



# Kitchens for Good FY23-24 Year End Letter

## A MESSAGE FROM OUR CEO

What does it truly mean to transform a life? Is it securing a better job, finding stable housing, discovering a sense of purpose, or renewing one's self-worth? At Kitchens for Good, we serve individuals from diverse backgrounds who have faced significant challenges and barriers to achieving what many of us might take for granted. Despite these obstacles, they have chosen to transform their lives, recognizing that they are the best agents of their own change.

Our participants and apprentices are actively shaping their futures by acquiring the job skills necessary for economic security and by making the courageous decision to invest in themselves, regardless of past difficulties or missteps. We are grateful for your support of Kitchens for Good and for extending a helping hand to our clients as they lead the charge on their own transformative journeys.

## IMPACT SNAPSHOT

Kitchens for Good achieved two significant milestones in fiscal year 2023-2024. First, the organization served a record 301 individuals through its programs. Second, after two years of strategically leveraging reserves to rebuild and expand programs post-pandemic, KFG closed FY23-24 with a positive net income of \$232,257.

As Kitchens for Good prepares to celebrate its tenth anniversary in September 2025, the team paused to reflect on the challenges and accomplishments of the last nine years. Then, we returned to the good work with a renewed sense of purpose.

301

Individuals Served

\$19.14

Average on-the-job  
training wage

58%

Increase in  
apprenticeship  
program enrollment



# FY23-24 HIGHLIGHTS

## Community

- **August 2023:** Kitchens for Good (KFG) provided emergency meals to local families impacted by Tropical Storm Hilary
- **October 2023:** KFG launched our community Cooking Classes through SHOP
- **December 2023:** The annual holiday giving campaign raises 8% more than the prior year thanks to a generous matching challenge sponsored by Lola and Walter Green, The Gifts of the Magi Foundation, and Greg and Julianne Markow
- **December 2023:** KFG SHOP celebrates its second anniversary
- **April 2024:** KFG's Chef Amanda returns to competitive cooking, winning Food Network's Chopped Challenge
- **May 2024:** KFG offers its own Chopped Challenge experience for corporate partners and private group celebrations
- **June 2024:** KFG welcomed three new board members: Leiana Sedillo, Jack Perkins, and Bob Watson

## Partnerships

- **January 2024:** KFG and Urban Street Angels, a supportive housing program for unhoused youth, partner on an Opportunity Youth Initiative providing holistic employment and wellness services for San Diego youth
- **April 2024:** Berry Good Foundation and SDG&E partnered to beautify KFG SHOP with an organic garden
- **April 2024:** KFG applied to be the meal provider for San Diego County's Juvenile Detention Campuses
- **May 2024:** Secured \$250,000 in funding from the City of San Diego to launch the micro-enterprise program, helping aspiring food business owners bring their products to market or scale their operations
- **June 2024:** KFG formed a partnership with Just in Time to provide their acclaimed Financial Fitness program to KFG participants, including personalized coaching
- **July:** KFG was selected as the meal provider for San Diego County's Juvenile Transition and Detention Campuses

## UNIQUE CHALLENGES

## INNOVATIVE SOLUTIONS

Since 2017, Kitchens for Good's (KFG) apprenticeship programs have helped 800+ community members overcome complex employment barriers through specialized culinary training and job placement services. However, KFG's program data from FY22 revealed a concerning trend among opportunity youth (aged 18–26). Only 54% of enrolled youth completed the initial ten weeks of instruction and fewer than a third successfully transitioned to employment. Recognizing the need for a targeted approach, KFG formed a partnership with Urban Street Angels to meet youth where they are and launched the Opportunity Youth Initiative.

This new initiative enhances KFG's apprenticeship and employment services for San Diego's most vulnerable youth by tailoring our acclaimed culinary arts programs to address the specific needs of this demographic. **With generous support from the Conrad Prebys Foundation, Copley Foundation, Cushman Foundation, and Price Philanthropies, this initiative now provides comprehensive housing and mental health support integrated with tuition-free job training and employment services.**

This holistic approach aims to empower youth to achieve self-sufficiency through rewarding careers in the culinary and hospitality sectors. The support of our community enabled us to innovate and adapt our programs to improve completion rates and employment outcomes for opportunity youth.

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This year, KFG also recognized that many apprentices were struggling to successfully transition into long-term employment after completing their initial training program, with a significant number not making it through their first 30 days of work. To address this challenge, KFG conducted a comprehensive analysis of job placement data, employer partner needs, and apprentice feedback, which revealed that certain life challenges persisted for apprentices even after securing jobs. Even after employment and significant positive changes, apprentices can still face blockages to their success due to unstable housing and transport or difficulty transitioning into a professional environment.

In response, we expanded our employment-transition assistance by providing enhanced job search support, helping apprentices seek employment with smaller businesses or outside KFG's staffing agency network. This year, KFG will offer more opportunities for hands-on experience through extended supervised training within our organization's umbrella. Supportive employment helps provide the scaffolding to help apprentices overcome persistent challenges and bridge the gap between training completion and sustainable employment. By providing a longer "runway" for apprentices to launch into employment, we're addressing the issues that had previously hindered apprentices' long-term success in the workforce.

