



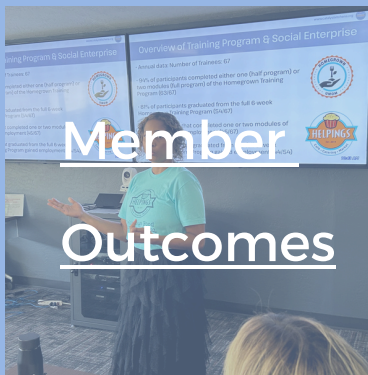
IMPACT REPORT



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Thank you Board



Thank you Supporters

EXECUTIVE DIRECTOR'S *Message*

CATALYST
KITCHENS

01



JUSTIN SMITH

Executive Director

This has been a tremendous year of growth for Catalyst Kitchens, and we are so proud to have helped so many programs across the nation improve, grow, and help more people get vital skills to maintain employment. The network has grown to more than 100 programs, and our team has grown too, adding two skilled staff in vital roles that expand our mission.

On our cover page, you see the faces of our own "graduates", the amazing staff from our member organizations that went through our workshops last year.

They are chefs, eager to pass along their skills to those who want to learn as well as put those skills to use to keep their communities fed. They are social workers, advocating and fighting for vulnerable people in their communities to have the stability and second chances they deserve. They are frontline staff and leaders across nonprofits, working to keep their missions moving forward in myriad ways.

We are dedicated to helping them, and all our members, improve their practices, access resources, and elevate their ability to help people who want to help themselves. Uplifting the staff and programs who work side by side with vulnerable populations is at the core of our mission, and it is their efforts to change lives through their work that define our goals and our accomplishments.

Thank you for your part which you play in supporting our mission. Whatever role you played, we hope you see your efforts, support, and dedication reflected in the following pages.

Justin Smith



CK MEMBERS

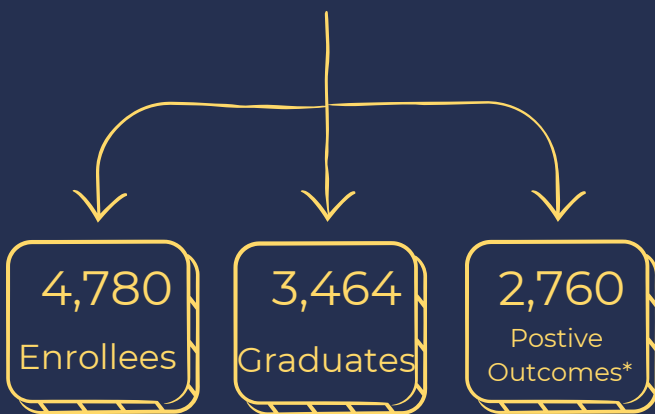
In pursuit of our goals, Catalyst Kitchens seeks to:
**Empower Members to Scale their Programs,
Kitchens, and Impact.**

Below are the accumulated accomplishments of
our member nonprofits, based on reported
numbers and network averages from their
programs and kitchens.



IMPACT *Outcomes*

Program Outcomes



*Outcomes include attaining a job, enrolling in education, & starting or scaling a business

Kitchen Outcomes

13,661,010
Hunger Relief
Meals Served

13,971,000
Social Enterprise
Revenues Earned

CATALYST KITCHENS'

*Impactful
Community*

THE SPECIAL INGREDIENTS

- Spent more than **2,000 hours** meeting with, advising, and aiding our members, their staff, and their students.
- More than **1000 connections** between members and national staff, both online and in-person.
- Delivered technical assistance to **15 members** to directly build up their programs and social enterprises.
- Helped facilitate more than **200 connections between members** to share resources, practices, and advice.
- Engaged more than **52 members and their staff** to co-develop and create resources and content to share nationwide. (more on page 9!)
- Passed through more than **\$100,000 in funding to member organizations**, and **nearly \$1M in discounts** through vendor partners.
- Uplifted and shared more than **100 members success stories through social media** and our website.
- Subsidized member learning and professional development with **more than \$100,000 in event access** through travel stipends and free or discounted tickets. (more on pages 5-6!)
- Provided professional development to **over 75 members and their staff**. (More on pages 7-8!)



THE CK RECIPE

To pursue our mission, Catalyst Kitchens also seeks to:

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

Catalyst Kitchens strives to measure how effective we can be in serving the members, our constituents. We also want you, our supporters, donors, and partners to understand the work you help to amplify by giving to Catalyst Kitchens.

