

# GIVING KITCHEN

2020 Annual Report

2,441

FOOD SERVICE  
WORKERS  
HELPED IN 2020

*Because of you*





DATE: / /

*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](mailto:brandon@thegivingkitchen.org) so we can correct it. Thank you for your understanding.

# WE ARE GIVING KITCHEN

## EXECUTIVE TEAM

**Bryan Schroeder**  
Executive Director

**Jen Hiding-Kendrick**  
Co-founder, Sr. Director of Community Engagement

**Naomi Green**  
Sr. Director of Field Operations

**Leah Melnick**  
Sr. Director of Client Services

**Abbey Freund**  
Director of Finance + Systems

**Rebecca Wagner**  
Director of Marketing + Communications

**Andre Castenell, Jr.**  
Director of Call Center

**Brigitte Roufail Peck**  
Acting Director of Donor Relations

## PROGRAMS TEAM

**Kaitlynn Mockett**  
Sr. Stability Network Manager

**Katie Deleon**  
Bilingual Case Manager

**Talia Viggers**  
Bilingual Case Manager

**Kirk Gibson**  
Programs Coordinator

**Mitzi Lewis**  
Case Manager + Fairy Godmother

**Will Honeycutt**  
Stability Network Intern

## FINANCE TEAM

**Carol McIntosh**  
Finance + Programs Administrator

**Liz Johnson**  
Database Coordinator

## BOARD OF DIRECTORS

**Bill Brewster**  
Board Chair

**Chris Pomar**  
Board Vice Chair

**Amanda Windsor White**  
Secretary

**Maggie Morris**  
Treasurer

**Katie Bishop**  
**Geoff Cotrill**

**Mike Gallagher**  
**Dan Gertsacov**

**Andre Gomez**  
**Chris Hall**

**Sean Hyslop**  
**John Keller**

**Jeff Lewis**  
**Edwin Merrick**

**Adam Noyes**  
**Bill Ray**

**Ryan Turner**  
**Alison Remillard**

**Sharon Robinson**  
**Michele Stumpe**

**Kelvin Slater**

## DEVELOPMENT TEAM

**Amy Crowell**  
Foundations + Corporate Relations Manager

**Brandon Reily**  
Donor Relations Manager

## MARKETING & COMMUNICATIONS TEAM

**Ryan Plecha**  
Marketing + Communications Manager

**Lindsay Craig**  
Marketing + Communications Intern

## FIELD OPERATIONS TEAM

**Kelly Kaplan**  
Field Operations Manager, Tennessee

**Kristie Azaroff**  
Sr. Field Operations Manager, Georgia

## 2020 COVID-19 SUPPORT TEAM

**Ryan Lloyd**  
**Cecilia West**

ANNUAL REPORT DESIGN:



IN-KIND PRINT PARTNERSHIP:



## 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.

### GENEROSITY

Compassion and care beyond expectation.

### COMMUNITY

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

### PRECISION

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

### TRUST

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

### GRATITUDE

Appreciation for the opportunity to serve our community.

# LETTER FROM BRYAN



“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



Restaurants



Catering



Concessions



Food Trucks



Catering

**+ 282**  
Illness

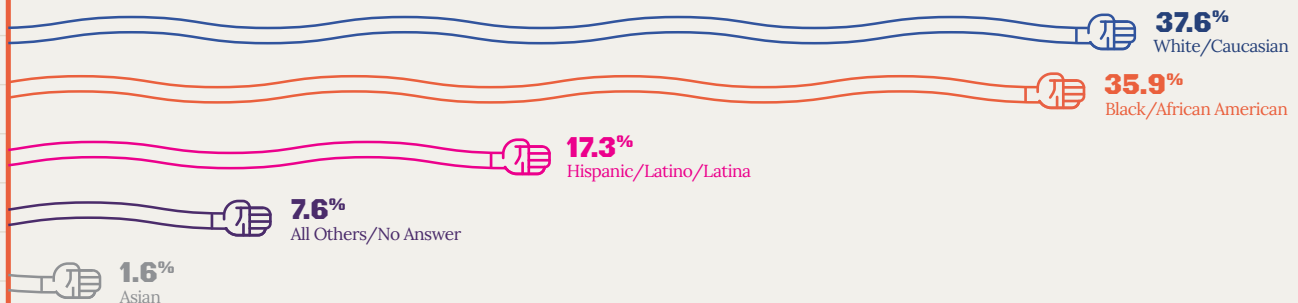
**22**  
Housing  
Disaster

**138**  
Injury

**TYPES  
OF CRISES**

**67**  
Funeral

## RACE/ETHNICITY



## 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





# 2020 ANNUAL CORPORATE PARTNERS

## GOURMET



## PROFESSIONAL



## ELITE



unsükáy

## CONNOISSEUR



globalpayments



Revel  
SYSTEMS



2020 Incoming GK Board member

Welcome  
**KELVIN SLATER**



Watch Kelvin's  
*'Dear Covid-19' Video*

**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.

**ARE YOU A FOOD SERVICE WORKER IN CRISIS?  
ASK FOR HELP AT [THEGIVINGKITCHEN.ORG/HELP](https://thegivingkitchen.org/help).**





