



Funds Distribution Report

Recipient Organization:

FareStart

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Organization's General Goals:

FareStart is a social enterprise nonprofit focused on job training and employment. We run food-based businesses that serve as classrooms for our students to learn on-the-job skills that will prepare them for careers while nourishing the community and sustainably funding our mission. Our end goal is personal stability and economic mobility for people overcoming barriers to employment.

Date of Award:

2024 Q2

Level:

\$2,501 to \$5,000

For more information, please read the attached report from FareStart.

8802 27th Ave NE
Tulalip, WA 98271

TulipCares.org

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FareStart 2024 Report Prepared for Tulalip Tribes Charitable Fund

*“I’m just so thankful for all of FareStart—for the training, the encouragement, everything they do.”-
2024 FareStart Training Program Graduate*

Grant Code: Q2 2024 14.2

Thank you to Tulalip Tribes Charitable Fund for providing a \$█████ grant to support FareStart’s General Operations as we relaunched social enterprise businesses and aligned training programs. With your help, FareStart continues to promote food security, personal mobility and economic mobility in the greater Seattle community.

FareStart made pivotal strides in rebuilding our organizational impact, as we reopened social enterprise businesses and realigned job training in them, after four years of temporary closure and disruption due to ongoing impacts of the pandemic. This was a period of significant transition and adaptation for FareStart as we recalibrated our operations and program delivery to align with the evolving post-COVID landscape. In this reset year, we launched new social enterprises, made critical changes to better support both adult and youth participants, and undertook a thorough redesign of our training approach to ensure long-term sustainability. Through this transformation, FareStart has strengthened its foundation for future success, with our focus now firmly on scaling our impact, refining our approach, and ensuring that more students achieve lasting prosperity.

FareStart’s 2024 highlights include:

- Relaunching multiple social enterprise businesses that provide on-the-job training, including reopening the flagship FareStart Restaurant with a new breakfast and lunch offering and restarting in-house catering
- Taking a deep-dive analysis and restructuring the Job Training Program to bolster impact and increase outcomes including student graduation and employment placement
- Piloting a new voucher distribution model for FareStart’s Mobile Community Market, continuing to distribute fresh produce free-of-charge to over 5,00 households (non-unique) while accepting SNAP/EBT benefits and payment

“I think somewhere along the way I do see myself being a barista. And if I choose not to, this chapter of my life has taught me how to be professional and character traits that I have to follow in the workplace, like being punctual, do your job, be a team player.” - 2024 FareStart Young Adult Program Graduate

FareStart’s preliminary* local agency outcomes for 2024 training are as follows:

273

Individuals enrolled in job training

132

Completed training

41

Employment placements or promotions**

**Data may be adjusted as we validate final year-end numbers.*

***Students in FareStart’s barista training at Echo Glen Children’s Center are not eligible for external job placements while in residential rehabilitation.*

On behalf of our students, Board and entire FareStart community, thank you again for the Tulalip Tribes Charitable Fund’s partnership and grant support this past year. With your support through this period of transformation, FareStart has strengthened its foundation for future success, enabling FareStart to now focus firmly on scaling our impact, refining our approach, and ensuring that more students achieve lasting prosperity. With relaunched social enterprises and restructured training programs, in 2025, we aim to serve 50% more students as our social enterprises begin to stabilize with a full year of operation.

Please let me know if we can share any additional photos or details about FareStart’s 2024 impact and future plans.

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FareStart Student Success
Julio's Story: Walking the Extra Mile
September 2024



Julio (he/him) walks with a cane due to nerve damage in his leg. That would normally have disqualified him from working in a kitchen, but FareStart Intake & Enrollment Manager Glen (he/him) worked closely with a Department of Correction's Correctional Industries Community & Employment Navigator to find a spot for Julio in FareStart's job training program.

"Julio demonstrated that personal agency that we look for in our students," Glen said. "He had the tenacity, the upbeat and positive attitude, the agency of respect and the ability to take responsibility for his past and future that was needed to succeed."

Julio's Time at FareStart

"I came to FareStart with a purpose," Julio said. "It was part of my plan and it unfolded and it just kept unfolding." After spending the last 15 years at the Coyote Ridge

Corrections Center, Julio was approved for work release and started FareStart's Food Pathways Program earlier this year.

"FareStart taught me all the skills I needed to know," says Julio. "The first month of the program is the most important. You have to really accept what you're hearing. I relearned and remembered things that I already knew, like self-worth, planning, budgeting, resume-building, computer skills. The workforce, after being away for 15 years, this is all new to me. Without that initial push from the classroom part of the program, I wouldn't have the strength to do what I'm doing now."



"But the one thing that inspired me the most and has kept me going is gratitude. *I wake up grateful for my experiences to come, and the experiences that I've had and the path that I'm on.*"

Aiming Higher

Julio's plan was to start out as a dishwasher to break into the restaurant industry and eventually work his way up to prep cook, cook and eventually line cook. But FareStart encouraged him to shoot higher. "There are a lot of things that we can do for people, but the

most important thing is *helping them realize that there's a lot that they can do for themselves,*" said Glen.



With the encouragement and coaching of FareStart employment specialists, case managers and trainers, Julio applied for and got a job at [Ethan Stowell Restaurants \(ESR\)](#) Commissary Kitchen as a Pastry Cook. He arranged to work one day a week while he was completing FareStart's four-month job training program, and now he is working full-time at the commissary – four 10 hour days/week making tiramisu, cookies, focaccia, pizza dough and more for all the ESR restaurants. He takes a bus and then walks a mile each way with a cane to get to work, but he focuses on the upside. "It's a dream," he says. "It's demanding work. But I just kept pushing and I'm getting better at it. As I walk, I'm getting healthier. I'm looking better. I feel better. My little aches and pains

go away because of the exercise every day. It's just so many little things adding up to one big happiness."



Feeling Grateful

For Julio, there's no question about giving it his all, walking the extra mile. "Every day I get up and I go and I do this, and I try to get better at it. It is just part of being grateful. I feel like I owe myself and the people who helped me more than just giving it 50%. It is not even a question. I had so much positive feedback and encouragement to continue doing what I'm doing. There was no way not to do it."

"I honestly feel that my fortune is a little more than I deserve. But I strive to deserve it every day. I don't know if I'm just lucky. I know I'm putting in the work, but I think it's a combination of just opening the doors and letting fortune come to you. But it's a little overwhelming where I'm at because I came from prison. It's a dark place and there's no hope."

A Bright Future

Julio will be fully released from his prison sentence in January 2025. He is currently working with the VA to obtain housing and to receive mental health counseling for a traumatic injury that he sustained during his time in the military. "I am a veteran but never wanted to go to the VA for help or anything. FareStart let me settle down my heart and let my mind rest, so I can remember a lot of the important stuff that I learned through my life or was closed off to. They encouraged me to open up and seek help. And it is helping. I'm actually in mental health now, and I'm talking to a psychologist and psychiatrist and everybody else. And I never would have before without people who I considered friends telling me that I should do that instead of holding resentments or fears."

"I used to consider myself a zero as a human being. I was at the very bottom that you could possibly be," Julio recollected. "I feel like I've climbed that ladder, but not alone. There's a light at the end of the tunnel now. There's more than a light. There's a tunnel with a bright beacon at the end that I can work for. And things are happening. I know that in my life, the opportunities will keep coming. I've learned how to keep my eyes open for them and to listen to advice from good people."