



FARESTART



GRATITUDE REPORT

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.

NO NO NO



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.

FARESTART BOARD OF DIRECTORS

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2020 WAS A YEAR UNLIKE ANY OTHER.



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

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.

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

“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



“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

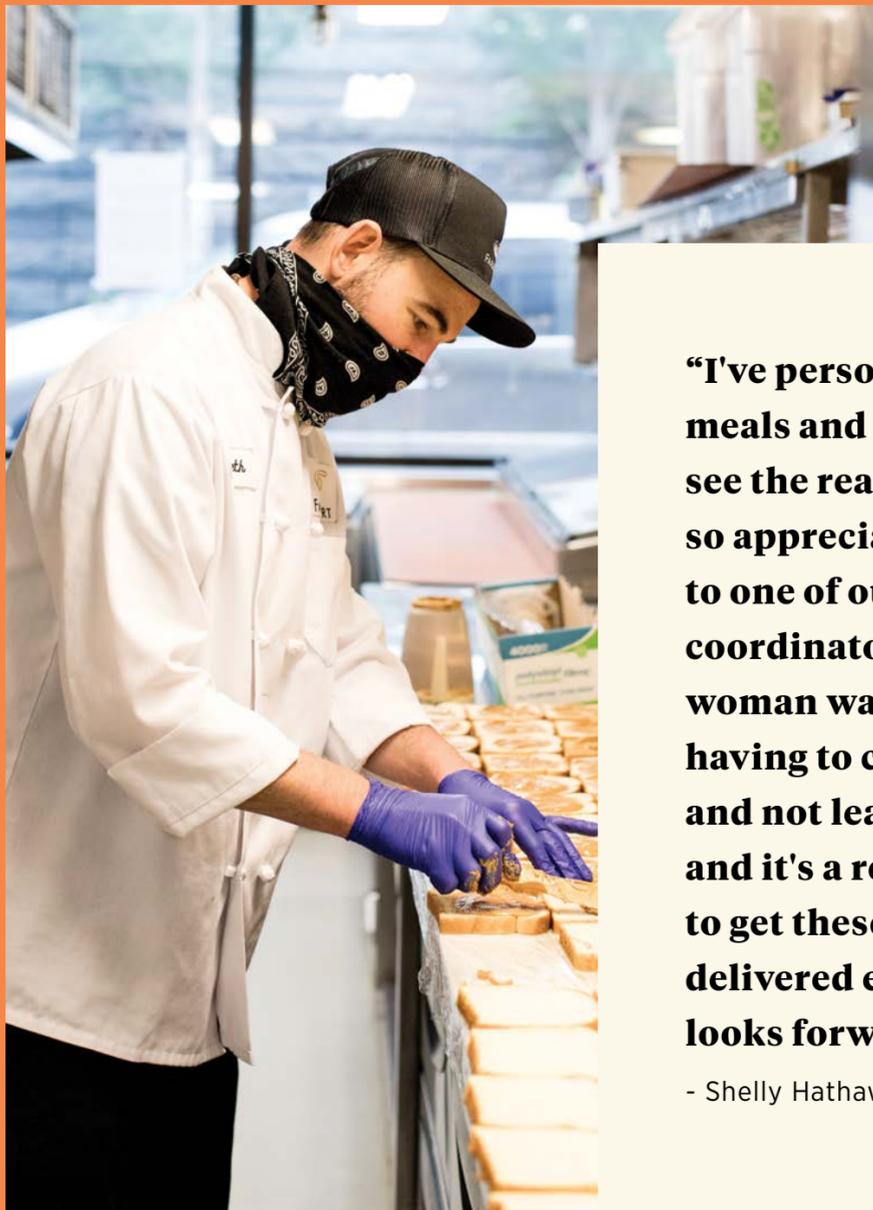


“I really enjoyed this barista program. It feels like something I needed. I like that you guys cultivate a conscious environment where I feel safe and we're ready to learn. I feel like I have grown a lot as a person and feel stronger and more empowered to do things in the future.”

– Youth and Young Adult Barista Graduate

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.