# GABBY GORDON

*Intern turned employee,  
turned student*

**“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.



*Read more*

*Thank You to our 2020*  
**GK INTERNS**

Hannah Bader  
Mary Farrell  
Will Hunnicut  
Jolie Lanier  
Anna Vikol

# *Thank you* **TO OUR 2020 DONORS**

**In 2020, Giving Kitchen experienced an unprecedented outpouring of support. It was reflective of the tremendous generosity of our community as well as our clear-eyed commitment for serving food service workers in crisis. For a (very long) alphabetical listing of all 2020 support, scan the QR code below. And as always, please let us know if we’ve missed or misspelled your name.**

**THANK YOU TO EACH AND EVERY SUPPORTER WHO GRACIOUSLY AND PATIENTLY WAITED TO RECEIVE THEIR AUCTION LOT COMMITMENTS**

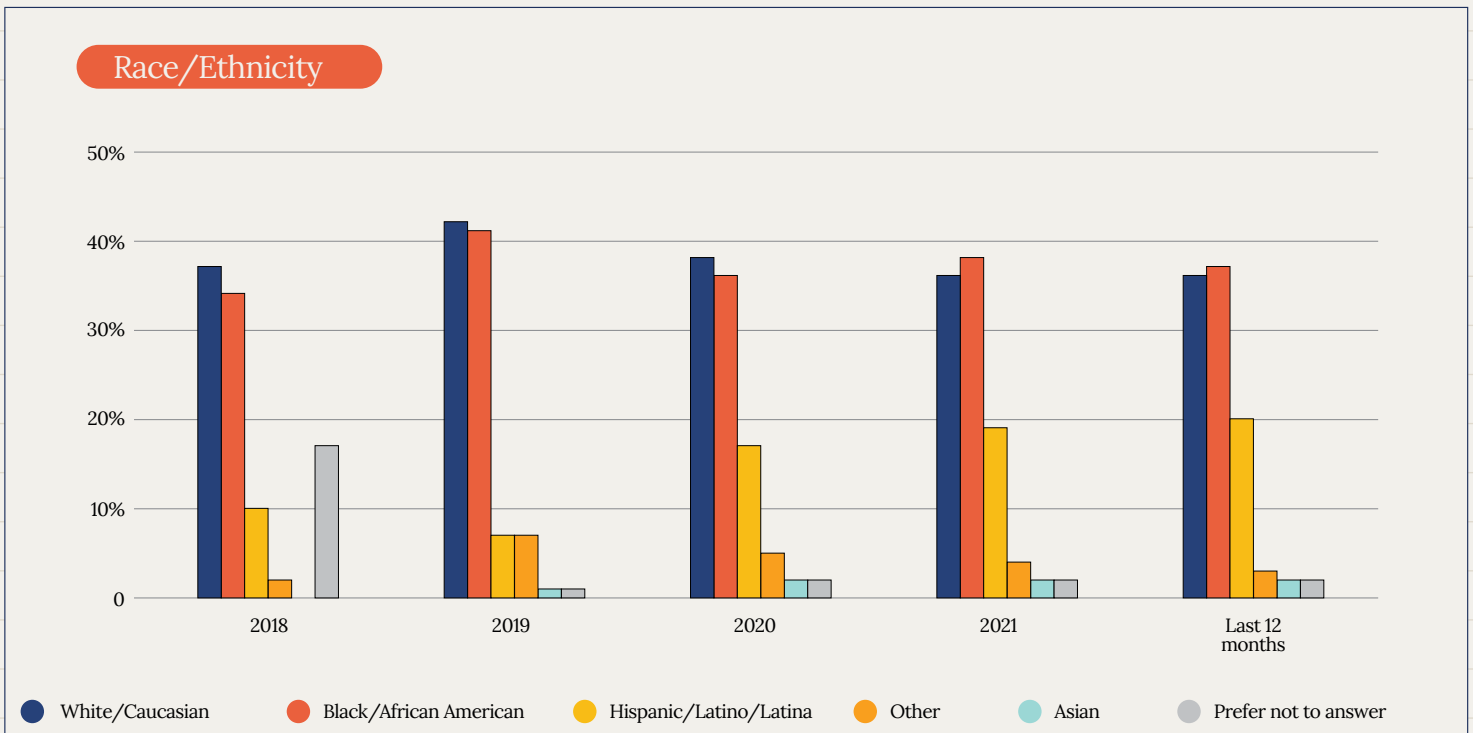


*See full list*

# FINANCIAL ASSISTANCE PROGRAM DEMOGRAPHICS

DATA COLLECTED  
IN 2021 SO FAR

Demographic data is derived from Giving Kitchen financial assistance client applications. Initial “ask for help” intake forms do not include demographic data.

