



EMMA'S TORCH

ANNUAL REPORT

2022



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EMMA'S TORCH

LETTER FROM OUR FOUNDER

Dear Emma's Torch Community,

2022 was the year in which we truly took this show on the road. The little start-up that could clocked some serious miles. After spending so much time constrained to tiny boxes on laptops, the ability to show up and be together physically for meetings, celebrations, and classes has felt like a gift, and one that we will never take for granted. From our first pilot in the D.C. metropolitan area to a full year of non-stop in-person programming, this year allowed us to expand our community and our time together.

We set ambitious goals, with one guiding star. Our mission is to empower refugees. Our guiding principle is that empowerment begins with those we serve. To that end, we showed up for them. We went to community centers, food distribution sites, and English classes. We partnered with mutual aid networks to welcome recent arrivals at Port Authority, and strengthened our network of partners providing immediate aid. We watched as world events drove more individuals from their homes, and prepared to welcome in more and more students into our program and our community.

This simple act of showing up allowed us to expand not only the number of students we serve, but what it means to work with them. We saw enormous increases in job placement and retention rates, as well as increases in salaries for our graduates. We broadened our partnerships with clearly defined partnership principles, and focused on being transparent and open with our funders and community about the barriers our students face and the resources needed to create lasting change.

As we look to the future, we know that this ethos of showing up will continue. We are excited to expand our roots in New York and to deepen them in the Washington, DC metropolitan area. As we continue to build these centers of community and engagement, we look forward to seeing you there!

With gratitude,

A handwritten signature in blue ink, appearing to read "Kerry Brodie".

Kerry Brodie, Founder and Executive Director



AT A GLANCE



OUR MISSION

To empower refugees, asylees, and survivors of human trafficking through culinary education.



THIS YEAR

We enrolled 107 students into our signature paid Culinary Training Program. We are proud to have helped place 89% of our graduates in jobs that will launch their culinary careers.

We have re-launched all of our social ventures after closing some of them during the Covid-19 pandemic. Our Brooklyn Public Library Cafe reopened in February after a 2-year closure. Our catering business is booming. And of course, our Brooklyn restaurant is a community favorite.

We expanded to a new city: the greater Washington, DC area. Our fall pilot was a tremendous success, and we are actively building towards opening a full-service restaurant in the area. We cannot wait to increase our impact.



LOOKING TO THE FUTURE

We look forward to enrolling even more students in 2023, both in New York and in the Washington, DC area. We plan to use our 6 years of successful work in New York to bring our DC-area restaurant and program to life.

KEY STATISTICS



107 STUDENTS ENROLLED



89% JOB PLACEMENT RATE



5X PRE-PROGRAM SALARY



1.4 PHILANTHROPIC RETURN ON INVESTMENT

For program graduates

Placed graduates' starting salary

Every dollar donated turns into \$1.40 of increased earned income for our students

OUR IMPACT THIS YEAR



**107 STUDENTS
ENROLLED**



**89% JOB
PLACEMENT RATE**



**\$38,664 AVERAGE
STARTING SALARY**

5x pre-program
salary



**87% JOB RETENTION
AFTER 6 MONTHS**

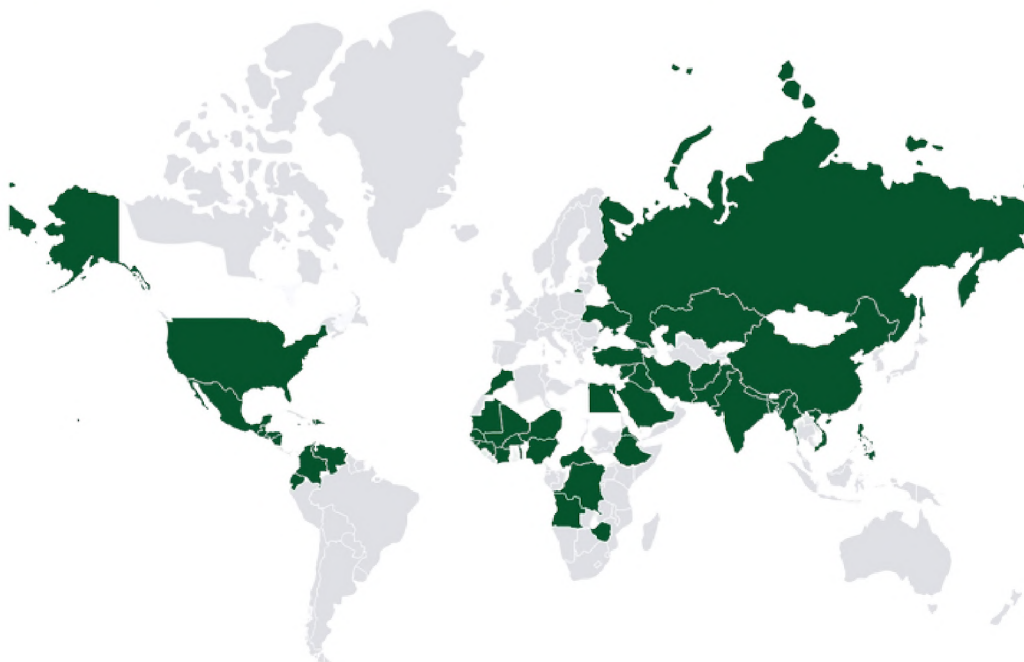
compared to 15%
hospitality job retention
in the US overall