“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

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

“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

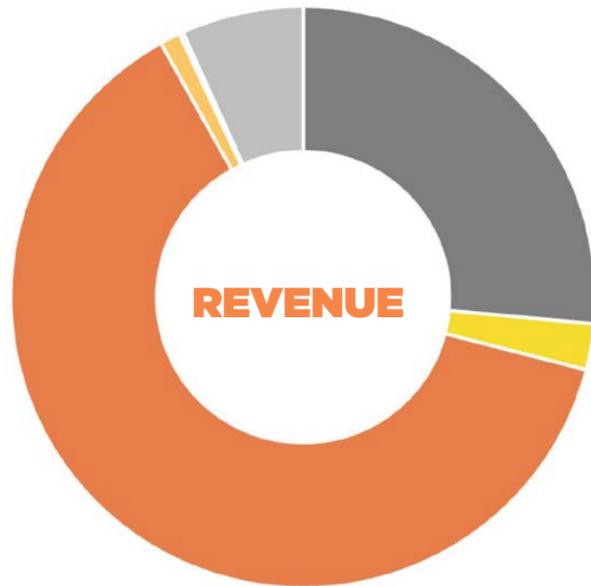
“As a new organization, we had an idea of how to train people with barriers to employment and how to make our business work, but linking up with Catalyst Kitchens really sped up our learning curve. When we were starting out, it would have taken at least a year and a half of our own time to develop all 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



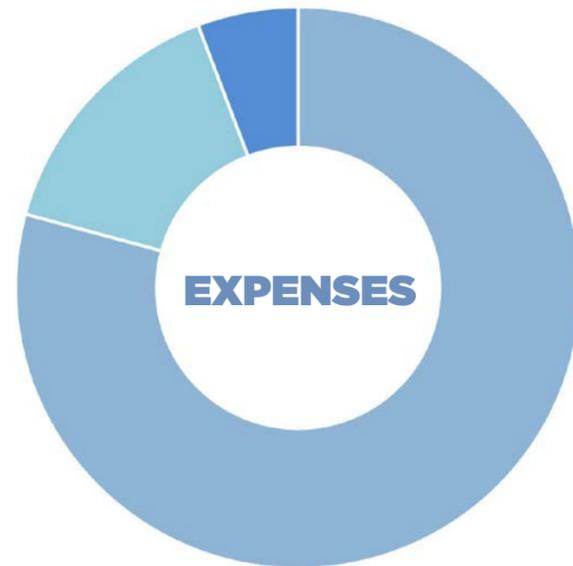
food for people affected by the pandemic. Being a member of the Catalyst Kitchens network validates the work that we are doing. It is hard work with a lot of emotional strain for the staff. Knowing that other organizations across North America are going through the same trails and experiencing the same 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

FINANCIALS



- Food Service Revenue - **26.5%**
- Government - **2.6%**
- Private Contributions - **62.9%**
- Services and Dues - Catalyst Kitchens - **1.1%**
- Interest and Other Revenue - **0.2%**
- In-Kind Contributions - non-food - **6.7%**



- Training Program - **79.2%**
- Administration - **15.0%**
- Fundraising - **5.8%**

| | FareStart | FareStart Properties | Consolidated * |
|---|---------------------|----------------------|---------------------|
| REVENUE | | | |
| Food Service Revenue | \$7,115,562 | \$- | \$7,115,562 |
| Government | \$688,440 | - | \$688,440 |
| Private Contributions | \$16,908,154 | - | \$16,908,154 |
| Services and Dues - Catalyst Kitchens | \$302,752 | - | \$302,752 |
| Interest and Other Revenue | \$57,715 | - | \$57,715 |
| In-Kind Contributions - non-food | \$1,813,926 | - | \$1,813,926 |
| Total Revenue | \$26,886,549 | - | \$26,886,549 |
| EXPENSES | | | |
| Training Program | \$21,024,221 | - | \$21,024,221 |
| Administration | \$3,813,251 | \$ 171,725 | \$3,984,976 |
| Fundraising | \$1,528,655 | - | \$1,528,655 |
| Total Expenses | \$26,366,127 | \$ 171,725 | \$26,537,852 |
| TOTAL CHANGE IN NET ASSETS | \$520,422 | \$(171,725) | \$348,697 |
| ASSETS & LIABILITIES | | | |
| Current Assets | \$11,988,860 | \$577,286 | \$12,566,146 |
| Non-Current Assets | \$3,810,027 | \$6,907,055 | \$10,717,082 |
| TOTAL ASSETS | \$15,798,887 | \$7,484,341 | \$23,283,228 |
| Current Liabilities | \$5,688,596 | - | \$5,688,596 |
| Non-current Liabilities | \$563,619 | - | \$563,619 |
| TOTAL LIABILITIES | \$6,252,215 | - | \$6,252,215 |
| NET ASSETS | \$9,546,672 | \$7,484,341 | \$17,031,013 |
| TOTAL LIABILITIES & NET ASSETS | \$15,798,887 | \$7,484,341 | \$23,283,228 |



“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



**WE
WOULD
LIKE TO
THANK
YOU**

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.

