



Catalyst Kitchens Theory of Change Menu

Amuse-Bouche

VISION

All individuals have a pathway to economic mobility and stability.

MISSION

Create a community of learning and resources dedicated to supporting individuals with barriers to employment to launch and grow careers.

STRATEGY

We achieve this through a network of organizations that thrive and grow by sharing best practices, raising awareness, and advocating together for one another and their constituents. Network members support one another, and the movement of culinary skills training and workforce development as a whole.



MENU



STARTERS

OPPORTUNITY

Members of Catalyst Kitchens are seeking to better their communities and give people in need opportunities to lift themselves out of poverty through foodservice job training.



Catalyst Kitchens seeks to empower our members to best serve their individual communities by providing professional training, providing resources and cost savings, encouraging professional development, and inspiring the people who lead and staff our member organizations.



We are committed to building the capacity of member organizations to increase their impact through developed staff, increased bandwidth to serve their target populations, and documented best practices. We seek to ensure every member organization is truly impactful, and remains that way through constant learning, growth, and connection with their peers and leaders in our field.

AUDIENCE

We craft this menu for our constituents: the staff at our member organizations, their students, and the volunteers and partners that make up each program's ecosystem of support.

Our menus seek to create resilience for them in the face of adversity.

We especially focus on:

FRONTLINE AND PROGRAM STAFF

Those working at the intersection of foodservice and social services. Thanks to our frontline staff, our programs stand in the gap between poverty and prosperity.



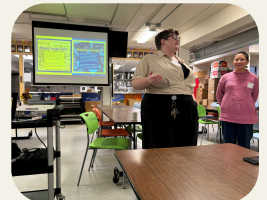
OPERATIONS STAFF



Those whose work builds up and operate our kitchens. Through them, our social enterprises hum, our communities are fed, and we create the structure of our teaching kitchens and hands-on learning.

DEVELOPMENT STAFF

Those tasked with securing the funding, revenues, customers, and volunteers that sustain our work. Their tireless efforts keep our doors open and missions possible.



LEADERS



Those who forge ahead and blaze trails for their organization. We seek to connect those who otherwise languish in isolation, and instead connect them with supportive peers and guidance.



*Catalyst Kitchens
Theory of Change*

CORE SERVICES ENTRÉE MENU

CREATE OPPORTUNITIES FOR PEER LEARNING

National Events
Regional Events
Online Events
Communities of Practice
Forums
Members-Only Spaces

PROVIDE TECHNICAL ASSISTANCE

Guidance Based on Real Models
Customized Workshops
Member-to-Member Site Visits
Remote Projects
Cohort Accelerators
Program and Kitchen Launches

FACILITATE RESOURCE AND IDEA SHARING

Best Practices
Member-Sourced Content
Curriculums
How-to's
Templates
Examples

DEVELOP AND TRAIN MEMBER STAFF

Investment in our Frontline
Train the Trainer Models
Hands-on Workshops
Combating Burnout
Developing Leaders
Promoting Internal Growth
Mentorship at all Levels

ADVOCATE FOR THE MODEL

Program Benchmarking
National Data Collection
Platforms for Success Stories
Media Attention
Trends and Innovations
Bolstered Local Visibility
National Issue Advocacy

SEEK FUNDING TO SUPPORT MEMBERS

Funding for Members' Programs
Supporting Growing Nonprofits
Capital Funding
Free Technical Assistance
Travel Support
Leveraged Federal Funds

PARTNER WITH SUPPORTIVE ORGANIZATIONS

National Relationships
Relevant Vendor Partners
Enthusiastic Funders
Key Government Agencies
Mission-Adjacent Nonprofits
Leveraged Ecosystems



Catalyst Kitchens Theory of Change Menu: Special Ingredients

For Members

- Connect members with national staff, both online and in-person.
- Engage member staff and problem-solve through newsletters and online forums.
- Provide professional development to members and their staff.
- Deliver technical assistance to members and between members.
- Build dashboards and set key performance goals.
- Submit grant proposals to seek resources and funding for members.

With Members

- Work with a board and committees recruited from our member leaders.
- Collect data and outcomes from our members to stay informed on the model.
- Visit our members to help and better understand their organizations.
- Help members collaborate with national staff to utilize data and best practices.
- Contact prospective members and recruit them into our work and collective efforts.
- Engage member staff to co-develop and create resources and content.

On Behalf of Members

- Invite vendors, collaborative partners, and funders to connect with the network.
- Raise funds and support from individuals as a resource.
- Understand and uplift member success stories.
- Spend available funding to subsidize member staff to access our services.
- Seek out and acquire discounts and in-kind products through vendor relationships.
- Advocate for and champion the causes and missions of our members.



CATALYST KITCHENS THEORY OF CHANGE MENU

TAKEAWAYS & OUTCOMES

We Empower Members
to Scale their Programs,
Kitchens, and Impact.



Launched/improved member
programs, social enterprises,
hunger relief initiatives.



Adopted/improved systems,
fundraising, sustainability.



Gained data access/KPIs to
measure success.



Successfully advocated in a
member community.



Created leadership
opportunities and fostered
peer support.



Shared resources/improved
practices to save time/effort
for members.

We Create a Peer Community
That Supports Each Other's
Missions and Wellbeing.



Expanded network
through new members
and staff.



Fostered member staff
connections and
professional growth.



Supported member staff
well-being and career
advancement.



Graduates of member
programs hired back to
organizations.



Facilitated partnerships
and collaboration.



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