



2024 ANNUAL REPORT



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A MESSAGE FROM THE EXECUTIVE DIRECTOR

Crop & Kettle is celebrating the completion of its fifth year of programming! It's estimated that only 45% of business startups reach their 5-year anniversary, so reaching this significant milestone is a remarkable accomplishment! Throw in a global pandemic within the first sixteen weeks of program operation and it's nothing short of astounding!

Owing to God's abundant grace & provision, the passion and hard-work of the Staff and Leadership, and the incredible community support from people like you, Crop & Kettle is proud to celebrate five years of growth and transformation! The years have been filled with inspiring celebrations of students' successes paralleled by challenges from the pandemic's economic fallout and the heartbreaks of alumni lost to cancer.

Perhaps not surprisingly, the anniversary year of 2024 was no different. The year began with the devastating homicide of friend, colleague, and graduate, Becky Miller; a loss that is still significantly felt by the team today. Yet the year concluded with Crop & Kettle's first graduate of its Diversified Vegetable Farming Pre-Apprenticeship program, an inspiring Anniversary Celebration in October, and a joyful, Christmas-carol filled Dinner Gala in December.

The enclosed report is a brief look back at the year that was and a look ahead to the exciting opportunities in Crop & Kettle's next five years.

We are grateful beyond words for your ongoing partnership in this incredible work and we can't wait to see and share many more stories of incredible life-change in the coming year!

LET'S KEEP GROWING!!

TIMOTHY IMAN
Executive Director



MISSION & VISION

Transforming lives through job training and life skills using the food system.

Ultimately, building confidence in individuals to move from risk and decency to lifelong stability.



At a Glance



>8,500

Job training hours provided to individuals facing employment barriers

4

Exemplary program graduates!

100%

Graduates earning at least one industry recognized certification. 80% earning multiple certifications.

81%

Graduates to-date maintaining gainful employment at least six months after graduation. (National avg = 41%)

A Look Back at 2024

As we reflect on the anniversary year in 2024, here are five things that we're grateful for:

1. A SUPPORTIVE & UPLIFTING COMMUNITY!

In addition to referrals, support services, hosting students as interns, providing instruction, hiring graduates, and so much more... Countless community partners compassionately came alongside our organization in shared grief following the aforementioned death of our beloved sister, Becky Miller. Your support and friendship through a challenging season uplifted our spirits and reminded us of the hope and strength that we have in community!



2. SHARED JOYS!

In return, we were blessed by the opportunity to participate in so many wonderful events across the community including Tim Tebow's Night to Shine with Northway Christian Community Church, the Falls Friday Markets with the Beaver Falls CDC, Neighborhood North's ReMake Learning days, the Beaver Co. YMCA's Healthy Cooking Initiative & Empty Bowls events, the Stray Cat Studio's HeART & Soul Event, and many more!

3. YOU!

The mission of Crop & Kettle is impossible to do alone. We are better, stronger, smarter, and more resilient working in tandem with the community around us. So, whether you're a donor, a volunteer, a Board member, a student, a prayer warrior, or someone cheering us on from afar: YOU are the fuel that keeps this mission going!



4. OUR AMAZING STAFF!

Crop & Kettle's incredible staff share passionately from their own wisdom and experience and are willing to adjust quickly to meet students' needs by meeting them right where they are in order to help them realize their dreams. This year alone they provided more than 8,500 training hours to individuals overcoming barriers that included addictions, criminal records, physical disabilities, mental illness, generational poverty, and homelessness. Each graduate earned multiple industry certifications and we're excited to see the great work that God will continue to do through them in the years ahead!

(Additional pictures and accolades included on the next page.)



5. ANNIVERSARIES!

Finally, we are blessed & honored to celebrate 5 years of transforming lives together through the mission of Crop & Kettle! Be sure to check out the heartwarming 5-year celebration video that can be found on our website.

We are continually honored and humbled by this incredible work that we "get to" do and we're excited for all that God has in store for the years to come!

2024 Graduates

April Graduates

Talisa Kimbrew & Cassie Pauley

Talisa and Cassie each earned the Farm Safety Certificate, ServSafe Management, ServSafe Allergen, and Restaurant Ready Certificates. After graduation, Talisa found employment with a local healthcare agency preparing nutritious meals in and elder care facility while Cassie found improved housing and began working as a hostess for a local restaurant.



