KITCHENS FOR GOOD

ANNUAL REPORT

FY 2024-2025



Transforming Lives Through Culinary Arts

A WORD FROM THE CEO & BOARD CHAIR

Marking our 10th anniversary, 2025 was a turning point for Kitchens for Good. After years of disciplined building, the individual pieces of our work began operating as a powerful, integrated system.

Preparing 400,000 meals annually for San Diego's youth detention and transition facilities did more than fulfill a contract. It created transitional employment and paid, on-the-job training for apprentices. Individuals who once faced significant barriers earned industry credentials, secured stable employment, and built confidence that extends far beyond the kitchen.

At the same time, food entrepreneurs moved from home-based production into fully permitted commercial operations, increasing income, formalizing their businesses, and creating jobs for others. Through Shop's vibrant outdoor markets, entrepreneurs didn't just refine their operations – they built customer loyalty and stepped more fully into the local economy.

Even the meals served to youth in detention became a bridge. Prepared with respect and dignity, they opened pathways for youth to connect with Kitchens for Good, transforming a transaction into an opportunity.

This alignment reflects thoughtful design, disciplined financial stewardship, a team deeply committed to excellence, and a community of people like you. It is the result of a model we have been building for a decade:

Culinary training fuels enterprise. Enterprise generates revenue. Revenue sustains impact.

This year also marked a major milestone: the purchase of a permanent home for Kitchens for Good. The design process is underway with a clear priority - bringing the kitchen online. When complete, this space will serve as an economic engine and a place where job training, entrepreneurship, social enterprise, hunger relief, and community converge.

To our funders, partners, volunteers, board members, customers, and supporters: thank you. Your investment in Kitchens for Good is visible in every graduate, every thriving food business, and every meal prepared and served with care.

And we are just getting started.

With gratitude,

JENNIFER GILMORE
CHIEF EXECUTIVE OFFICER

SALLY TOISTER
BOARD CHAIR

BY THE NUMBERS

WORKFORCE & ECONOMIC MOBILITY

FROM OBSTACLE TO OPPORTUNITY

1,350 +18% from last year

Program Applicants

335 +27% Year-Over-Year

Entreprenuers and Job Seekers Served



Program Completion Rate

Up from 65%

85% Unemployed Upon Entry

<5% San Diego Unemployment Rate

Overcoming obstacles, building confidence, and connecting to community

$19.58 */hour*

$17.75/hour

+$1.83

Above San Diego's minimum wage



BY THE NUMBERS

ENTERPRISE & COMMUNITY IMPACT

400,000

Meals Prepared Annually

One meal every 79 seconds.

