2,441

FOOD SERVICE WORKERS HELPED IN 2020

Because of you
Welcome to Giving Kitchen's 2020 Annual Report. An infamously challenging year, there is no denying that 2020 dealt our industry some devastating blows. Still, while it felt like life was on hold, the world kept going – and so did we.

Because of YOU, these pages represent not just our achievements in 2020, but a look at how our organization began a major growth and transformation journey in 2021 as we look to expand our operations throughout the region. We are humbled by the commitment our community has shown us by providing support to thousands of food service workers in crisis.

Because of you, our community, Giving Kitchen was there to support food service workers in the crises of everyday life and in the crises caused by this pandemic. A pandemic that, once again, has us bracing for another wave that will deeply affect our industry. Our work serving Georgia and Tennessee food service workers in 2020 and over the last year has prepared us for what's to come. And we're readying to tell all of those food service workers who DON'T know, wherever in the Southeast they may be: We are Giving Kitchen and we help food service workers.

Thank you for being part of a food service community that meets crisis with compassion and care, in “normal” times and during an ongoing global emergency.

Here’s to you and to the future we’re building together.

with gratitude,
Your Giving Kitchen Team

We try our best to make sure everything is accurate, so if we’ve made a mistake, please accept our apologies and reach out to brandon@thegivingkitchen.org so we can correct it. Thank you for your understanding.
**MISSION**

Our mission is to provide emergency assistance to food service workers through financial support and a network of community resources.

**VISION**

We are a food service community meeting crisis with compassion and care.

**GUIDING PRINCIPLES**

**EMPATHY**

Understanding and responding to unanticipated crises in the food service community.

**PRECISION**

The right resources, at the right time, in the right amount, to the right people.

**GENEROSITY**

Compassion and care beyond expectation.

**TRUST**

Stewardship and governance that honors our mission and those we serve.

**COMMUNITY**

Transcending boundaries, our community is built through caring and the connection to service of others.

**GRATITUDE**

Appreciation for the opportunity to serve our community.
"We take care of ourselves."

If you've worked a day in a restaurant, you know the mantra. When someone needs help, form a circle, pass the hat.

Which begs the question: If a circle of care is written in the DNA of food service, why Giving Kitchen?

Four years ago, I had lunch with a Giving Kitchen supporter, a partner at a local law firm who got a taste for food service while delivering pizza in law school (for beer money he says). He told me a story about showing up to work and finding out that a teammate had lost his life, leaving behind a wife and child. His co-workers stood in a circle as the manager broke the news and immediately passed a hat to raise funds to help the family. As the hat was passed around, he had his doubts: “I’m here to make beer money, these folks have their own kids, their own bills to pay.” When the hat came around, he was shocked by the amount of money donated, and donated what cash he had in his pocket. It was that moment that gave him clarity and purpose for supporting Giving Kitchen. “When I donate to Giving Kitchen, I’m back in that circle, except this time with more resources than my beer money.”

This is the power of Giving Kitchen, together, we take something inherent to food service and make it bigger and better.

We can make the circle bigger by making room for food service distributors, manufacturers, breweries, distilleries, payment processors and the folks who eat in restaurants every day.

We can make the circle better by ensuring that it doesn’t matter what language you speak, what part of town you live, what kind of restaurant you work in, if you work in food service, you work in a Giving Kitchen.

Thank you for your support of food service workers in crisis. We need your help now more than ever.

Because of you, we’ve made the circle bigger and better than ever before with over 8,400 clients served, $5.3 million in financial assistance given and 5,141 referrals made since our inception.

But our work is not finished! Together, we can make every kitchen in our communities a Giving Kitchen. Please continue to support Giving Kitchen and tell our story when you have the chance.

With gratitude,

Bryan Schroeder
Executive Director

THANK YOU FOR BEING PART OF OUR FAMILY. THANK YOU FOR BEING GIVING KITCHEN!
2020 Highlights

Who You Served

2,441
Food Service Workers

1,003
Children impacted by financial assistance

Types of Crises

282
Illness

138
Injury

22
Housing Disaster

67
Funeral

Race/Ethnicity

37.6%
White/Caucasian

35.9%
Black/African American

17.3%
Hispanic/Latino/Latina

7.6%
Asian

1.6%
All Others/No Answer
How You Served

$927,130
in financial assistance awarded

43%
of financial assistance recipients were diagnosed with COVID-19 and/or were under doctor-mandated quarantine.

