



**Hugs**  
CAFÉ INC

# *2022 Annual Report*



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# From The Executive Director

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In looking back on the year, we can breath a sigh of relief. The challenges we have known over the past two years are starting to settle and we can once again see the path towards a strong and sustaining future.



Hugs Cafe Inc made some incredible steps in 2022 to grow our programs and do more to serve those with intellectual and developmental disabilities. Hugs Cafe continues to be known for its signature sweet treats and Hugs Greenhouse is blooming bigger every season. Hugs Home Cooking, formerly known as Hugs Prep, is still inspiring students to get creative in the kitchen while making memories with friends. Hugs Training Academy made its debut in 2022, serving 23 unique participants with training and job support services.

So now begs the question, what's next? We are on the cusp of announcing our plans for our permanent training center and Hugs Cafe Inc headquarters. This space will be a game changer for our mission as well as the services offered in McKinney and North Texas.

I also want to take a moment and share my personal excitement for being in this new role as your Executive Director. I look forward to working with our Board of Directors to bring equitable employment and training to the diverse talent of North Texas and beyond.

*Lauren Smith*

**LAUREN SMITH**

Executive Director

# 2022 *In Review*

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**4**

Impactful Programs

**24**

Hugs Training Academy Trainees

**33**

Mission Based Employees

**14,104**

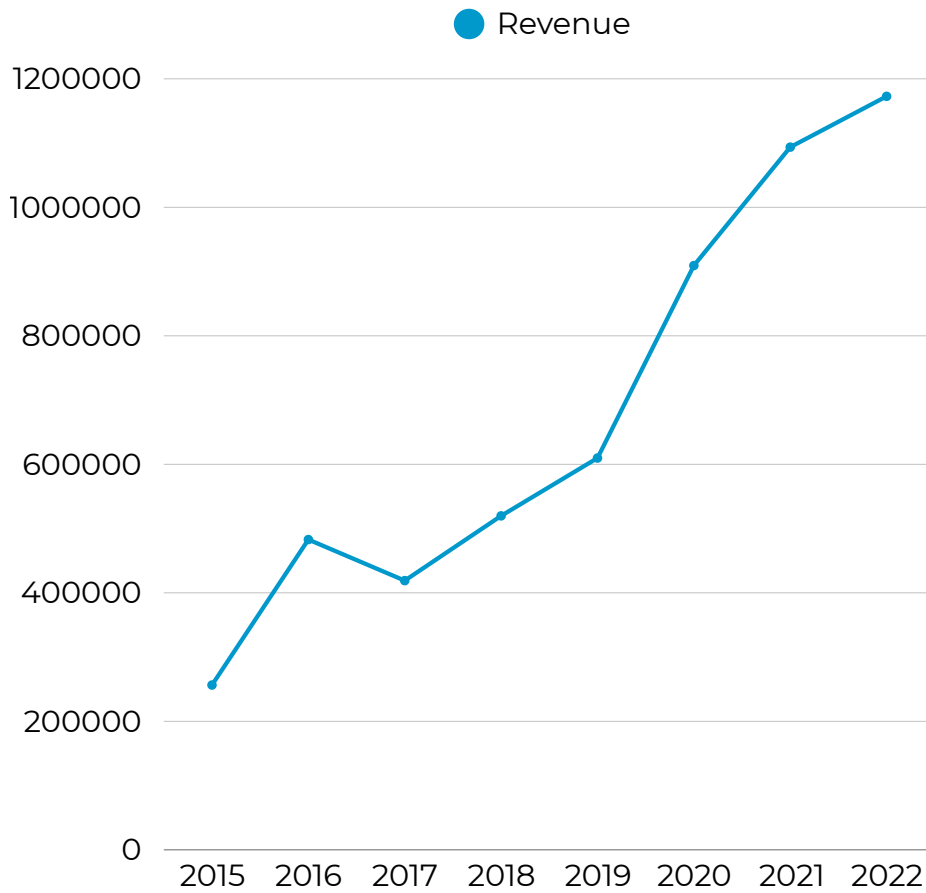
Hours of meaningful employment

**\$110,336**

Paid out in meaningful wages



# Revenue Since Hugs Cafe Inc Founding



|             |                    |
|-------------|--------------------|
| <b>2015</b> | <b>\$246,486</b>   |
| <b>2016</b> | <b>\$482,905</b>   |
| <b>2017</b> | <b>\$418,994</b>   |
| <b>2018</b> | <b>\$519,795</b>   |
| <b>2019</b> | <b>\$609,773</b>   |
| <b>2020</b> | <b>\$909,348</b>   |
| <b>2021</b> | <b>\$1,092,677</b> |
| <b>2022</b> | <b>\$1,172,742</b> |



Hugs Cafe is the first employment initiative from Hugs Cafe Inc. dedicated to providing meaningful training and employment in a restaurant setting. Our mission based employees 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.