**1.4 PHILANTHROPIC
RETURN ON INVESTMENT**

after 1 year

STUDENTS' COUNTRIES OF ORIGIN SINCE OUR FOUNDING IN 2016



OUR IMPACT THIS YEAR



5,669 MEALS SERVED



7,766 COFFEES SERVED



10,424 MUGS OF HOT COCOA SOLD



43 EVENTS CATERED



766 HOLIDAY GIFT BOXES SOLD



Emma's Torch was a great experience. They were so helpful in their training, and also with their finding me jobs after.

**MAZEN KHOURY,
2017 GRADUATE**



Malado [2019 graduate] is amazing and she has been a wonderful addition to the team. Honestly she is one of my favorites that has ever worked for me. Punctual, follows direction to the T.

**BRUCE DILLON,
EXECUTIVE CHEF, BUTTERMILK CHANNEL**



Thank you so much for sharing your space + delicious food last week. Our team was floored by the experience at Emma's Torch + we will gladly be singing your praises to all our clients + vendor friends! Thank you so much for all the good you put into the world + sharing it with us!

CATERING CLIENT

WE WERE FEATURED IN:

FOOD&WINE

The New York Times

**GLOBAL
CITIZEN.**

PLAYBILL



HOW WE MEASURE OUR IMPACT

While we might technically be a “not-for-profit,” we prefer to focus on what we are for. We are for impact, we are for good stewardship of resources, and we are for mission achievement. One of the major investments we made this year was in impact assessment and measurement.

From work promotions, to buying new homes, to opening small businesses, we know that the impact we have had on individual students is and continues to be life-changing. We also know that our commitment to creating change needs to be driven by results and data.

Our key focus is on Philanthropic Return On Investment. The return we seek is increased wages. In other words, for every dollar donated, our goal is to turn it into \$1.50 of increased wages for our graduates. We believe in empowering our students to achieve greater financial freedom through increased wages not just right after they graduate, but in the years to come.



*Not everything that counts can be counted,
and not everything that can be counted counts*

Albert Einstein

HOW WE MEASURE OUR IMPACT

SO HOW DO WE CALCULATE PHILANTHROPIC R.O.I.?

Philanthropic Return on Investment =

Wage Delta

Philanthropic Cost Per Outcome

Wage Delta =

Post-Program Earnings - Pre-Program Earnings

Philanthropic Cost Per Student =

(Total Organization Budget - The Amount of Money Earned by our Social Ventures)

Number of Individuals Who Begin Jobs Upon Graduation

The difference between our key metrics (first-year R.O.I. and five-year R.O.I.) comes from the “Post-Program Earnings” figure in the Wage Delta calculation. For that calculation, we use the graduate’s salary at the relevant point in time (1 year out or 5 years out).

In 2022, we were able to achieve a **1.4 R.O.I.** despite the challenges of pandemic recovery. By 2025, we are targeting a **first-year R.O.I. of 1.5x** with a **five-year projected R.O.I. of 5x.**

We welcome the opportunity to further engage in conversations about this metric, why we chose it, and other ways to quantify impact in a transparent and honest manner. We believe that the road to impact is paved by both good intentions and a commitment to learning and iterating. We look forward to sharing our journey with you.





ABOUT EMMA'S TORCH

For refugees coming to America, one of the hardest parts of the transition can be finding a new job, particularly one that is the starting point of a meaningful career. A job is important for more than a paycheck: it is a chance to meet new people, practice language skills, and find a sense of fulfillment and self-worth.



ENTER EMMA'S TORCH

We are a non-profit social enterprise. Our mission is to train refugees, asylees, and survivors of human trafficking in the culinary arts and to empower them to build meaningful careers in the culinary industry.

Our students participate in a full-time paid culinary training program that prepares them for successful employment in an industry in which their heritage and cuisine can be celebrated. We provide a community in which they can build supportive relationships.

Emma's Torch honors Emma Lazarus, a staunch advocate for refugee rights whose poem, "The New Colossus," adorns the Statue of Liberty.



My life is changing every day for the better. I work with confidence. Thank you, Emma's Torch!

AMADOU DIALLO, 2021

ABOUT EMMA'S TORCH

OUR GROWTH STORY



Emma's Torch was founded in 2016. We piloted our signature classroom cafe program in 2017 before opening our full-service restaurant in 2018. Our Brooklyn restaurant, which houses our culinary training program, has cemented Emma's Torch as a community institution. It has received recognition from outlets such as the New Yorker, The New York Times, The Today Show, CNN, and The Guardian, among many others.