Our case managers made 2,076 resource referrals for 1,906 food service workers, connecting them with over 300 Stability Network partners.

Top 3 Stability Network Categories

- 74% Employment
- 14% Housing + Utilities
- 5% Family + Social Services

370 QPR Suicide Prevention trainings since inception
26 food service workers attended our Columbus Pop-Up Doc in September
81,000+ visits to GK’s COVID-19 Resource webpage

Asks for Help
We choose to support Giving Kitchen because GK fills a much-needed void that had never been addressed before, “helping food service workers in crisis”.

My wife and I have been in the hospitality business since our teenage years and know firsthand how challenging some of those times can be. As a restaurateur today, knowing that our employees can reach out to GK relieves a lot of stress when life’s challenges call. Knowing that there is help if work days must be missed can really be life changing to them.

This is what GK provides for restaurant workers, HOPE. Hope that they can keep going until they can get back to work. Hope for the restaurateur that their staff members are taken care of during difficult times and will be back to work.

Giving Kitchen’s community is where people show up to help and invite others to help. A community doing good for restaurant workers when they need us the most.

I’m proud to have the opportunity to serve on the GK board with others who care about food service workers in our industry. Being a new board member, I got to see and be a part of all the work that is being done to continually strengthen the organization. It’s inspiring. I’m excited for the future of GK and the people they will bless.
“I thought I came to Giving Kitchen by mistake in the Fall of 2019. I was the very last student in my Bachelor’s Program at Georgia State University to be assigned an internship because I accidentally waited too late. I was sent to Giving Kitchen and had an interview within a week of me noticing and correcting my tardiness. The day of my interview at 513 Edgewood Avenue (GK’s old office), I was greeted by Leah, Kirk, the most friendly doggies, and a genuine atmosphere. During my interview, I was very nervous that this was not the place for me, but after my first month at Giving Kitchen, I was immensely proven wrong."

Since the Fall of 2019, Giving Kitchen has become a foundation in my life that deserves more praise and thanks than words could ever describe. In my first month as an intern, I simply tried my best to do the work that needed to be done. Through me simply trying my best, they saw something in me that I was not able to see in myself at the time and pointed it out for me. From there, they motivated me to do more, encouraged me to grow in different areas, cheered me on through all my adversities, and guided me towards goals I initially thought were too large to achieve. Most importantly, they taught me how to love myself and truly take care of myself. To be surrounded by people who advocate that you take care of yourself, that you rest, that you talk out your problems through supervision, that you set boundaries, and that you ASK FOR HELP is the biggest blessing among them all. I have been working since I was 15 years old, and as a black woman in my early 20’s, that was the first time I experienced that kind of nurturing at a job. Now, after a global pandemic, a Bachelor’s and Master’s in Social Work, numerous medical adversities, and so much more that 2020 had to offer me, I can confidently say; Giving Kitchen was always meant for me.
Demographic data is derived from Giving Kitchen financial assistance client applications. Initial “ask for help” intake forms do not include demographic data.
92% of all Ask For Help forms come from restaurant workers. 5% is made up of catering, cafeteria, concession and food truck workers.

Of restaurant workers approved for financial assistance this year, the breakdown is:

- QSR/Fast Food: 15%
- Fast Casual: 36%
- Casual: 31%
- Fine Dining: 18%

**STABILITY NETWORK REFERRAL PROGRAM**

Through partnerships with national, regional and local service organizations, as well as curated services specific to Giving Kitchen clients, our Stability Network has connected thousands of people to resources related to mental health, physical health and wellness, substance abuse and addiction, dental and vision, employment, housing and utilities, family and social services, financial services, and legal and immigration services.

**2021 Trends**

- 68% of Stability Network clients reached out for rent assistance
- 24% of clients faced either eviction and/or homelessness

In 2021, Giving Kitchen has maximized resource deployment and increased caseworker efficiency by automating some referrals while also offering clients the chance to request a case manager and a consultation; 25% of clients opt-in for case management.
LISTEN FOR THE OPPORTUNITIES.

Every person encounters moments in their life that force them to face big questions. At times these questions are asked to you.