Our model is one that seeks to build up every member, connect them with their peers, and provide them with the support, resources, advising, and assistance that can help them take their impact to the next level.



MEMBER

Engagement & Communication

This summer, Samara Henderson joined Catalyst Kitchens as the Engagement and Communications Manager. Her culinary journey began 12 years ago when she graduated from Inspiration Kitchens, one of our member programs. While working full-time at Inspiration Kitchens, she earned degrees in Culinary Arts and Hospitality Management. Her determination propelled her rise through the ranks, ultimately becoming the Head Chef at Inspiration Kitchens. She's joined Catalyst Kitchens in a key role, that's strengthening connections with our members, partners, funders, and collaborators, making a meaningful impact with her infectious enthusiasm and dedication.



KITCHEN Innovation



In July, Jason Pruett joined Catalyst Kitchens as Director of Kitchen Innovation, bringing 14+ years of experience with multiple member programs. He oversees best practices, resource acquisition, and operational strategy for network kitchens and feeding operations. Jason collaborates with members to develop resources, training materials, and share best practices. He also works with members and partners to design initiatives, recruit new partners, and advocate for Catalyst Kitchens' mission.

EAST*Washington D.C.*

DC Central Kitchen, a founding member of the Catalyst Kitchens network with over 30 years of experience, showcased their culinary, workforce development, and hunger relief programs at the first summit of 2024. The event highlighted their approach to program design, particularly for justice-impacted populations, and their commitment to supporting graduates as both employees and community members.

**NORTHEAST***Hartford, CT***FORGE
CITY WORKS**

Forge City Works, a member of the Catalyst Kitchens network, has expanded to include a fine dining restaurant and a social enterprise grocery store, making it one of the fastest-growing and most innovative members of the network. In 2024, they hosted our Northeast Regional Summits, showcasing their culinary, workforce development, and social enterprise operations. During the summit, their team and partners shared insights on program design, particularly for low-income populations. Forge City Works continues to push boundaries as a food system innovator, going beyond employment and culinary arts.

**SOUTHEAST***Sunrise, FL*

Arc Culinary, Catalyst Kitchens Model Member, hosted our Southeast 2024 Regional Summits, showcasing their culinary, workforce development, and social enterprise operations. Arc Culinary has over 20 years experience in innovation and work in this field. The event provided insights into their approach to program design, particularly for neurodivergent learners and populations. As a certified and accredited post-secondary education provider, we also learned how they have positioned themselves in this space.





MIDWEST

Chicago, IL

The Midwest 2024 Regional Summits were hosted by Model Member Inspiration Kitchens and Impact Culinary Training, neighboring culinary training programs located on the west side of Chicago. Both culinary programs showcased their workforce development, social enterprise operations, and approaches to program design. Attendees gained valuable insights from the teams and partners on how they create effective programs for youth, justice-impacted students, and populations and learned how these organizations are making a positive impact on Chicago's West Side, particularly in the restaurant and hospitality industry.



NORTHWEST

Fairbanks, AK

The 2024 Northwest Regional Summit was hosted by Bread Line Inc., one of the smallest but most impactful members of the Catalyst Kitchens network. A hub for the Fairbanks community, Bread Line Inc. provides hunger relief, job training, social services, recovery services, mental health, community gardening and more. The event showcased their culinary, workforce development, hunger relief and social enterprise operations. Participants learned how Bread Line Inc. and its partners design programs to meet the unique challenges of youth and adult populations in rural Fairbanks. They are pushing beyond food and job training to become an innovator in their community.



SOUTHWEST

Phoenix, AZ

The 2024 Southwest Regional Summit was hosted by UMOM, a Model Member in the Catalyst Kitchens network and a leader in combining job training, social enterprise, and services for unsheltered women and families. Their culinary, workforce development, housing, and social enterprise operations were showcased at the event. Attendees learned from UMOM and its partners about program design, particularly for women and survivors, and how their housing and other social service programs enhance the impact of their workforce development initiatives.