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Creative Learning Center
Denise Louie
DESC
Elder Adult Day Care
Friends of Children Seattle
Geeking Out Kids of Color
Greentree Childcare Center
Harborview
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
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Little Anchor
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Makers Club
Mercy Housing
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Plymouth Housing
Rainier Valley Food Bank
REACH
RIZ Partnership
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Sound

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Catalyst Kitchens by FareStart Members

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Blue Jacket Inc.
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Catholic Charities of St. Paul and Minneapolis
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Food Jobs Work
Food Shift
Foodlink
Forge City Works
Future Chefs
Greater Chicago Food Depository
Green Opportunities
Haley House
Heat of the Kitchen
Homeward Bound of Marin
HopeWorks Social Enterprises
Hot Bread Kitchen

Catalyst Kitchens by FareStart Members (continued)

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Second Helpings
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St. Matthew's House, Inc.
St. Vincent de Paul Baltimore
Step by Step
Step up on Second, Inc
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StoneSoup Community Venture

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The Bread Project
The Choice Program at UMBC
The Light House Bistro
The Salvation Army Napa Corps
Together We Bake
Trenton Area Soup Kitchen
UMOM New Day Centers
UTEC, Inc.
West Side Catholic Center
Williamsburg Area Meals on Wheels
YWCA Tri-County Area

National Vendors

CDN
Mercer Cutlery Nestle (Starbucks Coffee)
OXO via Jacques Pepin Foundation
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ServSafe
Tableau



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.

- | | | | | |
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| Anonymous (15) ^{TTT} | Daniel Albrecht | Constance Anderson ^{TTT} | Colleen Aubrey ^{TTT} | Michael Bauman & Tamar Wolf |
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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!

^{TTT} = Giving Table Donor

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Paul Harper

The Stepmother & Grandmother of Monica & April Adams
Michael & Pamela Chozen

Patricia Ulibarri Arcorace
Maria Arcorace

Miles Armstead
Margaret Dudley

Irene Astrein
Linda Cohen

Dick Baker
Jeannette Franks

Dr. Howard Bannister
Anonymous

Janie Bauman
Suzie & Larry Hukill

Jose Bedregal
Susana Murillo

Gaby Bell
Susan Covey

Robert Bennett
Leslie Brisman

Marilee Bowen
Ray Bowen

Dr. Julian Brantley
John Devaney

Ronald Brisman
Leslie Brisman

Robert Brown
Anonymous

Jean Brown
Storme Webber

Helen Burg
Celia Fisher
Chef Lucas Cain

Alan Cain
Patrick Mckelvey

Gabriel Cain
Patrick Mckelvey

Cameron
Andrene Dabaghi

Fifi Barnes Caner
Phoebe Warren

Natalie Chisholm
Leslie Chisholm

Chris
Maureen Robertson

Helen & Frank Cirino
Ed Barbeau
Helen Cirino

Brenda & Jill
Crystal Smith

Janis Cochrane
Ric Cochrane

Jim Connely
Dawn Murin

Anne & Finley Cooper
Nelsen & Laurie Spickard

COVID-19 Victims
David Tracy & Aimee Markelz

Elizabeth Cruver
Richard Cruver

Mary-Lynn Deddeh
Roberta Greenwood

Cecilia Desrochers
Jamie & Thea Warner

Renee D

Herman J. Engel
Sonya Friedman

Martha Mae Erickson
Celeste Erickson

Glen Erikson
Lou Ann Erikson

Karen Evans
James Evans

Family
Martha & Jack
Hillary

Lewis Fishberg
Carol Fishberg

George Floyd
Stephen Rickard

Jacobe Foster
Zinda Foster

Jeanne Framcescato
William Maloney
Bernice Frederick
Hans Frederick
Robert Gallegos
Renee Brida
David F. Giles
Glenna Jacobs Giles

David Giles
Mary Schmidtke

Gladys
Diana Vines

Irving Goldberg
Peter & Barbara
Clapman

Mike Goodwin
Christina & John
Halse

Kenneth J. Green
Diane Green

Patsy Gremminger
Merissa
Gremminger

Timothy Groenhout
Greg & Pam Allison

Madeline Grossman
Paul & Margaret
Grossman

Lillian Hammer
Seth Hammer

Margaret Healy
Sukminder
Jawanda

Stephen Heck
Nancy Heck

Tak & Rei Higashiyama
Diana Trudnowski

John Hooper
Penny & Terry
Clayton
Shirleyanne &
Carlton Horine;
Dorothy & Joseph
Daily
LeeAnne & Terrence
Daily