Other times they are the kind of questions you might find yourself blurtng out loud unconsciously due to their sheer force but for which the answers most easily reveal themselves in the quiet spaces between exchanges and daily living. If you're lucky, you may be able to point to several of these moments throughout your life. And if you're luckier still you'll learn every day offers them to you - both the questions and the answers. They are lurking in a familiar relationship, a conversation with a stranger, a problem at work, an illness, the death of a loved one, the loss of something you valued, the birth of a child, job offers, a new hobby ... anything and everything. Amidst stillness and chaos. The questions and answers are all there.

Nancy wearing GK's 2019 James Beard Humanitarian of the Year Award (left) with husband, Mark, (right).

Founding board member, Nancy Oswald, served her final year on our board in 2020. Thank you for you for service and dedication to GK. Watch a gratitude video to Nancy from our first ever GK client, Angela Riley, here:
At Wits’ End Productions, we’re storytellers. Experience makers. We thrive on the details that evoke emotion and deliver a compelling message to the audience. As food is so often an integral part of this creation, we’ve spent years working side by side with those in the food service industry. We understand the extended hours, the hard work, love and pride that goes into making something memorable and hold a special place in our hearts for our partners in this industry. Beyond the experience of any event, any video content, any activation – what is it to experience a crisis, but with support? A helping hand during unexpected turmoil can be...everything.

We came to know Giving Kitchen during the Great Quiet, when our fast-paced existence came to an abrupt halt. The team at WITS’ was restless and looking for a way to connect with our community and to help others. While the world was stuck at home we launched Test Your Wits, a series of virtual game nights as a way to raise funds for Giving Kitchen. And since the Spring of 2020, we’ve committed ourselves to spread the word about this organization.

Thank You WITS’ End Productions for your support of food service workers in crisis.
WE CAN’T WAIT TO SEE EVERYONE IN PERSON ONCE AGAIN AT TEAM HIDI 10 – FEBRUARY 6, 2022

Team Hidi 8 where GK raised $866,755!

GK’s Senior Director of Field Operations, Naomi Green

GK’s Board Member, Bill Ray

Culinary Partners proudly supporting GK at The Pinky 2020!

Beverage station at TH8

Teams excited to be outside for The Pinky 2020!

Volunteers sporting their TH8 merch
I became aware of GK a couple of years ago when friends were chatting about someone they knew who was a bartender that had suffered a personal tragedy and was in need of financial help. When I inquired further and did some research on my own, I found out GK brings a spotlight to a situation that I was totally unaware of beforehand. Food service people intersect every one’s life on multiple levels daily, and with the pandemic and knowing about Giving Kitchen, I knew I wanted to find a way to guide money toward an industry that would suffer greatly during this uncharted territory we faced. GK is an organization that knows how, where, and when to help people in their hour of need.

While months passed and I got caught up in work and all of the craziness that comes with my photography career, Giving Kitchen was still in the back of my mind, and I began to take on a whole new level of understanding of the need in the food industry just in my day-to-day living. Then 2020 came on with a vengeance with COVID and all of our lives were turned upside-down, and work came to a screeching halt. It’s then that I knew — then and there, in that moment — I had an answer for what to do — raise money through photography, and the First Porch Project was the answer. I knew I wanted to move money toward GK because they had the know-how, the connections, the network to reach those in need. I put out feelers to my clients, outlined what I wanted to do, they networked, formed tentacles that reached out to neighborhoods, friends, family, even the companies they worked for, and before you know it, I was driving down streets, taking pictures from a distance of folks on their porches for hours and days, asking only for a donation to Giving Kitchen. In order to receive the images I took, they would send me a receipt of their donation they made directly to GK, and I would then forward them a link to the images. The outpouring of love from the community was amazing and surpassed my expectation.
At the beginning of the COVID-19 global pandemic Giving Kitchen doubled down on its commitment to food service workers in crisis through our core services: financial assistance because of an injury, illness, death of a family member or housing disaster and/or a connection to community resources. Giving Kitchen resisted external pressure to “pivot” by providing small cash gifts to food service workers out of work because of shutdown measures. We determined that the best way Giving Kitchen could help unemployed food service workers was to provide the most accurate and impactful COVID-19 resources – on our website and through our case managers.

