



# IMPACT REPORT

2023



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# LETTER FROM OUR EXECUTIVE DIRECTOR



**TANYA JENKINS**

Executive Director

I am delighted to present to you Curt's Café's Impact Report for 2023. It is with great pride and gratitude that I reflect on the achievements and milestones we have reached together over the past year.

Curt's continues to focus on our mission of improving the lives of youth living in at-risk situations through work and life skills training. Through our collective efforts and unwavering commitment, we have continued to have 5% or less in recidivism for students involved in our program, 98% of students obtaining food handlers certification, and continued support for graduates in various areas of need and support.

In 2023, we encountered numerous challenges, such as the slow resurgence of in-person dining, which had a widespread impact on the hospitality industry. Despite these hurdles, our team, alongside our dedicated partners and supporters, persevered with resilience and determination. Together, we continued to work to make Curt's and our mission a part of the fabric of the communities we serve.

Looking forward, we are excited about the opportunities that lie ahead. As we plan for the future, our focus remains on improving the lives of the youth we serve and preparing them to be the workforce of the future.

None of our achievements would have been possible without the generous support of our donors, volunteers, staff, and community partners. Your commitment and belief in our mission drive us to do more and do better every day.

Please take a moment to review our Annual Report, which offers a comprehensive overview of our financial performance, program impacts, and stories of individuals whose lives have been impacted by Curt's Café. Thank you for your ongoing trust and support. Together, we are truly making a meaningful difference.

Sincerely,  
Tanya Jenkins





# COMPANY OVERVIEW

## MISSION

Curt's Café improves outcomes for young adults living in at-risk situations through work and life skills training.

## VISION

Curt's vision is to cultivate a community where students develop personal strength, empowerment, and belief in their potential. We facilitate student access to services and deliver customized employment training by collaborating with Cook and Lake County organizations and employers. Diversity, equity, and inclusion are fundamental values that shape our programs, partnerships, and leadership. We strive to foster an inclusive environment where students can flourish, irrespective of their background or identity.

# OUR STORY

Curt's appointed its inaugural Executive Director subsequent to the founder's departure after a decade of dedicated service to the organization. While the initial phase involved significant learning curves, the results achieved were notably impactful. The introduction of fresh ideas, fostered partnerships, refined visioning, and heightened emphasis on supporting graduates were among the notable positive outcomes. Although change inevitably brings challenges, the unwavering backing of the Board of Directors enabled the organization to conclude the year from a position of strength, thereby commemorating the accomplishments of numerous student graduates.



## 5%

the recidivism rate our program has maintained for participating students.

## 98%

of our students obtaining food handlers certification, and continued support for graduates in various areas of need and support.



# OUR ELEVEN YEAR RECORD

We had a year of growth, challenges, fun, tears, graduations, losses, changes and more growth. In eleven years Curt's Café has served over 700 young men and women and have learned and grown with all of them.

## KEY HIGHLIGHTS

- \* We met with the staff and identified their needs. We made adjustments that were most beneficial for our students' growth. By prioritizing both the professional development of our staff and the progress of our students, we laid a strong foundation for continuous improvement and success.
- \* We established new partnerships to meet student needs, providing resources, industry knowledge, and mentorship for better career preparation. These alliances encourage community, collaboration, and real-world engagement, creating a brighter future for all.
- \* Curt's has introduced the Emerging Leader (E-Leader) program, aimed at our graduate students and their career development journey.
- \* We reviewed our Life Skills program with our students and with their input and guidance built an entirely new curriculum. The curriculum is a Three Tier Learning Platform continuing to move our students through their Ownership, Leadership and Legacy process. The entire program wrapped around the Dimensions of Wellness Model.



# 8 DIMENSIONS OF WELLNESS MODEL

## INTELLECTUAL

Recognizing creative abilities and finding ways to expand knowledge and skills

- GED \*
- Tutoring support
- Driver's Education \*
- Resume Development
- Goal Setting
- Problem Solving

## CAREER

Personal satisfaction and enrichment derived from one's work

- Time Management
- Social Media and Professionalism
- Newsletter Writing
- Team Building
- Effective Communication
- Speaking with Confidence
- Obtain Birth Certificate, Social Security, State ID or Driver's License
- Food Handlers Certificate

## FINANCIAL

Recognizing creative abilities and finding ways to expand knowledge and skills

- Access to Banking \*
- Earned Income (stipend) up to 3K \*
- Financial Literacy
- Budgeting
- Banking
- Investing
- Compensation/Benefits

