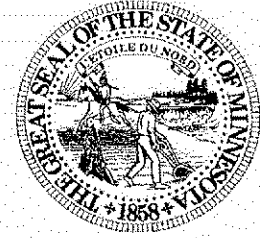


# Office of the Minnesota Secretary of State

## Minnesota Public Benefit Corporation / Annual Benefit Report

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

The Annual Benefit Report covers the 12 month period ending on December 31 of the previous year.  
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. Corporate Name: (Required) EAT FOR EQUITY CATERING, SBC

2. The public benefit corporation's board of directors has reviewed and approved this report.

3. 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)

*Please see attached sheet*

4. I, 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]*  
Signature of Public Benefit Corporation's Chief Executive Officer

3/29/22  
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:

EMTORG@EATFOREQUITY.ORG

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:

EMILY TORGRIMSON

612-470-4328

Contact Name

Phone Number

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  No



## 2021 SPECIFIC BENEFIT CORPORATION REPORT

Eat for Equity Catering's specific benefit purposes are:

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

In 2020, Eat for Equity Catering adapted constantly to support our community and sustain our business, and used our benefit purposes and values as guiding forces in those decisions.

We shifted our focus toward community food relief, and began two new programs to respond to the pandemic and the changing environment. The first, a **Meal Box Program**, with sliding scale options to provide affordable, nourishing food to our neighbors. The second program was becoming a kitchen partner in the **Minnesota Central Kitchen**, preparing between 600-800 meals a week for free distribution to our neighbors through Second Harvest. Additionally, we worked with Du Nord Craft Spirits to create a temporary produce distribution program as a **mutual aid response** to COVID and the Uprising in support of Black lives.

In 2021, we identified all of these programs as essential core programs, no longer temporary responses to a crisis. We solidified our commitment to these programs recognizing that they serve a vital need in our community.

The **Meal Box Program** includes both pay-what-you-can and pay-it-forward options, so all our customers could access good, nutritious food. One customer wrote, "I've said this many times, but in the incredibly stressful first year of covid and the Uprising, I do not have any idea what we would have done without the nourishment we got from E4E. I personally felt so cared for by these thoughtful meal boxes - and E4E became part of my support system. It's so much more than just meals." We prepared the equivalent of over 10,000 local and organic meals, available for sliding scale to our neighbors.

Our continued work with **Minnesota Central Kitchen** and Second Harvest Heartland recognizes that hunger isn't just about access to food. In its second year, the Minnesota Central Kitchen project provided more than 1.3 million prepared meals - and Eat for Equity Catering provided 27,000 of those meals. Our team produces 600-800 meals a week for our neighbors experiencing food insecurity. We also began to work with Second Harvest to prepare medically-tailored nutritious meals for pregnant women and people with hypertension and heart disease.

We worked with the Du Nord Foundation to launch the **Du Nord Community Market**, a barrier-free food shelf. Eat for Equity Catering provides technical assistance and logistics support, in addition to in-kind food donations and prepared meals through our work with Minnesota Central Kitchen. In its first year, the Community Market helped over 23,000 neighbors feed their families with quality nutritious food. The Market offers our neighbors fresh fruits and vegetables and culturally-connected foods.

## 2021 SPECIFIC BENEFIT CORPORATION REPORT

### Promoting and modeling equitable and sustainable food sourcing

#### **Equitable food sourcing**

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. If at least a third of the business is owned by women and/or people of color, we consider it to be a women- or minority-owned business. Or, if executive leaders are women or people of color, we consider it to be a women- or minority-run business. Examples of these businesses include Coop Partners Warehouse (cooperative structure), The Good Acre (nonprofit structure), Peace Coffee (women-owned and run) and Sin Fronteras (minority-owned and run).

We prioritize cooperative and nonprofit organizations because we believe that their structures help to create equity. Cooperatives are owned and run jointly by their members, who share in the profits or benefits. Examples of our nonprofit or cooperative food vendors include Co-op Partners Warehouse, Seward Co-op, and Frontier Co-op.

