A top-down view of a wooden table with several bowls of food and a watermelon slice. The bowls contain various dishes, including what appears to be a salad with shredded cheese and a bowl of dark, possibly chocolate or fruit-based, dessert. A large slice of watermelon is also visible. The text "eat for equity catering" is overlaid on the right side of the image.

# eat for equity catering

**2024 Specific Benefit  
Corporation Report**

## Specific Benefit 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.

## Values

Sustainability  
Diversity  
Generosity  
Inclusion  
Collaboration





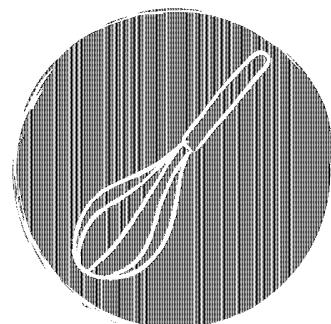


# Programs



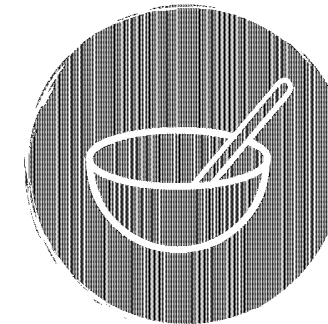
## **SLIDING SCALE MEAL BOXES**

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



## **KITCHEN COMMISSARY**

Shared current kitchen space with 8-13 other local food businesses, many of them women-owned, minority-owned.



## **FREE PREPARED MEALS**

Kitchen partner with Second Harvest Heartland and Kitchen Coalition, preparing 600-800 meals/week with donated ingredients for reimbursement. Kitchen partner with Sanneh Foundation, preparing 500 meals/week with purchased ingredients. Community partners distribute free prepared meals to neighbors experiencing food insecurity.

# Sliding Scale Meal Boxes

"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.**

**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.**

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Our goal has always been to make good food as accessible as possible, by providing options that are affordable to a wide range of clients. In 2024, we prepared 665 whole boxes and 633 half boxes, which we estimate as just under 12,000 meals, all offered on a sliding scale.

We began widely offering a la carte items, based off customer feedback, and prepared another 637 a la carte orders. A la carte means that customers can purchase any item in any size that they like (a whole quiche, a half side, and a couple quarts of soup, etc.). While that adds a lot of food to our production, we don't currently have a clear way to calculate roughly how much more food we made and served.

Those numbers include the Pay-what-you-can meal boxes, which are the same quality meals and choices as in the "regular" or Pay-it-Forward meal boxes. We also distributed at least 44 pay-what-you-can prepared meal boxes and 76 pay-what-you-can half boxes, the equivalent of just under 1000 meals.

We give dignity and choice to all our customers, including people who purchase pay-what-you-can boxes. They are able to select every item for their box. They are not asked to demonstrate or prove any financial need, and choose the amount they are able to pay [\$30-\$90 in \$10 increments].



## Sliding Scale Meal Boxes

“Listen, y'all keep my household fed with tasty and healthy food that requires very little effort on my part, and I get to feel good about contributing financially to food justice efforts like buying from family farms and providing non-means-tested assistance.”

- Customer

# 50%

**CUSTOMERS CHOSE A PAY-IT-FORWARD OPTION SO OTHERS CAN PAY-WHAT-THEY-CAN**

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Our customers responded generously to a pay-it-forward option, paying more than the “Regular Price” to be able to offset the cost of the pay-what-you-can option for others in our community. This spirit of generosity is core to our values as a company, rooted in our parent nonprofit’s mission to build a culture of generosity through sustainable community feasts.

For example, with our Half Meal Box option, just over 50% of our customers chose a pay-it-forward option [ranging from \$5-\$10 more a box] to offset the cost of pay-what-you-can options. With our Whole Meal Box, our most popular option, 35% of customers chose a pay-it-forward option [ranging from \$5-\$20 more / box] to offset the cost of the pay-what-you-can options.

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

## What our customers like most

### The food is tasty

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76% of our customer respondents said this is #1 reason they purchase Eat for Equity food.

I woke up  
thinking about  
it...the food was  
so good!  
**WOKE UP**  
**THINKING**  
**ABOUT IT**

### I didn't have to make it

---

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

I'm so excited for  
not cooking this  
yummy meal!!  
**EXCITED**  
**TO NOT**  
**COOK THIS**  
**YUMMY**  
**MEAL**

### Food is local and sustainable

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

We look forward  
to this every week.  
It makes our lives  
so much better  
and easier.  
**MAKES**  
**OUR LIVES**  
**BETTER**  
**EASIER**

### Variety of cuisine

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

### Support mission

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We make quality food available to our community at a sliding scale. We also prepare free meals as part of partnerships with local nonprofits.