## PHYSICAL

Recognizing the need for physical activity, diet, sleep, and nutrition

- Nutrition Assistance through meals \*
- Mindfulness and Awareness
- Access healthcare & food resources \*

## ENVIRONMENTAL

Good health by occupying pleasant, stimulating environments that support well-being

- Housing Supports and coordination \*
- Transportation supports \*
- Adulting
- Apartment Hunting

## EMOTIONAL

Coping effectively with life and creating satisfying relationships

- Connecting to Mental Health Svc \*
- Anger Management
- Effects of Trauma
- Mindfulness and Awareness
- Interpersonal Relationships
- Conflict Resolution

## SPIRITUAL

Expanding our sense of purpose and meaning in life

- Mindfulness and Awareness



## SOCIAL

Developing a sense of connection, belonging & a well-developed support system

- Inter-personal relationships
- Team Building
- Current Events
- Resources
- Goal Setting
- Speaking with Confidence
- Telling your story

# OUR NEW PARTNERS



**HAVEN YOUTH  
AND FAMILY  
SERVICES**

**LAKE COUNTY  
WORKFORCE  
DEVELOPMENT**

**LEGACY RE-ENTRY  
FOUNDATION**

**NORTHERN  
ILLINOIS  
RECOVERY  
COMMUNITY  
ORGANIZATION  
(NIRCO)**

## **CURT'S HAS FORMED NEW PARTNERSHIPS TO SUPPORT STUDENTS WITH RESOURCES, INDUSTRY KNOWLEDGE, AND MENTORSHIP FOR IMPROVED CAREER READINESS.**

Many of our new partners at Curt's Café came from Lake County because shortly after opening the Highland Park Café we were hit with the Covid Pandemic and pivoted a bit to help the communities stay healthy, safe and fed. We were able to partner with Haven Youth and Family Services, Lake County Workforce Development, Legacy Re-Entry Foundation and Northern Illinois Recovery Community Organization (NIRCO) just to name a few.

