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A Letter from the Executive Director

300 Lenora St
PMB 1166
Seattle, WA, 98121
206-565-9980

December 21, 2023

Members and Supporters

2023 has been such an amazing and inspiring series of events for Catalyst Kitchens. I continue to be awed each and every day by the accomplishments of our members, and the collective power of their missions to lift people out of poverty and equip them with the tools and skills to lead self-sustaining lives.

You will read in these pages all the new members who joined our work, all the events at which we were able to bring members together, the collective impact of our members’ programs, and the amazing funders who have stepped forward to continue to make our work possible and partner with us on this mission.

Most of all, I want to take this space to thank my amazing peers and colleagues in this work. I am lucky to work with an amazing staff at Catalyst Kitchens, and none of our results would be possible with the dedication of our Director of Development, Benita Brisco, and our Director of Education and Training, Dina Altieri. In addition to their hard work and dedication, we are supported every day in our accomplishments by our board, a group of 14 amazing leaders from our member programs that help set our direction, focus, and deserve every acknowledgment for how they contribute to our success.

I look forward to next year and the continued expansion of our team, our leadership, and our network. Stay tuned as strive for greater results, push boundaries to achieve more, and create opportunities and platforms for our members, their graduates, and everyone who believes in the power and future of the food industry. Together we can transform lives everywhere for the better.

Thank you for all that you do,

Justin Smith

www.catalystkitchens.org
Every year, we collect outcomes from our members to inform the cumulative impact of our network, and to help set baselines for program performance across the country.

- **2,661** People enrolled and trained
- **1,617** Job placements
- **7.7M** Million meals served to those in need
- **18,415** Cumulative since 2011
- **22,423** Cumulative since 2011
- **$10M** Revenues earned through social enterprises
- **130M** Cumulative since 2011
- **$402.1M** Cumulative since 2011
- **18** New member programs joining our network
- **92** Member total across the country
We use the data and outcomes collected to help set benchmarks and find trends to help our member programs improve their practices, raise more funding, budget effectively, and operate efficient and prosperous enterprises.

**Member Program Averages**

- **38** People trained
- **71%** Job Placement
- **$8,850** Average Cost per Student
- **68%** Job Retention
- **$2.30** Social Return on Investment

Social Return on Investment, or SROI, is a measure of costs returned to a community when someone receives services paid for by donations. Through social enterprise and effective programs, our members return more value to their community every year.
101 Attendees

46 Organizations

24 States

1 Mission

"Hunger is not caused by a scarcity of food, but by a scarcity of democracy."

NATIONAL SUMMIT 2023

August 23-25, 2023

Providence: Second Harvest Food Bank | Winston Salem, NC
KITCHEN INNOVATION
Creating Space: Reactivating event spaces as drivers of training, social enterprise, fundraising, and community.

Food Systems Impact: Innovating in the food system through partnerships.

Innovations in Hunger Relief and Contract Meals: Sharing how COVID and the pandemic changed how hunger relief kitchens operate and reach their community.

Back to Dining Out: Sharing stories of opening new social enterprise restaurants nationwide.

Social Enterprises at your Door: Understanding the growth potential of food subscription social enterprises.

DEVELOPMENT
Better Odds for 50/50: Learning from SNAP E&T experts, including regional SNAP E&T USDA Reps and members using the funding.

"You'll never believe these 10 tips for building an impact dashboard": Bolstering our skills with some of the best data experts in the network.

Once Upon a Dime: Learning techniques for compelling storytelling to gain supporters and motivate donors.

Team Up for the Win: Learning how to leverage local sports teams for fundraising, support, and partnerships.

The Blueprint: Digging deeper into the joy and stress of capital campaigns and expansion planning.

PROGRAMS AND JOB TRAINING
Trauma Informed Training: Sharing expertise from some of the leaders in the network on building trauma-informed training.

Don’t Burn(out) the Chef!: Learning the risk of compassion fatigue and how to prevent burnout in our programs.

Reimagining Training Models in the "New Normal": Discussing adapting to a post-COVID world.

Walking the Walk, Hiring Graduates to your Staff; Outlining the goals, imperatives, and difficulties of hiring graduates.

More Than Mise en Place: Defining how menus serve as curriculum tools and are the center of our training experiences.
Membership

EXPANDING OUR NETWORK

SEVENTEEN new members have joined us this year.

- MAKE Projects
- Sonoma Family Meal
- Boulder Food Rescue
- The Door
- Hope for the Hungry
- Cafe Hope
- Social Enterprise and Training Center, Inc.
- Farm Fresh Rhode Island
- Extraordinary Charities
- Turlock Gospel Mission
- The Rising Start Foundation
- Good Samaritan Shelter
- Haley House
- Impact Culinary Training
- Inter-Faith Food Shuttle
- Open Door Community House
- The Arc Tampa Bay

The following member rejoined our network this year.

- Community Servings

NATIONAL REACH

There are Catalyst Kitchens members in 35 states across the United States, representing more than 90 different communities.

MODEL MEMBERSHIP

Reconcile New Orleans

Members in our network excelling in all facets of our model attain the status of "Model Member" by hosting visiting staff and peer reviewers for an in-depth Standards Review. This year, Reconcile New Orleans achieved this goal with a grade of 89.5 out of 100. They join 16 other Model Members around our network.
2022 WINNER
MARISA PEÑA

Chef Marisa runs two adult sessions – in the fall and winter – of the Bread Line’s culinary job training program, Stone’s Throw. These are held at our soup kitchen in Fairbanks, Alaska. Marisa has polished the class curriculum and works closely with community life skills coaches and local restaurants to enhance the learning experience of our students. She teaches in the classroom and the kitchen while also holding space for any student or graduate who needs to talk. In the summer, Chef Marisa leads a very popular culinary program inside the Fairbanks Youth Facility for the young people incarcerated there.

