



# farming hope 2024

## GRATITUDE REPORT





# from the farming hope team



In 2010, I opened a family restaurant and catering business. Over the next decade, I managed its operations and shepherded its growth into a multi-unit operation and through it all, I gained a deep understanding of the demands and complexities involved in running a successful food business in San Francisco. I know first-hand the grit, determination, and figure-it-out attitude that is required to keep our restaurant industry moving. I also learned the feeling of deep pride and satisfaction that comes from delivering top-notch hospitality. Above all, my experience taught me that there is no one size fits all playbook, and that success necessitates cultivating a growth mindset.

At Farming Hope, we know that we can't just train our Apprentices on basic culinary skills – we need to train folks to meet the demands of the job market. In an environment where food businesses increasingly need to stand out, job seekers must be flexible to be able to match those needs. From our own experience and from talking to employers across San Francisco, the main skill employers are looking for is teachability.

Teachability means emphasizing a growth mindset and being open to learning and unlearning. It means training folks to be trainable. This is a skill that requires vulnerability. For a community that is already vulnerable in so many ways, it's easier to be vulnerable when you have confidence and feel like you belong. We foster confidence and belonging through a culture of support and what we call 'feeding it forward'.

Our Apprentices come to us with a wide range of challenges, and one thing they all have in common is that they are seeking help. Rarely are folks in their economic and social position the ones who get to be of service to their community. Through cooking and serving food to others experiencing hardship, our Apprentices experience the pride and purpose that comes with that service.

Time and time again, our graduates share with us that they feel valued, and have a sense of purpose doing this work. Our team is privileged to bear witness to their journeys of self discovery as they heal and grow through the power of service and feeding it forward. This positive motivation helps carry our graduates on, not just to their next employment, but through whatever life throws their way next. It's not uncommon for us to be visited by graduates coming to share their latest wins, from new apartments, to reuniting with family, getting paroled, promotions at work, and more.

So when you look through this yearly recap, know that behind each number is a story of grit, determination, growth, and service. This is true for each Apprentice, each meal recipient and grocery guest, every volunteer, staff person, and supporter that walks through our doors at Farming Hope.

To be in service of this mission is a great honor and I look forward to continuing to lead with the same openness to teachability we share with our Apprentices.

In community and with immense gratitude,

**Andie Sobreña, Executive Director**

# IMPACT IN NUMBERS

41

**apprentices trained**

- 85% graduation rate
- 71% employment rate within 90 days of graduation
- \$21.29 / hr average wage within 1 month of exit

149,884

**meals cooked**

- 127,468 meals distributed to 10 Community Partners
- 22,416 meals served during Family Dinners and Grocery Distribution

263,251

**lbs of groceries distributed**

- 425+ households, or over 12,500 individuals served
- 60% live in 94102 zip code (Tenderloin)

36,428

**lbs of food recovered**

- 90% of recovered food was produce
- Top recovered item: watermelon (1,854 lbs!)
- Most frequently recovered: Romaine lettuce (26 days) and green beans (23 days)



## vision

Farming Hope's vision is to build inclusive communities where all are needed.

## mission

Together we empower folks experiencing major barriers to employment to grow and cook food to sustain themselves and their communities.

## values

### respect

Recognize that every story is important in contributing to our community's strength. Respect the time, effort, and stories of those you work with. Respect yourself as a person of immense worth and value. Make every decision to treat others in the way you would want to be treated.

### empower

Take ownership and responsibility for bringing our vision to life every day. Include everyone in the room, the city, the community. Empower others to embrace the truth that we are all needed.

### achieve

We are focused on achieving excellent outcomes for our Apprentices and our organization. We celebrate our achievements and share them with our community. We achieve high standards with every dish, every plant, the cleanliness of our kitchen, and the success of our neighbors. Recognize that your actions affect the entire team, the entire community. We can only achieve together.





Be present

"God" is good

Give yourself some grace, no one is perfect!

More intentional

BE KIND

BE IN SERVICE

SHARE WISDOM + learn from a process!

Balance

My Intention is 100% = 100% Result



farming hope

Wall of Weekly Intentions

What do you want to focus on?  
How do you want to show up?  
What do you want to learn?  
How do you want to grow?  
What are you hoping for?

Determination

Ser pos

Find a studio apartment. Learn how to cook something new.

Love to Cook!!!

LIVE BY DESIGN NOT BY DEFAULT

Agradecido humilde. Sonreír, alegrarse. Positivo feliz.

felicidades por aguantar es corto Jalón. He hecho unos papeles para el largo

Amor y Felicidad

Ambilidad Respeto

Find Joy in the challenge

Alegre

Persistir y Florecer

Find the good!

one moment at a time!!!

LEARN SOMETHING NEW





# “ in the words of OUR COMMUNITY ”

*Thank you for helping me my family and thank you for letting us be apart of your family - y'all are our extended family we like coming to see y'all.*

*Thank you for your wonderfully flavored food that was given to me while my daughter is in the hospital. I appreciate all of your kindness in my moment of sadness as I'm waiting for answers. Your support does not go unnoticed.*

*One of the things I loved about the Apprentice Dinner is that everybody had each other's back - helping each other in the kitchen, washing dishes for each other.*

*Nobody hesitated. Food is supposed to bring people together and bring joy, and that's what we achieved that night.*

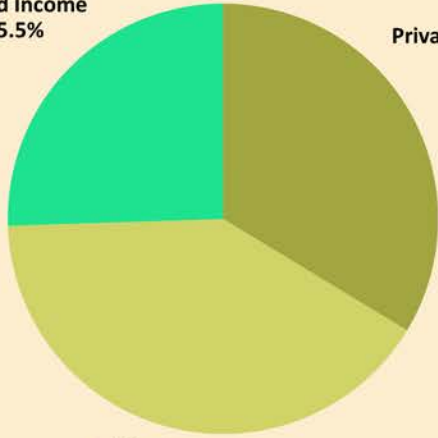
*I appreciate everything this job has done for me, not only for my work skills but also for my mental health. I leave with so much gratitude and pride from this experience.*





# FINANCIALS

Earned Income  
25.5%



Public Grants  
40.8%

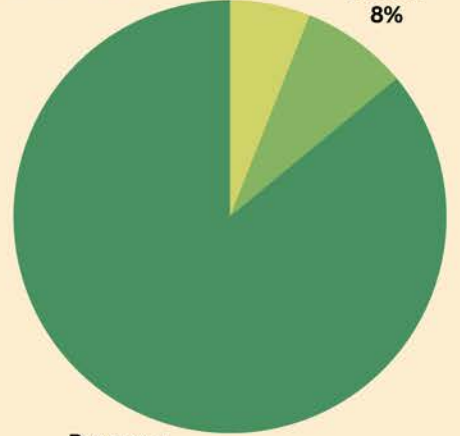
**income**

Private Donations & Grants  
33.7%

**expenses**

Fundraising  
6%

Admin  
8%



Program  
86%

*Thank you*

**None of our work would be possible without you, our Farming Hope community!**



# JOIN *our* TABLE

DONATE to support our work

ATTEND a guest chef dinner or other events

VOLUNTEER for our community dinners and more

share & stay up to date



**THANK YOU TO OUR SUPPORTERS!**



CRANKSTART

*and generous individuals like you!*