

## Vermont Everyone Eats (VEE) Restaurant Survey Report

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### Introduction and Context:

The Vermont Everyone Eats (VEE) Restaurant Survey was the first of four stakeholder-specific VEE surveys. It was administered to all participating restaurants, past and present, between April 30th, 2021 through May 15th, 2021. It sought to shed insight into:

- 1) how VEE impacted participating restaurants;
- 2) the challenges restaurants continue to face in the COVID-19 context; and
- 3) the types of support that would be most helpful to restaurants moving forward.

For additional detail on the survey and report analyses please see the "[Survey Design](#)", "[Survey Administration](#)", and "[Data Analysis](#)" sections. Please contact [Kelsea Burch](#), Administrative Coordinator, VT Everyone Eats, with any additional questions.

**Key Takeaways:**

*Insights below are informed by both quantitative and qualitative analyses of the survey data. Recommended next steps have been included for ease of action planning. Keep in mind that survey data represents a snapshot of a particular moment in time, and any next action steps based on this data should also take current conditions into account.*

Insights	Recommended Next Steps
<p><b>VEE has had a positive, stabilizing impact on participating restaurants' employment during an uncertain time.</b> Due to VEE participation:</p> <ul style="list-style-type: none"> <li>● 89% of respondents report retaining jobs and 64% report adding or expanding jobs</li> <li>● More than 400 full-time equivalents (FTEs), or ~3.7 FTEs per restaurant, have been saved, added, or expanded among respondents (this is significant as 57% of respondents employ only 1 - 5 FTEs total)</li> <li>● 46% of respondents report increasing staff wages</li> </ul>	<p><b>Continue to pitch and utilize VEE as an effective economic development program</b>, particularly should there be a resurgence of COVID-19 or should indoor dining be restricted. Consider pitching and utilizing VEE to support businesses through Vermont's low season.</p> <p><b>Check in with restaurants at a later time to gauge the longer-term business, financial, and employment impacts of VEE.</b></p>
<p><b>VEE has been essential to the business and financial health of participating restaurants during the COVID-19 crisis.</b></p> <ul style="list-style-type: none"> <li>● More than one in six (17%) respondents report that their restaurant would have permanently closed had they not participated</li> <li>● Respondents describe the program as a "lifeline" that provided much-needed stable revenue, making it possible to weather the pandemic and the low season</li> </ul>	
<p><b>Restaurants report the social benefits of VEE, both within their restaurant communities and their larger communities, as among the most important program impacts.</b></p> <ul style="list-style-type: none"> <li>● 96% of respondents report that participation led to improvements in the staff community and/or staff morale</li> <li>● 96% of respondents report that VEE provided opportunities to build or strengthen relationships with community organizations <ul style="list-style-type: none"> <li>○ 93% of Localvore respondents report that VEE provided opportunities to build or strengthen relationships with community</li> </ul> </li> </ul>	<p><b>Continue to emphasize the important social role that VEE plays in our communities and food system as a mutually beneficial community building program</b> (in addition to an emergency feeding response program and an economic development program).</p> <p><b>As Vermont continues to "open up", gauge how important/felt these social benefits continue to be</b> (e.g. were they felt more during lockdown, or do</p>

