



2023-2024 Annual Report

Dear KTA Community,

How we build resilience can transform our human experience, empowering not only ourselves but also our communities. As one of Kitchen Table Advisors' organizational values, we recognize that sharing resilience* among individuals and communities yields greater care, strength, and connection.

From creating opportunities for collective resource stewardship to increasing the accessibility of sustainably-minded products, our farmer and rancher clients have nurtured community resilience in ways that reimagine our current food system. When they've needed to channel their resilience toward hardship and crisis – whether climate events, the increasing costs of operating a small business, or the persistent weight of discrimination – we have witnessed their ingenuity and deep commitment to people and ecosystems time and again. These client experiences make us continually thoughtful about how we best tailor and align our 1:1 Business Advising and Ecosystem Building programs to small sustainable farmers and ranchers.

To support our clients' resilience, which often stems from emergent needs and looks significantly different across communities, our team at KTA is also tending to our own organizational resilience. In the three years spanning 2023 to 2025, KTA is investing in our organization to ensure we are guided by a clear and values-aligned

vision and strategy centering farmers and ranchers. Our focuses include transitioning our organizational structure, completing a program evaluation, crafting a 10-year strategic plan, and becoming our own independent nonprofit.

Through this report, we invite you to understand the resilience being cultivated both among our farmer and rancher clients as well as our team at KTA. There is always a place for each of us in this work, which we hope you will also discover within these pages. We remain grateful for the shared purpose, joy, and collaboration on this path together toward a more equitable and resilient farmer and rancher-led food system.

In community,

Anne, Carine, Erika, Favio, Federica, Gerardo, Gianna, James, Justin, Laura, Lauren, Lily, Liz, Maclovia, Maria, Marilyn, Paige, Pei-Yee, Rui Bing, Soraya, Sumi, Tania, Thomas, & Wendy

Kitchen Table Advisors

**KTA's organizational value of resilience: The capacity of ecosystems, communities, businesses, and the individuals within them to respond and adapt to the complexities of life. We build relationships and reserves of resources in order to have greater resilience.*



Coyo Organico Farm. PC-Inspira Studios

Cover Image: Induchucuiti Organic Farm & Torres Organic Farm. PC-Inspira Studios



Our 10 Year Outlook

In 2023, KTA marked [10 years](#) of co-creating a food system that uplifts farmers and ranchers' diverse identities, needs, and goals. Drawing from years of learnings alongside our communities, our staff and advisory board have been reflecting, ideating, and planning in service of strengthening KTA's vision and resilience. The following highlights represent our organizational shifts and priorities this year and beyond.

EVOLVING OUR ORGANIZATIONAL STRUCTURE

Earlier this year, [KTA transitioned to a co-executive director model](#), maintaining our staff's practice of a democratic decision-making framework while leaning into enhanced role clarity with the creation of these and other director roles. Pei-Yee Woo serves as our first Co-Executive Director of Organizational Resourcing while Lauren Schneider is our first Co-Executive Director of Program. Reflecting our core principles of shared power and leadership, our Co-ED model ensures that both our programmatic and organizational resourcing efforts are integrated into a cohesive vision and strategy that is shaped by our clients' voices.

BECOMING AN INDEPENDENT NONPROFIT

At the end of 2024, KTA will transition into a fully operational, independent 501(c)(3) nonprofit organization after a decade of partnership with our fiscal sponsor, Multiplier. As our own 501(c)(3) governed by a KTA Board of Directors, this transition will enable us to directly manage our operations, finances, and administration, allowing us to deepen our impact within the communities we support. With our strategic plan and program evaluation shaping our direction forward, we are building toward being even more responsive to our clients' needs and pursuing creative solutions to the challenges they face.



Kibo Farm. PC-Kelsey Joy Photography

EVALUATING & DESIGNING OUR PROGRAMS

KTA has a unique vantage point in 2024 to both look back at our ten years as an organization and look forward to the next decade. We are completing an evaluation of our 1:1 Business Advising by connecting directly with clients to understand their experiences within our program and how it lends to their own definitions of success. The insights from this program evaluation will inform design and delivery of our advising work in addition to how we collect data on our clients and program.



Guided by this assessment, we are charting the path for the next era of KTA's work by creating a strategic plan with a 10-year outlook. Building producer power and dismantling systemic barriers takes time. Thus, this longer horizon will offer us the landscape to transform our food system while keeping us aligned toward our vision with key goals over the 10 years. The plan is being co-developed with partners and clients, and will provide guidance on how to structure and implement our programs, acquire and allocate our resources, and measure our success. Through this visioning process, we are opening into opportunities to expand our programs to different communities and geographies while maintaining our personalized and adaptable approach to supporting producers.

BETWEEN 2013 AND 2023, KTA...

Advised **172** business owners across
119 farm and ranch businesses based
in Northern and Central California

Supported 15
**FARMERS &
RANCHERS**
to purchase land

Led or contributed to
26 REGIONAL
ECOSYSTEM BUILDING
projects unlocking land,
capital, and markets

TODAY, KTA IS...

Supporting **100** *active and alumni** farm
and ranch businesses led by **185** owners
across Northern and Central California

Leading and contributing to
13 REGIONAL
Ecosystem Building projects

*KTA defines "active" clients as farm and ranch businesses in their first three years of engagement in our 1:1 Business Advising program. Our clients become "alumni" at the start of their fourth year in our advising program.