Our organization is so small – one of the smallest in the Catalyst Kitchens’ family – but we do BIG work in our remote community every day. Chef Marisa makes the Bread Line a stronger, better place by being on this team. Her work leading the Stone’s Throw culinary job training program is making a measurable impact on our community as a whole.

FOUNDERS FUND

The Catalyst for Change Award honors the impact and legacy of Catalyst Kitchens Founder David Carleton, long-time supporter and champion of foodservice training programs. The Founder’s Fund helps us grow our capacity to better serve our members. Many of our everyday practices in the network first originated with David and his plans for what he knew Catalyst Kitchens could become.
Of our funding comes from our members and their dues paid to the network.

$403,211

Funding brought in by our network this year to sustain our work and fulfill our mission.

52%

$362,582

Funding spent toward our mission on events, staff, travel, and member benefits.

>10%

Funding spent on overhead by Catalyst Kitchens thanks to our fully remote team and operations.
The launch of our new website brings new features and supports to our members.
The impetus for re-designing our website was the newly created and launched resource library. This keystone feature of the member portal allows all of our programs and network partners to share resources like curricula, business tools, webinars, and vital techniques. Creating opportunities to share the best of what each member has to offer lifts all of our work and puts innovation at the fingertips of every member. Since its launch, over 30 members and network partners have shared 67 resources.

Members are Sharing
We are strongest when everyone is sharing best practices, raising awareness, and advocating together. What can you share?

- Upload Resources
- Member Directory

Course Syllabi and Student Training Records
Each syllabus includes a course schedule, grading methods, learning objectives, and a template to track student learning.

- Occupational Skills
- Curriculum
- Soft Skills Curriculum

Shadow Shifts & On-the-Job Training
Job goals and expectations for trainees and trainers are outlined via “The Square” training model.

- Occupational Skills
- Curriculum
- Soft Skills Curriculum Staffing

Developing Employer Partnerships
Tools for building relationships with employer partners, including outreach SOP, proposal template, and core components of...

- Community Engagement Staffing
Meet our Member Board

Our board leadership works with the staff through our committees to improve the resources, practices, knowledge sharing, advocacy, and fundraising capabilities of our network.

Kailey Baer, District Program Manager, Columbia Industries
Erin Bourgois, Director of Outcomes & Evaluation, FareStart
*Erin left FareStart in late 2023. Thank you to Carlin Llorente, Chief Program Officer, for stepping in.

Monique Lopez, Chief Operations Officer, UMOM New Day Centers

Ben Dubow, Executive Director, Forge City Works

Keri Fisher, Program Director, Common Grounds Training Program, Manna on Main Street

Hector Mañon, Coordinator of Post-Secondary Certificate Programs, Arc Broward
*Hector left Arc Broward in the summer of 2023. Thank you to Amanda Arana, Curriculum Specialist, for stepping in.

Barbara Hughes, Executive Director, City Beet Kitchens, Project Renewal

Heather Martin, Senior Director of Strategic Partnerships, Providence

Christie Ison, Executive Director, Food Jobs Work

Patrick McCune, Culinary Operations Manager, West Side Catholic Center

Paul Jensen, Associate Executive Director, Operations, Trenton Area Soup Kitchen

Anna McDermott, Chief Impact Officer, Food Bank of Delaware

Paul Fordham, Chief Operations Officer, Homeward Bound of Marin County

Marisa Peña, Program Manager (Stone’s Throw), Bread Line, Inc.
Network Partners

Vendor Partners

Companies supporting our mission that can help you to leverage the network to save money on your bottom line.

Collaborative Partners

Nonprofits, government agencies, or companies that want to offer resources, training, and thought leadership that can help you further your mission.

Funder Partners

Foundations and corporate partners who have interest in our members applying to their funding opportunities.

Catalyst Kitchens leverages connections to Network Partners that provide vendor discounts, collaboration opportunities, and funding prospects.
Collaborative Partners

THE
TEACHING
KITCHEN
at Lenox Hill Neighborhood House

GIVING
KITCHEN

THE
JACQUES PÉPIN
FOUNDATION

REDF
An investment that works.

thank you!
Donors

Thank you!

Individual Donors

Individual donors make our mission possible, and we would like to especially thank the following:

- The Bruce Burger Fund
- Vinay and Raminder Kumar
- Pavur Sundaresan
- Cheryl Smith
- Thomas Heinegg
- Joab Schultheis
- Daniel Friedman
- Eric Fenner
- Brent Sclafani
- McCalmont Engineering

A major thank you to the family of David Carleton for their continued support of the Founder's Fund to help ensure Catalyst Kitchens' future sustainability.

Sustaining Donors

- Mutual of America Financial Group
- The Jacques Pépin Foundation
- Bank of America
- Villa Dolce Gelato Italiano
- toast
- Bargreen Ellingson Foodservice Supply & Design
- AHLA Foundation
- ROUXBE
The impact of the Catalyst Kitchens network is a testament to the ongoing dedication of our members, staff, funders, donors, vendor partners, collaborative partners, volunteers, and many others.

Our purpose is to provide a pathway for those seeking to overcome poverty. It is their unwavering efforts that lead to the realization of our accomplishments, and we feel humbled to witness their remarkable journeys.

We firmly believe in the transformative potential of the food and hospitality industry to change lives.

United as a network and community, we recognize that our strength lies in our collective efforts.

With gratitude,
The Catalyst Kitchens Team

We thank you for your continued support in our programs.