<p>organizations (a negligible percentage point difference, particularly given the much smaller sample size)</p> <ul style="list-style-type: none"> <li>● In their open-ended comments, 20 respondents praise VEE for mutually benefitting restaurants, farmers, and communities</li> </ul>	<p>they continue to be just as important even as communities, in general, have more access to socialization).</p>
<p><b>VEE has been instrumental in developing and strengthening supply chain relationships within Vermont’s food system.</b></p> <ul style="list-style-type: none"> <li>● 95% of respondents report that VEE provided opportunities to build or strengthen relationships with local farmers/food producers</li> </ul>	<p><b>Continue to leverage VEE as a means of developing supply chain relationships and increasing local spending</b> within Vermont’s food system.</p> <p><b>Continue to pitch the role of farmers and food producers as an important part of the VEE story.</b></p>
<p><b>There is marked restaurant support - and need - for VEE to continue.</b></p> <ul style="list-style-type: none"> <li>● 99% of respondents would participate in VEE again</li> <li>● Of the five types of support that restaurants most frequently report would be helpful moving forward (both in the short and longer terms), three are key pillars of VEE, including: <ul style="list-style-type: none"> <li>○ income/subsidization to provide community meals</li> <li>○ economic relief</li> <li>○ opportunities to connect with local community organizations</li> </ul> </li> </ul>	<p><b>Continue championing VEE as one of the most effective forms of restaurant support</b> during both short-term crisis AND longer-term economic recovery.</p> <p><b>Continue exploring sustainable funding sources and structures for VEE</b>, including a subsidized/shared meal cost model.</p>
<p><b>Restaurants are experiencing significant, crisis-level staffing challenges statewide and need support reaching, hiring, and retaining a workforce.</b> Among respondents:</p> <ul style="list-style-type: none"> <li>● About three in four (75%) report experiencing staffing challenges and more than half (57%) report experiencing more staffing challenges than usual</li> <li>● A lack of back of house applicants is the biggest challenge</li> <li>● Challenges are more severe for larger restaurants</li> <li>● The most commonly perceived barriers to staff retention and/or recruitment in the open-ended comments include:</li> </ul>	<p><b>Recognize and further investigate these crisis-level staffing challenges</b> by pursuing research to better understand business level staffing needs and workforce level employment needs</p> <p><b>Leverage the coalition of VEE stakeholders to collaborate and innovate solutions</b> to these challenges</p> <p>Consider <b>convening a forum of</b></p>

<ul style="list-style-type: none"> <li>○ unemployment benefits (32 respondents)<sup>1</sup></li> <li>○ a limited, competitive restaurant labor pool (22 respondents)</li> <li>○ restaurant hours (nights/weekends, part-time etc.) (13 respondents)</li> <li>○ inability to offer benefits (12 respondents)</li> <li>○ inability to offer competitive wages (12 respondents)</li> <li>○ a general lack of desire to work for various reasons (10 respondents)</li> <li>● Almost three in four (74%) would participate in a workforce development program (WFD). Those respondents report that new workforce training for back of house and recruitment/placement activities would be the most helpful types of WFD programming</li> <li>● Guidance reaching, hiring and/or retaining a workforce would be among the most helpful types of restaurant support in both the short and longer terms</li> </ul>	<p><b>restaurants that are using alternative business models and practices to solve for staffing challenges</b>, to share their expertise and experiences with other restaurants</p> <p><b>If VEE continues:</b></p> <ul style="list-style-type: none"> <li>● <b>spend the low season strategizing how to best support restaurants in reaching, hiring, and retaining a workforce</b> for the upcoming high season</li> <li>● <b>promote partner programs that are already providing back of house training</b>, such as Community Kitchen Academy</li> </ul> <p><b>If alternate programming such as WFD is pursued, partner with restaurants to develop programming that emphasizes back of house training and addresses the barriers to recruitment and retention</b> (e.g. caregiving support, alternate compensations models, career laddering etc.)</p>
<p><b>VEE improved restaurant business visibility, and with its statewide reach, may be uniquely positioned to provide restaurants with the additional marketing and publicity support they are requesting.</b></p> <ul style="list-style-type: none"> <li>● 95% of respondents report that participation improved their restaurant’s visibility</li> <li>● In both the short and longer terms, respondents report that marketing and publicity opportunities would be among the most helpful types of restaurant support</li> </ul>	<p><b>If VEE continues consider:</b></p> <ul style="list-style-type: none"> <li>● <b>creating a more regular cadence of statewide and regional communications that highlight participating restaurants</b></li> <li>● providing <b>visual signage</b> to restaurants, <b>acknowledging</b> them as <b>VEE restaurants</b></li> <li>● Hiring a consultant to <b>provide a marketing workshop for restaurants</b></li> </ul> <p><b>If alternate programming is developed to support restaurants:</b></p> <ul style="list-style-type: none"> <li>● <b>emphasize publicity</b></li> </ul>

<sup>1</sup> Enhanced unemployment benefits provided in response to COVID-19 were still available at the time of survey administration.