TRAIN THE TRAINER WORKSHOPS

Building a Community of Practice

TRAIN THE TRAINER 07

In 2024, we launched a new version of our Train the Trainer workshop with **12** hours of training for front-line CK member staff. We had the pleasure of working with **62** trainers from **26** unique member organizations! Each workshop included two virtual sessions and an in-person one day event hosted at a member site. Thank you to our sponsor, Chef Works and workshop hosts and co-facilitators from Arc Broward, Forge City Works, and U MOM New Day Centers who shared subject matter expertise as we illuminated their unique learner populations in our training content.

OUR LEARNERS ARE THE CENTER OF THE PLATE

Improving student outcomes in CK programs drives the workshop learning outcomes. Our P.L.A.T.E. framework centers on five key domains:

- PROGRAM DESIGN
- LEARNING & TEACHING
- ASSESSMENT & FEEDBACK
- TEAM ALIGNMENT
- EMPLOYER RELATIONSHIPS



RECIPE FOR SUCCESS

Our energized trainers implemented what they learned and shared workshop content with their colleagues. They also contributed to the CK Resource Library and were guest speakers in our monthly Community webinars.

"We actually just had a super productive meeting yesterday regarding all of the great things we learned in Florida. Excited to share what we plan on doing moving forward!"

— Samantha Elder, Barista Trainer | Providence

"My team came back to San Diego raving about their experience at the Train the Trainer and Summit! Thank you for all the work you put into making those events such great learning experiences. We're excited to continue sharing and discussing all that they learned."

— Joanna Larson, Director of Programs | Kitchens for Good



TRAIN THE TRAINER

Class of 2024



IT'S OUR ONE YEAR ANNIVERSARY!

The CK Network Resource Library

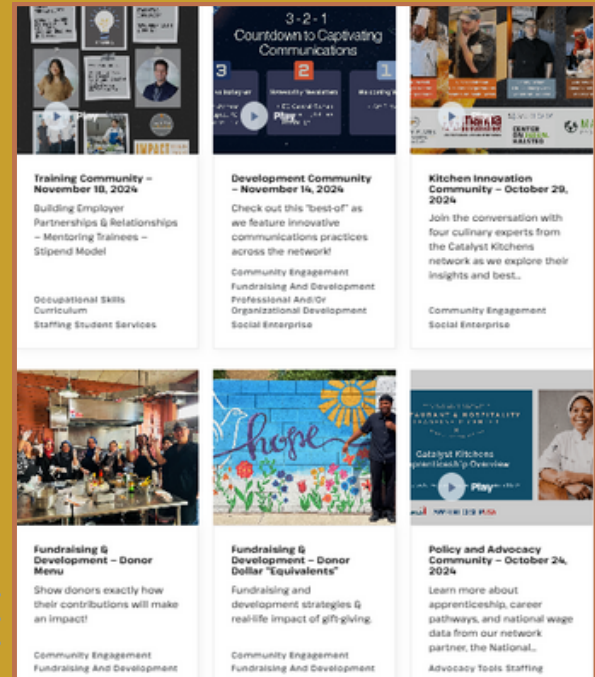
In October 2023, we began publishing materials in the online members-only Catalyst Kitchens Resource Library. As we celebrate the first anniversary of this member favorite, here are some of the highlights:

- MEMBERS and NETWORK PARTNERS are sharing! We have **140** resources from **52** unique contributing authors representing CK member organizations and network partners.
- Resources span **TEN** content areas including hunger relief operations, social enterprise, curricula, fundraising, staffing, and student services. Resources are available in many formats, including video, templates, reports, spreadsheets, flyers, and webinars.

MUTUAL OF AMERICA FOUNDATION COMMUNITY PARTNERSHIP AWARD

The Mutual of America Foundation Community Partnership Award recognizes outstanding nonprofit organizations in the United States that have shown exemplary leadership. Each year, they sponsor a national competition in which hundreds of organizations demonstrate the value of their partnership to the communities they serve, their ability to be replicated by others and their capacity to stimulate new approaches to addressing significant social issues.

In 2023, Catalyst Kitchens was named the national award winner and given the Thomas J. Moran Award. In 2024, as part of this recognition, they produced a [documentary](#) that captures our mission and the work of many of our members. This film has extended our reach to new members, donors, and network partners.



NETWORK GROWTH



Our mission involves finding new programs and member organizations to support everywhere that we can. Above are the 21 organizations that joined our growing efforts in 2024. These logos represent a lot of stories:

New nonprofits just getting started, proven organizations trying a new approach to helping those in need, veteran programs wanting to give back with their knowledge and expertise, and founders with dreams of changing their communities for the better.