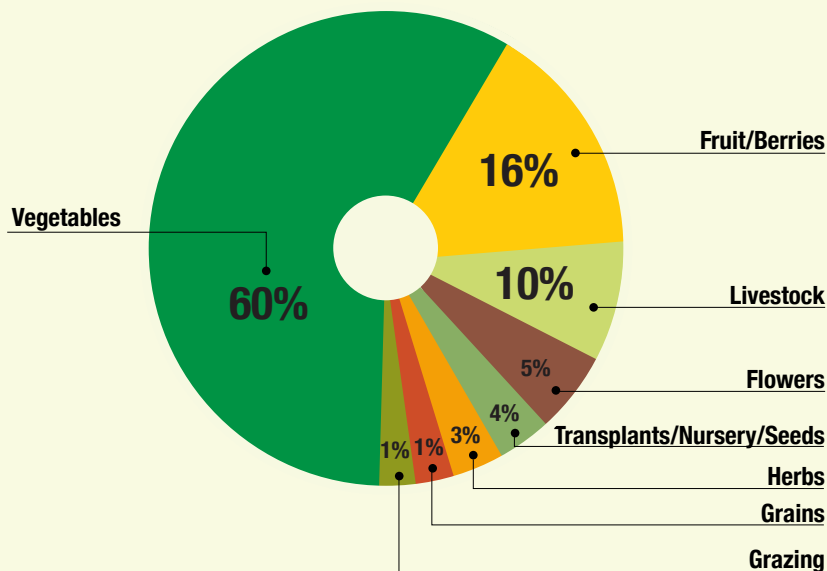


Do Right Flower Farm. PC-Natasha Lozanoff

A Client Community Defined by Values

Our farmer and rancher clients each take their own approach to operating a small business and supporting their regional communities. In the past year, some have developed and expanded food hubs, led collective land access projects, and shared their expertise in community spaces and on statewide task forces. Others have served as peer mentors, created or maintained local jobs, and provided mutual aid in times of crisis. Our clients are united in these efforts by the commitment to their values, which often center on regenerative ecosystems, equitable access to and ownership of resources, and maintaining the viability of rural communities.

Unless otherwise noted, the following information about our clients reflects 2013-2023 aggregated data for all clients participating in our 1:1 Business Advising program who have responded to our annual business assessment. In sharing these metrics and stories, we hope to connect you with our clients' journeys within local agriculture, uplifting the celebrations, uncertainties, barriers, and needs they experience.



CLIENT PRIMARY OPERATION TYPE*

**This information was initially collected at the time clients joined our advising program and is revisited annually with clients, but the focus of operations may transition over time. Primary operation type is assessed based on a client's majority of sales.*

IN 2023...

KTA clients stewarded
13,920 ACRES

of land based on last reported data. The median amount of acreage under production in a client business is 9 acres.

99% of clients actively practice environmental stewardship and/or sustainable production. Top client self-reported production practices:

Cover cropping 79%

Crop rotation 73%

Composting 70%

Hand weeding/raking 55%

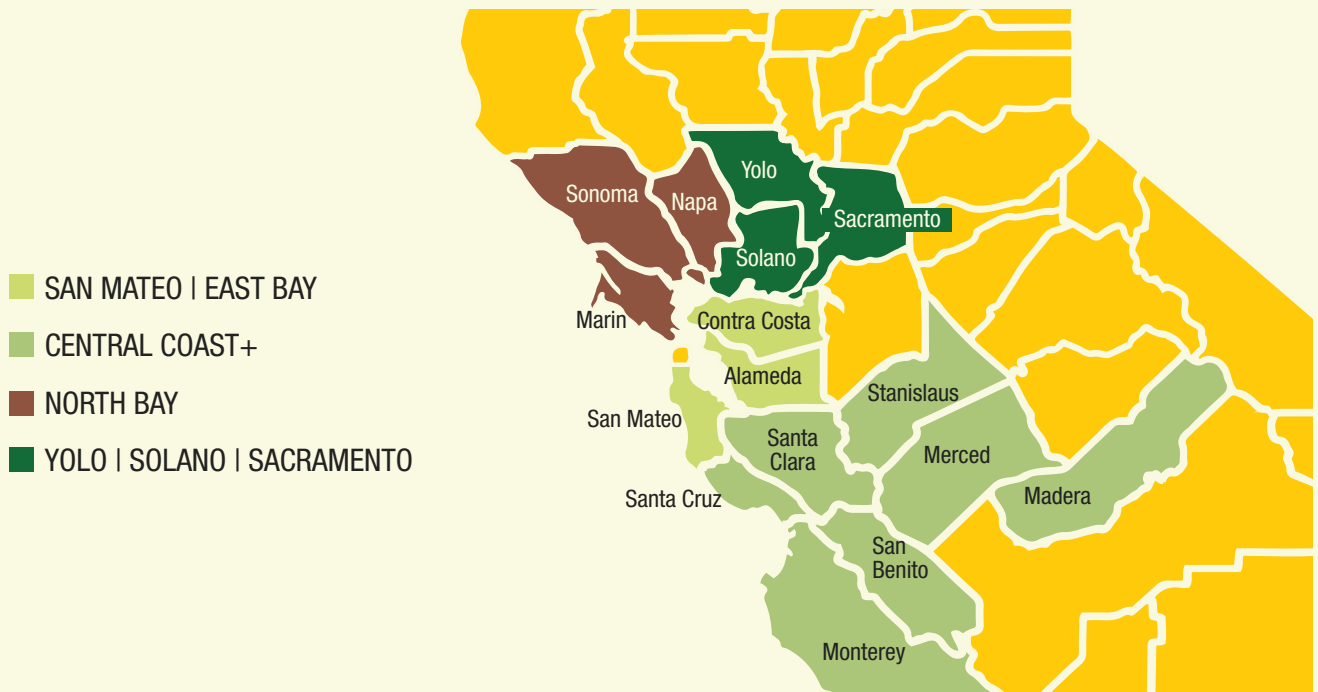
KTA clients employed
315 individuals from local communities, offering an average wage of: **\$18/hr**
This is compared to the 2023 California minimum wage of \$15.50 per hour.