We have since expanded to include the Cafe at the Brooklyn Public Library, a catering business, and a consumer packaged goods business. This year, we began expanding beyond New York. Our first DC-area pilot, launched this fall of 2022, continues our goal of amplifying our impact and engaging broader communities in supporting our mission.

Our social enterprises provide a steady and sustainable model for growth. The revenue from these businesses offset our non-profit program budget, allowing us to do more with every dollar donated.

ABOUT EMMA'S TORCH



OUR CULINARY TRAINING PROGRAM

Our full-time, paid program consists of culinary instruction as well as employability, equity, and empowerment training. During the 11-week program, students get over 400 hours of skills training, mentorship, and first-hand work experience. Not only is the program free to our students, they also get paid approximately \$6,000 over the course of the training.

The program consists of two types of instruction:



On-the-job culinary instruction with the choice of specialized training either in restaurant or cafe skills



Employability, equity, and empowerment training to ensure long-term success, independence, and adjustment to American workplaces

Upon graduation, we help students with initial job placement. Their Emma's Torch journey does not end there, however. We provide ongoing career development, job placement, and other advancement services for up to two years post-graduation.

ABOUT EMMA'S TORCH

WE HELP STUDENTS CHOOSE THEIR OWN (CAREER) ADVENTURE

Our flexible curriculum allows our students to pursue their passions and focus on the opportunities that most align with their interests. Here are some examples of career paths that our graduates have pursued:



Mazen, 2017

A member of our first-ever cohort, Mazen has just opened SKYO, a Syrian-Korean restaurant in Brooklyn.

THE NEW YORKER

SYKO'S SYRIAN AND KOREAN CUISINES, SIDE BY SIDE

In Windsor Terrace, the members of a blended family present dishes from both cultures, offering bulgogi as well as shawarma, along with the glorious Fatboy sandwich.

By Hannah Goldfield
January 13, 2023

The best thing to eat at SYKO, a restaurant that opened last year, in Windsor Terrace, is one of the best things I've ever eaten: the Fatboy, an evocatively, and accurately, named sandwich. A thick, crisp-edged Korean-style scallion pancake with a mochi-like texture (thanks to potato starch) is layered with sticky white rice, frilly romaine lettuce, a few crunchy batons of *danmuji* (sweet pickled daikon, dyed neon yellow with turmeric), and a choice of protein—beef bulgogi, chicken bulgogi, or fried tofu strewn with kimchi. Then it's tightly rolled into a stubby cylinder and sliced in half, to be doctored to taste with the house-made gochugaru-based *yangnyeomjang* sauce.



THE NEW YORKER



Naseema, 2017

After graduation, Naseema worked for a number of different restaurants before joining Sahadi's, a Middle Eastern speciality food store and restaurant where she has worked her way up to the role of head chef.



Aji, 2022

After graduation, Aji was awarded a fellowship to learn about artisanal cheese as part of the Anne Saxelby Legacy Fund.



Jahck, 2022

Since joining the iconic Union Square Cafe as a line cook, Jahck has not only been promoted to garde manger but he has also created a dish that was featured on the menu.

NAVIGATING THE COVID-19 PANDEMIC

The last few years have drawn into sharp focus the systemic challenges facing our students and community. The Covid-19 pandemic has changed our reality, and the road to recovery is long and winding. However, rather than be defined by that which is so deeply broken, we have found a pathway forward to create change where possible. To quote Dr. Jim O’Connell, “This is what we do while we’re waiting for the world to change.”

2020

In March, we shut down our restaurant and cafe at the Brooklyn Public Library. For 6 months, we worked with our students and alumni online: we reconfigured our curriculum into digital formats and we offered twice-a-week continuing education programming for alumni. Our big goal was to teach in person. By October of 2020, we re-opened our restaurant as a take-out cafe and brought our students back into the culinary classroom. In partnership with Rethink, we began producing thousands of meals for our vulnerable neighbors.

2021

Covid uncertainty in 2021 was different than in 2020. The year of vaccinations, changes in local and state regulation, and the different waves of the virus caused their own types of instability in everyone’s daily lives as well as in the hospitality industry broadly. In the final months of 2021, we reopened our dining room and welcomed guests to gather indoors once again. Emma’s Torch safety protocols ensured that we could gather together safely, and we had contingency plans in case we needed to return to virtual programming.

2022

In 2022, after being closed for two years, we re-opened our cafe at Brooklyn Public Library and revitalized our catering business. We were particularly excited to cater so many weddings that were postponed from 2020! We love to celebrate love!

Over the course of the pandemic, the hospitality landscape shifted tremendously. The change in the labor markets affected many of our stakeholders. While the future is uncertain, we are glad to see our students graduating with multiple job offers, increased wages, and real choices about how they want their careers to unfold.

While we feel fortunate to be together in person, we are still grappling with lingering pandemic challenges. We know that there is no going back, but we feel empowered to move forward and build a stronger and more resilient Emma’s Torch as we look to 2023.