Since that moment, Giving Kitchen has awarded $1.82 million to 986 food service workers. This includes nearly 400 food service workers or their family members who were exposed to the virus, tested positive, or passed away from the virus. During this same time, Giving Kitchen has provided Stability Network services to another 2,783 clients who reached out for help. An additional 5,882 people viewed our resources for free meals in Georgia during the onset of the pandemic, and 88,000 people viewed our COVID-19 resource page. As COVID-19 spiked in our communities, so did requests for help from food service workers who were sick and hospitalized. Giving Kitchen provided over $503,752 in financial aid to food service workers impacted by a COVID-19 illness in their household. Every finalized application for support was approved within 72 hours – because we stayed focused on our core services, no one waited for help. Dozens of evictions were prevented because assistance was provided within 24 hours of a request.

$1.82 MILLION
awarded to food service workers

$503,752
awarded to workers impacted by COVID-19

$326,592
awarded to people affected by COVID-19 in 2021

The fight is not over...

In 2021, we have awarded $326,592 in financial assistance to people diagnosed, forced to quarantine because of exposure with pre-existing conditions, and whose loved ones have died from COVID-19. Put differently, $1 out of every $3 that Giving Kitchen has awarded has been to someone directly affected by COVID-19. While there is no way to measure the pressure that cut hours and loss of income had on causing clients to reach out for assistance, we do have evidence that it is substantial, as many of our clients had multiple, often overlapping crises alongside a COVID-19 diagnosis.
There is evidence that people who reach out to us because of a COVID-19 diagnosis in 2021 (without other complications) are even more economically precarious than others: the average monthly income for those with “only” a COVID-19 diagnosis was about $40 a month less than people with all other crises. For those with “only” a COVID-19 quarantine, it is approximately $600 a month less in 2021 and $160 less in 2020.

**Because of you,** Giving Kitchen was able to serve the most Clients in our history in 2020.

**EXPEDITED APPLICATIONS**
All completed applications for qualified applicants approved within 5 days.

**CREW STABILITY NETWORK RESOURCES**
Introduced a COVID-19 resource page with most web views in GK’s history.

**FINANCIAL ASSISTANCE**
Our financial aid program remained open despite historic demands and no qualifying applicant was turned away.

1. Injuries: 138
2. Illness: 282
3. Funerals: 67
4. Housing Disaster: 22

**STABILITY NETWORK**
Referrals Made in 2020: 2,076
Total clients served in 2020: 1,943

**TOP 5 CRISIS CATEGORIES:**
1. Employment
2. Housing/Utilities
3. Physical Health/Wellness
4. Financial Services
5. Mental Health
Our world turned upside down. In an instant, our future was gone. And then there was hope.

Over the last four years, I’ve had the privilege of listening to Jen Hidinger-Kendrick share her story of loss and hope: the story of Ryan Hidinger’s terminal cancer diagnosis; a future gone, replaced by uncertainty. And, it’s also the story of hope. It’s the story of Giving Kitchen’s founding and a story of a community coming together for Ryan, and now for thousands of food service workers.

At the onset of the COVID-19 pandemic—for the first time in my life—I started to understand some of what Jen and Ryan experienced. The fear. The uncertainty. And then the unexpected hope. As many of us transitioned to working from home, food service workers faced shutdowns and closures. When food service workers returned to work, they faced unstable hours, additional responsibility, and a dangerous world. Then something remarkable happened: we ordered out, we tipped big, we purchased family meals, gift cards, and schwag. Across the community, people fought for restaurants’ survival, but food service workers—the backbone of food service—needed help too. And that’s when you stepped up and made a gift to Giving Kitchen.

You made sure a food service worker in crisis didn’t experience eviction, homelessness, or hunger. You made sure that the children of restaurant workers had a home during a pandemic. You made sure food service workers in your community had access to the best COVID-19 resources available via Giving Kitchen’s website in both English and Spanish. YOU rallied around the food service workers who were disproportionately affected by the COVID-19 crisis,