25,418

SHOP customers

+19% from last year

20,820

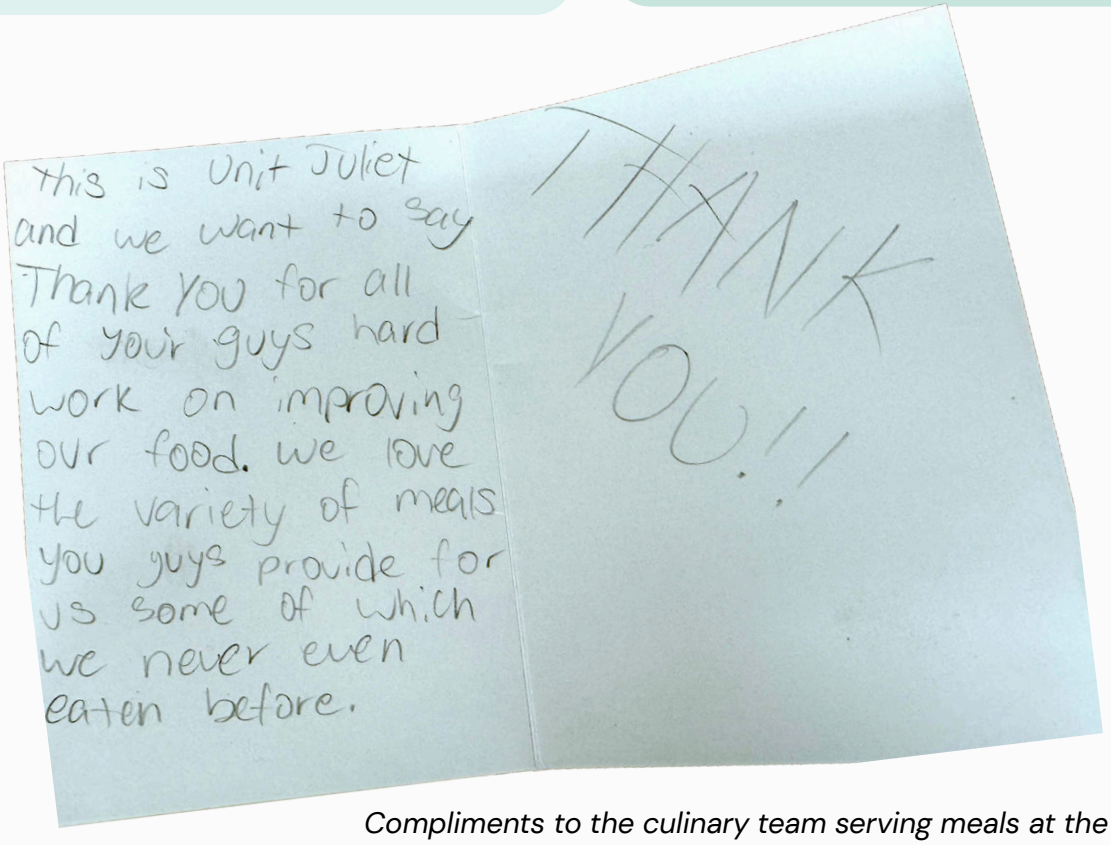
Social Media Followers

+40% growth

173,626

Pre-Loved Items Donated

Diverted from landfills and given new life.



Compliments to the culinary team serving meals at the East Mesa Juvenile Detention Facility

LIVES TRANSFORMED

CULINARY APPRENTICESHIP



32

Credientials Earned



106

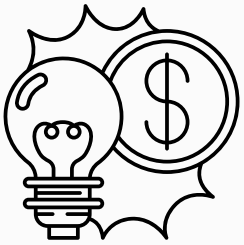
Job Placements



101

Wraparound Supports Provided

FOOD ENTREPRENEUR ACCLERATOR



38

Entrepreneurs



28

Food Businesses Launched

LIVES TRANSFORMED

LILIA: WHEN COMMITMENT MEETS OPPORTUNITY



Lilia, on the right, working along side Isabel of Isa's Tamales, left.

Perched along an ocean cliffside in La Jolla, the restaurant Destiny Coast overlooks an endless expanse of royal blue. As the sunset transforms the ocean from blue to orange, Lilia works the evening shift, drawing on skills from her Kitchens for Good apprenticeship.

Lilia got a job at Destiny Coast in December 2025, just five months after her release from incarceration.

"If somebody would've told me, 'Hey, you're going to be working in La Jolla, you're going to have a car, you're going to have all these things,' I would've been like, 'Yeah, you're kidding me.'"

Lilia began her Kitchens for Good journey in August 2025. Before that, she never held paid employment. However, Lilia started cooking at a young age, taking care of her brothers and making sure they were fed.

During incarceration, Lilia volunteered in the kitchen at Las Colinas Detention and Reentry Facility, where the chef told Lilia about Kitchens for Good, and she applied upon release.

Lilia arrived at Kitchens for Good afraid of the unknown, but her confidence grew rapidly. Formal performance evaluations highlighting her reliability, food safety, and knife skills reshaped her self-talk.

"You can do this. "You really know what you're doing."

After completing her training, Lilia secured paid, on-the-job training with Isa's Tamales, a microenterprise founded by Isa Rosales, a member of Kitchens for Good's Food Entrepreneur Accelerator.

As Lilia's skills increased, so did her job prospects, and she was granted an interview at Destiny Coast.

On the day of her interview, Isa gave Lilia words of encouragement.