## Provide access to conscious food choices

### Inclusive Food Choices

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

### Allergen-aware

List all Top 9 allergens in all food

Comprehensive ingredient lists posted weekly online

“If I didn't buy food from y'all, I wouldn't eat nearly as many vegetables. It's hard to find premade veggie-forward food that's this easy and affordable.” - Customer

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

We want to make sure all our guests can join in the meal. We cater to food sensitivities and dietary needs - for example, vegan, vegetarian, gluten-free- by clearly labeling allergens with every menu item and featuring a range of menu items that fit those needs. We always list the top nine allergens in food (dairy, egg, wheat, shellfish, fish, peanuts, tree nuts, soy, sesame).

Customers had regularly requested detailed ingredients lists for our menus. Some needed the information for food sensitivities like mushrooms, garlic, onions, fava beans, nightshades like potato and tomato that do not fall under the top nine allergens.

In 2024, we were able to respond to customer requests and began offering a comprehensive ingredient list online so that customers could review it when ordering. We also made archived ingredient lists from the last month available for review. We shifted from having these ingredient summaries available by request and to make them available and easily accessible for everyone.

# Promoting and modeling equitable and sustainable food sourcing

## Women-Owned/Run

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 women-run business. Examples of women-owned businesses are Laune Bread, Cheesecake Funk.

## Minority-Owned/Run

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 Laune Bread, and Cheesecake Funk.

## Cooperatives

Cooperatives are owned and run jointly by their members, who share in the profits or benefits. Examples of cooperative food vendors include Co-op Partners Warehouse and Frontier Co-op.

## Nonprofits

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.

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

We prioritize supporting these businesses because we believe that they help to create equity in our community, and their success and growth helps address imbalances and inequities in the ecosystem. Some businesses may fall into several of these categories. In 2024, we spent 27% of our food dollars with cooperative/nonprofit, women- or minority-owned businesses.

This is a modest positive increase from 2023, when we were able to spend 26% of our food dollars on local or organic products. It starts to reverse a downward trend that started in 2020. In 2020, 2021, and 2022, we were able to spend respectively 66%, 54%, and 40% of our food dollars with cooperative/nonprofit, women- or minority-owned businesses. It’s a constant challenge balancing our values to both make food accessible and to purchase from local and equitable sources.

We still focused our purchasing on small local, women- or minority-owned businesses who have amazing products. Instead of purchasing all our local produce from a cooperative distributor, we expanded purchasing directly from farms like Peter’s Pumpkins and Carmen’s Corn and Hmong American Farmers Association.



# Promoting and modeling equitable and sustainable food sourcing

## Local

Products are local if they are grown in the five-state region around us (MN, WI, IA, ND, SD), or if 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 locally. 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 antibiotics 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.

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

Just over half of our food dollars are spent on local or organic ingredients. In 2024, 50% of our food dollars were spent on local or organic products. In 2024, local food accounted for 34% of total food purchases. An additional 16% of food purchases were for organic foods that were not local.

This is a positive increase from 2023, when we were able to spend 46% of our food dollars on local or organic products. It shifts what had been a downward trend that started in 2020. In 2020, 2021, and 2022, we were able to spend respectively 75%, 68%, and 61% of our food dollars on local or organic products. It’s possible that we may be undercounting our local or organic purchases, since if it’s not listed as organic or local on the invoice, we categorize it as conventional.

One of the challenges we’re seeing is a continued and significant increase in food costs. For example, in a three month month period in 2024, the cost of eggs from one source increased from \$4.80/dozen to \$7.90/dozen, a 39% increase. All food businesses, including ours, needed to make constant decisions about balancing our values and our costs.

## **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 2024, we received a grant from Hennepin County that allows us to purchase reusable bags and implement a returnable bag program - and we'll be able to implement that in 2025.

**“Our family has immense gratitude for the care you provide us by offering healthy, lovingly and expertly crafted meals every week. It's easy for us to take for granted that this offering is available...Thank you for supporting and nourishing us and our community.”**

- Customer

**“Cooking is not my favorite thing to do. Ordering from you with a tasty variety of prepared foods helps free my time and energy for other things.”**

- Customer



# Free Prepared Meals

# 32,158

**FREE PREPARED MEALS IN 2024  
FOR KITCHEN COALITION**



Culturally connected, fresh prepared meals and a whole new way to fight hunger - our continued work with Kitchen Coalition and Second Harvest Heartland recognizes that hunger isn't just about access to food. Started in 2020 as a response to the Coronavirus pandemic, Kitchen Coalition [originally called Minnesota Central Kitchen] provides 25,000 meals each week in partnership with 75+ distribution partners. In 2024, Kitchen Coalition reached the milestone of 6 million meals served.

In 2024, Eat for Equity Catering provided 32,158 of those free prepared meals. 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.

Our 2024 community partners included meal programs at universities, community centers, nonprofit programs like St.Thomas, Hennepin Tech, Central Square, Smart North, People's Inc [NCSP], and Perspectives.