SOCIAL VENTURES AMPLIFY OUR MISSION

We are proud to be a social enterprise. Our businesses generate significant revenue that offsets our costs and helps us maximize every dollar donated. What's more, our students gain valuable work experience through each business. This experience helps jump-start their culinary careers.

CARROLL GARDENS RESTAURANT



Our flagship neighborhood restaurant serves New American fare with an international twist. Headed by our Culinary Director Chef Alexander Harris, our restaurant is a neighborhood fixture.

BROOKLYN PUBLIC LIBRARY CAFE



This year, after a Covid hiatus, we re-opened our cafe at the Brooklyn Public Library Grand Army Plaza location. We are delighted to be once more serving the broader Brooklyn community.

PACKAGED GOODS



Our ever-popular Holiday Gift Box sold out again this year. This collaborative box is filled with goodies from different social enterprises, including our very own Spiced Nuts and Hawaij Hot Cocoa Mix.

ONE-OF-A-KIND EXPERIENCES



From private cooking classes, to hosting guest chefs in our restaurant, 2022 was a chance to flex our muscles as we created unique experiences for our community. One such example was the opportunity to host Chef Samantha Fore for a residency this fall. This provided a great opportunity for our students to learn and engage with a new menu, with fantastic results! The residency of James Beard Semi-Finalist, Chef Samantha Fore (TukTuk Sri Lankan Bites), was named one of Food & Wine Magazine's best meals of 2022.



The only reason Sam Fore's chuti hoppies from the Food & Wine Classic in Aspen don't top my list of best bites is because this absolute force of nature served a full menu of her Sri Lankan specialties during a pop-up at Emma's Torch in Brooklyn this November, and I ate it all

FOOD&WINE

SOCIAL VENTURES AMPLIFY OUR MISSION

CATERING

**OUR 2022
EVENTS
INCLUDED:**



**7 WEDDINGS AT
PROSPECT PARK
PICNIC HOUSE**



**8 PRIVATE
EVENTS AT OUR
RESTAURANT**



**10 FULL-SERVICE
OFF-SITE CATERING
EVENTS**

Our catering business re-opened this year. After Covid postponements, we were finally able to serve customers who had booked us for 2020—and many more. We also hosted multiple private events at our Carroll Gardens restaurant. We were honored and grateful to work with Ovative Group—Champions of Change to revitalize our catering outreach and engagement.

It is heartwarming to play such a central role in weddings and other celebrations. We are proud that our students get the opportunity to work large events, an important skill in the culinary world.



Thank you for making our dreams come true for our wedding. The food was amazing, everyone was telling us how good the food was, how good the hot sauce was.