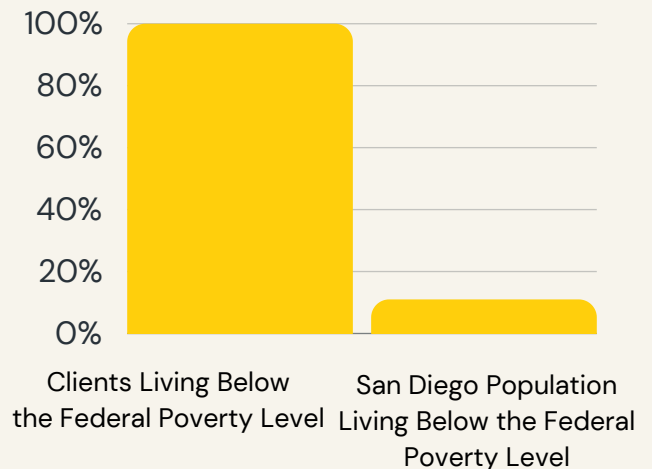
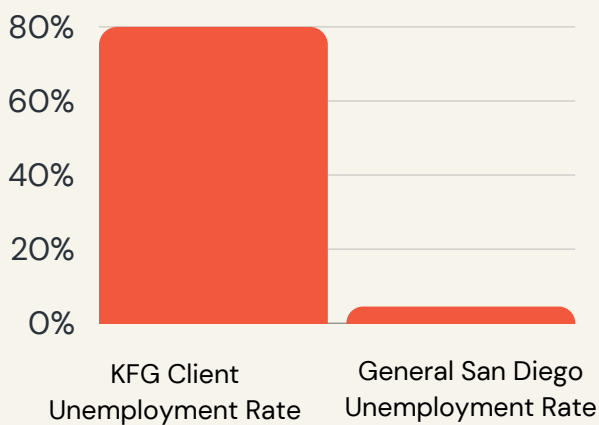
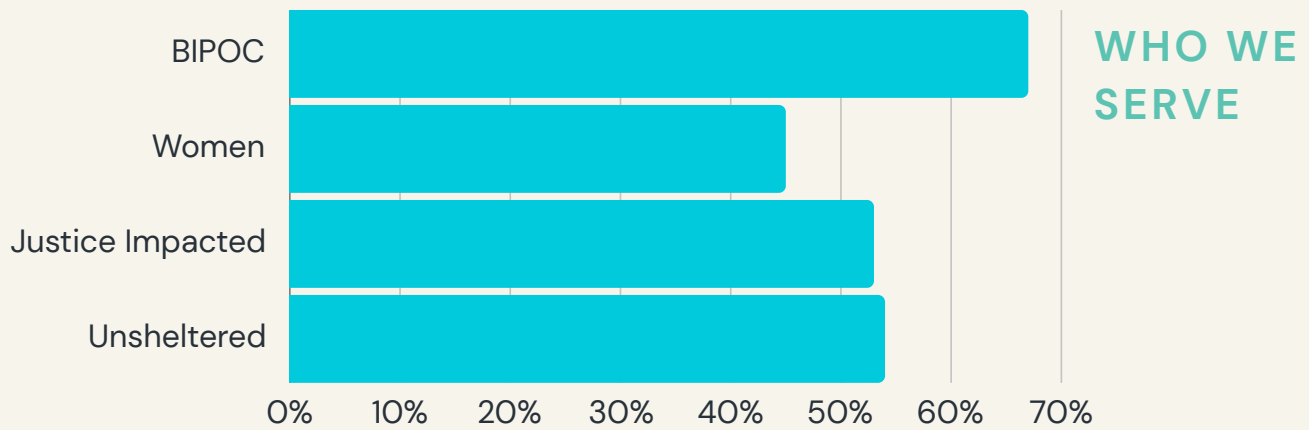
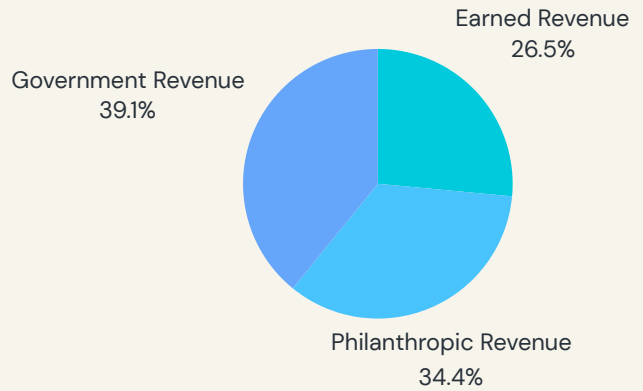
# FINANCIAL SUSTAINABILITY SNAPSHOT

KFG’s funding portfolio continued to become more balanced, with earned revenue representing 27% of total revenue. This is up from a low of 11% during the pandemic, but still shy of pre-pandemic levels by 17%.

On the last day of the fiscal year, the organization had 47 days of cash on hand, \$1.4M in accounts receivable, and \$2.8M in backlog revenue from government funding and contracts.

## NET REVENUE

# \$239,000



We couldn't have  
done it without  
your generous

support.



Thank you

to all our champions,  
donors, and volunteers.



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