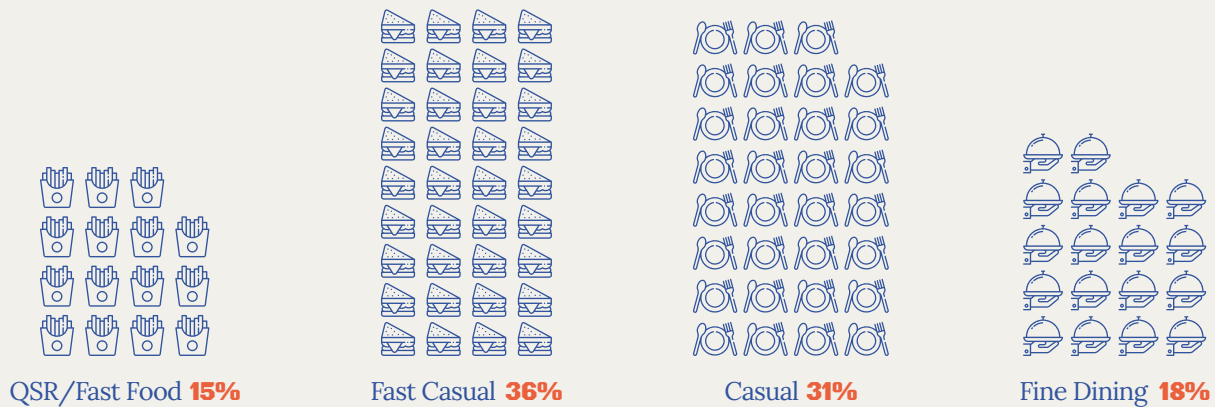




## Type of Restaurant

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:



# 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.



# TALIA VIGGERS

BILINGUAL CASE MANAGER

## LISTEN FOR THE OPPORTUNITIES.

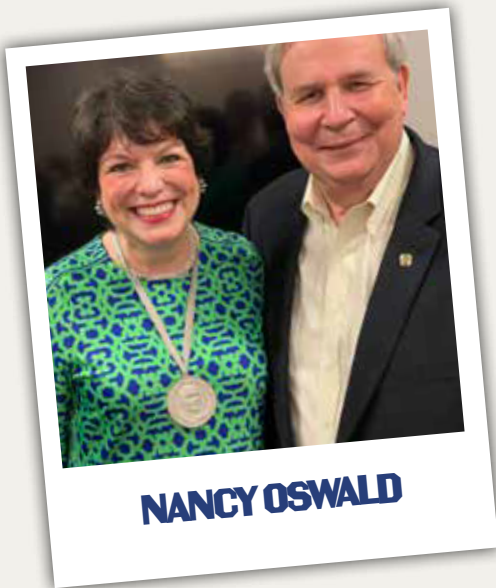
Every person encounters moments in their life that force them to face big questions. At times these questions are asked to you.

Other times they are the kind of questions you might find yourself blurting 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.



*Read more*

# LEGACY BOARD MEMBER



**NANCY OSWALD**

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:



*Watch the videos*





## 2020 IN-KIND PARTNER WITS' END PRODUCTIONS

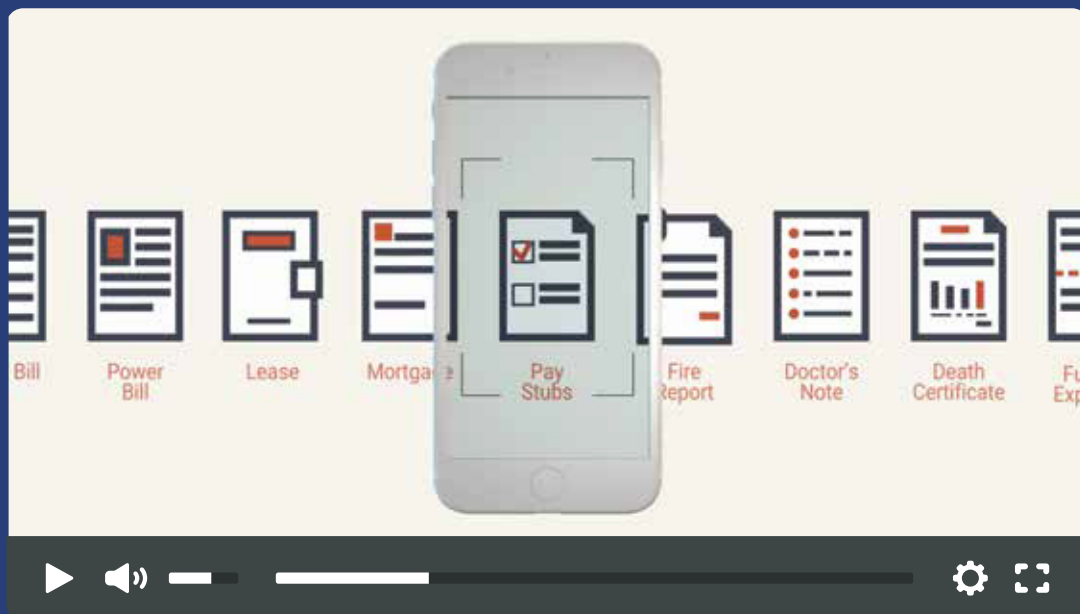
At Wits' End Productions, we're storytellers. Experience makers. We thrive on the details that evoke emotion and deliver a compelling message to the audience. As food is so often an integral part of this creation, we've spent years working side by side with those in the food service industry. We understand 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.