**TANIA & TYRE'S
WEDDING**



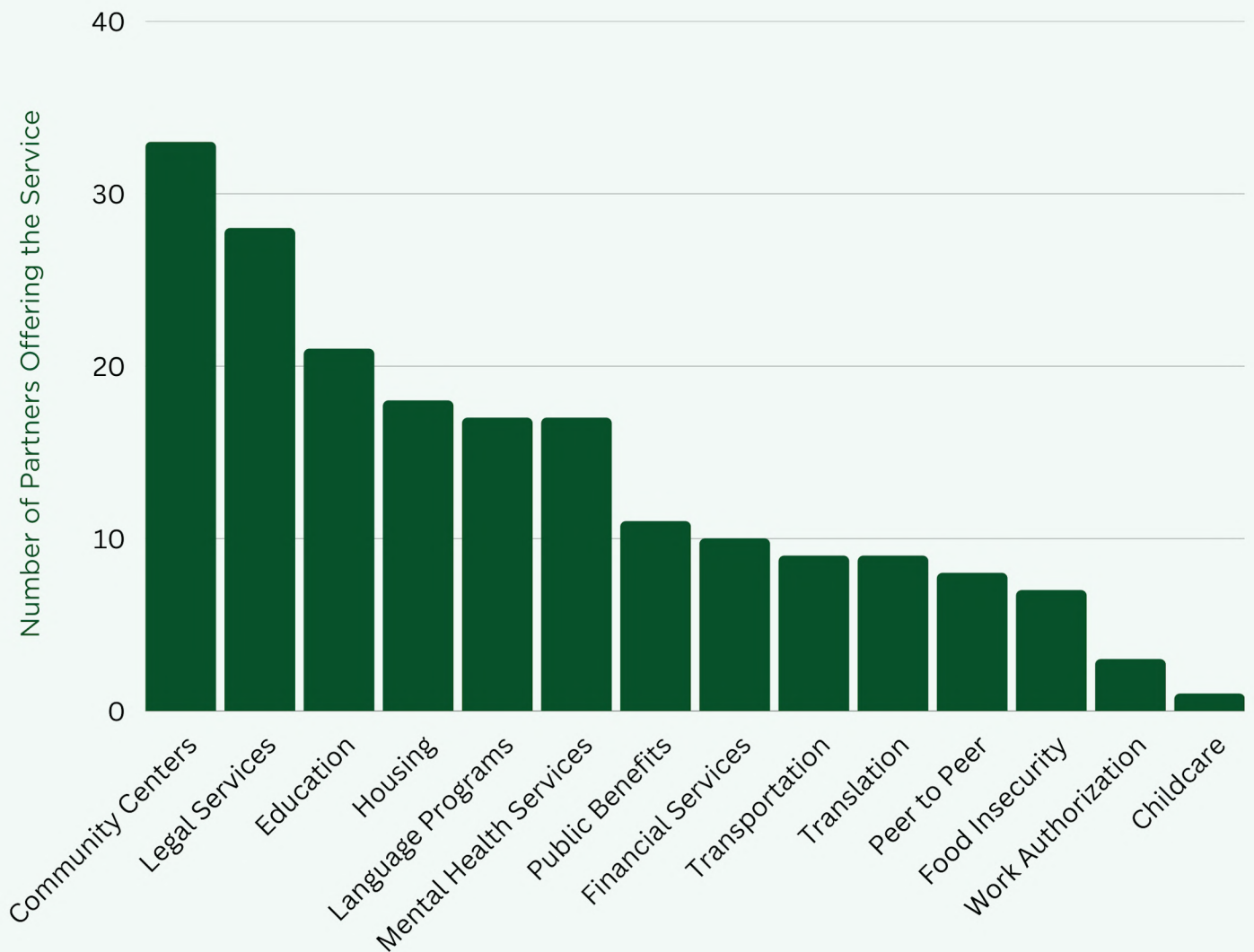
OUR VISION TAKE A VILLAGE

Our extensive partner network powers our students' success.

REFERRAL PARTNERS

While we specialize in culinary training and employability, equity, and empowerment training, our students—refugees, asylees, and survivors of human trafficking—need assistance in additional areas. That's why we partner with 90+ organizations to ensure that we can provide our students with the right support for their particular needs.

Emma's Torch Partner Service Offerings*



*Many of our partners focus on multiple services.

OUR VISION TAKE A VILLAGE

Our extensive partner network powers our students' success.

EMPLOYMENT PARTNERS

Our employment partners understand our mission and our training program. They are active employers of our graduates.

Our employment partners' impact extends beyond placing our students in jobs. Our partners are active participants in conversations about our culinary curriculum. They volunteer their time to help train our students, giving them access to more perspectives and opportunities in the culinary world. These experiences are embedded in our curriculum and bolster the experience of every student. For example, FLIK conducts mock interviews for culinary roles for our students and Union Square Hospitality Group invites our students to do a mock trail (a kitchen audition) which frequently ends with a real job offer! Our students love field trips to observe our partners at work.



“I am so thrilled to be partnered with Emma’s Torch. I am excited to work with you because I have open jobs and you have qualified candidates. We share values in that we want to help this community of refugees begin successful and self-supporting careers.” -

CHEF KAREN DEMASCO, ABC KITCHEN

OUR VISION TAKE A VILLAGE

Our extensive partner network powers our students' success.

PARTNERSHIP PRINCIPLES

This year, in collaboration with our partners, we articulated four core components necessary to build effective partnerships. These principles guide our relationships.



ACCOUNTABILITY & COMMITMENT:

We practice showing up with clear expectations of ourselves and our partners through honest conversations about our capacities, needs, and experiences working on the ground. When we agree to a working commitment, we take ownership of our end in the work and follow through on expectations. Communicating early and often is key to the work.

COMMUNITY & CONNECTION:

We strive to create communities of belonging where shared clients and students feel safe and supported to learn, grow, and take ownership of their careers. We have candid conversations on what is going well and how to support each other and celebrate our shared wins. We always assume good intentions, and when misalignment occurs we have open and honest communication.

IMPACT & EFFICACY:

We guide our decision making and evaluate shared progress through data analysis and frequent communications. In challenges, we brainstorm improved processes or alternate routes to get to our shared goals.

RECIPROCITY & MUTUALITY:

We share openly as matters arise that impact our shared work. We strive to reach a shared understanding about the nature of the work we are doing together and take action to ensure we are mutually supported in achieving our shared goals. We commit to providing ongoing support to ensure everyone's success.

OUR EXPANSION TO THE DC AREA

This year, we piloted our program in the Washington, DC metropolitan area. It has long been an Emma's Torch dream to scale our impact beyond New York City. After 6 years of honing our model and demonstrating its value in Brooklyn, our pilot this fall was the first step in making our dream of expanding a reality.

PILOT



In September 2022 we launched our first pilot program in the DC area in partnership with the Service Workers Training and Education Partnership (STEP) Fund training program. During our pilot in the DC area, 12 refugees, asylees, and survivors of human trafficking participated in our signature, 10-week culinary training and career preparation program.

Since we do not have a full-service restaurant in the DC metro area (yet!), our students were able to get work experience training in other ways. For example, they helped make, bottle, and sell an Emma's Torch hot sauce. It was a runaway hit at local farmers markets.

For the students' graduation, we hosted a 3-day pop-up at DC favorite La Cosecha in the Union Market District. Each student got to cook a signature dish or two for either a brunch or a dinner menu. This gave our students a taste of what it takes to conceptualize, create, and plate a restaurant-quality dish. It also gave DC friends, old and new, a chance to see what Emma's Torch is all about.