August Graduate

Leroy ("Munch") Frederick

"Munch" became Crop & Kettle's first graduate of the newly reformed Diversified Vegetable Farming Pre-Apprenticeship in collaboration with PASA Sustainable Agriculture. He also earned both the Farm Safety Certificate and Restaurant Ready certificates while completing the program with **perfect attendance!** Munch is currently pursuing his Apprentice Certificate with PASA.



December Graduate

Charmaine Greco

Charmaine earned the Farm Safety Certificate, ServSafe Management, ServSafe Allergen, and Restaurant Ready Certificates en route to graduating the program with nearly perfect attendance. After graduation, she began pursuing employment as a baker with a local coffee shop.



Model of Resilience

December 2020 graduate, Melitta Powell passed away on June 8, 2022 after a long battle with cancer which she endured even throughout her time in the program. In honor of the remarkable resilience that she displayed, Crop & Kettle now bestows this yearly award to the student who most exemplifies Crop & Kettle's core value of Resilience. Awardees are nominated by their fellow classmates and then voted by the Board & Staff. This year's recipient of the Melitta Powell Memorial Model of Resilience Award is:



MELITTA POWELL MEMORIAL
MODEL OF RESILIENCE AWARD

Leroy Frederick

Known more commonly by his childhood nickname, "Munch", Leroy's youth was marred by abuse, addictions, and incarceration. His own father introduced him to a world of drug dealing when he was still in grade school and by his mid-twenties he despairingly acknowledges that he was, "the go to man in the neighborhood for any kind of drug you needed." But when a recent jail sentence was succeeded by a near overdose and the death of a close friend, Munch knew he had to make some changes. He reached out to a loving & faithful grandmother whose passion for gardening and cooking helped him see how fresh food and herbs can be used for healing and it developed a passion for agriculture in him. With a desire to redeem his destructive past and, instead, bring new life into the world, Munch enrolled in Crop & Kettle's Diversified Vegetable Farming Pre-Apprenticeship (DVP) to gain formal training in the production of healthy foods.

With incredible determination, Munch completed what is typically a six-month program in just four months by committing extra time outside of normal program hours; volunteering at community engagement events, supporting several community gardens, and even spending an entire week living & working on one of Crop & Kettle's partner farm sites. He accomplished all of this while overcoming physical obstacles stemming from the abuses of his younger years. Ultimately, Munch completed the DVP program with perfect attendance and received three other certifications along the way.



Today, Munch is continuing the next step of his agricultural Apprenticeship process with PASA Sustainable Agriculture where, upon completion, he will receive a state-certified Journey-worker credential for Diversified Vegetable Farming. He continues to be an inspiration to the current and future students at Crop & Kettle and a light to his community through his passion, commitment, joyful energy, and incredible work ethic!

"When I was younger I took away from the community. Now I'm giving back to the community." – Munch

Click [here](#) to watch Munch's powerful testimonial!

Financial Highlights

Crop & Kettle entered 2024 with a programming budget of \$379,227 and began the year with a positive cash balance of \$43,524.

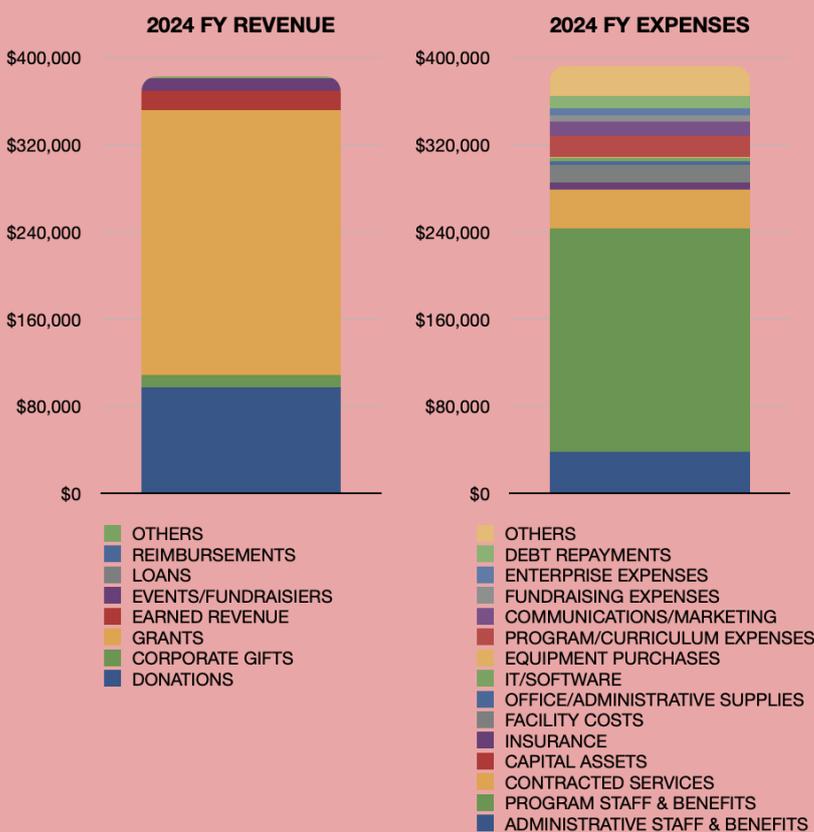
Thanks to the incredible generosity of supporters like YOU, this has been Crop & Kettle's greatest year of program development yet! Through the goodness of your gifts, the program was able to add new certifications that will enhance the students' resumes; update curriculums and evaluations to meet current compliance standards; enhance facilities and technologies for advanced education; and expand staffing to increase catering capabilities for further revenue generation.

