



# 2022 Annual Report



# #Soul Food For Migrant Youth



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# A Word from the President





## **Kryssandra Heslop** **Co-Founder, Creative Director & President**

2022 has been a tapestry of novel experiences, challenges, partnerships, and collaborations. It's been a year full of big goals and amazing accomplishments. This may have been our most exciting year yet!

This year's edition of Soul Food Festival was a great success! Afterwards we transitioned into a period of culinary collaborations and organized more events than ever before. We were part of a major festival, we "took over" prominent Parisian establishments and grew our community along the way. Since we've realized that continuing our work without basic resources and non-compromising financial stability isn't possible, this year we dedicated a lot of time and energy to fundraising through cultural community events, and other creative capacity building initiatives.

We also continued to adapt our activities as needed. In 2022 we did this by creating a one-off initiative, which allows us to form new partnerships and expand our reach to include even more young migrants and refugees in our programing.

With each of these collaborations, events and cultural activities, we've continued to grow as an organization, while always ensuring that we meet the needs of the young people we work with. We've continued to help them achieve their goals, whether professionally or otherwise. We've advocated on their behalf when necessary and done what we can to help them get through difficult periods.

Young Soul Food members continue to inspire us to keep going. It's thanks to them that Soul Food has a purpose. Our growing community has helped us flourish in new ways. Our talented partners and volunteers have helped us reach higher. It's thanks to them that we've accomplished so much this year. Our donors and supporters have continued to encourage us with their generosity from near and far. It's thanks to them that Soul Food has a future.

As we look ahead, we feel proud of all that we've accomplished, oftentimes with very little. We've had a taste of what we are capable of and we are hungry for so much more. Thank you for helping us reach our goals. We are incredibly grateful to be part of such a generous community.



# **Soul Food: Who We Are**



At Soul Food, **we believe in the value of kindness, community and art**. We believe that everyone has the **equal right to beauty and creativity**. Everyone has the right **to be inspired**. These beliefs are at the core of our mission to expose young migrants and refugees to art and culture, in an effort to **create safe creative spaces** conducive to the type of inspiration required to sustain them as they make their way through a world that is often judgmental, cruel and unfair.

*We hope that in doing so, they will learn, grow and anchor themselves to something they find inspiring, that will then allow them to bloom into their full potential. We believe that this will also allow them to integrate into their (new) local communities in a natural, productive and positive way.*

## Mission

Soul Food's mission remains to **expose young migrants (and refugees) to cultural events and artistic environments**, such as concerts, artist meet-and-greets, and museum visits, in an effort to provide **intellectual and cultural stimulation**, facilitate **positive integration** experiences and encourage novel levels of **autonomy** in their new home country. We work towards these goals with the hope that with each new cultural experience, migrant youth will not only make new friends and forget about their problems, but also feel like a part of French culture and life, instead of like someone who is watching from the outside.

Instead of attempting to force young migrants to forget their past and country of origin, we encourage them to discover French and European culture, and find their own level of balance between these. We show them that **culture is not mutually exclusive**. This is done partly by embarking on cultural excursions with fellow migrants, and sometimes French youth, creating safe spaces for **open dialogue** and opportunities to meet locals, and **experience art, music and food** as locals do.

## Vision

Through our work, **we promote sustainable and positive integration** within immigrant communities in France. We envision a France with museums, restaurants, theatres, and concert halls full of **people from all over the world**; not only tourists, but migrants, refugees and locals too. We also envision a world where migrants and refugees have this type of **positive visibility**, and not one where we only see them sleeping in tents in crowded cities and refugee camps. We are **changing the narrative** as we actively promote positive, **authentic representations** of them.

## Aims

We aim to help **provide access** to museums, theatres and other cultural spaces to migrants and refugees from all over the world. We also strive to fill in the excessive time gaps left by the French administration system, when migrant youth are not permitted to attend school, with intellectual and cultural stimulation through our excursions and activities. **We use art as a form of informal education** and aim to **encourage autonomy** through these methods.

## Principal Activities

1. Cultural excursions & artistic activities
2. Professional Development Program
3. Cultural community events



## 2022 Highlights

1. Being invited to the Kendrick Lamar concert by his collective, PgLang
2. Soul Food Festival
3. Meeting Yo-Yo Ma during a block party we helped organize in our neighborhood
4. Organizing our first cultural excursion for a group made up entirely of girls and young women
5. We Love Green Festival

## Child and Youth Protection Policy<sup>1</sup>

Our Child and Youth Protection Policy follows the core principles of the United Nations Convention on the Right of the Child and helps us ensure safeguarding within the organization. We continue to review this policy and ways that we can further adapt to ensure that the rights of our young members are respected and their safety is prioritized.<sup>2</sup>

<sup>1</sup> The Soul Food Child and Youth Protection Policy can be found on our website.