"Isa's advice was to talk about my strengths: how I pay attention to detail, how I'm a fast learner, how I'm dedicated to my work."

Today, Lilia works two jobs, once doubting she could secure one.

"I come from a background where all these statistics say you're not going to make it, but I think if you really want to and put all your effort into changing or wanting something better, it's possible."

LIVES TRANSFORMED

ISA'S TAMALES: WHEN TALENT MEETS ACCESS

A single mother of three and powerful advocate for women impacted by domestic partner violence, Isa began building her business from the kitchen of her two-bedroom apartment.

In 2024, she sold 13,000 tamales. It was a strong start, but growth was limited. Small-batch production. No wholesale purchasing. Limited storage. Seasonal demand swings.

Isa had talent and loyal customers, but she lacked access to the equipment she needed to scale.

San Diego has less than 6,000 square feet of kitchen space that can be rented by the hour, and fees often start at $40 an hour - a huge barrier for early-stage entrepreneurs.

In late 2024, Isa reached out to Kitchens for Good, made her case, and got access to its fully permitted and equipped commercial kitchen.

That shift changed her trajectory.

The simple solution of providing equipment, space, and tools enabled Isa to grow holiday sales 136% over the previous year. Through the kitchen, production became consistent. and growth became possible.

By mid-2025, Isa had already produced 13,500 tamales.

Then momentum accelerated. Isa won the Magic 92.5 Tamale Contest. Orders surged. By year's end, she had sold **33,500 tamales**.

With that growth, Isa hired two apprentices from Kitchens for Good's culinary program. She moved into a three-bedroom apartment. Her son was accepted into UCSD. Her daughter will attend Humboldt in the fall, and she proudly sells tamales to pay tuition.

"If you see me crying, it's tears of joy. I beat the odds against me, and it took a village. "

Isa's story demonstrates what happens when talent meets access:

- Access to a licensed commercial kitchen
- Access to wholesale purchasing
- Access to technical assistance

Production capacity expanded exponentially. Sales multiplied. Stability followed.

Isa's Tamales continues to grow, rooted in culture, resilience, and community. She is currently on track to sell 67,000 tamales in 2026.

Kitchens are transformative.

Follow Isa's journey on Instagram @isas_tamales.



Isa's Tamales is providing paid on-the-job training to apprentices Rene, Rocky, and Lilia. Pictured left to right: Isabel, Lilia, Rocky, and Rene.

LIVES TRANSFORMED

Aureny Aranda-Garcia



Aureny prepares savory meals that reflect her blended culture and heritage. Gaining access to a commercial kitchen and technical assistance through Kitchens for Good's food business accelerator has enabled her to grow her catering company with her daughter.

"I just had my check-in with Kitchens for Good, and I realized that I've reached goals that I haven't been able to in five years, thanks to KFG's help. I've been renting kitchens for more than 10 years, and KFG has the best kitchen in terms of organization, the introductory walkthrough, and safety."

Todd Magsamen

Todd, a baking apprentice, has been working as a pastry chef for more than a year. His skills and experience have led to multiple job offers and a pathway to prosperity.

"I love the support from everyone - from the kitchen staff to people in the office. Kitchens for Good is the biggest support in my life. The classes were very thorough on what it's like to work in a real-world kitchen, which has given me a lot of confidence."



Meranda Fernandes



Meranda is a culinary apprenticeship graduate. She recently celebrated her third work anniversary. As her skills grew, so did her opportunities to make more money as a food server.

"The Kitchen for Good staff have great communication skills. The environment is so happy and peaceful, and I look forward to going there every day. I've been at the same restaurant for three years and moved from the back of the house to the front, where I make more money thanks to Kitchens for Good."

LIVES TRANSFORMED



Janelle Hernandez

Janelle completed her culinary training in March 2025. She is currently a chef at Petco Park and was recognized during a pre-game ceremony (jumbotron and all) as the MVP of the year by her co-workers.

"The support at Kitchens for Good is great. The chefs are amazing, and everyone is very helpful and caring. "

Atiim "Tee" Smith Jr.