Hugs Cafe has increased their revenue with offsite caterings and boxed lunches. The afternoon shift of employees continues to support the cafe with cookie dough, pretzels, and catering prep.

**25**

Meaningful Jobs

**11,650**

Sweet Treats Baked

**10,553**

Sandwiches Prepared



**8**

Meaningful Jobs

**2,423**

Poinsettias grown

**6,500**

Perennials planted

Hugs Greenhouse continues to thrive in North Texas with additional wholesale orders and new retail customers. Hugs Greenhouse was able to take on a much larger poinsettia growing volume, doing 300% more than in 2021.

Hugs Greenhouse was also able to receive a grant to add misting and heating equipment to the second greenhouse to support our expansion of poinsettias. A new checkout stand area was also added as an Eagle Scout project.



# Hugs

## TRAINING ACADEMY

# 24

Trainees attended in 2022

Hugs Training Academy launched in 2022 and was able to complete 3 sessions of culinary training and education. Trainees from all across North Texas traveled to McKinney Texas to receive 120 hours of in person workforce developments and training support. Many of the trainees have become friends with one another, and several of them have found jobs at the same work sites.

# 16

Trainees have received a job

Hugs Training Academy was able to establish a network of employment partners that align with our curriculum to carve sustainable jobs for diverse talents.

# 8

Trainees are volunteering more independently or continuing their education



# Skill Improvement By Student

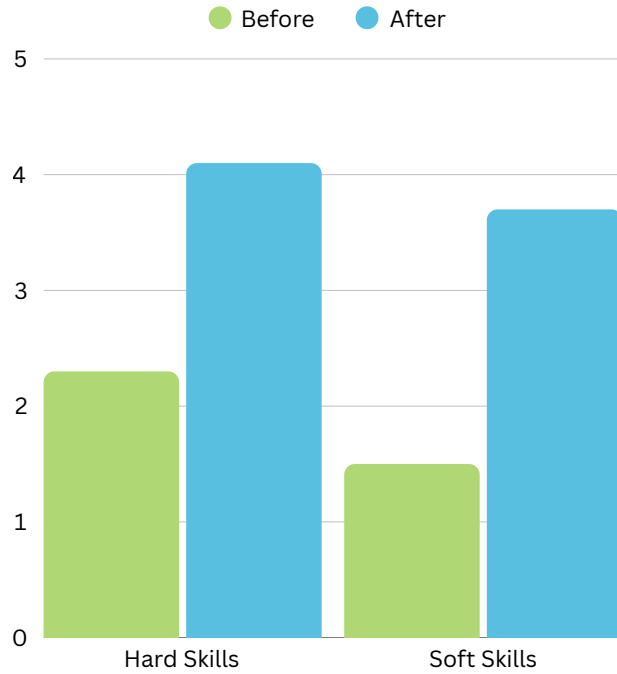
5- Completely independent, no external verbal requests or prompts

4- Some prompting and more independence

3- Model and some independence

2- Picture prompt, less involved

1- Physical prompt/hand over hand, very involved





**10**

Classes held

Hugs Home Cooking supported the creative and social needs of its participants with classes full of diverse cuisine and culinary methods. This social class is designed to engage individual with the kitchen and potentially serve as stepping stone in furthering a passion for the culinary arts.

## *Social Events*

**5**

Special Socials  
& Events

**264**

Attendees



# Hugs Cafe Inc Volunteers

Volunteers are an essential part of the Hugs Cafe Inc programs and mission. Whether it is coaching a Hugs Cafe employ through a new skill or volunteering at one of our special events, the time and dedication that our community pours into our efforts is second to none.

Each of the Hugs Cafe Inc programs is able to save significant funds by using a combination of paid supervisors and community volunteers. This not only reduces cost, but it also creates a larger network for the Hugs Family and its many beneficiaries.

# 1,070

Shifts Worked

# 4,284

Hours Volunteers

# \$128,000

Saved In Wages





# *The Future for Hugs Cafe Inc*

The future for Hugs Cafe Inc could best be described in one word: growth! Just over a year ago, we had just a dream to expand our mission and serve more individuals. Hugs Cafe Inc is now the proud owner of the future site of our mission headquarters and home to Hugs Training Academy.

This addition of land has given us the space to create the needs to meet our growing community and its residents. We look forward to presenting our full vision and programming that will take North Texas inclusive employment to the next level.