

eat for equity catering

2025 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 - allowing you to savor an excellent meal without the hard work.

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 6-10 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. 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.

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 2025, we prepared 744 whole boxes and 712 half boxes, which we estimate as 13,200 meals, all offered on a sliding scale.

We began widely offering a la carte items, based off customer feedback, and prepared another 600 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 121 pay-what-you-can prepared meal boxes and 117 pay-what-you-can half boxes, the equivalent of just under 2200 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 [$40-$90 in $10 increments].

Sliding Scale Meal Boxes

30%

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

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 a third 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, 30% 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 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 continued offering delivery and expanded our range of delivery to 10 miles from our kitchen.

“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

What our customers like most

“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

The food is tasty

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



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.



Food is local and sustainable

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



Variety of cuisine

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

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

---

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.

Starting 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. It takes time each week, but has been valuable to our customers.

Promoting and modeling equitable and sustainable 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.

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 2025, we spent 19% 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.

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

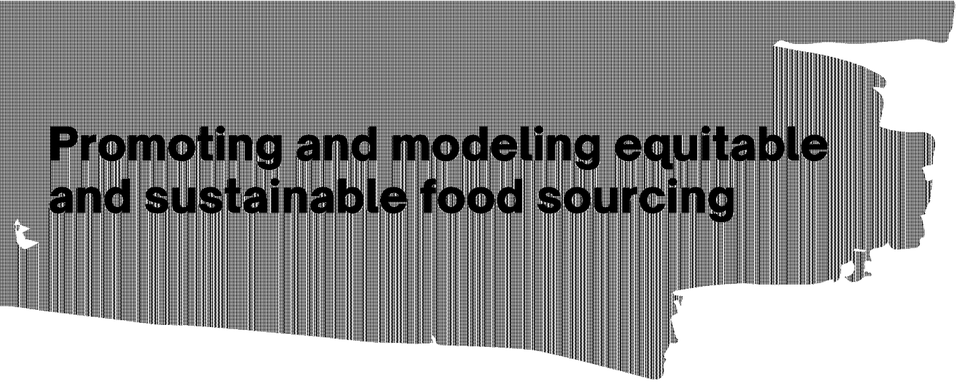
Cooperatives are owned and run jointly by their members, who share in the profits or benefits. Examples of cooperative food vendors include Co-op Partners Warehouse and Frontier Co-op.

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.

"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



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.

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.

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.

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 under half of our food dollars are spent on local or organic ingredients. In 2025, 40% of our food dollars were spent on local or organic products. In 2025, local food accounted for 26% of total food purchases. An additional 12% of food purchases were for organic foods that were not local.

This is generally a positive change, and shifts what had been a downward trend that started in 2020. In 2020, 2021, 2022, 2023, and 2024 we were able to spend respectively 75%, 68%, 61% 46%, and 50% 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 - local, organic, and conventional. 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.

In 2025, we implemented a returnable bag program through a grant from Hennepin County.Our project replaced cardboard boxes and paper bags with reusable insulated bags for our Meal Box customers to use and return. Each week, we used to pack prepared food into either cardboard boxes or paper bags for pickup or delivery to Meal Box customers. We used to go through a lot of cardboard and paper bags, which while recyclable, still created waste and were not reusable.

Our prediction was that this project would save 1,144 lbs. of cardboard and 480 lbs. of paper from entering the recycling stream a year. We have been able to save an estimated 2,024 lbs. of cardboard and 280 lbs. of paper from entering recycling or waste stream in the first six months of the project. This far exceeded our predictions. It may seem small, but it’s keeping over a ton of cardboard and paper products from going into recycling or landfills each year.

Using catering to support local nonprofit causes

In the last quarter of 2025, we began offering “Benefit Soup.” The idea was to offer a standing soup item that benefits a specific nonprofit organization or cause.

We raised money for Second Harvest Heartland by making a Corn and Pepper Chowder, for Minnesota Immigrant Rights Action Committee with a Cuban Black Bean Soup, and for Aliveness Project with French Onion Soup for Aliveness Project.

Whether our customers ordered it as an a la carte order or as part of a meal box, we donated 100% of the equivalent sale [$14 for a whole order of soup and $7 for a half order of soup] to those organizations. We made grants of just over $2000 to support these local nonprofits.

Free Prepared Meals

36,778

FREE PREPARED MEALS IN 2025 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 2025, Eat for Equity Catering provided 36,778 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 2025 community partners include meal programs at universities, community centers, nonprofit programs including St.Thomas, Hennepin Tech, Central Square, Smart North, Lincoln Place, 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

Commissary Kitchen

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.

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 2025, of the ten food businesses that worked in the kitchen at some point in the year, 90% 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.

“We were able to triple our production 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

Commissary Kitchen

When we took over the kitchen space, 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 $15,081 in discounts to kitchen users in 2025.

"**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.

$15,081

DISCOUNTS TO KITCHEN USERS

Food Businesses in the Commissary Kitchen in 2025

Bao Bao Buns	Owner Ed Zhang makes Chile Crisp and Bao, Chinese steamed buns with gourmet fillings. IG @mybaobaobuns
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
Comfort Meals	Owners Yee Yang and Cha Lee and their team prepare weekly meals for delivery.
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
Earnest Provisions	Owner and private chef Jeff Lakatos prepares chef-crafted meals for pickup in Mendota Heights or delivery in southeast Metro. IG @earnestprovision
Equal Pour Roasters	Coffee roasters who planned to open a coffee shop and bakery.
La Tortilla Catering	Owners and chefs Janette Rojas Isidro and Luis Morales Zavaleta make Mexican food with many vegetarian and vegan options. IG @latortillafoodtruck
Krishna's Delight	*Vegetarian Indian and international food at local farmers markets. IG @krishnasdelight
Marisol Herling	Private chef and caterer / IG @chef.marisol.mpls
Rowan and Dough	Owner and chef Natalie Allesee prepares chef-crafted meals for delivery throughout the Metro. IG @rowananddough
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

11 FOOD BUSINESSES WORKING IN SHARED KITCHEN

90% 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
3/15/26

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 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 1640187000024
Original File Number 992025200030

STATE OF MINNESOTA
OFFICE OF THE SECRETARY OF STATE
FILED
03/30/2026 11:59 PM

Steve Simon
Secretary of State