

Office of the Minnesota Secretary of State

Minnesota Public Benefit Corporation / Annual Benefit Report

The Annual Benefit Report covers the 12 month period ending on December 31 of the previous year.

Minnesota Statutes, Chapter 304A

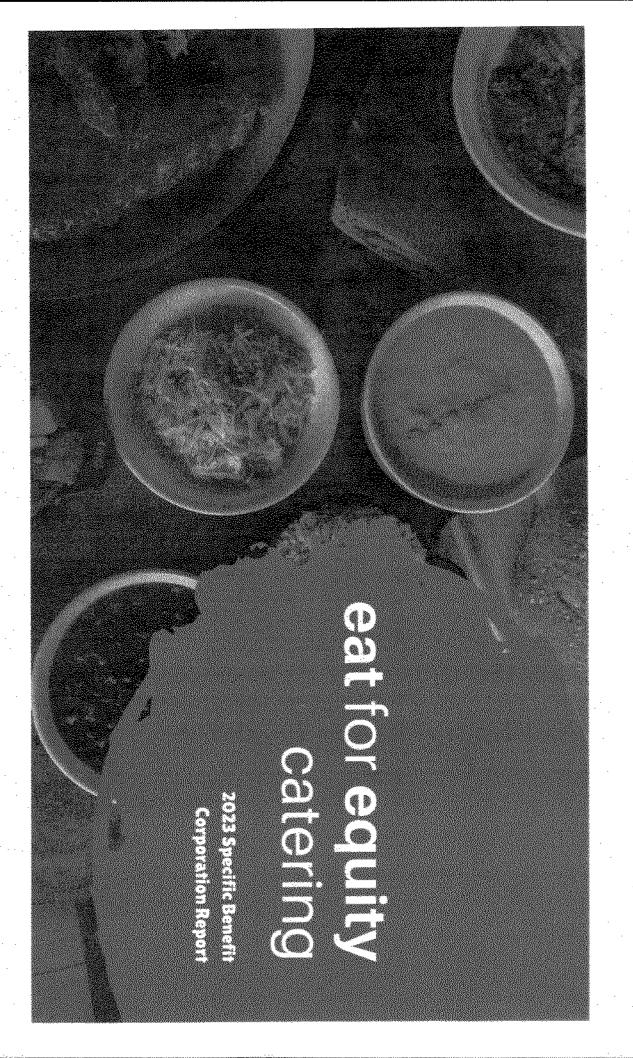
Read the instructions before completing this form

Must be filed by March 31

Filing Fee: \$55 for expedited service in-person, \$35 if submitted by mail



Notice: Failure to file this form by March 31 of this year will result in the revocation of the corporation's public benefit status without further notice from the Secretary of State, pursuant to Minnesota Statutes, Section 304A.301 1. File Number MA 53 69649 EN 82-3819127 99202520030 2. Corporate Name: (Required) EAT FOR EQUITY CATERING, SEC. 3. The public benefit corporation's board of directors has reviewed and approved this report. 4. In the field below, enter the information required by section 304A.301 subd. 2 or 3 for the period covered by this report, (see instructions for further information): Note: Use additional sheets if needed. (Required) SET ATT ACHED 5. 1, the undersigned, certify that I am the chief executive officer of this public benefit corporation. I further certify that I have signed this document no more than 30 days before the document is delivered to the secretary of state for filing, and that this document is current when signed. I further certify that I have completed all required fields, and that the information in this document is true and correct and in compliance with the applicable chapter of Minnesota Statutes. I understand that by signing this document I am subject to the penalties of perjury as set forth in Section 609.48 as if I had signed this document under oath. Signature of Public Benefit Corporation's Chief Executive Officer Date (Must be dated within 30 days before the report is delivered to the Secretary of State for Filing) Email Address for Official Notices Enter an email address to which the Secretary of State can forward official notices required by law and other notices: EMTORGO EATFUR EQUITY. PRG Check here to have your email address excluded from requests for bulk data, to the extent allowed by Minnesota law. List a name and daytime phone number of a person who can be contacted about this form: 612-470-4328 EMILY TOPERIMSON Entities that own, lease, or have any financial interest in agricultural land or land capable of being farmed must register with the MN Dept. of Agriculture's Corporate Farm Program. Does this entity own, lease, or have any financial interest in agricultural land or land capable of being farmed? Yes \(\subseteq \quad \text{No} \subseteq \text{No}



Specific Sanetit Purposes

- Promoting and modeling equitable and sustainable food sourcing
- Providing access to conscious food choices
- Using catering to support local nonprofit causes

Eat for Equity Catering helps put good food on your table.