## APPLY FOR FINANCIAL ASSISTANCE





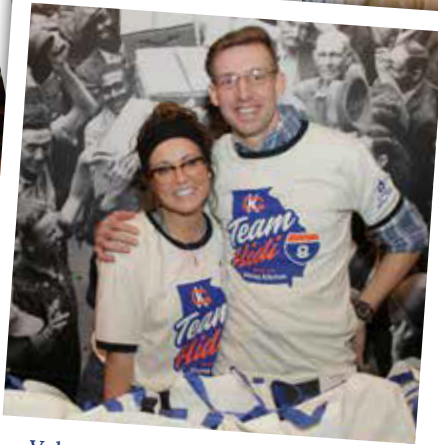
WE CAN'T WAIT TO SEE EVERYONE IN PERSON ONCE AGAIN AT **TEAM HIDI 10** - FEBRUARY 6, 2022



Beverage station at TH8



Team Hidi 8 where GK raised \$866,755!



Volunteers sporting their TH8 merch



**GIVING KITCHEN**



Teams excited to be outside for The Pinky 2020!



GK's Senior Director of Field Operations, Naomi Green



GK's Board Member, Bill Ray



Culinary Partners proudly supporting GK at The Pinky 2020!



## *Pam Lennard* **STILLSCAPES PHOTOGRAPHY STUDIO**

Pam Lennard of Stillscares Photography; captured client photos for Giving Kitchen in 2020 and raised donations for GK through peer-to-peer fundraising.

**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.



*Learn more*

Community partners have found creative ways to support Giving Kitchen through events, products, and portion-of-sale donations. These fundraisers come and go quickly, so don't miss out!



# GIVING KITCHEN'S COVID-19 RESPONSE

“Working with Giving Kitchen’s dedicated, capable staff and board to develop the strategy and future direction for this essential organization’s growth and expansion was one of those rare experiences that occurs when working with an open, curious, smart and effective team of people who have the drive and ability to touch even more lives. I have no doubt that Giving Kitchen will continue its positive momentum in the years to come.”

*Terri Theison*  
Theisen Consulting

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**  
to workers impacted  
by COVID-19

*The fight is not over...*

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

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.

 **138**  
Injury

 **282**  
Illness

 **67**  
Funeral

 **22**  
Housing  
Disaster

## 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**

# WHY WE'RE HERE...

**“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 Hiding-Kendrick share her story of loss and hope: the story of Ryan Hiding'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 schweg. 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*