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. Non-profit vendors we use include The Good Acre.

We track our food purchases through our accounting system and code vendors as cooperative, women-owned, or minority-owned businesses. We share our sourcing list and our food policy on our website ([eatforequity.org/sourcing](http://eatforequity.org/sourcing)).

In 2021, we spent 54% of our food dollars with cooperative/nonprofit, women- or minority-owned businesses. This is a decrease from 2020, when we were able to spend 66% of our food dollars with cooperative-, nonprofit-, women- or minority-owned businesses. As we reviewed our purchasing in 2021 and 2020, we found that we had unintentionally shifted a significant amount of purchases from Coop Partners to Fortune [we spent \$13,000 less at CPW and \$11,000 more at Fortune in 2021 compared to 2020], and added purchases from a new national vendor, US Foods. Both of those purchasing shifts resulted in less dollars spent at cooperative/nonprofit, women- or minority-owned businesses. As we think about improving this goal in 2022, we have to be intentional about the process for adding new sources.

#### **Sustainable food sourcing**

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.



## 2021 SPECIFIC BENEFIT CORPORATION REPORT

What does "local" mean to us? 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). We track our food purchases through our accounting system and code items as Local, Organic, or Conventional. If food is both local and organic, we code it as Local. Local products can be either organic or conventionally grown.

Almost all of our ingredients are either local or organic. In 2021, 69% of our food dollars were spent on local or organic products. In 2021, local food accounted for 34% of total food purchases. An additional 34% of food purchases were for organic foods that were not local. Our goal for 2021 was to source 80% of our food dollars on local or organic products. Unfortunately, we fell short of that ambitious goal for some of the same reasons above [shift in purchasing from CPW to conventional sources like US Foods and Fortune Gourmet]. For context, in 2020, 75% of our food dollars were spent on local or organic products.

We have a commitment to purchase core products (at least 50% of expenses) from independent suppliers local to where the product will be used or where the company operates. We use local vendors for linens [Spruce Linen], paper and compostable products [Litin Party Value]. Even the majority of our "conventional" food purchases were purchased from regional business Fortune Fish and Gourmet and local cooperative business Coop Partners Warehouse. In 2021, we estimate that 93% of our cost-of-goods purchases [food, event supplies, alcohol] were made with local independent suppliers, as compared to an estimate of 98% in 2020 and 86% in 2019.

### Provide access to conscious food choices

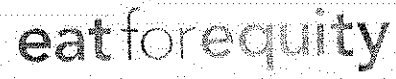
What does conscious food mean to us? It means food that is nourishing, minimizes environmental impact, and is inclusive of guests with allergies or dietary restrictions. Our seasonal and wholesome menu items might include fruit-forward, vegetable-forward, whole grain, or from-scratch foods.

### Accessible options

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. With our meal box program, we built in both pay-what-you-can and pay-it-forward options, so all our customers could access good food.

When we began offering prepared Meal Boxes in 2020, we wanted to ease the stress of cooking food and leaving the house during the pandemic. Our community members were in need of comforting, nutritious, prepared food. We offered a week's worth of prepared meals, with Omnivore, Vegetarian, and Vegan / Gluten Free options. We offered boxes that were the equivalent of 12 meals, with 2 mains, 2 sides, 1 soup or salad, bread, and a dessert each week.

In 2021, we prepared and distributed about 650 meal boxes, with just over 70% omnivore, 25% vegetarian, and about 5% vegan/gluten free. We estimate that this is the equivalent of 7800



## 2021 SPECIFIC BENEFIT CORPORATION REPORT

meals. We also began to offer a half meal box [serves 2] and prepared over 530 half-meal boxes, which we estimate is the equivalent of 3200 meals 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 140 pay-what-you-can prepared meal boxes, which was the equivalent of 1680 meals distributed on a sliding scale. In 2021, we distributed 30 pay-what-you-can half boxes [the equivalent of 180 meals]. Customers were able to choose what they could pay [\$20-\$80 in \$10 increments].