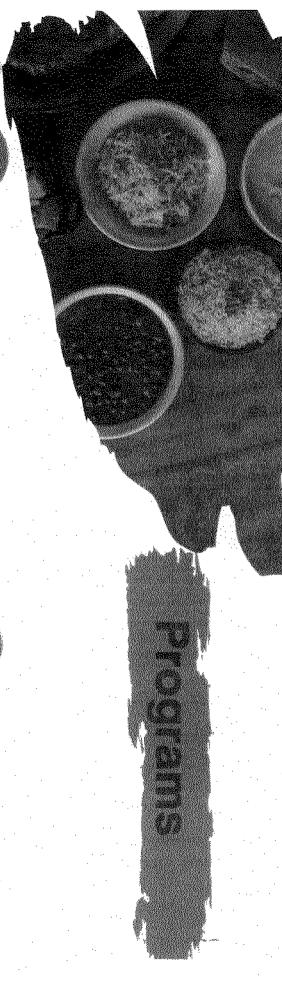
Our weekly prepared meal boxes come with 90% of the work already done. We source fresh, local and organic ingredients and feature a new menu each week. We simmer and roast, chop and clean up - so all you have to do is clean your plates!

We engage our community to provide for our community our customers can choose to pay it forward so others can pay what they can.



Sustainability
Diversity
Generosity
Inclusion
Collaboration







Delicious, sustainable prepared food accessible to our community at a sliding scale.



Shared current kitchen space with 7 other local food businesses, many of them women-owned, minority-owned.



Kitchen partner with Second Harvest Heartland and Kitchen Coalition. Prepare 600-800 meals/week with donated ingredients for contract reimbursement. Community partners distribute free prepared meals.



"I love everything about E4E.
Your pay-what-you-can option really helps us, and we always pay as much as we can manage."
-Customer

Eat for Equity Catering helps put good food on your table.

roast, chop and clean up - so all you have to do is clean your plates! fresh, local and organic ingredients and feature a new menu each week. We simmer and Our weekly prepared meal boxes come with 90% of the work already done. We source

pay it forward so others can pay what they can. We engage our community to provide for our community - our customers can choose to

production, we don't currently have a clear way to calculate roughly how much more food limited to purchasing an entire whole or half box. So, while that adds a lot of food to our that they like (a whole quiche, a half side, and a couple quarts of soup, etc.). They aren't off customer feedback. A la carte means that customers can purchase any item in any size can't make an equal comparison because we began widely offering a la carte items, based 822 half meal boxes, which would seem to be on par with or just below 2022. However, we options that are affordable to a wide range of clients. In 2022, we prepared 1097 whole meal Our goal has always been to make good food as accessible as possible, by providing we made and served. boxes and 779 half meal boxes, which we were able to estimate as the equivalent of over 17,000 meals, all offered on a sliding scale. In 2023, we prepared 1043 whole boxes and

equivalent of over 1700 meals. We give dignity and choice to all our customers, including and choices as in the "regular" or Pay-it-Forward meal boxes. We also distributed at least box. They are not asked to demonstrate or prove any financial need, and choose the amount people who purchase pay-what-you-can boxes. They are able to select every item for their 109 pay-what-you-can prepared meal boxes and 69 pay-what-you-can half boxes, the they are able to pay [\$40-\$90 in \$10 increments] Those numbers include the Pay-what-you-can meal boxes, which are the same quality meals



"We just really appreciate the care taken in planning and making the meals, and we appreciate the opportunity to contribute a little bit (by paying forward) to help our neighbors access this food. We also appreciate this business and the other parts of the organization that are helping to provide food support to folks in our community."