### Because of You, these are some of the clients served in 2020

<table>
<thead>
<tr>
<th>Administrative and caterer — esophagus procedure</th>
<th>Banquet Chef — husband’s stroke</th>
<th>Bartender — circumcision</th>
<th>Bartender — hysterectomy</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant General Manager — COVID-19 diagnosis</td>
<td>Banquet Chef — husband’s stroke</td>
<td>Bartender — COVID-19 diagnosis</td>
<td>Bartender — knee surgery</td>
</tr>
<tr>
<td>Assistant Manager — COVID-19 diagnosis</td>
<td>Banquet Cook — car accident</td>
<td>Bartender — COVID-19 diagnosis</td>
<td>Bartender — liver abscess</td>
</tr>
<tr>
<td>Assistant Manager — COVID-19 diagnosis</td>
<td>Bar Lead — house fire</td>
<td>Bartender — COVID-19 diagnosis</td>
<td>Bartender — liver cancer</td>
</tr>
<tr>
<td>Assistant Manager — COVID-19 diagnosis</td>
<td>Bar Manager — husband died</td>
<td>Bartender — COVID-19 diagnosis</td>
<td>Bartender — mother died</td>
</tr>
<tr>
<td>Assistant Manager — COVID-19 diagnosis</td>
<td>Barback — COVID-19 diagnosis</td>
<td>Bartender — COVID-19 diagnosis</td>
<td>Bartender — mother died</td>
</tr>
<tr>
<td>Assistant Manager — degenerated disc disease</td>
<td>Barback — hip replacement</td>
<td>Bartender — COVID-19 diagnosis</td>
<td>Bartender — mother died</td>
</tr>
<tr>
<td>Assistant Manager — hernia surgery; COVID-19 diagnosis</td>
<td>Barback — impaled by a fence</td>
<td>Bartender — COVID-19 diagnosis</td>
<td>Bartender — motorcycle accident; COVID-19 diagnosis</td>
</tr>
<tr>
<td>Assistant Manager — prostate infection</td>
<td>Barback — sister died</td>
<td>Bartender — COVID-19 diagnosis</td>
<td>Bartender — neck fracture, spinal cord damage</td>
</tr>
<tr>
<td>Assistant Manager — prostate infection</td>
<td>Barista — COVID-19 diagnosis; HIV diagnosis</td>
<td>Bartender — COVID-19 diagnosis</td>
<td>Bartender — olfactory neuroblastoma cancer diagnosis</td>
</tr>
<tr>
<td>Assistant Manager — torn tendon</td>
<td>Bartender — knee injury</td>
<td>Bartender — COVID-19 diagnosis</td>
<td>Bartender — organ failure</td>
</tr>
<tr>
<td>Assistant Manager — uterine prolapse surgery</td>
<td>Bartender — acute pancreatitis; cyst</td>
<td>Bartender — COVID-19 quarantine</td>
<td>Bartender — osteoarthritis surgery</td>
</tr>
<tr>
<td>Associate Manager — COVID-19 diagnosis</td>
<td>Bartender — bicycle accident; facial fractures</td>
<td>Bartender — COVID-19 quarantine</td>
<td>Bartender — rectal cancer</td>
</tr>
<tr>
<td>Baker — broken femur, hip, arm, ribs</td>
<td>Bartender — bike accident</td>
<td>Bartender — COVID-19 symptoms</td>
<td>Bartender — rod in arm; surgery</td>
</tr>
<tr>
<td>Baker — broken femur, hip, arm, ribs</td>
<td>Bartender — breast cancer</td>
<td>Bartender — domestic violence</td>
<td>Bartender — stillborn</td>
</tr>
<tr>
<td>Baker Assistant Manager — meniscus surgery</td>
<td>Bartender — broken collarbone</td>
<td>Bartender — fractured fibula</td>
<td>Bartender — thyroid nodule removal</td>
</tr>
<tr>
<td>Banquet Captain — broken ankle</td>
<td>Bartender — broken elbow, surgery</td>
<td>Bartender — fractured leg</td>
<td>Bartender — torn ACL</td>
</tr>
<tr>
<td>Banquet Captain — torn tendon; surgery</td>
<td>Bartender — broken leg, ankle</td>
<td>Bartender — heart attack</td>
<td>Bartender — torn MCL; ACL cysts</td>
</tr>
<tr>
<td>Banquet Captain — torn tendon; surgery</td>
<td>Bartender — car accident</td>
<td>Bartender — hernia surgery</td>
<td>Bartender — umbilical infection</td>
</tr>
<tr>
<td></td>
<td>Bartender — car accident; broken ribs</td>
<td>Bartender — herniated disc</td>
<td>Beverage Director — bike accident, broken wrist</td>
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<tr>
<td></td>
<td>Bartender — car accident; fractured ribs</td>
<td>Bartender — house fire</td>
<td>Cashier — apartment flooding</td>
</tr>
<tr>
<td></td>
<td>Bartender — husband died</td>
<td>Bartender — house fire</td>
<td>Cashier — breast cancer</td>
</tr>
</tbody>
</table>
70% of financial assistance clients agree that Giving Kitchen prevented them from becoming homeless.

