

## Refuge Coffee Roasting Initiative

### PROJECT

- Refuge Coffee will develop a state of the art coffee program and roasting facility to further advance the mission of vision of the company and provide more economic opportunities in the City of Clarkston.

### ESTIMATED BUDGET

- Roasting equipment - \$53,300.00
- Supplies - \$2,519.25
- Construction costs - \$57,400.00
- Total Project Costs - \$113,219.25

### IMPACT

Refuge's job training model pays generously and does not add stress to a new refugee's experience; provides an opportunity to build lasting relationships in the community; provides multi-layered ways to learn English (interacting daily with customers helps immeasurably); and celebrates the dignity of refugee neighbors by including them as drivers of the mission.

### Key goals for Refuge Include

- Employment for 6-12 trainees to operate the coffee shops and catering services. Trainees are employed full-time for 12-18 months. Trainees are compensated for their time in the classroom as well as serving customers.
- Providing a world-class barista training that includes in-depth restaurant, catering, and hospitality instruction. 100% of Refuge's trainees will achieve their ServeSafe food handler certification and 100% receive a Barista Skills Diploma for Barista Instructors annually.
- Trainees are intentionally mentored, given access to ESL classes, and are encouraged to develop a personal development plan and prepare to compete in the workplace. 60% of Refuge's trainees will take the GED and 100% will take the TOEIC Bridge test for English proficiency.
- Our roasting operation will promote sustainability by saving on the costs of wholesale beans, **providing new avenues for training employees**, and increasing marketing opportunities.