LOOKING AHEAD

We are planning on opening a full-service restaurant in the DC metropolitan area and using that as an avenue to empower some of the region's refugees and asylees. We are looking forward to being able to further our impact in this community.

TEAM & PARTNERS

In order to support our program in the DC area, we have grown our team with key hires in the culinary, operations, and programmatic spaces. This team was instrumental in making our DC pilot a success, and has been leading the efforts for our expansion. The collaboration and knowledge-sharing between our DC and New York-area teams has been beneficial for the whole organization.

Our DC-area pilot was run in partnership with Service Workers Training and Education Partnership (STEP), a union-employer training fund. STEP's mission is to support the creation of hospitality jobs with dignity.

FINANCIALS

This year, we invested in reopening our businesses and faced unprecedented economic challenges due to inflation and other global economic phenomena. We were also fortunate to raise funds to allow us to methodically and intentionally expand our work.

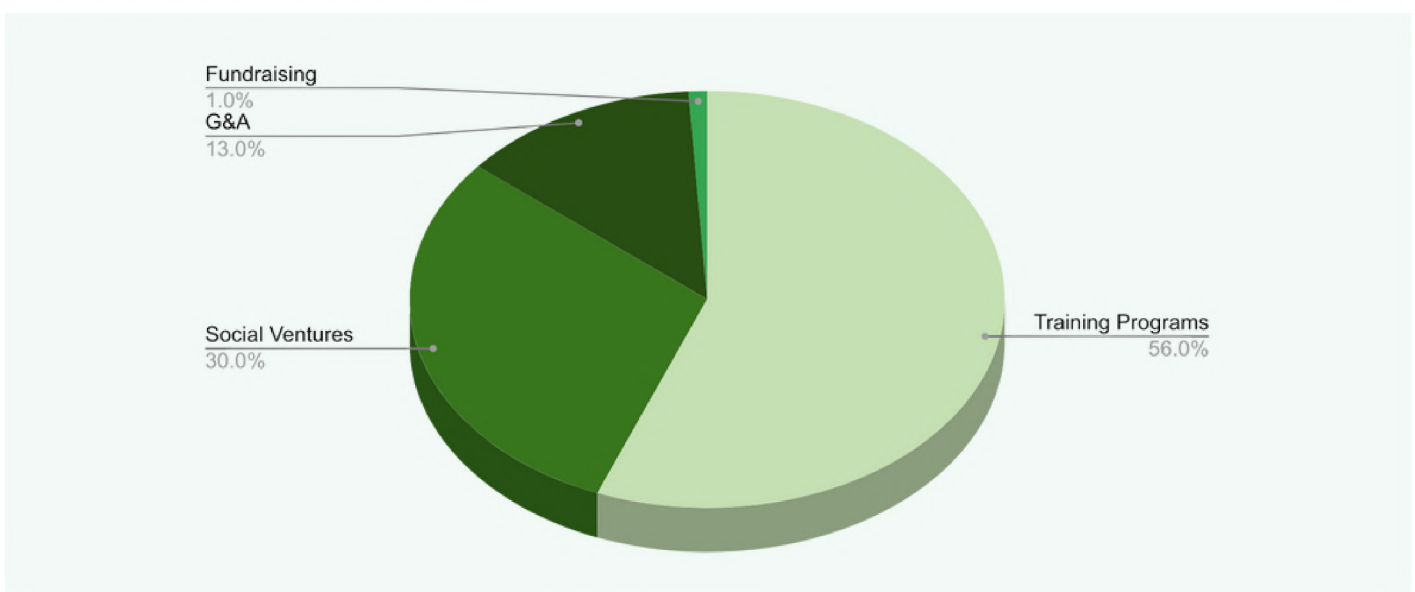
We anticipate that FY23 and FY24 will be “building years” in which we focus not only on what we need to achieve our mission today, but also on what is critical to ensure our impact over time.

We welcome the opportunity to answer questions about our financials and budget decisions. As a peer organization once shared, a budget is an expression of values.