Monthly expenses for the year averaged approximately \$32,000 with program staff and curriculum expenses accounting for the largest portions.

Primary revenues for the year included approximately 63.5% through grant funding, 28.5% from private & corporate donations, and 8% through program-generated revenues including events, catering, seedling sales, speaking engagements, and others.

The figures below indicate revenues and expenses occurring solely in 2024. The program finished the fiscal year with a positive cash balance of \$35,375.

It is worthy to further mention that, in addition to the funds outlined below, Crop & Kettle received grant funding in the amount of \$295,000 which are allocated to development projects outside of normal program operation. See Pg 11 of this report for details on these exciting projects!



Ministry Support:

\$1,000 Abundant Grace Church, West Hills
 \$7,500 Northbridge Community Church

Corporate:

\$10,000 Gordon Food Service
 \$10,000 Norfolk Southern

Foundations:

\$5,000 Allegheny Co Airport Foundation
 \$7,500 Beaver County Foundation
 \$10,000 Opportunity Fund
 \$1,500 PA Smart Pre-Apprenticeship Funds
 \$25,000 Pittsburgh Foundation
 \$5,000 Portiuncula Foundation
 \$6,300 Rotary of Upper St. Clair
 \$5,000 United Way of Beaver County
 \$2,500 WOMEN of SwPA