One of our customers wrote, "Love the pay what you can option. I've been unemployed for two years and just got a part-time gig, so however I can save is amazing. And before e4e's meal box, I was either eating badly or not eating at all."

Another customer wrote about the pay-what-you-can boxes, "This meal service has brought a new quality to my life I couldn't ever imagine. I work in the food service industry. I lost over 55% of my income over the pandemic and my dad passed away. I love the pay what you can option, it was incredibly helpful the weeks after the funeral. I believe food is the best way to experience culture and I'm so grateful to you all for all of your hard work and efforts. Thank you so very much."

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. For example, with Omnivore Meal Box, our most popular option, 60% 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 [ranging from \$20 - \$80 / box]. 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.

One of our customers wrote, "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."

### **Featured Chefs**

As part of our weekly prepared Meal Box program, we began working 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, with goals to share our platform and resources with those chefs, learn from them and provide our customers with diversity of flavors, and as an opportunity for them to experiment and grow their businesses.



## 2021 SPECIFIC BENEFIT CORPORATION REPORT

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 2021, we worked with Chefs Taffy Mindaye, Mo Kotb, Denita Ngwu, and Nettie Colón.

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.

### **Inclusive food choices**

We want to offer our clients an inclusive catering experience, and make sure all their 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 label our products as vegan, vegetarian, gluten-free and mark the top eight allergens (dairy, egg, wheat, shellfish, fish, peanuts, tree nuts, soy).

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

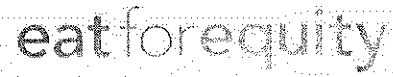
### **Minimize impact on the environment**

Our goal is to reduce food waste, including implementing donating food, composting, and repurposing excess ingredients. In 2020, we moved to a new kitchen and implemented composting for the building, which had not existed there before. The compost container is 2 cubic yards, and is picked up every other week. Our building neighbors are also able to utilize this service. We estimate that each year, 50 cubic yards of organics are offset from landfill.

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 customer / order. We currently use as many compostable packaging products as we can. However, we have had supply shortages for compostables and have that the food deteriorates the compostable products. We could explore the cost of glass containers, or request more information from the health department about the reusability of our current plastic containers.

### **Using catering to support local nonprofit causes**

#### **Nonprofit clients**



## 2021 SPECIFIC BENEFIT CORPORATION REPORT

In the past, we have prioritized working with nonprofit organizations to provide quality and affordable catering for their fundraisers, conferences, and gatherings. Our standing goal was to have 50% of our clientele be nonprofit organizations.

In 2019, for reference, 56% of our clients were representatives of nonprofit organizations. Nonprofit clients accounted for 38% of our total business revenue in 2019. However, in 2020, essentially all of our events were canceled, and we shifted almost all of our customer base from organizational clients to individual customers. We did, however, work with a nonprofit client to prepare custom meal boxes as a fundraiser. We worked with the Greg Marzolf Jr. Foundation to design a custom meal box that their community members purchased in lieu of a fundraising gala dinner, raising funds to support their work.

While our commitment to using catering as a way to support local nonprofit causes has not changed, the goal of catering for nonprofit events was no longer relevant. Eat for Equity pivoted to using catering to support a community market that provided direct service to people within our community, in the Du Nord Foundation Community Market.

### **Charitable donations**

A better indicator in 2021 of our commitment to using catering to support local nonprofit causes is our continued donations to other nonprofits, both with in-kind donations, discounts, and monetary contributions. Our goal is to generate profits from Eat for Equity Catering events to support nonprofit causes. In 2021, Eat for Equity Catering donated the equivalent of at least \$5000 in prepared food and raw ingredients in in-kind food donations to community organizations and nonprofits.

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.

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 1306579500032**  
**Original File Number 992025200030**

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OFFICE OF THE SECRETARY OF STATE  
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*Steve Simon*

Steve Simon  
Secretary of State