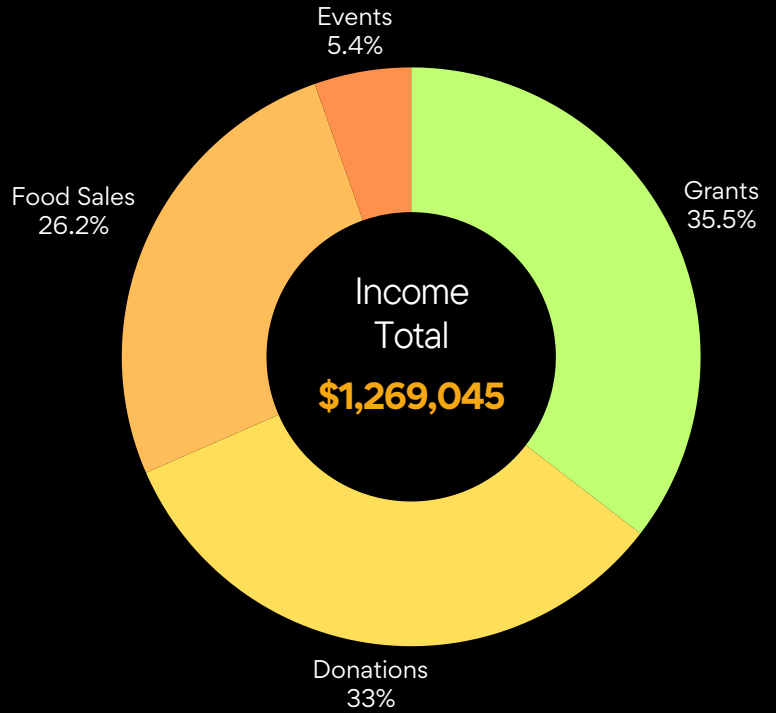


# FINANCIALS

## \* INCOME

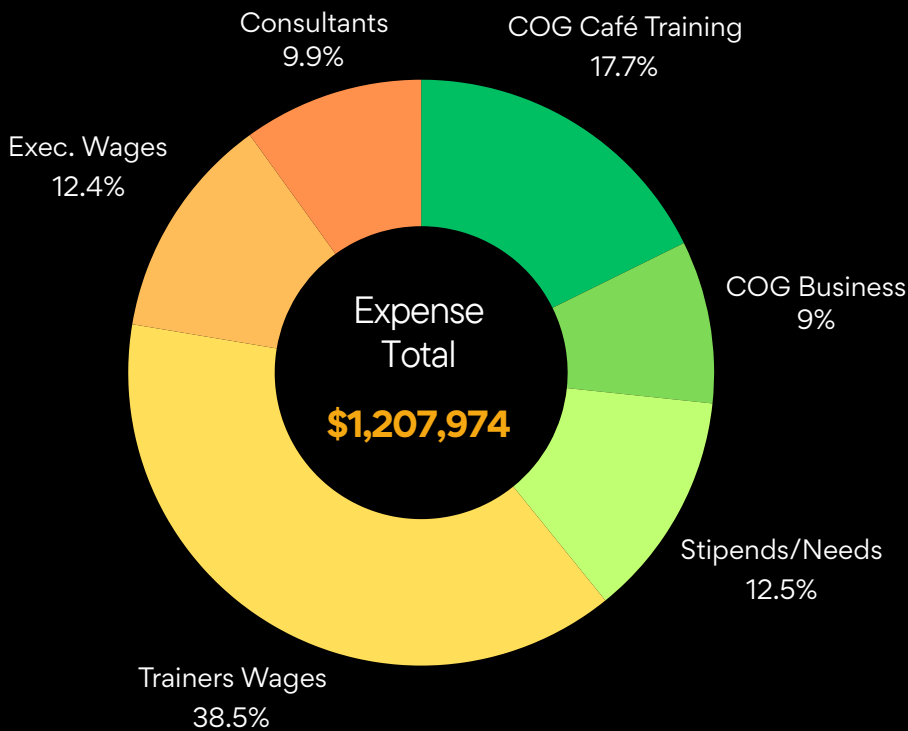
ADD DESCRIPTION

Grants	<b>\$449,912</b>
Donations	<b>\$418,641</b>
Food Sales	<b>\$331,885</b>
Events	<b>\$68,607</b>



## \* EXPENSES

Add DESCRIPTION



Cost of Goods Café Training	<b>\$213,881</b>
Cost of Goods Business	<b>\$108,371</b>
Student Stipends/Needs	<b>\$151,027</b>
Trainers Wages	<b>\$464,647</b>
Executive Staff Wages	<b>\$149,925</b>
Consultants	<b>\$120,123</b>

# FUTURE OUTLOOK

## FUTURE PLAN

We are looking to ensure that all of our staff have the necessary tools to support our students. In 2024, we will be investing more in staff development and reorganizing our organizational chart to better support our students and staff. We plan to allocate funds this year to update our cafés with the aim of making them more comfortable for our customers. Additionally, we will focus on increasing café sales and providing our students with the best workforce training possible as they progress in their careers.

## WHAT WE ASK OF OUR SUPPORTERS

We deeply appreciate all of your support, whether ongoing or new. Along with financial assistance, we kindly request that when you plan to meet friends for breakfast, lunch, coffee, or tea, you think of Curt's! If you need catering services, we hope you'll also consider Curt's.

Your patronage not only sustains our business but also enriches our students' education through valuable hands-on experience. By choosing Curt's, you directly contribute to their learning and future success. We take pride in serving our community and aim to create a warm, welcoming environment where everyone feels



at home. Please add us to your list of favorite coffee shops/cafés.

Thank you once more for your unwavering support. We eagerly anticipate your visit and look forward to creating many more wonderful memories together at Curt's!

# OUR TEAM

## **JENESSA ARMSTRONG**

FOH Manager/Trainer, Evanston

## **BYRON GONZALEZ**

Executive Chef

## **DANIELLE GONZALEZ**

Marketing/Development Manager

## **SAFIA GOODWIN**

District Manager

## **DEMETRIUS HARTFIELD**

Kitchen Manager, Evanston

## **AMY HEPNER**

Catering Manager/Operations Asst

## **TANYA JENKINS**

Executive Director

## **RAMESHA JONES**

Kitchen Manager, Highland Park

## **AYANNA MICHEL-STRAUDER**

FOH Supervisor/Trainer, Highland Park

## **MADELINE PIMLOTT**

Marketing Coordinator

## **EMEL SELMANI**

Social Service Provider, Evanston

## **ABIGAIL SOSTENES**

Social Service Provider, Highland Park

# BOARD OF DIRECTORS

## **RICH AMEND**

Board Treasurer

## **FRANK CLEMENTS**

Board Member

## **DR. AUDREY FRENCH**

Board Vice President

## **DAVID GRAHAM**

Board Member

## **DAVID GRIFFIN**

Board Member

## **STEVE KEEN**

Board Member

## **GREG KING**

Board Member

## **RICK MARSH**

Board President

## **NEHAMA MORTON**

Board Member

## **DANA PEARL**

Board Member



# CONTACT US



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