OUR UNAUDITED FINANCIALS

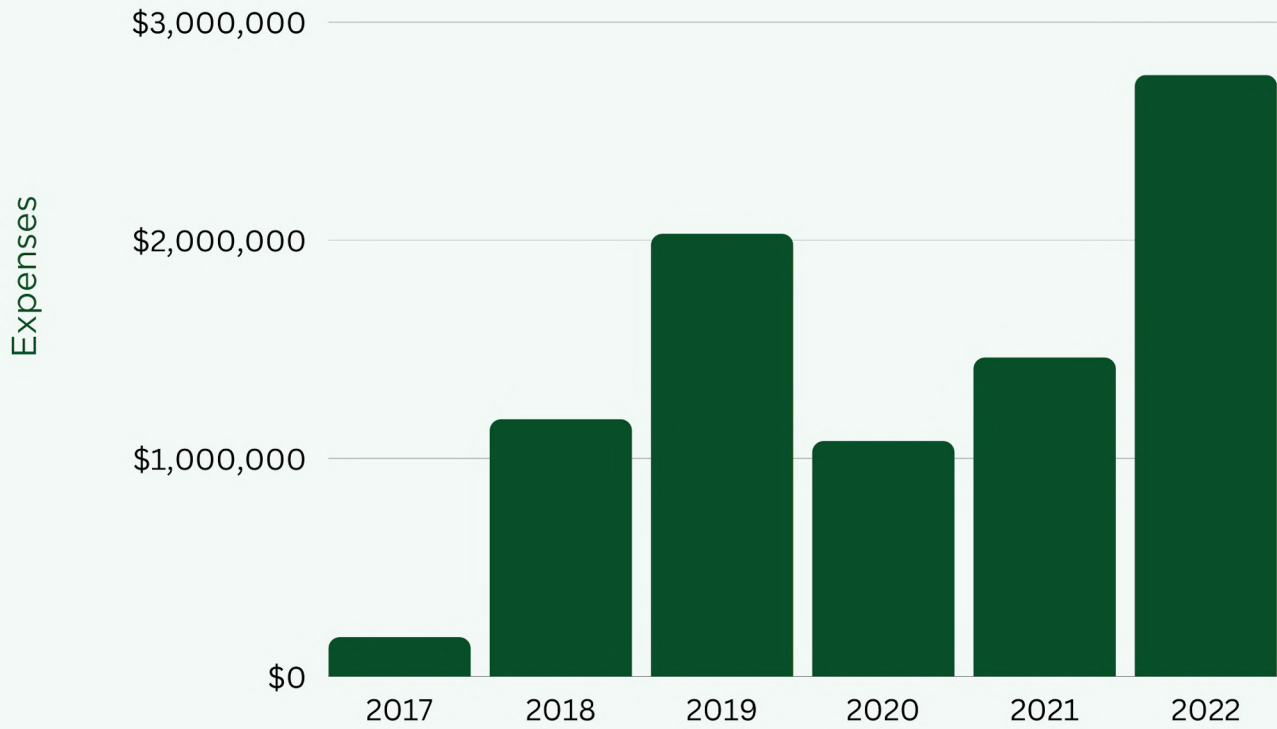
| Expenses | | FY22 (unaudited) | FY22 (unaudited) |
|----------------------------------|------------------------|------------------|------------------|
| Training Programs | Staff | \$641,000 | 23% |
| | Student Salaries | \$512,000 | 19% |
| | Facilities & Equipment | \$390,000 | 14% |
| Social Ventures | Staff | \$368,000 | 13% |
| | Non-Personnel | \$448,000 | 16% |
| G&A & Fundraising | | \$396,000 | 14% |
| Total | | \$2,755,000 | 100% |

EXPENSES BY CATEGORY



FINANCIALS

OUR GROWTH, YEAR OVER YEAR





OUR TEAM

Kerry Brodie

Founder and Executive Director

Alix Haber

Chief Operating Officer and DC Metro Area Director

Dr. Kira O'Brien, LSW

Chief of Human Resource Operations and New York Director

Chef Alexander Harris

Culinary Director

Sierra Murray

Program Director

Celina Rella

Operations Director

Linda Berry

Culinary Instructor, DC Metro Area

Hannah Byrd

Program Manager, DC Metro Area

Amanda Garcia

Carroll Gardens Restaurant Manager

Jayven Gutierrez

Brooklyn Public Library Cafe Manager

Ellie Pfeiffer

Program Associate

Sebastian Vasquez

Carroll Gardens Sous Chef

Nick Wells

Brooklyn Public Library Cafe Sous Chef

OUR BOARD

Melissa Glass, Chair

Retired Investment Banker & Philanthropist

Michelle Jewett, Treasurer

Partner, Mayer Brown LLP

Hilary Brandenburg

Consultant, Apco Global

Julie Chang

Vice President, Blackstone

Richard Fields

Managing Director, Allen & Co.

Saara Hafeez

Senior Operations Specialist, Shopify

Irene Hamburger

Hospitality and Food Systems Consultant

Aaron Kaplowitz

Political Consultant

Dino Lavorini

Vice President of Operations, Daily Provisions

Sarah Rosen

Associate General Counsel, Away



CULINARY COUNCIL

This advisory board of industry professionals supports Emma's Torch by shaping our culinary curriculum, providing guidance on our consumer operations, and connecting us to employers to offer interviews and kitchen trails to our students.