Administrative and caterer – esophagus procedure	Banquet Chef – husband's stroke	Bartender – circumcision	Bartender – hysterectomy
Assistant General Manager – COVID-19 diagnosis	Banquet Chef – husband's stroke	Bartender – COVID-19 diagnosis	Bartender – knee surgery
Assistant Manager – COVID-19 diagnosis	Banquet Cook – car accident	Bartender – COVID-19 diagnosis	Bartender – liver abscess
Assistant Manager – COVID-19 diagnosis	Bar Lead – house fire	Bartender – COVID-19 diagnosis	Bartender – liver cancer
Assistant Manager – COVID-19 diagnosis	Bar Manager – husband died	Bartender – COVID-19 diagnosis	Bartender – mother died
Assistant Manager – degenerated disc disease	Barback – COVID-19 diagnosis	Bartender – COVID-19 diagnosis	Bartender – mother died
Assistant Manager – hernia surgery; COVID-19 diagnosis	Barback – hip replacement	Bartender – COVID-19 diagnosis	Bartender – mother died
Assistant Manager – prostate infection	Barback – impaled by a fence	Bartender – COVID-19 diagnosis	Bartender – motorcycle accident; COVID-19 diagnosis
Assistant Manager – prostate infection	Barback – sister died	Bartender – COVID-19 diagnosis	Bartender – neck fracture, spinal cord damage
Assistant Manager – torn tendon	Barista – COVID-19 diagnosis; HIV diagnosis	Bartender – COVID-19 diagnosis	Bartender – olfactory neuroblastoma cancer diagnosis
Assistant Manager – uterine prolapse surgery	Barista – knee injury	Bartender – COVID-19 quarantine	Bartender – organ failure
Associate Manager – COVID-19 diagnosis	Bartender – acute pancreatitis; cyst	Bartender – COVID-19 quarantine	Bartender – osteoarthritis surgery
Baker – broken femur, hip, arm, ribs	Bartender – bicycle accident; facial fractures	Bartender – COVID-19 quarantine	Bartender – rectal cancer
Baker – broken femur, hip, arm, ribs	Bartender – bike accident	Bartender – COVID-19 symptoms	Bartender – rod in arm; surgery
Baker Assistant Manager – meniscus surgery	Bartender – breast cancer	Bartender – domestic violence	Bartender – stillborn
Banquet Captain – broken ankle	Bartender – broken collarbone	Bartender – fractured fibula	Bartender – thyroid nodule removal
Banquet Captain – torn tendon; surgery	Bartender – broken elbow, surgery	Bartender – fractured leg	Bartender – torn ACL
	Bartender – broken leg, ankle	Bartender – heart attack	Bartender – torn MCL; ACL cysts
	Bartender – car accident	Bartender – hernia surgery	Bartender – umbilical infection
	Bartender – car accident	Bartender – hernia surgery	Beverage Director – bike accident, broken wrist
	Bartender – car accident; broken ribs	Bartender – herniated disc	
	Bartender – car accident; fractured ribs	Bartender – house fire	Cashier – apartment flooding
		Bartender – house fire	Cashier – breast cancer
		Bartender – husband died	

Cashier – breast cancer  
 Cashier – bus accident; leg injury  
 Cashier – car accident  
 Cashier – COVID-19 diagnosis  
 Cashier – COVID-19 diagnosis  
 Cashier – COVID-19 diagnosis  
 Cashier – COVID-19 quarantine; mother's diagnosis  
 Cashier – herniated discs from a fall  
 Cashier – high blood pressure, kidney issues  
 Cashier – house fire  
 Cashier – mother died  
 Cashier – pneumonia  
 Cashier – spinal surgery  
 Cashier – spinal surgery  
 Catering assistant – foot ulcers  
 Catering Associate – daughter in NICU; COVID-19 diagnosis  
 Catering Associate – daughter in NICU; COVID-19 diagnosis  
 Catering Coordinator – COVID-19 quarantine  
 Catering Director – abdominal illness, hospitalization  
 Catering Manager – daughter's death  
 Catering Manager – father died  
 Chef – COVID-19 diagnosis  
 Chef – COVID-19 diagnosis  
 Chef – COVID-19 symptoms  
 Chef – hernia surgery  
 Chef – liver failure; transplant  
 Chef – sinus infection  
 Chef – wrist injury, fall down stairs  
 Chef de Cuisine – ankle surgery  
 Concession Stand Attendant – mother died  
 Cook – adrenal gland surgery  
 Cook – bike accident; fractured foot  
 Cook – bone bruise, tendon injury  
 Cook – bone chip in ankle  
 Cook – brain surgery  
 Cook – brain tumor; cancer  
 Cook – cancer  
 Cook – cancer  
 Cook – child died  
 Cook – child hospitalization  
 Cook – congestive heart failure  
 Cook – COVID-19 diagnosis  
 Cook – COVID-19 diagnosis  
 Cook – COVID-19 diagnosis  
 Cook – COVID-19 diagnosis  
 Cook – COVID-19 diagnosis  
 Cook – COVID-19 diagnosis  
 Cook – COVID-19 diagnosis  
 Cook – COVID-19 diagnosis  
 Cook – COVID-19 diagnosis; bronchitis  
 Cook – COVID-19 quarantine  
 Cook – COVID-19 quarantine  
 Cook – COVID-19 quarantine