Custome

"Regular Price" to be able to offset the cost of the pay-what-you-can option for others in our community. For example, with Omnivore Meal Box, our most popular option, 42% of Our customers responded generously to a pay-it-forward option, paying more than the customers chose a pay-it-forward option [ranging from \$5-\$20 more / box] to offset the cost of the pay-what-you-can options [ranging from \$20 - \$80 / box].

mission to build a culture of generosity through sustainable community feasts. The is still close to half of our customers percentage of customers who pay-it-forward decreased significantly from 60% last year, but This spirit of generosity is core to our values as a company, rooted in our parent nonprofit's

generously offered their bakery as a weekly pickup location. We began regularly offering continue to serve our former neighborhood and community, and our partners at Laune Bread delivery and expanded our range of delivery to 10 miles from our kitchen weekly delivery. We offered pickup at our new kitchen in Uptown Minneapolis. We wanted to We also made our meals more accessible by expanding our pickup locations and offering



The food is tasty

Equity food. reason they purchase Eat for respondents said this is #1 65% of our customer

didn't have to make it

done for you, Just heat and with 90% of the work already Eat for Equity meal boxes come

sustainable Food is local and

don't have to. organic ingredients - so you We've sourced fresh, local, and

Variety of cuisine

and kitchen team design change every week. Our chef cultures and cuisines. We also seasonal menus and share our Menu options and themes always changing weekly menu options in addition to our offer standing family-friendly

Support mission

pay what they can. scale - our customers pay it to our community at a sliding We make quality food available forward so other customers can



Omnivore, Vegetarian, Vegan, and Gluten-Free items for Meal Boxes



List all Top 9 allergens in all food Staff trained on allergens in Spanish and English

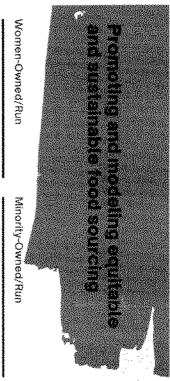
grain, or from-scratch foods. seasonal and wholesome menu items might include fruit-forward, vegetable-forward, whole environmental impact, and is inclusive of guests with allergies or dietary restrictions. Our What does conscious food mean to us? It means food that is nourishing, minimizes

every menu item and featuring a range of menu items that fit those needs dietary needs - for example, vegan, vegetarian, gluten-free- by clearly labeling allergens with We want to make sure all our guests can join in the meal. We cater to food sensitivities and

are trained on altergens in Spanish and English. Sesame joined the top altergens list this year We always list all Top nine altergens in all food, and because our staff is bilingual, our staff (dairy, egg, wheat, shellfish, fish, peanuts, tree nuts, soy, sesame) We label our products as vegan, vegetarian, gluten-free and mark the top nine allergens [sesamo, ajonjolin in Spanish]

tomato] that do not fall under the top nine altergens. We would like to be able to add unique food sensitivities [mushrooms, garlic, onions, fava beans, nightshades like potato and however with our menu changing every week, that has so far been not possible detailed ingredient lists to every menu item [for customer ordering and labeling purposes] A challenge that we are finding is that many of our customers [or would be customers] have

and list all ingredients. We've been able to refine those recipes so they are tested and software that allows us to save and scale recipes, order ingredients, understand food costs, available for customers by request. being able to list ingredients on our ordering platform, but now we have full ingredient lists batched, and we reuse or adapt recipes in our database. We're still a few steps away from In the last year, we made progress toward that, by implementing a recipe / food costing



If at least a third of the business is owned by women, we consider it to be a women-owned business. Or, if executive leaders are women, we consider it to be a womenrun business. Examples of women-owned businesses are Laune Bread, Cheesecake Funk, and Peace Coffee.

Cooperatives

Cooperatives are owned and run jointly by their members, who share in the profits or benefits.

Examples of cooperative food yendors include Co-op Partners Warehouse and Frontier Co-op.

If at least a third of the business is owned by people of color, we consider it to be a minority-owned business. Or, if executive leaders are people of color, we consider it to be a minority-run business. Examples of minority-owned businesses are Sin Fronteras, Laune Bread, and Cheesecake Funk.

Canto Infilms

Nonprofits build equity by being mission-driven, often created by or with input from the community, and by reinvesting profits back towards their mission. Eat for Equity Catering is owned by a nonprofit, Eat for Equity. Examples include The Good Acre and Hmong.