76% of financial assistance clients agree that GK prevented them from an eviction notice.
### OF FINANCIAL ASSISTANCE
#### CLIENTS SAY GK PREVENTED THEM FROM BEING EVICTED

<table>
<thead>
<tr>
<th>Event Description</th>
<th>Other Events</th>
</tr>
</thead>
<tbody>
<tr>
<td>daughter’s injury</td>
<td>Server — father died</td>
</tr>
<tr>
<td>Server — COVID-19 quarantine</td>
<td>Server — father died; COVID-19 quarantine</td>
</tr>
<tr>
<td>Server — COVID-19 quarantine</td>
<td>Server — finger injury</td>
</tr>
<tr>
<td>Server — COVID-19 quarantine</td>
<td>Server — finger laceration, surgery</td>
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<tr>
<td>Server — COVID-19 quarantine</td>
<td>Server — fistula from pregnancy</td>
</tr>
<tr>
<td>Server — COVID-19 quarantine; mother died</td>
<td>Server — fistula removal</td>
</tr>
<tr>
<td>Server — COVID-19 quarantine</td>
<td>Server — flooding, mold</td>
</tr>
<tr>
<td>Server — COVID-19 symptoms</td>
<td>Server — foot surgery</td>
</tr>
<tr>
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<td>Server — foot surgery</td>
</tr>
<tr>
<td>Server — COVID-19 symptoms</td>
<td>Server — fractured foot surgery</td>
</tr>
<tr>
<td>Server — COVID-19 symptoms; quarantine</td>
<td>Server — grandmother died</td>
</tr>
<tr>
<td>Server — crane fell on condo</td>
<td>Server — grandmother died</td>
</tr>
<tr>
<td>Server — daughter’s birth complications</td>
<td>Server — grandmother died</td>
</tr>
<tr>
<td>Server — daughter’s cancer; surgery</td>
<td>Server — grandmother died</td>
</tr>
<tr>
<td>Server — daughter’s heart condition; NICU</td>
<td>Server — grandmother died</td>
</tr>
<tr>
<td>Server — daughter’s knee surgery</td>
<td>Server — grandmother died</td>
</tr>
<tr>
<td>Server — daughter’s URI</td>
<td>Server — grandmother died</td>
</tr>
<tr>
<td>Server — death of client</td>
<td>Server — grandmother died</td>
</tr>
<tr>
<td>Server — dislocated knee; broken foot</td>
<td>Server — high risk pregnancy</td>
</tr>
<tr>
<td>Server — dislocated shoulder</td>
<td>Server — hand surgery</td>
</tr>
<tr>
<td>Server — diverticulitis</td>
<td>Server — house fire</td>
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<tr>
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<td>Server — house fire</td>
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<tr>
<td>Server — domestic violence</td>
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<td>Server — house fire</td>
</tr>
<tr>
<td>Server — domestic violence, broken ribs</td>
<td>Server — house fire; burns</td>
</tr>
<tr>
<td>Server — emergency splenectomy</td>
<td>Server — house fire</td>
</tr>
<tr>
<td>Server — endometriosis; mandatory quarantine</td>
<td>Server — house fire</td>
</tr>
<tr>
<td>Server — ewing sarcoma diagnosis; cancer</td>
<td>Server — husband’s cancer diagnosis; COVID-19 diagnosis</td>
</tr>
<tr>
<td>Server — face infection</td>
<td>Server — husband’s esophagus cancer complications</td>
</tr>
<tr>
<td>Server — fall down stairs; fractured spine, neck, jaw, teeth</td>
<td>Server — hysterectomy</td>
</tr>
<tr>
<td>Server — father died</td>
<td>Server — hysterectomy</td>
</tr>
<tr>
<td>Server — father died</td>
<td>Server — kidney carcinoma; COVID-19 diagnosis; cancer</td>
</tr>
<tr>
<td>Server — father died</td>
<td>Server — knee injury</td>
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<tr>
<td>Server — father died</td>
<td>Server — laryngitis</td>
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<tr>
<td>Server — father died</td>
<td>Server — leg injury</td>
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<tr>
<td>Server — father died</td>
<td>Server — liver surgery</td>
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<tr>
<td>Server — father died</td>
<td>Server — lower back fracture</td>
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<tr>
<td>Server — father died</td>
<td>Server — miscarriage</td>
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<tr>
<td>Server — father died</td>
<td>Server — mother died</td>
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<tr>
<td>Server — father died</td>
<td>Server — mother’s transplant; COVID-19 quarantine</td>
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</table>