<sup>2</sup> This policy is an integral part of our volunteer training program, which also includes background checks, a course on safeguarding, relevant reading materials on migration, our Staff and Volunteer Agreement, and a training session on cultural awareness and trauma sensitivity. Before working directly with young Soul Food members, all Soul Food staff, volunteers and interns are required to complete this training program.



## Soul Food's Principles and Values

1



Protect and maintain the safety of our young members and all children we interact with

2



Promote kindness, tolerance, understanding, and intercultural dialogue

3



Stimulate creativity in ourselves and others

4



Ensure that Soul Food is always a safe space

5



Help others whenever possible

6



Encourage sustainability, mindfulness and eco-responsibility

7



Cultivate youth agency and participation

8



Provide equitable, dignified opportunities to our young members

Note: These are taken directly from our Volunteer and Staff Agreement. We hold ourselves and everyone we work with to these principles and values.



# Cultural Excursions & Artistic Activities



## Breakdown of Excursions & Activities

In 2022 our programming included **54** cultural excursions and activities. Despite the COVID-19 pandemic and its multiple periods of confinement, since February 2018, we've managed to go on **180** in total!

There is often some overlap with activities and cultural excursions. For instance, our events always integrate different forms of art, so when young Soul Food members are present, they have the opportunity to eat, enjoy concerts and/or creative workshops. Sometimes when we go to exhibitions, the visit is followed by a workshop inspired by the art we've just experienced. We count all cultural excursions once, even when we do multiple activities.<sup>3</sup> Our total number of cultural excursions reflects this. However, in the breakdown of participatory and observatory activities, we sometimes count them multiple times to demonstrate the different types of activities we've done.

### Cultural Excursions



### One-offs

In 2022 we were solicited by several nonprofit organizations because they do not have the capacity to provide regular activities for the young migrants and refugees they serve. This was the motivation behind our new one-off initiative. We partner with different nonprofits by visiting them to propose a Soul Food activity. The youth who are interested participate, allowing us to expand our reach to include more youth.

We partnered with **4** different nonprofits in 2022 to do **4** one-offs with **25** young migrants and refugees. **1** of these was done with a group of all girls and young women – a first for us!

### Observational Activities

In 2022, Soul Food went to:

**14**

Museum visits/  
art exhibits



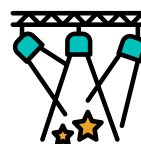
**9**

Dinners at  
Refettorio Paris



**6**

Concerts



**4**

Dance  
performances



<sup>3</sup> The exception to this is when excursions last multiple days, in which case we count each day separately, as typically there are different young members and volunteers present, as well as different activities.

One of the highpoints of the year was a weekend in October when we were invited to Yo-Yo Ma's concert at the Paris Philharmonic the same evening that PgLang invited us to Kendrick Lamar's concert! Some of our volunteers and partners went to the Philharmonic while others took a group of our young members to Kendrick Lamar's concert. Later that weekend we had the opportunity to see Yo-Yo Ma perform live in our neighborhood at a block party we helped organize. We were also able to meet him and speak to him about Soul Food. It was an exciting weekend!





**“For me it’s nice to come to this kind of place since sometimes when I passed by, I didn’t know if I too had the right to enter this kind of place and visit. It’s a real pleasure for me, this visit goes straight to my heart. I am very happy.”**

**- Emmanuel, young Soul Food member**

## **Participatory Activities**

In addition to observing art, we also created. Soul Food’s participatory excursions and activities in 2022 included:

- 14** Soul Tech sessions
- 10** Creative and artistic workshops<sup>4</sup>
- 9** Event organized by and/or in partnership with Soul Food
- 1** English Club activity

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<sup>4</sup> There was some overlap with activities during several excursions. Two of the art workshops were conducted after visiting art exhibitions and were based on what we experienced during the exhibitions. These are not included in the pie chart on a previous page because we counted them as one excursion both times (i.e., when we visit an exhibition and then do a workshop during the same visit, we only count that as one excursion).

## **Weekly Artistic Workshops**

**Through our partnership with the French National Dance Theatre, young Soul Food members have access to dance, music and art workshops that they can attend for free on a weekly basis. This is in line with our mission to promote autonomy through artistic and cultural practices.<sup>5</sup>**

<sup>5</sup> They attend without Soul Food volunteers, so we have not counted these as Soul Food cultural excursions.