Ned Baldwin, Houseman Restaurant
Greg Baxtrom, Olmsted & Maison Yaki
Vishwesh Bhatt, Snackbar
Emily Brekke, formerly of North End Grill
Anne Byrn, Cookbook Author
Floyd Cardoz, in memoriam
Jennifer Clair, Home Cooking New York
Mary Cleaver, Cleaver Co.
Caroline Conrad, Misi
The Chef Agency
Doug Crowell, Buttermilk Channel & French Louie
Suzanne Cupps, 232 Bleecker
Harold Dieterle, HD Hospitality
Lisa Donovan, Pastry Chef/Writer
Jenny Dorsey, Culinary Experiences & Consulting
Eataly
Andrew Friedman, Author, Podcaster & Historian
Ethan Frisch, Burlap & Barrel Single Origin Spices

Anna Gass, Cookbook Author
Ryan Hardy, Delicious Hospitality Group
Max Katzenberg, Olmsted & Maison Yaki
Andy Knudson, formerly of Marc Forgione
Kim Lerner, Only Yummy Always
Lien Lin, Bricolage NYC
Chris McDade, Popina
Jonah Miller, Huertas
Joan Nathan, Cookbook Author & Food Historian
NOHO Hospitality Group
Andrew Peskoe, Golenbock, Eiseman, Assor, Bell & Peskoe LLP
Stephen Ritz, Green Bronx Machine
Rick Smilow, Institute for Culinary Education
Jeff Steelman, HMSHost
Julia Turshen
Robert Valencia & Justin Schwartz, Great Performances
Jeffrey Yoskowitz, The Gefilteria
Elizabeth Murray, Marlow Collective & Women in Hospitality United

FOUNDATION SUPPORTERS

ABNY Foundation
Arbor Rising
Blackstone Charitable Foundation
Bumble
...a chance...fund, inc.
Elluminate (Jewish Women's Foundation of New York)
Lilah Hilliard Fisher Foundation
Geen Family Foundation
Howard Gilman Foundation
The Horace W. Goldsmith Foundation
The Good People Fund
Allan & Gill Gray Philanthropies
Grow @ Annengerg
HMSHost Foundation
The KCF Fund
Lawrence Foundation
Lemonade Insurance
Liangli Foundation
Million Dollar Round Table (MDRT)
Stavros S. Niarchos Foundation for Charity
Olo for Good
Panaphil Foundation
Roger & Ruth MacFarlane Foundation
Mizuho Foundation
Rachael Ray Foundation
REDF
Restaurant Workers Community Foundation
Edward & Ellen Roche Relief Fund
Roland Foods, LLC
David Alexander Scott Memorial Fund
Sir Kensington
Toast.org
Marshall Wallace Foundation
Harry & Jeanette Weinberg Foundation
Workforce Development Institute (WDI)

IN-KIND SUPPORTERS

- Bob's RedMill
- Burlap & Barrel
- Emeril Lagasse
- Misen
- Soom

PRO BONO ADVISORS

- D.C. Pro Bono Bar Association
- Brett Halverson
- Jackson Lewis P.C.
- JRSK, Inc. d/b/a Away
- Lawyers Alliance for New York
- Ovative Group-Champions of Change
- Stroock & Stroock & Lavan
- Alan Vazquez

EMPLOYMENT PARTNERS

| | | |
|---------------------------------------|------------------------------|--------------------------|
| 1 Hotel | FLIK | Momofuku Noodle Bar |
| 232 Bleecker | Freddie Mac | Office Hours |
| 350 Catering | Frenchette | Olmsted |
| ABC Kitchen | French Louie | Paris Bakery |
| Achilles Heel | Gage & Tollner | Pasta Louise |
| Anne Saxelby Legacy Fund | George Washington University | Pixie Scout |
| U.S. Army | Good Fork Pub | Porchlight |
| Blue Smoke | Gramercy Tavern | Pride Table |
| Bombay | Grand Banks | PRINT |
| Boqueria | Henry Public | Public Records |
| Breads Bakery | Houseman | Ratatouille |
| Buddha Bar | Insa | Rebel Restaurant and Bar |
| Bumble Brew | Kassad | Red Rabbit |
| Buttermilk Channel | King David Tacos | Red Velvet NYC |
| Caffe Panna | King Street Baking Co | Sahadi's |
| Casa Limone | Lafayette | Scully & Scully |
| Casellula | Lamb's Club | She Wolf Bakery |
| Cecconi's | Legacy Records | Sofreh |
| Charlie Bird | Legally Addictive | Sweetgreen |
| Chobani | Le Pain Quotidien | Tacocina |
| Ci Siamo | Levain | Taim |
| Compass Group | Lilia | Tao Downtown |
| Cozy Royale | Locanda Verde | Temple Court |
| Daily Provisions | Loring Place | The Landing |
| Dickson's | Mama | The Modern |
| Dirty French | Mamoun's Falafel | The Murphy |
| Dog Tag Bakery | Manhatta | Therapy Wine Bar |
| Eat Offbeat | Marc Forgione | The Waterwheel Cafe |
| Egg | Marlow Collective | Three Owls Market |
| El Pingüino | MARTA | Tortazo |
| Empellón | Mel's Pizzeria | Tsion Cafe |
| Epic Liquor Store | Mercado Little Spain | Union Square Cafe |
| Fabiane's | Misi | Un Posto Italiano |
| First Republic Lounge & Restaurant | Mister Dips | Whole Foods |
| | MoMA Cafe | Zou Zou's |



EMMA'S TORCH

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