### 71% OF FINANCIAL ASSISTANCE
#### CLIENTS SAY GK PREVENTED THEM FROM BEING EVICTED

- 71% of financial assistance clients say GK prevented them from being evicted
- 74% of financial assistance clients say GK prevented them from having at least one utility disconnected
I became aware of GK a couple of years ago when friends were chatting about someone they knew who was a bartender that had suffered a personal tragedy and was in need of financial help. When I inquired further and did some research on my own, I found out GK brings a spotlight to a situation that I was totally unaware of beforehand. Food service people intersect every one’s life on multiple levels daily, and with the pandemic and knowing about Giving Kitchen, I knew I wanted to find a way to guide money toward an industry that would suffer greatly during this uncharted territory we faced. GK is an organization that knows how, where, and when to help people in their hour of need.

In late 2020, my wife Hannah and I knew something had to change. Our marriage and partnership were amazing but my mental and physical health was on the decline. Even though we spent tons of time together, I was not fully present for the past couple of years. I met with psychiatrist, MD’s, addiction specialists and close friends. We made the decision to enter a treatment facility after the beginning of the year when events and volume slowed down. I need to pause and say that Hannah Baber is a saint, my savior, my rock, and the most badass person alive.
GIVING KITCHEN’S SUBSTANCE ABUSE RECOVERY INITIATIVE

In December 2020, Giving Kitchen made an exciting announcement: any food service worker in Georgia and Tennessee who undergoes in-patient treatment for substance abuse may be eligible for financial assistance from Giving Kitchen. We are so proud to offer this way to take care of food service workers.

“Giving Kitchen is proud to support food service workers in recovery as they make the brave decision to get the help they need.”

“Substance abuse is rampant in the restaurant industry, and resources to help employees recover from addiction are very limited. Giving Kitchen is actively addressing this issue by reinforcing that substance abuse is an illness and making recovery services that are long overdue and is more important than ever during a time when the industry itself is fighting to survive.”

“There is an overwhelming need within the food service industry to support those in recovery. Many food service workers are forced to choose between housing stability and addiction. When they make the brave decision to get the help they need, GK will be here with the support they deserve. We will keep the lights on and a roof overhead when they come home.”
PARTNER EVENTS

These community partners found creative ways to support Giving Kitchen through events, products, and portion-of-sale donations. Thank you for showing up to support food service workers in crisis in 2020!


These fundraisers come and go quickly, so don’t miss out!
Our first Tennessee client was Nate Frusti, who lost his home in the 2020 Christmas Day bombing in Nashville.

It was time to get loud about Giving Kitchen “officially” serving Tennessee foodservice workers through financial assistance. After months of planning and making connections, we wanted to leverage a weekend where we could “make a GK moment” by bringing together key stakeholders. Ultimately, we decided the best way to make the deepest impact was by celebrating Giving Kitchen Day in Tennessee (via a proclamation from the governor) through a series of events.

Through our GK welcome events meeting one-on-one with leadership of food service in different tiers, we could tell our story to invaluable partners.

Our bilingual case managers were there to share what we do with both the English and Spanish speaking communities and to speak with Spanish-language media.

We used our three days to squeeze out three months of engagements.

This was the end game—after an exploration phase and a quiet launch...this was the beginning of our “loud launch” phase. We are armed with meaningful stories to tell, and we can now engage in a way where we’re ready to operate our programs at full capacity. It is time to shout to Nashville and all of Tennessee:

We are Giving Kitchen and we help food service workers.