**“I feel very lucky that my very small staff enjoys the creativity of turning these ingredients into something really exciting to prepare and exciting for people to eat. I like making meals that are seasonal and use flavors that are available. That's where I start when I create menus.”**

- Marisol Herling, Eat for Equity Catering chef

# Free Prepared Meals

# 3500

**FREE PREPARED MEALS IN 2024  
FOR SANNEH FOUNDATION**



In 2024, Eat for Equity Catering began a partnership with the Sanneh Foundation to make free prepared meals for their community. Sanneh Foundation has community food distribution sites throughout the Twin Cities,

We purchase 100% of the ingredients for the meals, and during the growing season, have been able to purchase locally grown produce. Meals are distributed through Sanneh Foundation’s community food distributions throughout the Twin Cities. Their distributions are open to anyone in need of food, no documentation needed, and regardless of where a person lives. Many of the meals are sent to Open Cupboard Food Pantry in Oakdale, with a focus on fresh food, produce, meat, dairy, and bakery items.

Our meals for the Sanneh Foundation meals are designed for Ecuadorian and Latino communities. Some common menu items include Locro de Papa (Stewed Potatoes and Cheese with Chicken and Rice), Casamiento Red Beans and Beef with Peppers and Rice, and Pork and Vegetable Ragù with Grits.

**“The first thing I look at is what fresh produce is available—I was raised on a farm, so I have a farm kid background. I was also a Puerto Rican in small-town Nebraska. I have this mix of wanting to make food that aligns with my culture and community but also use ingredients that are available to me.”**

- Marisol Herling, Eat for Equity Catering chef



# Commissary Kitchen

“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.”

- X2 Pastries

“It’s a friendly and kind and inviting environment.”

- Earnest Provisions

**In 2023, Eat for Equity Catering moved into a commercial kitchen in the Uptown area of Minneapolis, and made that kitchen a shared commissary kitchen for other food businesses and chefs. 2024 was our first full year of operating the commissary kitchen.**

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

Our goal was to create a productive, safe, and welcoming kitchen for our business and others. We wanted to share affordable commercial kitchen space to support the growth of women and BIPOC chefs and small food businesses. In 2024, of the thirteen food businesses that worked in the kitchen at some point in the year, 85% are BIPOC or women-owned /run businesses.

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

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

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

# Commissary Kitchen

**“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.

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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 bringing in good kitchen partners.

We have continued to make significant improvements to the whole building and focused on expanding functionality, addressing deferred maintenance, and improving safety. We’re proud of all the work we did in the last year to improve and care for this kitchen and building. Those improvements include adding security lights, upgrading to commercial windows with security bars, and painting the outside of the building.

We want to make our kitchen accessible, while also understanding its value and the cost of running a professional, functional commercial kitchen. We built into our model significant discounts to kitchen users for cleaning chores, signing an annual agreement, or working in off-hours time. We also gave discounts for emerging new businesses. We gave out \$29,775 in discounts to kitchen users in 2024, an increase of 38% from the previous year, 21,473.

# \$29,775

**DISCOUNTS TO KITCHEN USERS**

## Food Businesses in the Commissary Kitchen in 2024

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### 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

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### Comfort Meals

Owners Yee Yang and Cha Lee and their team prepare weekly meals for delivery.

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### Curioso Coffee

Owners Aaron Park Blaser and Luke Hofland, coffee roasters with storefront coffee shop at Seven Points in Minneapolis and at Broken Clock Brewery in Northeast Minneapolis. IG @curiosomn

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### Earnest Provisions

Owner and private chef Jeff Lakatos prepares chef-crafted meals for pickup in Mendota Heights or delivery in southeast Metro.  
IG @earnestprovision

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### Farina Rossa

Wood-fired pizza / IG@farinarossakitchen

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### Jerk Station

Food truck and caterer / IG @jerkstationmpls

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### La Tortilla Catering

Owners and chefs Janette Janette Rojas Isidro and Luis Morales Zavaleta make Mexican food with many vegetarian and vegan options.  
IG @latortillafoodtruck

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### Krishna's Delight

Vegetarian Indian and international food at local farmers markets. IG @krishnasdelight

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### Marisol Herling

Private chef and caterer / IG @chef.marisol.mpls

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### Rye Berry and Bramble

Sourdough / IG @ryeberryandbramble\_sourdough

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### Tun Tūm Blackhill

Focaccia and baked goods / IG @tuntumblackhill

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### 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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# 13

**FOOD BUSINESSES  
WORKING IN SHARED KITCHEN  
INCLUDING EAT FOR EQUITY CATERING**

# 85%

**BIPOC OR WOMEN-  
OWNED/RUN BUSINESSES**

File Number 992025200030  
Eat for Equity Catering, SBC

I, the undersigned, certified 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.

This entity does not own, lease, or have any financial interest in agricultural land or land capable or being farmed.



Emily Torgrimson  
3/11/25

**The Eat for Equity Catering Board of Directors is currently comprised of Emily Torgrimson, Executive Director. Emily Torgrimson has prepared, reviewed and approved this report. For official notices, contact [emtorg@eatforequity.org](mailto:emtorg@eatforequity.org) or 612-470-4328.**

**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.**







**Work Item 1549392600025**  
**Original File Number 992025200030**

STATE OF MINNESOTA  
OFFICE OF THE SECRETARY OF STATE  
FILED  
**03/12/2025 11:59 PM**

A handwritten signature in black ink that reads "Steve Simon". The signature is written in a cursive, flowing style.

Steve Simon  
Secretary of State