## Activity Highlights

### Soul Food's 4th Birthday


This was our most successful edition of Soul Food Festival to date! Several young Soul Food members attended to volunteer with us, namely by cooking with our guest chefs. They also participated in the art workshops and enjoyed the music with other attendees.

### Soul Tech

We continued this program in 2022, completing 14 sessions. We broke these into two phases. The 4 young members who attended most of the sessions during the first phase received computers at the end thanks to the grant we received from the Orange Foundation. We will complete the second phase in 2023, with some of the same young members from the first phase and others who are new to the program. We intend to give computers to the young members who regularly participate in those sessions as well.

This year we partnered with Code Code Codec, a French nonprofit specialized in computer and tech training, for these last two phases of Soul Tech. They also sell refurbished computers at an accessible price, making for the perfect partner for this program.<sup>6</sup>

<sup>6</sup> Initial funding for Soul Tech was provided by the Orange Foundation. After struggling to complete the program in 2021 for various reasons, including the fact that weekly recurring activities are not the best format for the youth we serve, we found that the incentive of receiving computers was motivating and it made the sessions more meaningful, as they were taught to use what would become their own computers. We therefore used the Orange funds to purchase 8 computers, provide snacks and refreshments, and pay teachers to lead the sessions. We gifted 4 computers to young members who attended sessions regularly in 2022 and will gift 3 more to others who attend regularly in 2022/2023 (the last sessions of this second phase will be held in January 2023). We are keeping one computer as an "office" computer that is used by our volunteers for different Soul Food projects and tasks, such as accounting for the organization.



**"It's been wonderful to see the evolution that the young members have shown, having started knowing very little, as they grasp new concepts, and to see their excitement as they do. It's also been nice to experience the interactions between our young members and the fantastic Code Code Codec teachers."**

**– Matthew, Soul Food Volunteer**

## Soul Food Service

Our creative community events serve multiple purposes. They are opportunities to raise funds, increase our visibility, collaborate with artists, form new partnerships, provide creative platforms for young Soul Food members to demonstrate their talent and potential, and create safe spaces for them to mix with locals.<sup>7</sup> They are also useful tools for our professional development program, and they typically serve as cultural excursions. We organized and/or participated in **13** events in 2022. Young members attended **9** of these as cultural excursions (marked with \*).

- 1** Soul Food Festival (Soul Food's 4th birthday) at Bistro Champion \*
- 2** Soul Food Takeover of La Chope des Artistes \*
- 3** We Love Green Festival – Day 1 \*
- 4** We Love Green Festival – Day 2 \*
- 5** Gumbo Fest at Gumbo Yaya \*
- 6** Soul Food Takeover of La Regulière \*
- 7** Athletic Week: Happy Hour fundraising event
- 8** Athletic Week: Talks (panel discussion)
- 9** Athletic Week: Athletic Party fundraising event
- 10** Associations' Forum \*
- 11** Athletic Week: Closing Event \*
- 12** Festival des Gardes : Communautés Fractales (block party) \*
- 13** Holiday fundraising event at Ola's Cafe

<sup>7</sup> The financial component of these events is detailed in the Financial Resources section of this annual report.





## Soul Food Takeovers

We took over La Chope des Artistes (a restaurant) and La Régulière (a bookshop that also serves cakes and coffee) by creating events that embody Soul Food through the different forms of art present, including menus created in partnership with young Soul Food members and guest chefs, art workshops and music. Young Soul Food members came to enjoy the food and cultural offerings with other attendees.

## Additional Events

In addition to Soul Food events, we were invited by several partners to participate in their events. This was a great way to grow our community by introducing Soul Food to new people. We formed new partnerships as well, but these events also served as diverting cultural excursions.

One of the most challenging and incredible of these was having a food truck for two days at We Love Green Festival. This allowed our young members to see several musicians live and experience a major festival for the first time.<sup>8</sup>

<sup>8</sup> This event was challenging in terms of work and organization, as we had to produce a large amount of food, coordinate with over 15 volunteers and several young Soul Food members, and deal with logistical and financial repercussions when the first day ended early due to a storm. Logistically it was incredibly difficult, but we did our best to ensure that our young members were able to enjoy the festival experience as much as possible.



# Professional Development Program



## Program Breakdown

The overall structure and flexibility of this program has remained the same. Once initial interest and motivation is identified, young Soul Food members attend an orientation meeting and sign a contract between us and themselves, which serves as a way of holding each young member accountable. They also benefit from hours of administrative assistance and mediation by Soul Food, between their employers, education professionals, French Child Services, and the prefectures of the territories concerned, with the goal of ensuring their successful transition into their careers and to protect their legal status in France.