And this is just the beginning. With your help, we can make every kitchen in Georgia and Tennessee a Giving Kitchen.
YOU RECENTLY HAD A TEAMMATE GET SUPPORT FROM GIVING KITCHEN. DID ANYTHING FROM THAT EXPERIENCE STAND OUT OR SURPRISE YOU?

I really appreciate the confidentiality. Even though we are deeply involved with helping him through a tough time, GK makes sure that the candidate is protected and confirms that any information shared is approved by the employee first. This is really important because it establishes boundaries and helps secure the individual who is already suffering, with a sense of security.

AS AN EMPLOYER, CAN YOU DESCRIBE HOW YOU FELT AFTER YOUR TEAMMATE WAS AWARDED FINANCIAL ASSISTANCE?

I can say that the process seems very fair and well considered. GK does not just throw money at people with an issue. There is an in-depth procedure that involves a lot of documentation and confirmation, both of which are very important before awarding financial aid. If there is a true need, then aid will come their way.

HOW IMPORTANT ARE GIVING KITCHEN’S SERVICES IN TODAY’S RESTAURANT WORLD?

Now more than ever, restaurant employees are facing a lot. COVID scares, unexpected hardships, eviction notices, etc. We are able to offer health insurance for employees, but sometimes that’s not enough. If people are financially strained and worried about feeding their kids or paying for transportation because they don’t have a car, sometimes their power bill or grocery trip needs to come first. GK understands this and helps in numerous ways to keep restaurant workers on their feet. The industry is challenging enough, there is no need for these hard-working individuals to face undue hardships on their own.

WHAT WOULD YOU SAY TO A FOOD SERVICE WORKER IN CRISIS WHO MAY BE HESITANT TO ASK FOR HELP?

Don’t hesitate to ask for help. GK is willing and waiting to answer the calls. It may take a little time to pull together all of the information for an application, but it is 100% worth the process, and it is managed quickly and efficiently. Our employee who needed help speaks Spanish and GK was able to communicate directly to him in his primary language to explain and comfort him during an incredibly difficult time. As employers that care about our team, we are beyond grateful for this service.
When you help one, you help many. The server who’s a single mom of two kids with an ankle and shoulder injury that prevented her from working and caring fully for herself and her kids. Or the quick-service employee with an 8- and 3-year-old who have all had COVID-19 and while they were sick and quarantining, their uncle and grandfather both passed away from COVID. Or the server who also contracted COVID and who currently lives in a hotel room with their two kids. Due to missed work, they could not make the car payment, car insurance, or hotel payment. Behind every food service worker in need, there may be a chain of children, partners, parents, even pets whose stability and health are also in danger of disruption.

Since inception, Giving Kitchen has tracked the prevention of more than 1,630 children from being evicted because we were able to help a parent pay rent.

It’s hard to imagine, being in that position, not having a space to call home or the means to provide food and stability for my own son. That type of challenge would have paralyzed me with fear and doubt. And the reality of that possibility didn’t truly sink in until I had a child of my own.

When food service workers with children faced shutdowns, shorter hours, or even losing their job permanently due to COVID-19, they still had to continue to provide. Because their children mattered most. They had to find a way to keep a roof overhead and food on the table. When the pandemic hit, we saw thousands of workers seek out our resources on free meals available in Georgia. Week after week, we saw our community searching for ways to support their families. It was heartbreaking.

But the challenge of supporting a family is not only a challenge during a pandemic. It is a day-to-day struggle for far too many. Between January 2018 and October 2021, Giving Kitchen has provided financial assistance to over 800 unique households with children. Giving Kitchen has prevented households with children from needing to pay over $58,000 in late fees because they couldn’t cover a bill. We have prevented eviction and homelessness. We have prevented children from going hungry. In that time, we have provided $1.3 million dollars in assistance to these families with children. We have hopefully eased fears, and pushed aside doubt. We have seen smiles of gratitude.

When you give to Giving Kitchen – you are not only helping a food service worker, you are also helping our future.

With gratitude,

Jen Hidinger-Kendrick
Giving Kitchen Co-founder and
Senior Director of Community Engagement

THE FIGHT IS NOT OVER...
with gratitude,

GIVING
KITCHEN