Cook – COVID-19 quarantine  
 Cook – daughter died  
 Cook – death of client  
 Cook – dislocated shoulder  
 Cook – diverticulitis  
 Cook – eye surgery  
 Cook – father died  
 Cook – father died  
 Cook – father died  
 Cook – finger amputation  
 Cook – foot amputation  
 Cook – foot surgery  
 Cook – grandfather died  
 Cook – gunshot wound; shattered elbow  
 Cook – heart attack  
 Cook – hernia surgery  
 Cook – hernia surgery  
 Cook – hernia surgery  
 Cook – husband died  
 Cook – husband died  
 Cook – husband's gallbladder surgery  
 Cook – inflammatory arthritis  
 Cook – kidney illness  
 Cook – knee injury  
 Cook – pregnancy complications  
 Cook – second degree burns  
 Cook – son's hospitalization; heart condition  
 Cook – son's seizures, feeding tube  
 Cook – tonsil infection; tonsillectomy  
 Cook – torn rotator cuff  
 Cook – wife's car accident injuries  
 Cook – wife's leukemia diagnosis; cancer  
 Cook – wife's miscarriage  
 Crew Member – COVID-19 diagnosis  
 Crew Member – husband's leg amputation  
 Delivery Driver – broken hip  
 Delivery Driver – car accident; neck pain  
 Delivery Driver – gallbladder surgery  
 Delivery Server – lipoma surgery  
 Dietary Cook – COVID-19 diagnosis  
 Dining clerk – spinal surgery  
 Dining Staff – COVID-19 quarantine  
 Dining Staff – COVID-19 quarantine  
 Dishwasher – broken arm  
 Dishwasher – brother died  
 Dishwasher – knee replacement  
 Dishwasher – respiratory infection  
 Dishwasher – sister died  
 Dishwasher – wife's multiple myeloma diagnosis; cancer  
 Driver – miscarriage; car accident  
 Event Chef – arthritis; lupus; sick mother

**72%**  
**OF FINANCIAL ASSISTANCE CLIENTS STRONGLY AGREE THAT GK PREVENTED THEM FROM INCURRING A LATE FEE**

Event Server – finger laceration  
 Event Staff – car accident injuries  
 Executive Chef – COVID-19 diagnosis; ICU  
 Executive Chef – fall at work; surgery  
 Executive Chef – hip replacement, infection  
 Expo – shoulder surgery  
 Food and Beverage – mother died (of COVID-19)  
 Food Runner – car accident; broken spine, perforated intestine  
 Food Runner – COVID-19 diagnosis  
 Food Runner – COVID-19 diagnosis  
 Front Server – car accident  
 Fry Cook – myelofibrosis  
 Fry Cook – myelofibrosis diagnosis  
 Garde Manger – neurological illness  
 General Manager – COVID-19 quarantine  
 General Manager – father died  
 General Manager – grandmother died  
 General Manager – hidradenitis suppurativa diagnosis  
 General Manager – hidradenitis suppurativa diagnosis  
 General Manager – house fire  
 General Manager – hysterectomy  
 General Manager – hysterectomy  
 General Manager – knee surgery  
 General Manager – mold in home  
 General Manager – mother's broken hip  
 General Manager – mother's cancer diagnosis  
 General Manager – preeclampsia; child in NICU  
 Grill – COVID-19 diagnosis; coma  
 Grill Cook – daughter's suicide  
 Grill Cook – daughter's suicide  
 Host – endometriosis  
 Host – foot and ankle surgery  
 Host – son's death  
 Kitchen Crew – car accident, injuries  
 Kitchen Manager – child's cancer  
 Kitchen Manager – COVID-19 diagnosis  
 Kitchen Manager – daughter died  
 Kitchen Manager – fibroid surgery  
 Kitchen Manager – house fire  
 Kitchen Supervisor – ACL and meniscus surgery  
 Lead Bartender – mother died  
 Lead Cook – arm injury  
 Lead Cook – COVID-19 quarantine  
 Lead Cook – rotator cuff surgery  
 Lead Cook – rotator cuff surgery  
 Lead Line Cook – bladder tumor; cancer  
 Lead Line Cook – mother died  
 Lead line cook – severe burns  
 Lead Prep Cook – neck injury  
 Lead Server – diverticulitis  
 Lead Server – husband's car accident  
 Lead Server – SVT diagnosis  
 Line – child died  
 Line Cook – broken ankle  
 Line cook – broken leg  
 Line Cook – death of client  
 Line Cook – elbow, shoulder injury  
 Line Cook – father died  
 Line Cook – fibroids  
 Line Cook – fractured humerus  
 Line Cook – hernia surgery  
 Line Cook – herniated discs; nerve damage  
 Line Cook – hit by a car  
 Line Cook – husband's cancer  
 Line Cook – influenza  
 Line Cook – knee sprain  
 Line Cook – mother died  
 Line Cook – mother died  
 Line Cook – pneumonia  
 Line cook – pneumonia  
 Line Cook – son died  
 Line cook – throat cancer  
 Line Cook – toe amputation  
 Line Cook – torn ACL





