



Hugs
CAFÉ INC

2020

Annual Report



From The President

The year 2020 was an interesting year, to say the least. Many of the buzz words that everyone continually heard were unemployment, closure, COVID, furlough. However, at HUGS Café, Inc., the words you would hear were Hiring, Training, and Expansion. As always, our vocabulary includes HOPE, UNDERSTANDING, GRACE and SUCCESS.

In 2020, the HUGS Café business model had to make some changes. The café had to pivot by selling and delivering items such as meats, cheeses, salads, and cookies. An additional team of staff was added to prepare jams, chutneys and pretzels to sell to the public and as wholesale. As restaurants in Texas slowly opened, the HUGS Café teammates were elated to return to work. While the public wasn't ready to return to dining out, Hugs Café was awarded grants and received donations from supporters to prepare meals to assist with feeding those with food insecurities.

HUGS Greenhouse thrived. In the spring and summer of 2020, the Texas population was asked to remain at home. Children were being home schooled and parents were looking for family activities. We found that one such activity was gardening. The greenhouse team worked outside and could remain employed. Their ability to continue to sell to the public was exhilarating.

Training and employment for adults with intellectual and developmental disabilities (IDD) continues to grow throughout the HUGS community. Through God's grace and the generosity of those of you who support the mission of HUGS Café, Inc., we continue to thrive and grow. We appreciate everyone who continues to provide support and encouragement to the mission of meaningful employment.

Blessings to you all,

Ruth Thompson

RUTH THOMPSON

Board President

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2020 *Overview*

10,280

hours of meaningful employment

Businesses, non-profits, and communities were put to the test in 2020. With the future for so many seeming so bleak, it became the ultimate challenge to maintain our educational and employment opportunities for adults with intellectual and developmental disabilities.

With the help of volunteer delivery services, online training classes, and preparing meals for those with food insecurity, Hugs Cafe Inc. created new ways to deliver the same meaningful opportunities in North Texas.

With over 10,000 hours of meaningful employment provided in 2020, we hope to increase the employment number of opportunities we provide to continue developing and improving the lives of those we serve.

Meaningful Employment

What is meaningful employment? At Hugs Cafe Inc., we define it as a job that gives someone value and purpose. Adults with intellectual and developmental disabilities deserve quality positions in the workplace. The positions that we create are carved to fit a person's ability so they may know personal and professional success. Because of this success, we are able to build on an individual's confidence to increase their workplace training and skill mastery. The result is confident employees and quality work being done. In 2020, 67 skills were developed and mastered by Hugs Cafe Inc. employees and 68 skills were improved.



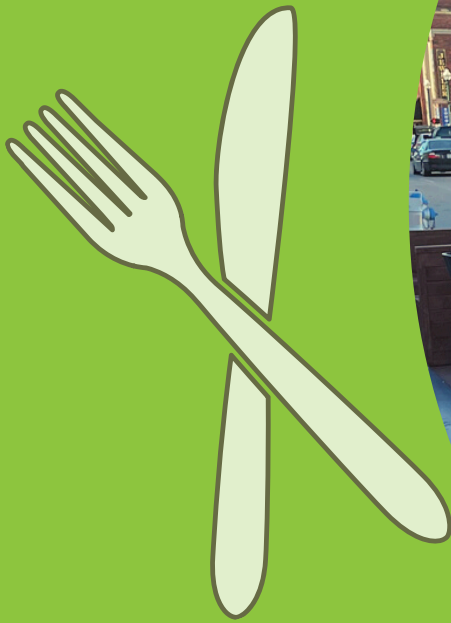
67

skills mastered

68

skills improved





Hugs Cafe is the first employment initiative from Hugs Cafe Inc. dedicated to providing meaningful training and employment in a restaurant setting. Mission based employees, or teammates, perform every job there is at our cafe including server, sandwich line attendant, and greeter. Offerings at Hugs Cafe include soup, salad, sandwiches, and sweet treats, made with love by our incredible employees. Added to the cafe this year is an outdoor dining parklet, providing additional seating for guests and a beautiful downtown dining destination.

Also added to Hugs Cafe this year is our afternoon shift of employees. These individuals prepare and package products that we sell at our cafe and to other businesses for resale. This has increased our employment opportunities and skill building with each new product we make!

11,820
cafe diners

360

holiday pies made

3,700

meals donated to those
in need



6

online courses

816

hours of training

Hugs Prep provides culinary education and training for adults with intellectual and developmental disabilities that we cannot directly employ. Each week our Hugs Prep students spend 2 hours learning kitchen skills and gaining culinary independence. This gives them the opportunity to develop skills in a real commercial kitchen.

In 2020, Hugs Prep had to be temporarily shut down for in person classes. This required us to film and record an educational series called, Hugs at Home. This six-part series was shared with local schools districts and special needs organizations for free during the pandemic.



Hugs at Home

Developed by:





Hugs

GREENHOUSE

425

Poinsettias grown

5,400

Perennials planted

105,000

Annuals planted

Hugs Greenhouse is our newest social enterprise that grows flowers and bedding plants as another method of providing meaningful training and employment for adults with intellectual and developmental disabilities.

In 2020, Hugs Greenhouse was able to add propagation technology to our operations. This allows us to now grow plants from seedling in a climate-controlled environment. Hugs Greenhouse also increased the number of plants grown by adding two landscapers as wholesale customers.





Have you had your Hugs today?

For more information about Hugs Cafe Inc.
please visit us on social media or at hugscafe.org