51% of clients connected low-income communities with various products through local programs

Programs included Market Match, donations to local food banks, CSA boxes supporting individuals with limited access, and more.

Where Our Clients Are Located

KTA supports farmer and rancher clients in four main regions in Northern and Central California. Program staff are based in many of the same communities where our clients live and work.





Coronel Produce Organic Farm. PC-Inspira Studios

KTA prioritizes work with owners of small sustainable farms and ranches who have been excluded from resources and recognition within our food system, specifically BIPOC, women and gender nonbinary, low-income, immigrant, and LGBTQIA+ communities.

AG INSIGHT: A LACK OF DIVERSE DECISION MAKERS IN CALIFORNIA AGRICULTURE

According to the 2022 U.S. Census of Agriculture, people of color remain underrepresented as decision makers for California farms and ranches.

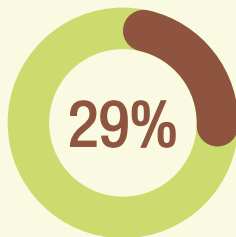
Of the total farms in the state...

- 6.7% include at least one producer who identifies as Asian
- 3.1% include at least one producer who identifies as American Indian or Alaska Native
- 0.9% include at least one producer who identifies as Black or African American
- 1.0% include at least one producer who identifies as Native Hawaiian or other Pacific Islander
- 16.9% include at least one producer who reported their ethnicity as Hispanic, Latino or Spanish origin

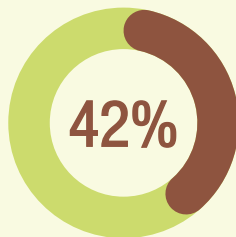
For context on the census, a producer is considered someone involved in the decision-making for a farm operation. Respondents to the census may name one race alone or a combination.

Source: [USDA NASS, 2022 Census of Agriculture](#)

BUSINESS OWNER IDENTITIES*



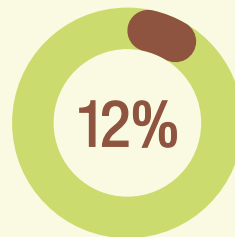
29% Monolingual Spanish Speaker



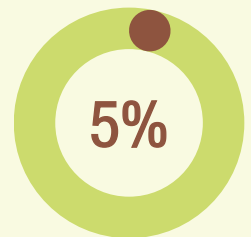
42% Immigrant



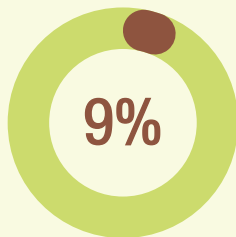
39% White



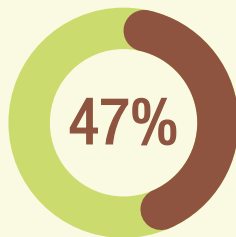
12% Asian, Pacific Islander or Desi American



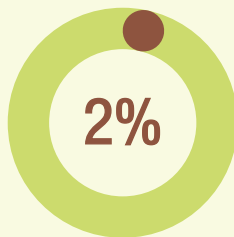
5% American Indian, Indigenous American and/or Alaska Native



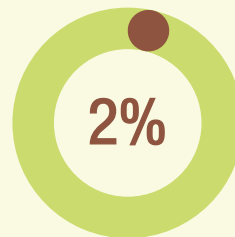
9% LGBTQIA+



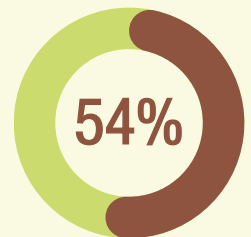
47% Hispanic, Latino/Latinx/Latine



2% Black or African American



2% South Western Asian, North African or Arab



54% Women

*In sharing this self-reported client information for our active and alumni clients, we honor that identity is fluid and intersectional for individuals, meaning this data may change over time and individuals may name multiple identities for themselves.



One-on-One Business Advising

Our bilingual Business Advising program focuses on meeting small sustainable farmers and ranchers where they're at with the tools, resources, and relationships they need to thrive. Recognizing our clients as the experts of both their businesses and broader systemic change, our advising is personalized to the needs and goals of farmers and ranchers.