This program is difficult to quantify, as finding and securing each professional opportunity and then working on every young member's administrative situation, requires hours of work. Each time a young Soul Food member signs a new professional contract or receives good news regarding their immigration status, we count that as a win because every young member's individual successes are triumphs for Soul Food.

Since everything at Soul Food revolves around art and culture, we only offer professional opportunities within creative fields. We have partners that offer volunteer, internship and apprenticeship opportunities in the following careers:

### Culinary Arts



Chef



Baker



Pastry Chef

### Fashion and Design



Carpenter/  
Designer



Fashion  
Professional  
(various positions)

## Partners

At Soul Food we are committed to working with like-minded partners who are committed to providing dignified professional opportunities to our young members in safe environments where they can reach their full potential. This year we have continued working with many of our existing partners while also securing new partnerships.

The following establishments and workshops are places where we look to place young Soul Food members in this program, or where they had professional experiences in 2022:

- 10 Belles Bread
- Café Compagnon
- La Pointe du Grouin
- Arboré (restaurant of the Hôtel & Spa Royal Madeleine)
- Clown Bar
- Haikara
- Refettorio Paris
- Victor di Rossi's Workshop
- Nosso
- Le Richer

Placements can be as volunteers, interns or apprentices.

Food played a larger role in our work in 2022 because it's a major part of our events. This has allowed us to further develop the Professional Development Program by providing opportunities to involve our young members in different aspects of events and permit them to stretch their culinary creative muscles.



@kryssssandra



@kryssssandra

From menu conception to cooking with our guest chefs and helping our volunteers animate workshops, we involve young Soul Food members whenever possible. This also allows them to network with chefs and other professionals from the food industry, and gives them opportunities to practice the skills they've learned while volunteering in a positive setting. One great example of this took place in preparation for Gumbo Fest when the owner and head chef of Gumbo Yaya, a soul food restaurant, spent a Sunday afternoon exchanging with young members and testing recipes for our collaboration.

Through this initiative, a few young Soul Food members were even able to give back to the community by going to Refettorio Paris as guest chefs, with the help of professional chefs and volunteers, to concoct a special meal, inspired by their West African roots. They prepared enough food to serve there to people in need, and at Soul Food Festival, our 4th birthday celebration. Most of the ingredients used were surplus ingredients that would have otherwise been wasted. This therefore also provided a valuable learning experience about sustainability and waste prevention.

We use a list of recipes and ingredients that was created with young Soul Food members, partners, chefs, and volunteers each time we contribute to the food offering for an event. This list contains food that our young members enjoyed eating before they left their home countries. It's an integral part of each of the meals we help create and serves as a great starting point for Soul Food culinary collaborations.

## After the Program

Our goals with this program are to help young Soul Food members discover a career path they can be passionate about, to open doors to prestigious and meaningful professional opportunities, to guide them through their professional initiation with reliable and talented professionals, and to use these opportunities to help them achieve stable administrative situations in France. Our hope is that as we achieve these goals, they will reach a level of autonomy and positive integration that will then empower them to go off and secure professions that they aspire to attain on their own. **4** young Soul Food members have achieved this after benefitting from our program, **2** with apprenticeships and **2** with permanent work contracts, that they found on their own.

**“The Professional Development Program puts ambitious and intrepid young people in contact with managers who are aware of their specific needs and are ready to pass on their passion, regardless of the obstacles that may stand in the way of learning.”**

**– François, Soul Food Co-Founder**



@puxanphoto



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@kryssandra



@terencebk



@thatguyyoujustmet



@thatguyyoujustmet



@terencebk



@puxanphoto



# Communication, Staff & Volunteers



## Digital Communication

### Social Media

Social media serves multiple purposes for us. We use it for advocacy, spreading awareness, growth, visibility, networking, forming new partnerships, selling merch and art, and storytelling. We also use it to share information when we organize and participate in events. We are active on Instagram, Facebook, Twitter, LinkedIn, YouTube, and Spotify. We also have a blog, hosted on our website.

**2,186** total Instagram followers    **546** Facebook followers    **398** LinkedIn followers

**144** Twitter followers    **22** Spotify followers    **10** YouTube subscribers

We've found that our community is most active on Instagram. That's also where we have the greatest impact, so it's the platform we use the most.