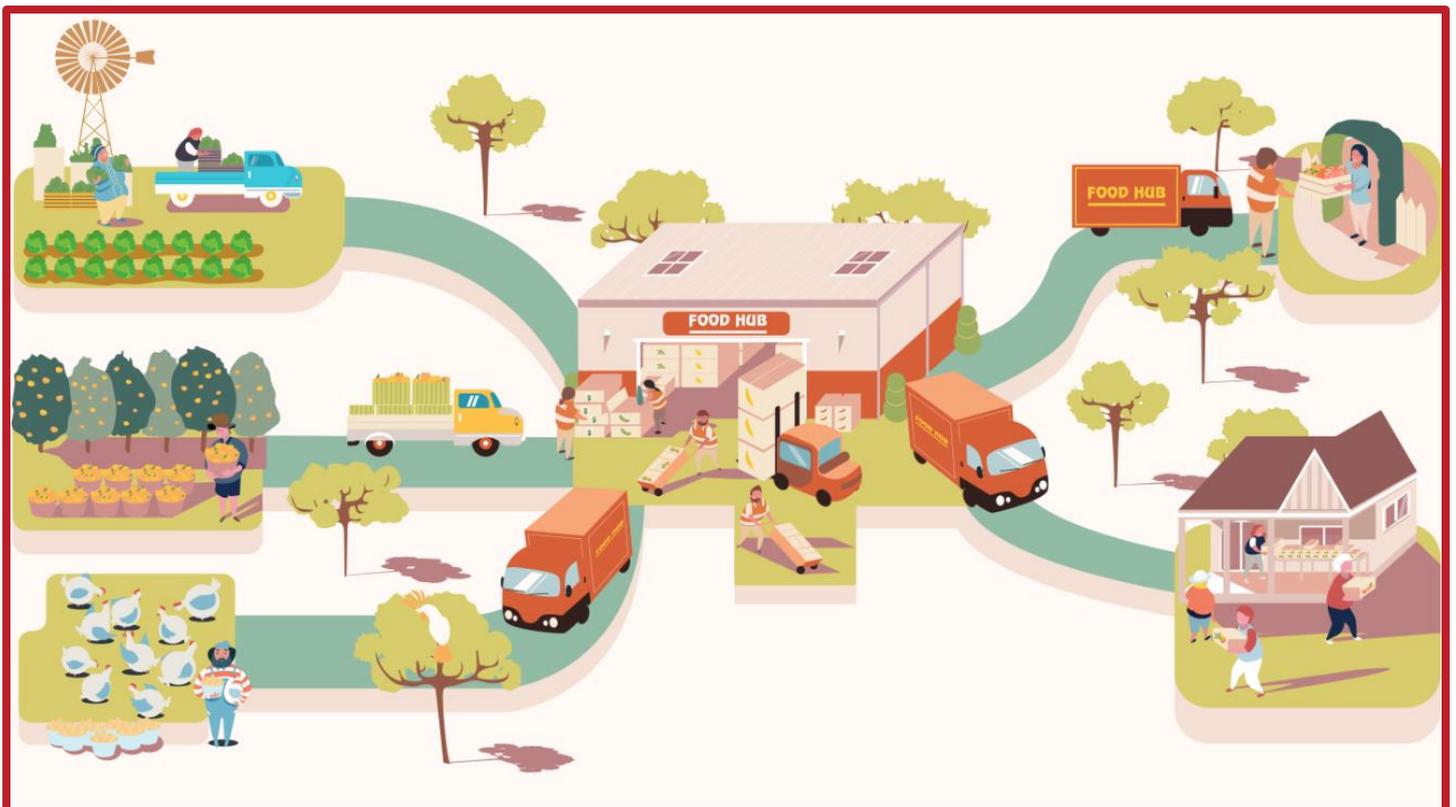
Civic/Government:

\$52,000 Beaver County Community Dev.
 \$10,000 National Restaurant Assoc.
 \$8,000 PA Career Link
 \$36,400 PA Department of Agriculture

Planning for the Next Five in 2025



The organization is poised for continued growth & success and we are excited for what the next five years has in store! Through an ongoing collaboration with community partner, Riverwise, Crop & Kettle is actively developing designs and details for a regional food hub that will also serve as the organization's long-term home. In parallel, a collaborative project with Neighborhood North will yield a sister site for program operations in Beaver Falls. Stay tuned for exciting details about these projects that will be unveiled throughout the year in 2025!



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*“For we are God’s handiwork, created in Christ Jesus to do good works which God prepared in advance for us to do.”
(Ephesians 2:10)*

A look at the current ~~Staff~~ *Family* that makes it all happen at Crop & Kettle:
(from left to right below)

- Alixandria Clark: An experienced organic farmer with a degree in Conservation Biology degree paired with specialized certification in Farm Safety and Permaculture Design.
- Patti Frank-Caputo: A graduate of the Culinary Institute of America (Napa Valley) and a certified ServSafe Instructor and Proctor with extensive experience in a wide-range of food service enterprises.
- Aria Miller: A single mother with a degree in Social Services from Geneva College and more than 15years of social work and case management experience.
- Timothy Iman, an engineering graduate of the University of Pittsburgh born and raised on a farm in Butler County, PA with extensive experience in project management, systems organization, and additional training and certifications in entrepreneurial leadership (CCAC), Bridges Out of Poverty, Mental Health First-Aid, and ServSafe Management.





HOW CAN YOU HELP!

VOLUNTEER

Many volunteer opportunities are available in our gardens, at catering events, and even mentoring students. Look for details in our newsletters, on social media, and our website.



FINANCIAL GIFTS

Make one-time gifts or commit to giving a small portion each month. Every gift makes a direct impact on the education of Crop & Kettle's students!

LET US SERVE YOU!

Look for opportunities to purchase organically grown vegetables and value-added products from our garden. Join us for special gardening and cooking seminars throughout the year. Or, have us cater your next event! Reach out to us for more information: info@cropandkettle.org

www.cropandkettle.org





Thank You!

Thank you for all the ways that you make the mission of Crop & Kettle possible:

Through your wisdom & expertise,

Through your prayers & encouragement,

Through your time and service, and

Through your abundant generosity.

We are grateful beyond words for your ongoing partnership in this incredible work!