WHAT IT LOOKS LIKE:

Supporting farmers and ranchers in visioning, setting up financial record-keeping systems, securing land and capital, hiring and managing employees, preparing for life transitions, navigating risk, and financial forecasting

WHAT IT LEADS TO:

More informed decision-making, improved business infrastructure and management, balance between farm and family, intergenerational wealth building

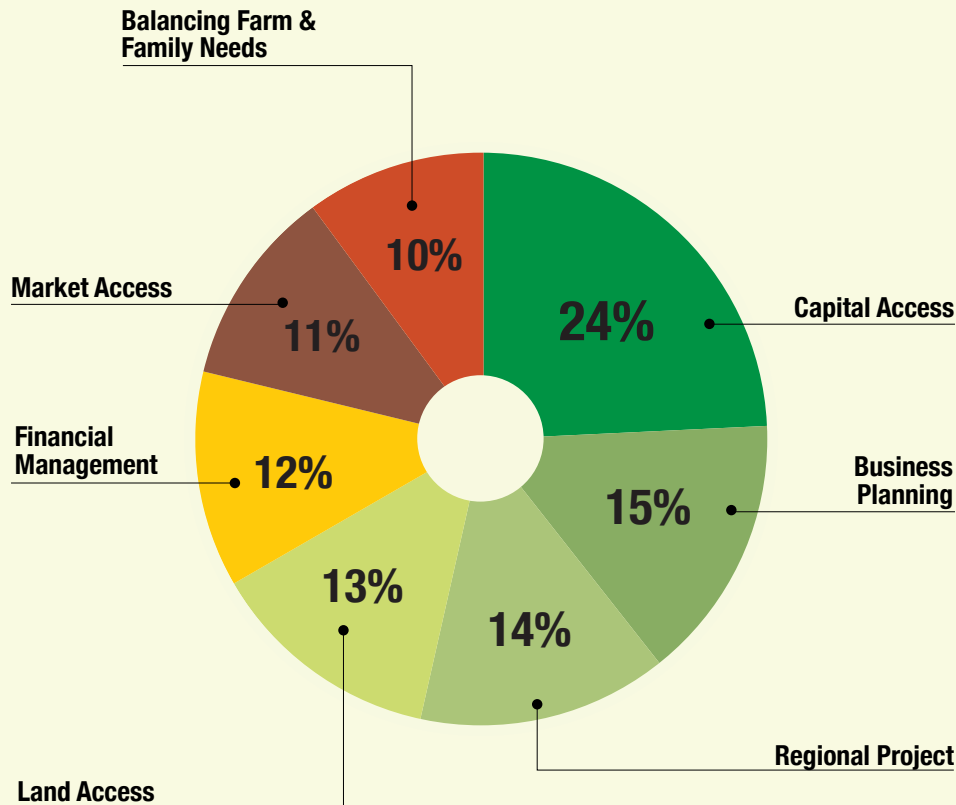
Learn More

For a deeper understanding of our advising program, visit our

[Behind an Advising Relationship feature.](#)

TOP LEARNING AREA FOCUSES IN 2023 ADVISING SESSIONS*

Our advising program is anchored in seven interrelated primary learning areas. As each client enters the program at a different point in their business journey, advisors move at the pace of trust, orienting to a client's needs and knowledge within these learning areas.



*One advising session can include more than one learning area. Among the areas highlighted, Regional Project refers to 1:1 advising work tied to an Ecosystem Building project.

IN 2023...

Clients experienced an 86% average growth in take home pay over a three-year period. On average, clients who have completed their three-year journey with us began our program with \$18,919 in take home pay per business owner from their farm or ranch business, and grew to an average of \$35,098 after three years. This number does not account for inflation.

94% of clients feel they *improved* their ability to make better business decisions in the past year

KTA staff & clients participated in 799 advising sessions *totaling 1,624 hours*

Advising staff dedicated an average of *19 hours per active client & 15 hours per alumni client*