We hope to provide you many more updates on these innovative members for years to come!



Above: Catalyst for Change Winner, Vanessa Lanier
Below: New Model Member, Forge City Works

Plating up Excellence

Catalyst Kitchens gives out two awards within our work:

The David Carleton Catalyst for Change Award to amazing staff working on the front lines of our member programs.

Model Membership to exemplary organizations that consistently lead and demonstrate excellence in their work.

Congratulations to the people and programs we were able to recognize for their excellence this year!



The Catalyst Kitchens Board is vital in advancing our mission to transform lives through food service job training and employment pathways. Their expertise helps shape our vision and expand our impact.

The Catalyst Kitchens network thanks the Board for its steadfast leadership and commitment. Your guidance, collaboration, and passion for our mission empower us to create meaningful change in the communities we serve. We are inspired by your dedication and grateful for your efforts in driving our success. Together, we are building brighter futures and stronger communities.

BOARD MEMBERS

Thank you!



Barbara Hughes, President
Project Renewal



Patrick McCune, Vice President
Westside Catholic Center



Heather Martin, Treasurer
Providence



Kit Horita, Secretary
Kitchens for Good



Amanda Arana
Arc Broward



Ben Dubow
Forge City WORKS



Keri Fisher
Common Grounds



Jennifer Flanagan
Community Kitchen Pittsburgh



Paul Fordham
Homeward Bound of Marin



Christie Ison
Food Jobs Work



Paul Jensen
TASK



Monique Lopez
UMOM New Day Centers



Anna McDermott
Food Bank of Delaware



Dr. Kira O'Brien
Emma's Torch



Amanda Arana
Arc Broward



Derrick Purcell
Franciscan Center of Baltimore

FOR YOUR SUPPORT

CATALYST
KITCHENS

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Thank you!

Corporate, Nonprofit and Foundation Partners



Thank you!

To our incredible partners, donors, sponsors, and supporters—thank you for believing in the power of food to transform lives. Whether you ordered a meal through a member social enterprise, volunteered in a soup kitchen, donated, or provided needed services to a nonprofit, your generosity and dedication fuel our mission. Through you, our members are able to provide job training, employment pathways, and hope to individuals and communities nationwide.

Together, we are addressing critical challenges like food insecurity and unemployment, creating opportunities that make a lasting impact. Your support strengthens our programs, inspires innovation, and uplifts those we serve. We are deeply grateful for your partnership and commitment to building a brighter, more equitable future. Thank you for being an essential part of the Catalyst Kitchens journey!

Individual Donors

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

Christy Grossman
Kelly Gibson
Bud D Hall
Consuelo Sherba
Shirley Buontempo
Mary Coy
Matt Leung
Andrew Weerts
Samantha Leung
Jennifer Quigley-Harris
Elizabeth Hunt
Marion Racela
Diane Homolak
Megan Walsh

Vivie Nguyen
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David Juros
Sara Wiencken
Priscilla Martel
Anthony Sousa
Kenya Rutland
Eve Turow-Paul
Brandon Harris
Ryan Miller
Kay Allen
Neeley Carlson
Kaitlynn Perez-Mockett
Joe Junius

Justine Pugliese
Ryan Ivey
Elizabeth Hunt
Shirley Buontempo
Matt Leung
Andrew Weerts
Jennifer Quigley-Harris
Elizabeth Hunt
Marion Racela
Diane Homolak
Daniel Friedman
Eric Fenner
Brent Sclafani
Deborah Hirschland Fine

Thank you!

We want to especially thank the sustaining efforts of:

Bruce Burger and the Bruce Burger Fund, whose donation allowed us to create a matching fund that raised an additional \$5,000 in our end of year campaign.

The Carleton family, whose continued support sustains the Founder's Fund that supports our members and honors the legacy of David Carleton, our founder.

Finally, a thank you to members for their photo content and spaces featured in this report:

UMOM New Day Centers, Silver Fork, Inspiration Kitchens, the Prospect KC, Arc Culinary, Emma's Torch, Kitchens for Good, Homeward Bound of Marin, Project Renewal, The Breadline, Inc., Root, Impact Culinary Training, DC Central Kitchen, Second Helpings, Forge City Works.