Tee joined Kitchens for Good after he returned home from prison. With a strong work ethic and commitment to growth, Tee built his skills and stayed focused on his goals. Today, he serves as the Executive Chef at Pacific Social.

"KFG didn't just teach me how to cook — they taught me how to show up every day with discipline and pride. The standards they set are the same standards I hold myself to now as a chef."





Jacques Pépin Foundation

The Jacques Pépin Foundation recognizes excellence in culinary education and workforce development. Chef Pépin, a former apprentice in his early career, is an inspiration to Kitchens for Good and those we serve.

"Kitchens for Good are superstars in the world of culinary training - a model!"

FINANCIAL OVERVIEW

TOTAL REVENUE: $8.5M

TOTAL EXPENSES: $8.17M

84%

PROGRAM SERVICES

16%

MANAGEMENT & FUNDRAISING

View FY24-25 financials at kitchensforgood.org/financials

- ✓ Diversified revenue streams
- ✓ Growing earned income
- ✓ Strong program spending ratio
- ✓ Increased reserves and liquidity
- ✓ Positive operating cash flow



FY2026-27 PRIORITIES

We are stepping into the next phase of Kitchens for Good's evolution - scaling thoughtfully, investing strategically, and deepening our impact across workforce development, food entrepreneurship, & social enterprise.



ACTIVATE THE KITCHEN

The activation of our permanent home begins with the kitchen. As the engine of our workforce and enterprise model, bringing this space online is our top priority. The buildout will expand training capacity, increase meal production efficiency, and create integrated pathways between apprenticeship, entrepreneurship, and retail. This kitchen is more than infrastructure; it's an economic engine.

EXPAND APPRENTICESHIP

Demand for our programs continues to grow. In FY 26–27, we will strengthen retention supports to ensure more individuals facing barriers to employment can access stable employment pathways. We will also launch California's first apprenticeship for food entrepreneurs.

INCREASE ACCESS

Our shared kitchen is a growth multiplier for food entrepreneurs. We will increase utilization, deepen technical assistance, and expand access to wholesale purchasing and retail channels. The goal is clear: more entrepreneurs successfully launching and scaling their dreams.

SUSTAINABLE FOOD SECURITY

Heat-and-eat meals are essential for food-insecure San Diegans with limited access to kitchens. Preparing these meals provides paid, on-the-job training, nourishes communities, and creates pathways to employment, entrepreneurship, and economic mobility. The cost of producing these meals will be sustained through Kitchens for Good's earned revenue streams.

"For a long time, I was a hindrance to society.
Now I'm able to give back.
I love bringing joy or comfort to others.
Feeding the community gives me purpose."
Jason, Culinary Alumn

WITH GRATITUDE

To our donors, customers, partners, volunteers, and the extraordinary community of apprentices and entrepreneurs who make up Kitchens for Good - **Thank you.**

Every gift, every purchase, every shared post, every hour volunteered, every order placed, every risk taken to start a business, every early morning in the kitchen - it all matters.

We cannot possibly name every person who contributed to this year of growth and inflection. But please know this: you are part of the fabric of Kitchens for Good and the reason we show up every day.

Our work is deeply collective. It is built on trust, generosity, resilience, and the belief that when one person succeeds, we all rise together.

Whether you entrusted us with your goals and dreams, gave financially, purchased from Shop, hired a graduate, mentored an entrepreneur, or simply cheered us on – you are part of this story.

We are endlessly grateful.

And we are honored to build this community alongside you.

With deep appreciation and heart,

Team Kitchens for Good

LET'S KEEP COOKING

VISIT KITCHENSFORGOOD.ORG TO:

TOUR OUR FUTURE HOME
These behind-the-scenes tours offer a chance to learn how this space will expand culinary training, social enterprise, and community impact in San Diego.

TAKE A COOKING CLASS
Join us in the kitchen and cook alongside our talented chefs. Our hands-on classes are a fun way to support programs.

BROWSE THE ONLINE SHOP
Shop products created by entrepreneurs.

MAKE A DONATION
Donations help build sustainable careers and businesses.