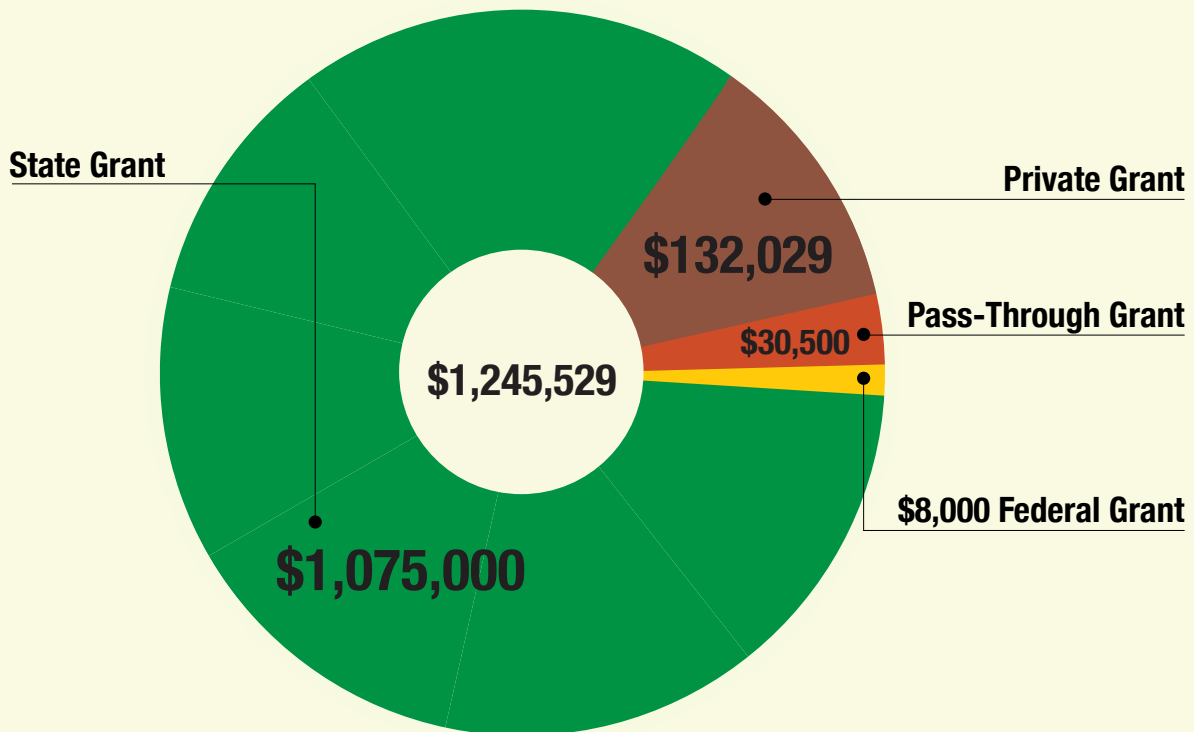
2023 Winter Storms

At the beginning of 2023, the lives and businesses of many of our clients were altered when strong storm systems left behind destroyed equipment and infrastructure, flooded fields, lost income, and even uninhabitable homes. The impacts of these climate events were devastating and lasting, pulling from clients' stores of resilience. Floods caused loss of crops and, thus, lost revenue – the residual effects of which are still being experienced by some clients in 2024. Since we started reporting the year-over-year increase in average gross income for clients, for the first time, we noted **a decrease of 6.21% between 2022 and 2023** (which includes grant and relief funding clients received). While some of this change can be attributed to a lower number of clients participating in our annual business assessment, another significant contributing factor was the damaging impacts of the storms on many clients' financial stability.



2023 WINTER STORM RELIEF FUNDS*

Relief funds that KTA supported clients in accessing between 2023-24



**Private grants refer to client-specific GoFundMe campaigns and Community Alliance with Family Farmers (CAFF) grants. Pass-through grants represent funds mobilized from KTA donors that were passed through to partner organizations, CAFF and Mandela Partners, who administered relief grants directly to KTA clients.*

KTA Client Collaboration: Aviña Organics & Barraza Farms



MARTÍN AVIÑA OF AVIÑA ORGANICS

For Martín Aviña of Aviña Organics, community and connection have always been important values in his experience as a farmer. Fostering a connection to the land felt familiar to Martín, whose family in Mexico grew wheat and corn throughout his childhood. After emigrating to California, Martín continued cultivating strong ties to agriculture as a farmworker. While working on an organic farm in Salinas, Martín was introduced to the Agriculture and Land-Based Training Association (ALBA). He began his first course at ALBA in 2016 where he started learning organic farm management to be able to launch his own operation. It was there that Martín met KTA Senior Farm Business Advisor Favio Ortiz in 2021. Together, they established a clear financial picture for his farm, improved his loan management strategy, and re-evaluated his financial goals. After graduating, Martín was able to lease 12 acres in Aromas, CA with Favio supporting his land transition. Even as his business has expanded, Martín has never lost sight of the importance of support and collaboration within the farming community, actively prioritizing knowledge-sharing and mentorship with other farmers – including fellow KTA client and ALBA alum Martín Barraza of Barraza Farms.



MARTÍN BARRAZA OF BARRAZA FARMS

Growing up in Mexico, Martín Barraza and his family produced food to sustain themselves, a practice that goes back generations in his family. It was this relationship to the land that sparked his interest in farming. Upon moving to California, Martín worked as a farmworker for six years, picking strawberries and installing irrigation systems. Longing for greater freedom and being dedicated to teaching his community about healthy, organic produce, he soon became interested in starting his own farm business. Martín joined ALBA's Organic Farm Incubator and, eventually, started Barraza Farms on two acres of land leased from ALBA. During his time at ALBA, he grew a variety of vegetables while creating valuable relationships, such as with fellow KTA client Martín Aviña of Aviña Organics.

Martín began working with KTA Senior Farm Business Advisor Favio Ortiz in 2023, developing a business plan and setting up organizational systems to prepare for his early transition out of ALBA's incubator to join Martín Aviña on his farmland. Now settled on his new parcel, Martín and Favio have turned their attention to restructuring cash flows and managing finances, focusing in particular on loan management.

Growing their businesses together at ALBA, Martín Barraza and Martín Aviña learned to manage their own farms alongside each other. As Martín Aviña transitioned from ALBA to his new farmland in Aromas, Martín Barraza offered encouragement and support. Eventually, when Martín Barraza graduated early from ALBA's incubator, Martín Aviña invited him to sub-lease 4.5 acres of his land. Their deepening collaboration and friendship has proved fruitful for both farmers. They not only farm the same land, but also exchange best practices and share equipment, tools, and knowledge. Together, Martín and Martín represent a strong support system for each other, reflecting a communal farm ownership model rooted in resilience.



Ecosystem Building

Interwoven with our 1:1 Business Advising, our Ecosystem Building program activates and supports collaborative projects that create more equitable access to land, capital, and markets for small sustainable producers. Our approach to this work is to combine values-aligned community partnerships with innovative models that center small-scale farmers and ranchers. After testing out multiple projects and approaches at the launch of the program in 2018, we're now focusing on priority initiatives that address the nuanced needs of specific producer communities by deepening our work with them.