Most likes for a single boosted Instagram post in 2022: **123**<sup>9</sup>

Most likes for a single solo unboosted Instagram post in 2022: **200**<sup>10</sup>

Most likes for a joint unboosted Instagram post in 2022: **397**

### The Soul Food Story

In 2022 the short film we had been working on for about a year was completed. It is a storytelling tool we use to give people deeper insight into our activities and initiatives. We've shared it on all digital platforms and via email.

### The Soul Food Collective

Our newsletter, The Soul Food Collective, is another way we stay in touch with our community and continue to grow. It's the best way to find out about our upcoming events and other news. Issues also include art, creative resources, special updates from our community, ways to support our initiatives, and Soul Food highlights.

### Blog

Our blog covers topics related to art, culture and migration. We published less posts in 2022, but continue to maintain it as an advocacy platform and a way to dive deeper into issues that are important to us and are relevant to our work.

## Staff and Volunteers

Everyone working at Soul Food is a volunteer. Changing this has become one of our chief priorities because it would ensure the organization's sustainability by providing consistent and reliable support for our work.

### Staff


Soul Food continues to be run by our two co-founders who serve as secretary and legal expert (François Le Louarn) and president and creative director (Kryssandra Heslop). They collaborate on most aspects of the organization, while also using their individual specializations to complete specific tasks and projects.

9 "Boosted" refers to a paid social media post, whereas "unboosted" refers to unpaid posts. We sometimes pay for ads via Instagram to boost our posts, in an effort to grow our online community, and sell more event tickets, merch and art.

10 "Solo" vs. "joint" posts refers to when we create a post alone vs. in partnership with another account.

## Volunteers

Our volunteers were more involved than ever this year. Many still help us with specific skills-based tasks (graphic design, translation, etc.) a handful of times a year, but others have taken on more global roles within the organization, helping with multiple types of tasks and projects on a more regular basis. While most of our volunteers are based in Paris, a few continue to help us from the U.S. and Ireland. We've had considerable help this year from our volunteers with accounting and events. More have also accompanied us on cultural excursions, while some continue to give informal English, French and math lessons to young Soul Food members.



**“I’ve been volunteering with Soul Food since the beginning of the Covid pandemic. I’d already worked with the organization through my workplace, but with the pandemic I started giving English classes to a few young members. Since then I’ve been volunteering in different ways: helping out at events, staying in touch with the young members, and also doing workshops for new and old members.**

**I’ve chosen to volunteer with Soul Food because I love the positive approach of the organization. I’ve learnt so much from the young members. I love the way the activities make us laugh and have a good time, all together, crossing borders and backgrounds. I can also see how the members gain confidence and hope through the cultural approach.”**

**– Anna Terp, Soul Food Volunteer**

# Financial Resources



## Financial Reporting

We adhere to the emergent understanding that dividing expenses into program costs and overhead costs is not an accurate way to portray a nonprofit's activities and expenses, especially a small one that functions with limited resources. It's also not a sustainable or realistic method of considering what it takes to run an effective organization. Expenses that have been traditionally categorized as overhead costs are actually mission-critical expenditures. They are necessary to generate future income, continue existing programs, pay qualified staff, and guarantee the future sustainability of the organization, making them critical investments.

A more representative financial portrayal demonstrates how costs are shared between programs and activities. For instance, when we invest in fundraising or administrative materials and equipment, these are expenses that support our mission and are therefore classified as core mission support. As we do not currently have a designated Soul Food location, most of our meetings and work sessions take place in public settings and also fall under this category. When we purchase materials such as art supplies, we use them for multiple projects and initiatives, making them direct shared program expenses.<sup>11</sup> Other expenses and funds can be specific to particular programs, activities or events, such as computers for Soul Tech or refreshments for dance workshops, and that is why they are classified under direct expenses – program specific.

Prioritizing impact instead of overhead is also a more accurate interpretation of success. Expenses traditionally classified as overhead and administrative costs are required components of nonprofit work. Our mission cannot be carried out without these. A strong, sustainable infrastructure cannot be built without investing in the organization. Our financial reporting reflects this.

