & Michael
Ebert**

Howard & Nancy
Johnson

Wyatt Cook

Cathy Cook