WHAT IT LOOKS LIKE:

Thirteen community-specific projects that include new farmland ownership models, producer-owned food hubs, and a farmer-led community capital pilot

WHAT IT LEADS TO:

Greater producer power and ownership within the institutions where they have not been heard nor led decision-making

AG INSIGHT: CAPITAL ACCESS AMONG BIPOC PRODUCERS

Even when considering the low percentages of BIPOC farmers and ranchers in the U.S., the 2022 U.S. Census of Agriculture reflects that BIPOC producers receive a disproportionate amount of federal funding. More specifically, farms with at least one producer of color received less than 2% of commodity loans and Natural Resources Conservation Service (NRCS) easement program payments, and less than 5% of other federal payments (which include Farm Service Agency loans, disaster payments, other conservation programs, and other support).

For context, producers who identify as American Indian or Alaska Native, Asian, Black, Native Hawaiian or Pacific Islander, or more than one race comprise 4.6% of total U.S. producers. Producers who identify as Hispanic, Latino or Spanish origin comprise 3% of total U.S. producers.

Source: ["3 Key Takeaways from the Latest USDA Census of Agriculture"](#) by Ashley Fent of HEAL Food Alliance

Capital

THE CURRENT LANDSCAPE:

Many small-scale farmers and ranchers experience barriers to financing critical investments and obtaining working capital for their businesses. Accessing capital is inhibited by eligibility requirements, unqualified credit history, complex application processes, extended timelines to receive funds, language barriers, and how the capital is designed.

OUR FOCUS:

Secure necessary capital for farmers and ranchers while also ensuring that capital is more accessible and available at favorable terms

OUR WORK:

- Alongside Manzanita Capital Collective and Common Future, pilot a community capital model ([Fondo Solidario](#)) that places funds in the hands of Latina farmers for their stewardship
- Collaborate with partners – including Community Alliance with Family Farmers (CAFF), California FarmLink, and California Certified Organic Farmers (CCOF) – on new direct assistance opportunities
- Leverage our relationships to connect producers directly with funders

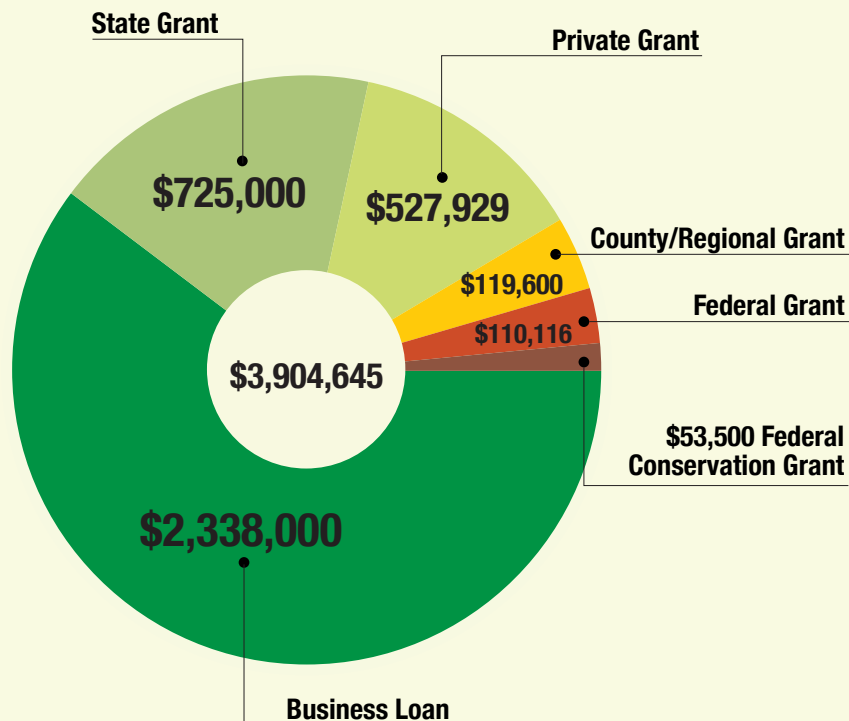
IN 2023...

*KTA supported 66 client farms and ranches in applying for **\$5.3M** in various types of business capital, including loans as well as government and private grants*

*KTA clients were awarded or approved for **\$3.9M** in various types of business capital that were applied for between 2022-23
Includes loans as well as government and private grants*

CAPITAL AWARDED OR APPROVED IN 2023

Sum of amounts received by KTA clients based on each type of capital



Markets

THE CURRENT LANDSCAPE:

Unpredictable direct-to-consumer and wholesale markets can often lead to unstable revenue streams for farmers and ranchers, positioning them as price takers. Alongside this, accessing and engaging in new market channels can come with its own set of obstacles, including relevant buyer connections, regulatory requirements, capital for start-up costs, understanding of regulatory, buyer and channel requirements, and time to invest in development.