American Farmers Association.

businesses owned and/or run by women, minorities, cooperatives, or nonprofits be as equitable as the causes we support. To that end, we prioritize sourcing from thoughtful food purchasing. To us, equity means that the food we cook and serve should Eat for Equity Catering believes that we can build equity in our communities through

inequities in the ecosystem. Some businesses may fall into several of these categories equity in our community, and their success and growth helps address imbalances and We prioritize supporting these businesses because we believe that they help to create

women- or minority-owned businesses. This downward trend is something we're working spend respectively 40%, 54% and 66% of our food dollars with cooperative-, nonprofit-, owned businesses. This is a decrease from 2022, 2021 and 2020, when we were able to purchase from local and equitable sources to correct, and it's a challenge balancing our values to both make food accessible and to In 2023, we spent 26% of our food dollars with cooperative/nonprofit, women- or minority-

purchasing dollars and results in less dollars spent at cooperative/nonprofit, women- or because of consistent quality issues and logistical challenges. That shifts thousands of minority-owned businesses. We significantly decreased purchasing from one of our main cooperative vendors

and Hmong American Farmers Association. purchasing directly from farms like Peter's Pumpkins and Carmen's Corn, Sin Fronteras, the previous year. We continued to purchase special orders from Cheesecake Funk. We still focused our purchasing on small local, women- or minority-owned businesses who have amazing products. In 2023, we increased purchasing Laune Bread by 10% from Instead of purchasing all our local produce from a cooperative distributor, we prioritized



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Products are local if they are grown in the five-state region around us (MN, WI, IA, ND, SD), or it they are produced or processed locally (beyond repackaging). Local products can be either organic or conventionally grown.

Conventional

"Conventional" means food that is neither organic or grown tocally. For example, salt is a product of which is to hard or impossible to find organic varieties. For categorization, it may also mean its certification is unknown

Organic

Organic is the way agricultural products are grown and processed. Organic certification guarantees that there are no toxic and synthetic pesticides or fertilizers; no GMO ingredients [Genetically Modified Organism], no antipiotics or synthetic growth hormones; no artificial flavors, colors, or preservatives; and no sewage sludge or irradiation.

Eat for Equity Catering prioritizes purchasing of local, organic, and fair-trade foods because we see deep value in investing in our local communities and in production practices that are healthier for the planet and for farm workers.

so if food is both local and organic, we code it as Local Local products can be either organic or conventionally grown. Local, Organic, or Conventional. We are not able to code for multiple categories, We track our food purchases through our accounting system and code items as

positive upward trend in the last quarter of 2023, and 51% of our food dollars 2023, 46% of our food dollars were spent on local or organic products. In 2023, were spent on local or organic products purchases were for organic foods that were not local. We started to see a local food accounted for 26% of total food purchases. An additional 20% of food Just under half of our food dollars are spent on local or organic ingredients. In

spend respectively 61%, 68% and 75% of our food dollars on local or organic it as conventional purchases, since if it's not listed as organic or local on the invoice, we categorize products. It's possible that we may be undercounting our local or organic This is a continued decrease from 2022, 2021 and 2020, when we were able to

balancing our values and our costs the cost of chicken breasts increased from \$5.69/lb to \$7.09/lb, a 24% increase food costs - local, organic, and conventional. For example, in a six month period, One of the challenges we're seeing is a continued and significant increase in All food businesses, including ours, needed to make constant decisions about

Minimize impact on the environment

Our goal is to reduce food waste, including implementing donating food, composting, and repurposing excess ingredients. We are able to minimize our food waste by packaging high-quality prepared food from our meal boxes into free meals for Second Harvest and Kitchen Coalition. We expanded composting in our new kitchen by four times the volume offered previously.

A challenge that we are finding with our meal box program is that we are using more plastic to package the individual components. While this plastic is recyclable in the city of Minneapolis, it doesn't feel sustainable to be creating more plastic waste in the world. For example, we use plastic containers to package soup, sauces, any wet or juicy item - and we must package them individually for each order. We have had supply shortages for compostables and have found that their prices are significantly higher than plastic, and that the food can deteriorate the compostable products.

In 2023, we had exploratory conversations with a local vendor that supplies reusable containers, but our conversations stalled because of cost, logistics, and capacity. Because we have a wide variety of kinds of packaging that we would need, the cost of implementation would be significant for both us and customers who opted into the program.