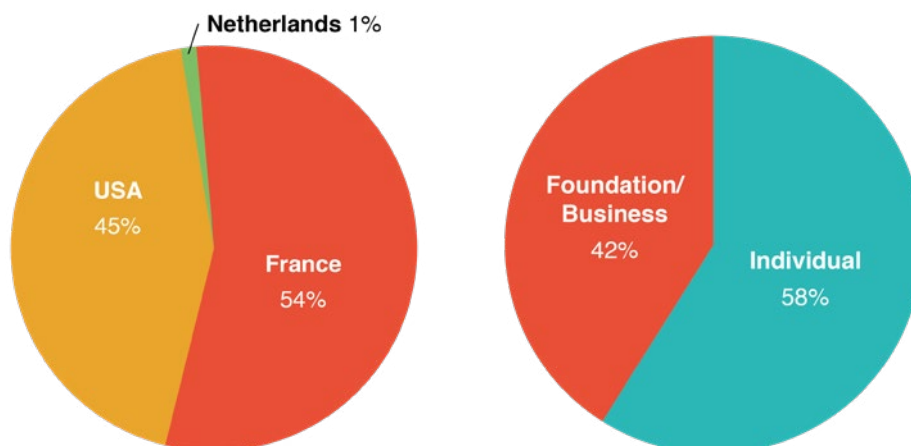
## Sources of Funding and Donations

We've continued working on creative fundraising methods, such as selling Soul Food merch and hosting community events to increase Soul Food's long-term sustainability. Financial donations from our donors remained an integral component of our financial resources. In-kind and skills-based donations contributed immensely to our 2022 programs as well.

### Direct Financial Donations

Direct monetary donations continue to be fundamental to Soul Food's success. These donations serve as non-compromising funds, which allow us the flexibility to fulfill our mission and adapt to situations when needed.

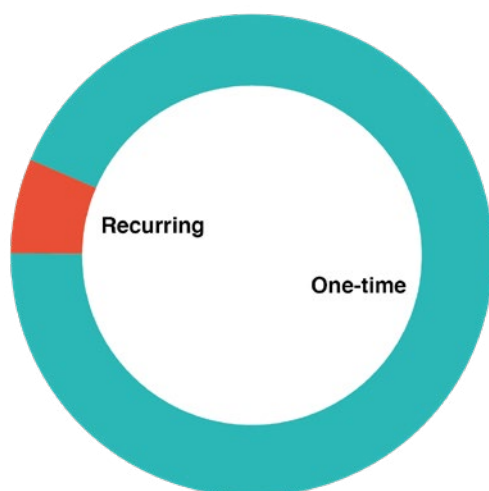
#### Sources of Direct Financial Donations



<sup>11</sup> For two years in a row, we have kept our direct shared program expenses to a minimum because we have been benefitting from the investments we made in this area in previous years. We therefore did not include this category in this year's report.

This was the first year we received donations from foundations and businesses.<sup>12</sup> We received more donations from individuals in the USA, but larger business donations came from French businesses and foundations, making the total amount of French donations (€4,925.40) a little higher than American ones (€4,073.00).

Last year one of our goals was securing more recurring donations. This year we've started to achieve this thanks to a few generous donors who contribute monthly to support our work. Monthly recurring donations are a vital component to Soul Food's sustainability because they provide a level of reliability that one-time donations do not, allowing us to plan future activities and getting us closer to being able to pay staff by ensuring that we will have funds coming in each month.



## In-Kind Donations

Soul Food has been able to function thus far, largely thanks to in-kind donations from partners and supporters. These include, but are not limited to: free museum passes, concert tickets, snacks, art workshops, and book donations. Some partners also offer discounts on things like tickets to shows and food from their establishments.

## Skills-Based Donations

Certain donations take the form of expertise. Creative professionals have donated their time and skills in areas such as photography and videography, ensuring that all major Soul Food events are well-documented, and helping to create The Soul Food Story to depict our organization's impact and work. Several chefs volunteered with us in 2022, which was an immense help in terms of fundraising for the organization, as well as networking and professional experience for young Soul Food members. Others donate their time and skills when they perform at Soul Food events. These donations are instrumental, as we do not currently have the budget to pay for these services. Their work also helps legitimize our work by ensuring we have useful tools such as professional digital content to show to partners and new potential donors, and professional entertainment at Soul Food events.

## Creative Community Events

This year we helped organize and participated in **13** events.<sup>13</sup> This is an area we spent much more time and resources on in 2022 (in 2021 we organized **2** events). Organizing and participating in events helps us grow our audience, raise awareness about issues faced by migrants and refugees, provide creative activities for young Soul Food members, and fundraise.

One of the major ways we raise money through events is with food. As we do not have our own physical space, events are also where we sell most of our merch and art. Some events provide other opportunities to fundraise, such as through direct donations, bake sales, etc.

<sup>12</sup> These were unrestricted, unsolicited donations, not grants.

<sup>13</sup> This number includes the two days we participated in We Love Green (we counted each day separately).