# 71%

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

daughter's injury	Server – father died	Server – myomectomy	Sommelier – COVID-19 diagnosis
Server – COVID-19 quarantine	Server – father died	Server – neck and back injuries	Sous Chef – broken arm
Server – COVID-19 quarantine	Server – father died; COVID-19 quarantine	Server – neck injury	Sous Chef – brother's suicide
Server – COVID-19 quarantine	Server – finger injury	Server – ovarian cyst removal	Sous Chef – car accident
Server – COVID-19 quarantine	Server – finger laceration, surgery	Server – partner died	Sous Chef – car accident, lumbar fractures
Server – COVID-19 quarantine	Server – fistula from pregnancy	Server – post-COVID syndrome	Sous Chef – COVID-19 diagnosis
Server – COVID-19 quarantine	Server – fistula removal	Server – pregnancy complications	Sous Chef – hit by a car
Server – COVID-19 quarantine; mother died	Server – flooding, mold	Server – pregnancy complications	Sous Chef – partner (girlfriend) died
Server – COVID-19 quarantine	Server – foot surgery	Server – pregnancy complications	Steamer – COVID-19 diagnosis; pneumonia
Server – COVID-19 symptoms	Server – foot surgery	Server – pregnancy complications, child in NICU	Steward – lymphoma; cancer
Server – COVID-19 symptoms	Server – fractured foot	Server – pregnancy complications; mandatory bedrest	Steward – stroke
Server – COVID-19 symptoms	Server – fractured foot, surgery	Server – renal failure	Supervisor – emergency appendectomy
Server – COVID-19 symptoms	Server – grandmother died	Server – scooter accident	Supervisor – pericarditis
Server – COVID-19 symptoms	Server – grandmother died	Server – sister died	Support Server – son's cleft palate surgery
Server – COVID-19 symptoms	Server – grandmother died	Server – sister died	Take Out Host – sewage flooding
Server – COVID-19 symptoms; quarantine	Server – grandmother died	Server – squamous cell carcinoma	Team Leader – COVID-19 quarantine
Server – crane fell on condo	Server – grandmother died	Server – strokes	Team Member – arm surgery
Server – daughter's birth complications	Server – hand surgery	Server – thumb surgery	Team Member – COVID-19 diagnosis
Server – daughter's cancer; surgery	Server – high risk pregnancy	Server – thumb surgery	Unit Manager – double hip replacement
Server – daughter's heart condition; NICU	Server – house fire	Server – tonsillectomy	Unit Trainer – viral meningitis and occipital neuralgia diagnosis
Server – daughter's knee surgery	Server – house fire	Server – torn ACL	
Server – daughter's URI	Server – house fire	Server – upper respiratory infection	
Server – death of client	Server – house fire	Server – water damage	
Server – dislocated knee; broken foot	Server – house fire; burns	Server – wrist fracture	
Server – dislocated shoulder	Server – husband died	Server –broken fibula	
Server – diverticulitis	Server – husband's cancer diagnosis; COVID-19 diagnosis	Server Assistant – car accident; herniated discs	
Server – diverticulitis	Server – husband's esophagus cancer complications	Service Captain – upper respiratory infection	
Server – domestic violence	Server – hysterectomy	Service Manager – father died (of COVID-19)	
Server – domestic violence	Server – hysterectomy	Shift Lead – COVID-19 quarantine	
Server – domestic violence, broken ribs	Server – kidney carcinoma; COVID-19 diagnosis; cancer	Shift Lead – grandmother died	
Server – emergency splenectomy	Server – kidney infection	Shift Lead – mother died	
Server – endometriosis; mandatory quarantine	Server – knee injury	Shift Lead – son's broken arm	
Server – ewing sarcoma diagnosis; cancer	Server – laryngitis	Shift Leader – COVID-19 diagnosis	
Server – face infection	Server – leg injury	Shift Leader – husband died	
Server – fall down stairs; fractured spine, neck, jaw, teeth	Server – liver surgery	Shift Leader – TIA attack	
Server – father died	Server – lower back fracture	Shift Manager – adrenal gland cancer	
Server – father died	Server – miscarriage		
Server – father died	Server – mother died		
Server – father died	Server – mother died		
Server – father died	Server – mother died		
Server – father died	Server – mother's transplant; COVID-19 quarantine		

# 74%

## OF FINANCIAL ASSISTANCE CLIENT SAY GK PREVENTED THEM FROM HAVING AT LEAST ONE UTILITY DISCONNECTED



# Will Baber

**DIRECTOR OF HOSPITALITY  
ADDICTION RECOVERY**

GK's first substance abuse recovery initiative client.