Featured Chefs

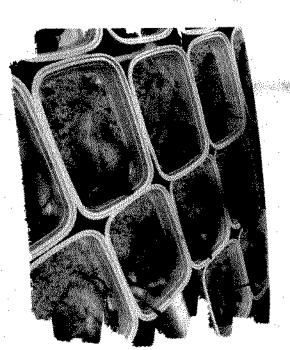
As part of our weekly prepared Meal Box program, we work with Featured Chefs to highlight their menu and point of view, and to promote their businesses. We primarily focus on women chefs and chefs of color. Our goal is to share our platform and resources with chefs, feature their menu, cook alongside them, and provide a paid opportunity for chefs to experiment and expand their businesses.

Our featured chef program features a different chef and their menu on a regular basis. Chefs design their menu and work with our staff to prepare it. In 2023, we worked with Chef Chandra Walbott.

Eat for Equity Catering pays for all food costs, staff costs, kitchen costs so that there is no out of pocket cost to the participating chef Chefs earn a stipend [\$500 minimum] and 10% of sales. We started to provide a photographer to take photos of the chef and their food that they can use for their business moving forward.

A challenge this year is that much of our time and resources this year were focused on the move and development of the Commissary kitchen, instead of businesses and connections outside of the kitchen. A goal is working with a Minimum of 4 chefs/year - Maximum of 12.





Our continued work with Kitchen Coalition and Second Harvest Heartland its fourth year. In 2024, Kitchen Coalition reached the milestone of 5 million response to the Coronavirus pandemic, the Minnesota Central Kitchen project recognizes that hunger isn't just about access to food. Started in 2020 as a meats served. [now renamed Kitchen Coalition] provided more than 1.3 million prepared meals in

In 2023, Eat for Equity Catering provided 35,240 of those free prepared meals, an increase of 2% more meals from the previous year. That modest increase is significant given that we moved during this year and paused production for almost a month while we transitioned into our new space. Our new space has significantly less freezer capacity than our former kitchen, so we have had to change our production operations in order to keep our production for Kitchen Coalition steady.

Eat for Equity Catering has been a Kitchen Coalition partner since 2020. We prepare 600-800 meals a week that are distributed to our neighbors experiencing food insecurity. We're part of a network of local restaurants and caterers who turn food bank ingredients into nutritious, freshly prepared meals

centers, nonprofit programs including Hamline, St. Cloud State, Metro State, St Our 2023 community partners include meal programs at universities, community North, People's Inc [NCSP], and Perspectives. Thomas, Hennepin Tech, Sanneh Foundation, Little Earth, Central Square, Smart



"We were able to triple our production this year because of the kitchen. It helped us figure out our flow of production, and make efficient oven use. Here, we are able to prep food, store it, and leave it."

"It's a friendly and kind and inviting environment." - Earnest Provisions

X2 Pastries

Minneapolis, and made that kitchen a shared commissary kitchen for other food businesses and chefs In 2023, Eat for Equity Catering moved into a commercial kitchen in the Uptown area of

equitable and could support businesses at different stages of growth we wanted to create in our kitchen. We wanted to design a shared kitchen model that was City Food Studio almost 10 years ago. We learned a lot about the kind of space and culture from throwing fundraising parties in home kitchens to our first commercial kitchen space at Eat for Equity and Eat for Equity Catering have always shared kitchen spaces with others,

are BIPOC or women-owned /run businesses chefs and small food businesses. In 2023, of the ten food businesses working in the kitchen, 90% wanted to share affordable commercial kitchen space to support the growth of women and BIPOC Our goal was to create a productive, safe, and welcoming kitchen for our business and others. We

local small businesses, we are providing the space for them to make great, sustainable food and sustainable food sourcing. By making affordable commercial kitchen space available for Our shared commissary kitchen is a new way for us to live into our goal to promote equitable

sharing office space, or using the lobby for pickup/delivery or meeting space exclusive space. Kitchen users can build their business by renting private office suites priority access, storage needs, and options for using open space, dedicated space, or time (instead of being billed by the hour or the day). Differences in rates are around level of We've designed our model so that regular kitchen users have 24/7 access and unlimited

equipment or food in common spaces, and storage space may be far away or on another at different stages. Many commissary kitchens do not allow businesses to leave any level from production space We offer exclusive space, dedicated space, and open space to fit the needs of businesses



"It's a major improvement from last year. It was in shambles. It's much easier to do what we need to do. It was an unstable space, and now it's being cared for and maintained."