OUR FOCUS:

Open new sales opportunities that help diversify client market channels and secure a fair price, and support clients' preparedness to sell into these channels

OUR WORK:

- Co-launch a [farmers market incubator](#) with the Agricultural Institute of Marin (AIM) and the Agriculture and Land-Based Training Association (ALBA) for BIPOC, first-generation farmers who have lacked access to direct-to-consumer market streams
- Pilot new purchasing programs
- Coach clients on market readiness
- Support the development and governance of producer-led food hubs

AG INSIGHT: FARM SHARE OF U.S. FOOD DOLLAR

On average, in 2022, U.S. farmers received 14.9 cents for raw food sales from each consumer dollar spent on domestically produced food. This is compared to the marketing share of 85.1 cents which goes to food supply chain establishments that move food to points of purchase and transform it into finished products. Between 1993 and 2022, the average farm share of each consumer dollar was 16.6 cents.

Source:

[Food Dollar Application from the USDA Economic Research Service](#)



Green Thumb Farms. PC-Nicola Parisi



Ecosystem Building Project: San Mateo Coast Food Hub

Through collaborative engagement and a focus on farmer-led solutions, the San Mateo Coast Food Hub grew out of a recognition of shared challenges facing producers on the coast. Over three years ago, KTA client Vero Mazariegos-Anastassiou of Brisa Ranch, Kathy Webster of TomKat Ranch Educational Foundation, and KTA Senior Farm Business Advisor James Nakahara began envisioning a hub to improve the viability of local farming operations on the coast. Eventually, San Mateo County's Agricultural Ombudsman Adria Arko followed by Eliza Milio rounded out the formation of a project team. The nascent goals of the hub were to create a farmer-led initiative centered on opportunities for collective aggregation, shared cold storage, and transportation in support of accessing new markets.

The project team's expertise and focus on equitable access resulted in two rounds of grant-funded efforts. Through the UC Sustainable Agriculture Research & Education Program (SAREP), they were able to fund a pilot of the Ag Markets Working Group. During this phase of the work, they convened ten local producers during five meetings to share their challenges and needs around supply chains and markets. This past fall, the project team was able to secure more funding for a second Ag Markets Working Group as part of a larger Food Hub Feasibility project, funded through USDA's Local Food Promotion Program (LFPP). The team is now in the process of conducting site feasibility assessments and formulating a business plan.

Simultaneously, KTA and the project team are also supporting Brisa Ranch in launching an aggregation pilot as part of the Farms Together program, which entails sourcing produce from BIPOC-led farms to distribute via new sales relationships with regional food banks. The pilot creates new, supportive infrastructure for producers on the coast and will inform the ongoing development of the hub, while offering a whole new group of growers access to markets at better prices than they would otherwise be able to find.

In building the San Mateo Coast Food Hub, the collective efforts of both the project team and regional producers are yielding a community resource rooted in shared needs and priorities. The impact of which is being felt not only in the economic empowerment it creates, but also in the regional network of producers that it strengthens.



Land

Longer Table Farm. PC-Kelsey Joy Photography

THE CURRENT LANDSCAPE:

The high cost of farmland and lack of smaller parcels of organic acreage are significant barriers to long-term land security. Additionally, control and ownership of farmland is being increasingly consolidated, deepening historic and current harm and inequity around land in the U.S.

OUR FOCUS:

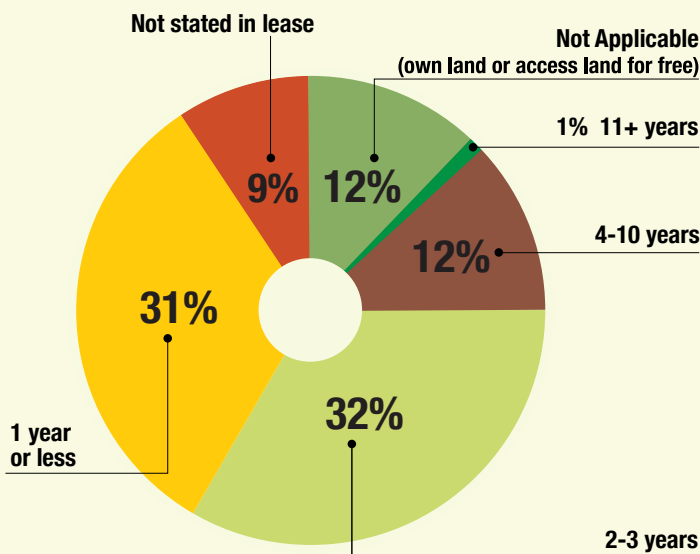
Make more, higher quality agricultural land available for both individual producers as well as groups of farmers and ranchers stewarding land collectively

OUR WORK:

- Alongside Community Alliance with Family Farmers (CAFF), Center for Land-Based Learning, and The People’s Land Fund, support a Black-led collective ([Ujamaa Farmer Collective](#)) in providing land for Black and BIPOC farmers to steward through long-term, affordable leases
- Partnering with The People’s Land Fund, Manzanita Capital Collective, Dirt Capital, and The Cultiva, experiment with a new land ownership model (Rancho Corralitos) enabling multiple Latino immigrant farmers to purchase land at a reduced cost

CLIENT LAND TENURE

Percentage of KTA clients with lease terms in each range



AG INSIGHT: A DECLINING NUMBER OF SMALL FARMS & RANCHES IN CALIFORNIA

Between 2017 and 2022, the number of farms and ranches with between 1 and 49 acres in California decreased by 13.4%. Alongside this, the number of California farms and ranches operating on 500+ acres increased by 14.1%.