Grace Horstmann
Molly Cevasco

Irene
Greg Olson

Pris Jackson
Kristin Jackson

Sally Jacobsen
Rita Sevell

Norman Jenkins
Ruth Nace

Felicity & Jeremy
Anonymous

Jon

Lisa Danno

Juniper Beach Greatest Generation
Jim & Linda Paul

Marc Kangas
Donna Dimof

June H Keating
Gordon Keating

Paul Kenney
Heather Kenney

Zoe Kilbourne
Maggie
Kilbourne-Brook

Themio Kollias
Jim & Georgene
Karambelas

Anna Kulchycky
Nora Mason

Mike Kunath
Teri Citterman &
Pradeep Rajurs

Catherine Lang
Robert Lang

Edith Leslie
Lael Leslie

Margaret & Bernard Levin
Bill Levin

Samuel London
Leslie Brisman

Bill & Margo Lukachko
Fred Ritzenberg

Andrew Mandel
Seanna & Robert
Ruvkun

Elijah McCain
Bryant McInnis

Tom & Betty McCall
Mary McCall

McLaughlin Family
Art & Beth Maslow

Brian Menczer
Faye Menczer

Giacomo Torcaso Meyers
Joan Darnell

Adam Moore
Michael Frost

Your Mother
Leslie Brisman

George Nogaj
Sandra
James-Nogaj

Alice Olsen
Christine Reis

Irene Olson, Principal
Inta Berzins
Rick O'Reilly
Barbara LaForge

Patricia O'Rourke
Megan O'Rourke

Catherine Otten
Tracie & Glen
Hiemstra

Chris Gordon Owen
Judith Ray Gordon

Wan-Tsai Pai
Alex Dang

Carla Patopea
Edward Pedersen

My Sister Patricia
William Etnyre

Christopher Patton
Michaela Gray

Marjorie Kline Peabody
Eve Peabody

Bernie Penner
Daniel Ritter
Jon Pettit

Thomas Garcia

Kate Pettit

Sam Peyer

Lisa Peyer

Eric A. Polzin
Trudy Rolla

Joan Lewy Poor
Geraldine & Dean
Poor

Ilse Pope
Susie Pope

Boyd Quinanola
Patsy Wosepka

Jack & Jeanne Radow
Michael Radow

Helen Ramer
Peter Feldman

Matt Reddy
Chris Reddy

Jeanne & Sidney Reich
Sheryl & David
Reich

Wayne Reingold
Jeff Reingold

LaVerne Ridenour
Oren Ridenour

Ana Victoria Roman
Karl Brenner
Roman

Ann Ellen Rosen
Robert Rosen

Lori Salzarulo
Sara Sandford &
Phillip Richardson

Miriam Schaffel & Priscilla Cedar
Richard Melito

John Schroll
Walter Cassidy

Rabbi Mark Shapiro
Debbie Prinz

Jeffery Sloan
Marty Meth

Gregory Smith
Alicia Curry

Deb Steer
Susan Hanway

Della Stephan
Anonymous
Yu Sung & Jan Tun
Candace Chin

Ed Torkelson
Anonymous

Michael T. Toulouse
Michele Toulouse

Marilyn Trueblood
Valerie Rapport

Jerry Turner
Amber Williams

Jim Tweeten
Barbara & Rey
Gietzen

Clare Waite
Joyce Yamane

Arthur Wallace
Jean Crane

Bob Walsh
Gail Scott

Jacob Richard Warbis
Anonymous
Alicia Barnes
Martha Daniels
Laura Enstrom
Linda & Stanley
Hargus
Alexandra Haslam
Carolyn Johnson
Nicole Klein
Susan Lennon
Matthew Newman
Janae Norman
Patrick O'Connor
Ashleigh Pedersen
Madelyn Rawlinson
Kathleen Scurlock
Sannie Warbis
Remaliah
Washington
Cindy Wood
Alexander Woods
Josephine
Wasserman
Gabriel Wasserman

Jean Wegert
Kate Propp

Steven Wehr
Ken & Beverly Wehr

Doug Wisdorf
Charles Smith

Elisabeth Wold
Kristen & Brad Kelln

Raam Wong
David Stearns

Carole Woodmansee
Tammy
Woodmansee

Joyce Wydrzynski
Amy McGuire

Leopold Wyler
Pamela Wyler





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