**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.



*Read more here*

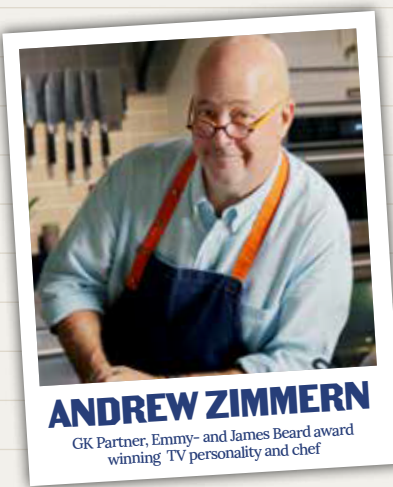
# GIVING KITCHEN'S SUBSTANCE ABUSE RECOVERY INITIATIVE

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.”**



*Read more in a letter from Leah and see who's talking about this:*



**“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 a qualifying crisis for financial support and resource allocation. This is a significant step toward providing the life-changing 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!**

95Pie  
 ABETTERBUZZ Brand Goods  
 ACF Atlanta Chefs Association  
 Aix/Tin Tin  
 Anheuser-Busch  
 Atlanta Tennis Championships  
 Big Luv Studio  
 Billy Reid  
 Black Cove Productions  
 Bloodroot Blades  
 Bonfire  
 Bourbon Barons  
 Campari  
 Catlanta  
 CGD Distribution  
 Changemaker Chocolates  
 Changes: A Journey to Beautiful Skin  
 Chrome Yellow Trading Co.  
 Creature Comforts Brewing Co.  
 CROSBY by Mollie Burch  
 Crown and Caliber  
 Cushman & Wakefield Atlanta  
 Daily Groceries Co-Op  
 Durty Gurl Cocktail Mixers  
 East Pole Coffee  
 Elemental Spirits Co.  
 Esprit de Merci  
 Flavour Gallery  
 Foodie Buddha  
 Footie Mob  
 Golf Ball Gallery  
 Gourmet Foods International  
 Heirloom Market BBQ  
 Henry's Louisiana Grill  
 Highland Brewing Company  
 Highland Fine Wine  
 HomeGrown Restaurant Concepts  
 Hunter Collective  
 Inncise Yoga  
 JapanFest  
 Jeckil Promotions  
 Jim 'N Nick's Restaurant Group  
 Kilpatrick Townsend & Stockton  
 Ladybird Farm  
 Lifestyle Publications

Local 86  
 Local Industries  
 Local No. 86  
 Local Three Kitchen & Bar  
 Man Bites Dog  
 Modern Space Construction  
 Muss & Turner's  
 National Distributing Company, Inc  
 New Realm Brewing  
 Northeast Sales Distributing, Inc.  
 Ole & Obrigado  
 OrderNerd  
 ParkMobile  
 Peach Coffee Roasters  
 Perrine's Wine Shop  
 Phidippides  
 Pie95  
 Platlanta  
 Portrait Coffee  
 PURE Taqueria - Alpharetta  
 Red Light Cafe  
 Royal Wine & Spirits LLC  
 Ruth's Chris Steak House  
 Salt Island Fish & Beer  
 Savannah Distributing Company  
 Scout + Cellar  
 Seed Kitchen & Bar  
 Show Me Your Sandwich  
 Slow Pour Brewing  
 Small Dreams Foundation  
 Southern Experience  
 Speakcheesy Food Truck  
 Specialty Wines  
 Squirrel's Pizza  
 Steamhouse Lounge  
 Stillscapes Photography Studio  
 Target  
 Terrapin Beer Co  
 The Home Depot  
 The Nook On Piedmont Park  
 The Olde Pink House  
 The Point - Emory  
 The Red & Black  
 The Spotted Trotter  
 Three Taverns Brewery

University Tees  
 Warhorse Investments  
 Wicked Weed Brewing  
 Willy's Mexicana Grill  
 Wits' End Productions  
 WLTZ  
 Allie Haydon  
 Austin Ray  
 Elsa Simcik  
 John Saul  
 Jonathan Garmon  
 Keila Jonsson  
 Linda McNeil  
 Lizzy Johnston  
 Mailey Turner  
 Mariana Kramer  
 Nicolas Vaughn  
 Stephen Gladney  
 Todd & Melinda Servick  
 Gregorio Franco  
 Robyn Painter  
 Rob Glancy  
 Anupama Shetti  
 Andrew Vess



*To see other partner fundraisers that are occurring, scan this QR Code*

**These fundraisers come and go quickly, so don't miss out!**





“I’m so happy GK is expanding to Tennessee. Giving Kitchen helped me out more than I can say.”

*Nate Frusti*

Bartender – housing disaster  
GK’s First Tennessee Client

# GK’S FIRST TENNESSEE CLIENT

Our first Tennessee client was Nate Frusti, who lost his home in the 2020 Christmas Day bombing in Nashville.



*Watch videos*

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.



*Read more*



Representing GK by speaking with Spanish-language media in Nashville, Talia Viggers (far left) and Katie Deleon (far right).



# STEVEN SATTERFIELD

## GK Supporter and Restaurateur

### **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.

# LETTER FROM JEN



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**