Source: [USDA NASS, 2022 Census of Agriculture](#)



Ecosystem Building Project: Gohyang Seed Campus

A few years ago, KTA client Kristyn Leach of Namu Farm imparted a valuable lesson from soil biology: good ecology takes time, but careful tending fosters interactions that not only connect to each other but amplify one another. In 2023, Kristyn exemplified soil's generous lesson when launching Gohyang Seed Campus, a living seed bank of climate-resilient seeds promoting both cultural and biological diversity.

Kristyn joined KTA as a client in 2017, cultivating a variety of Asian diaspora crops. During her years in the advising program, KTA Regional Program Director Paige Phinney and Ecosystem Building Director Thomas Nelson partnered with Kristyn on securing stable land. Together, they evaluated land access opportunities, assessing both risk and the financial implications of each option before Kristyn ultimately found a parcel in Winters. On the farm, Kristyn practiced seed-saving, slowly and purposefully cultivating seeds that preserved their unique genetic code and, over generations, would yield more climate-resilient crops. This dedication led Kristyn to start Second Generation Seeds, an organization that encourages and supports growers in preserving, adapting, and breeding plants from Asian and South West Asian/North African diasporas. Second Generation Seeds offers several programs, including the Grower's Collective,

a decentralized seed network supporting cohorts of Seed Fellows, and Seed Stewards, an online and in-person community space providing seed-saving tools and resources.

From these roots, Kristyn acquired eight acres in Sonoma County last year to serve as the site for Gohyang Seed Campus, the hub that will support Namu Farm and Second Generation Seeds. The land acquisition was a radical effort, involving a clear vision and immense community support. With thought partnership and support from numerous partners – including Paige and KTA Senior Farm Business Advisor Lily Schneider, Cienega Capital, Manzanita Capital Collective, Circle of Life, The Center for Ethical Land Transition, and KTA client Farmer Mai – Kristyn fundraised the capital to make the purchase and transition the land in an equitable and ethical manner. Kristyn hopes that Gohyang will allow Second Generation Seeds to expand its network of farmers and ranchers, and also serve as a research center for various Asian diaspora crops and a community resource for agriculturalists. After her stewardship, she intends to pass Gohyang on to another like-minded land steward, creating space for someone else to contribute their vision and find land security.



Let's Be in Community

At KTA, we've long believed that the work of changing our food system happens in communities. It's led by the visions and needs of farmers and ranchers, and supported by interdependent relationships among individuals and organizations in our foodshed. If you haven't yet joined us in this work or you're looking to go deeper, **check out some of the ways you can be in community with KTA and our clients.**

KTA:

STAY IN TOUCH

Sign up for our [monthly email](#) or follow us on any of these social media platforms.

Instagram [@kitchentableadvisors](#)

Facebook [@KitchenTableAdvisors](#)

LinkedIn [Kitchen Table Advisors](#)

DONATE

Fuel our work creating a more equitable and resilient farmer and rancher-led food system with a [financial contribution](#) to KTA.

CONTRIBUTE TO OUR VISION

As we continue to craft KTA's 10-year strategic plan, we'd appreciate hearing your outlook on KTA's future. [Reach out and share any thoughts](#) that you have about our programs and the future direction of our organization.

FARMERS & RANCHERS:

LOVE LOCAL

Visit [KTA's Love Local Guide](#) to discover how to shop direct with our clients via farmers markets, farm stands, CSA programs, and more!

BUILD CLIMATE RESILIENCE

[Take action](#) in support of farmers and ranchers who are not only directly affected by climate change but are also actively working to mitigate the impacts.

SPREAD THE WORD

Share any of the above with your community so that others can learn about and take part in transforming our food system.

Our Team & Advisory Board

KTA is a team of 24 individuals bringing unique experiences and intersectional identities to our work. Together, we represent a multi-racial, majority BIPOC, and majority female team based in many of the same Northern and Central California communities as our farmer and rancher clients. We connect with our clients through shared language, culture, and experiences, both individually and as children of farm business owners, farmworkers, small business owners, immigrants, and more.

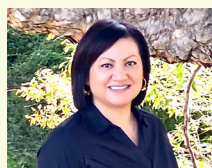
The individuals below represent our current staff and advisory board, known as our Kitchen Cabinet.



Anne Sauer
Operations Manager,
Organizational
Resourcing



Carine Hines
Senior Farm Business
Advisor, Yolo, Solano &
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Appreciations

Whether you've been here from the start or we're more recently acquainted, we couldn't do what we do at KTA without past and present staff and Kitchen Cabinet members, program partners, and [donors](#). From sharing resources to contributing leadership and wisdom to aligning program efforts, we're appreciative of all the ways that folks show up in support of small sustainable farmers and ranchers. Additionally, as we transition into our own independent nonprofit, we are thankful for the partnership and core operational support that we've received for the last decade as a project of Multiplier.

And to our farmer and rancher clients, we are continually in awe of your unique gifts and grateful to be able to witness you share them via your businesses and beyond.

WHAT DID YOU THINK?

We're always looking to grow and evolve this report. Is there anything you'd like to see more or less of? Is there something that you're particularly interested in that wasn't highlighted?

[We'd love to hear from you!](#)

Our gratitude to [Eréndira Sáenz](#) and [Tiffany Threets](#) for their respective talents in Spanish translation and graphic design. Without them, you wouldn't have had this report to read.