## Merch and Art

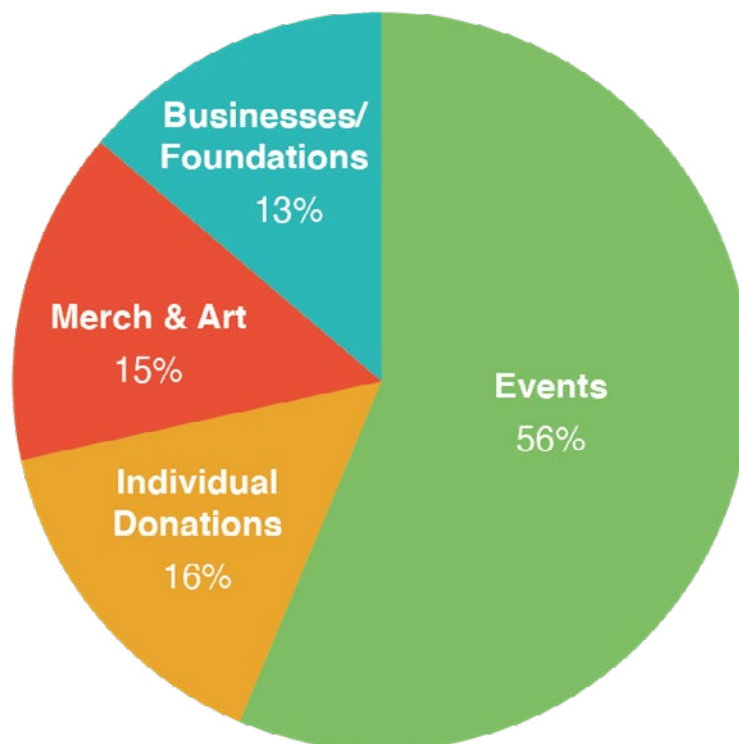
We continued selling merch and art in 2022.<sup>14</sup> Soul Food merch is designed by Kryssandra and the art pieces we sell are created in collaboration with artists who are part of the Soul Food community. The primary goal of this initiative is to create alternative, non-compromising revenue streams to fund our activities. This is in line with our strategic goal of achieving financial sustainability.

Three new ways we were able to do this in 2022 were through sales at partner establishments, a partnership that included the sponsorship of limited edition t-shirts with Athletic Brewing Company, an alcohol-free beer company, and an event with a group of Stanford alumni that turned into a merch sale.<sup>15</sup> Some of our merch is sold at Little Africa and Yallä, which is particularly helpful in between our events when they would otherwise only be available via our online boutique. This is also a great way for new people to discover Soul Food.

## Grants

This year we continued to run two projects funded by grants that we had received in previous years. We terminated one and the other (Soul Tech) will end at the beginning of 2023.<sup>16</sup> We didn't receive any new grant funds in 2022.

### Sources of Income<sup>17</sup>



<sup>14</sup> In 2022 we sold merch that was created in 2021 (and in 2022). We also produced merch towards the end of the year that will be sold in 2023.

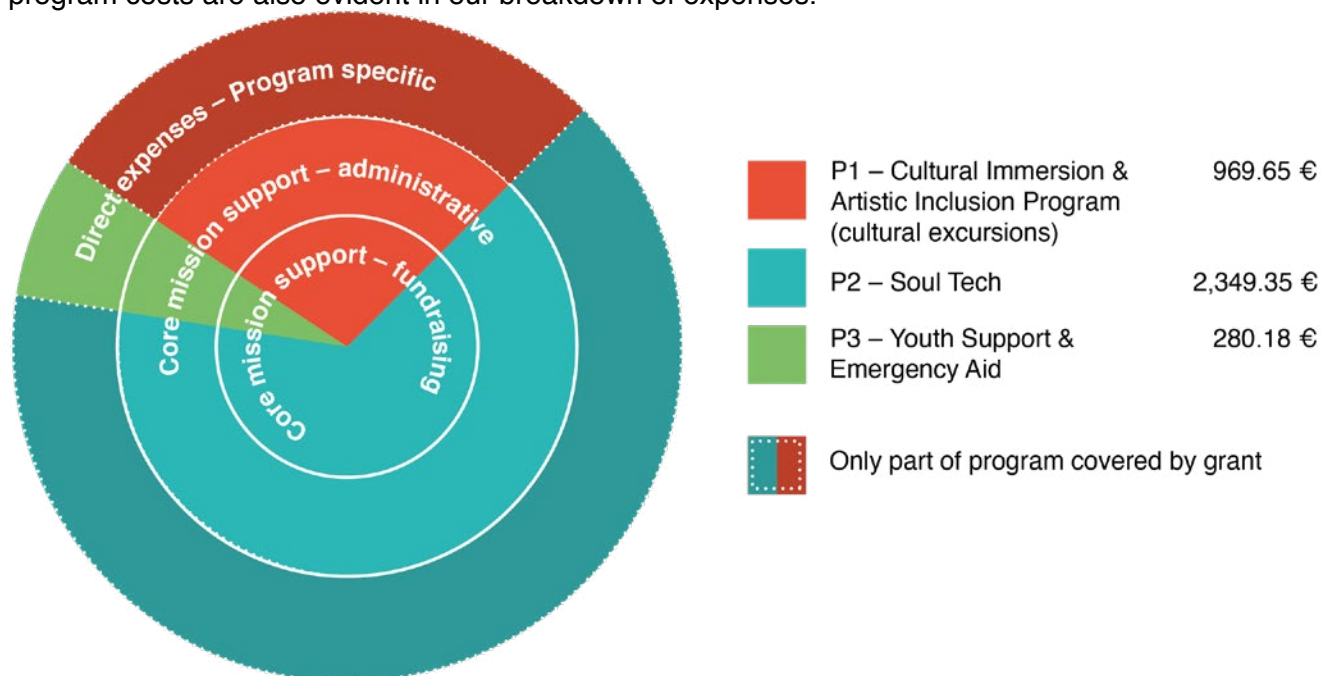
<sup>15</sup> Initially, our co-founder Kryssandra was invited to give a talk to a group of Stanford alumni. This was something she did in addition to her work for the organization. She was asked to come back the following day because the group wanted to support our work by purchasing Soul Food merch and art. Kryssandra attended both events alone as it was during a week when we participated in five other events. Therefore, these Stanford alumni interactions are not included in our list of events.