-Curioso Coffee, which uses kitchen space to roast coffee for their business. They had worked for 2 years in the kitchen under previous management.

bringing in good kitchen partners When we took over the kitchen space in 2023, we found it neglected and under-maintained We put in a lot of sweat equity and resources into improving the space, fixing issues, and

work we did in the last year to improve and care for this kitchen and building functionality, addressing deferred maintenance, and improving safety. We're proud of all the We made significant improvements to the whole building and focused on expanding

businesses that had worked out of the space before. We honored their previous rates for the got double discounts for the first six months. first two months in the kitchen. We matched chore discounts so that existing kitchen users those increases. As we worked on the building and transitioned, we gave discounts to communicate clearly to existing kitchen users and give them a generous runway to make While we knew that we would need to increase kitchen rental rates, we tried to

running a professional, functional commercial kitchen. We built into our model significant \$21,473 in discounts to kitchen users in 2023 off-hours time. We give additional discounts for emerging new businesses. We gave out discounts to kitchen users for cleaning chores, signing an annual agreement, or working in We want to make our kitchen accessible, while also understanding its value and the cost of

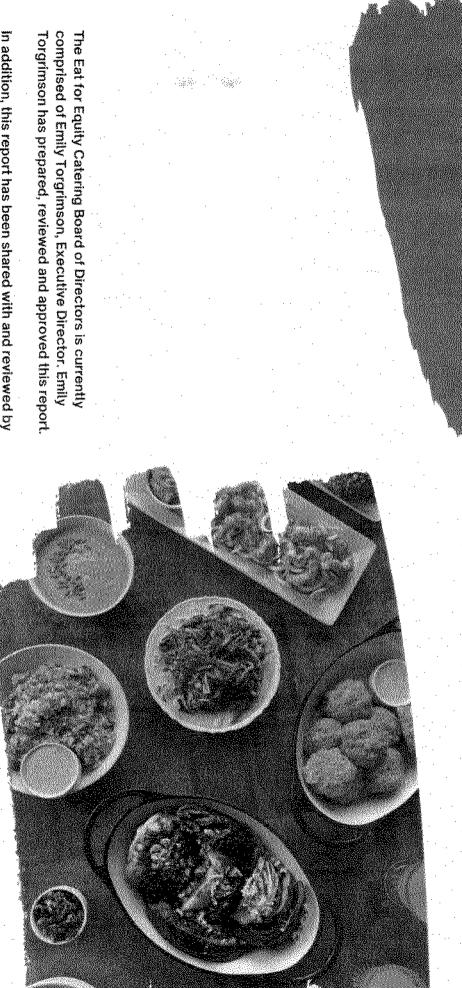




Channa Kitchen	Owner Anisa Mohammed with her family makes fresh Trinidadian food for delivery or pickup in Minneapolis on weekends and evenings. IG @channa.kitchen	Life Juices	Owner Kali Terry makes fresh-squeezed juices for events and out of a mobile juicery, recently transitioned into his own space. IG @lifejuices_
Cooks of Hope	Private chef and caterer.	Krishna's Delight	Vegetarian Indian and international food at Mill City
Comfort Meals	Owners Yee Yang and Cha Lee and their team prepare weekly meals for delivery in the Metro area.		Farmers Market, Midtown Farmers Market, Kingfield Farmers Market, and Northeast Farmers Market IG @krishnasdelight
Curioso Coffee		Tun Tüm Blackhill	Owner and farmer James Raymond Haag bakes foccacia and raises heritage animals at Mill City Farmers Market. IG @tuntumblackhill
	IG @curiosomn		The second force of the second force of the second
Earnest Provisions	Owner and private chef Jeff Lakatos prepares chef-crafted meals for pickup in Mendota Heights or delivery in southeast Metro. IG @earnestprovision	* X2 Pastries	Owners and bakers Xiong Xiong and Xiong Thao make handcrafted pastries, macaroons, breads at Northeast Farmers Market and Downtown St. Paul Farmers Market, or for special order. IG @x2pastries
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In addition, this report has been shared with and reviewed by the Eat for Equity Board of Directors. Eat for Equity is the owner of Eat for Equity Catering, SBC.



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Steve Simon Secretary of State

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