<sup>16</sup> We were able to complete this program thanks to a generous donation.

<sup>17</sup> Merch and art sold at events are included in "Events."

## Breakdown of Expenses

This year we continued to invest in the organization's core to support Soul Food's mission. This is reflected in our breakdown of expenses, as are the three principal youth-centered initiatives that we spent financial resources on in 2022. The funding gaps left by grants that primarily cover specific program costs are also evident in our breakdown of expenses.



# Looking Toward the Future



## Future Ideas & Projects

As outlined in last year's annual report, we've identified that financial stability and independence are vital to Soul Food's sustainability. In the short term, this would allow us to grow our team to include qualified paid staff, provide more aide to our young members and increase our activities. It would also allow us to expand our reach internationally and eventually secure a location dedicated to Soul Food.

Therefore, our strategic priorities include:

- 1.** Create financial, non-compromising security
- 2.** Enhance Soul Food's visibility and grow our community
- 3.** Expand our reach locally and internationally, to include more young migrants and refugees

This year we've taken big steps to achieving these goals, namely by greatly increasing our event participation and organization, and using these as tools to fundraise and grow our community. We also increased our monthly recurring donations, which in turn helps us achieve these goals. We plan to continue down this path in the future.

### Near Future

We will continue working to secure more recurring monthly donations because this is an accessible and practical way that people can help us reach our goals. We hope that we will soon be able to have paid staff as the organization's sustainability depends on it.

We will also continue to adapt to the migratory context we work within, doing our best to advocate for young migrants and refugees and include more in our programming. Our one-off initiative is a step in this direction and we plan to continue developing it.

*In 2023 we will be celebrating Soul Food's 5th birthday!* We plan to do something special, something we've never done before. We will use this as an occasion to celebrate, but also fundraise and use creative social impact initiatives to demonstrate what we are capable of.

### Long-term future

We continue to have big dreams for Soul Food's future. The past few years have shown us how much more effective we could be with increased financial stability, and what types of creative fundraising methods work. Therefore, we plan to continue focusing on these areas.

In 2022 we also experimented with new types of initiatives that could be replicated in other cities and countries, which is in line with our ambitions to expand our reach. Eventually having a dedicated Soul Food space, as well as concrete actions in other locations are a few of our long-term goals.

**We strive to be a driving force for the positive integration of young migrants and refugees.**

As such, we hope to one day be able to use our programs and initiatives as research contributions that can eventually impact policy on issues such as positive integration, the effectiveness of current migration policies, multicultural psychology, and the role reception conditions and available resources have on young migrants' lives, including on their social, educational and professional trajectory.

## A Final Thank You

*Thank you for every euro donated, hour spent volunteering, social media post shared, skill taught, and meal you chose to share with us this year. It all helps tremendously! Thank you for believing in Soul Food! We appreciate your support and are incredibly excited to continue this journey with you!*

**Thank You!**

**#SoulFoodForMigrantYouth**



**Everyone who contributed to this  
annual report did so on a strictly  
volunteer basis.**

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