	<p><b>opportunities</b></p> <ul style="list-style-type: none"> <li>● consider providing restaurants <b>training to improve their marketing skills</b></li> </ul>
<p><b>While quantitative data indicates flexibility regarding future programming meal price, qualitative data indicates concerns if there were changes.</b></p> <ul style="list-style-type: none"> <li>● Almost half (47%) of respondents would consider participating at a price point of \$7 - \$8</li> <li>● In their open-ended comments, respondents express concern about the rising cost of ingredients and overhead, and about the quality of meal they could provide at a lower price-point</li> </ul>	<p><b>Carefully consider the pros and cons of changing the meal price for future program iterations</b>, understanding that a lowered price would likely mean lower-quality meals, which may in turn negate or limit the social benefits of the program (e.g. improved morale, often experienced as pride amongst restaurant staff, and the dignity experienced by meal participants). Factor current conditions (e.g. ingredient costs, packaging costs, etc.) into decision-making.</p> <p><b>If the price per meal is lowered, pair this change with strategies to maintain meal quality and profit-margins</b> (e.g. emphasizing easy prep meals that are well-liked, guaranteeing larger meal quantities, state-level tax breaks for providing community meals, local ingredient purchasing incentives etc.)</p>

### **Findings:**

*Quantitative data points representing a sample size of less than five have been suppressed 1) to protect respondent identity; and 2) due to statistical insignificance. These cells are indicated with **gray shading**. In some instances where appropriate, sample sizes have been combined to enable reporting.*

### **General Restaurant Respondent Information**

- **Almost half** (110, or 45%) of restaurants that have participated in VEE responded to the survey<sup>2</sup>
- **More than half** (59, or 54%) of restaurant respondents **started participating in VEE at the start of programming** in September - October, 2020, **and more than half** (63, or 57%) of restaurant respondents **represent small restaurants**, as gauged by employment levels (1 - 5 Full-Time Equivalents, or FTEs, employed)

<sup>2</sup> This figure is calculated based on restaurant participants to-date at the time of survey administration.

- This sample size is representative of all participants in terms of start date as most onboarding occurred during the first few months of programming (with gradual onboarding thereafter)
- As VEE did not collect employment level data from all participants, and employment levels have been fluctuating during the pandemic, it is difficult to determine how representative this sample size is of all restaurant participants in terms of size
- **Almost all (108, or 98%) restaurant respondents were still participating in VEE at the time of survey administration**
  - This sample size is representative as very few restaurants had stopped program participation
- **Restaurants from all 14 Vermont counties and all 14 community hubs responded** to the survey
- **Almost four out of five respondents are affiliated with the the following six community hubs:** Localvore, Brattleboro, Rutland, Chittenden/Franklin/Grand Isle, Central VT, and Springfield/Chester
  - This sample size is relatively representative of restaurant participants overall, as the restaurants at these hubs have produced nearly 78% of all meals distributed in 2021

VEE Participation Start	# Restaurants	% Restaurants
September - October 2020	59	54%
November - December 2020	19	17%
January - February 2021	21	19%
March - April 2021	11	10%

Restaurant Size (as Gauged by Employment Levels in # of FTEs)	# Restaurants	% Restaurants
1 - 5	63	57%
6 - 10	24	22%
11 - 20	17	15%
21+*	6	6%

*\*The n sizes for restaurants with larger employment levels were too small to report, so they have been combined as "21+"*

Community Hub Name	# Restaurants
Localvore	30
EE! Brattleboro & Beyond	18
Rutland/Vermont Farmers Food Center	14
EE Chittenden, Franklin, and Grand Isle Counties	13
EE of Central VT	11
Springfield Family Center/Chester Helping Hands	10
Upper Valley EE (UVEE)/Vital Communities	6
Bennington County EE (BCEE)/The Collaborative	5
Deerfield Valley/Shires Housing/WilmingtonWorks	5
Center for an Agricultural Economy	
Middlebury/Charter House Coalition	
Green Mountain Farm to School/RuralEdge	
Northeast Kingdom Community Action (NEKCA)	
Vergennes - Bar Antidote & Boys and Girls Club of Greater Vergennes	
<i>TOTAL Respondents All Hubs</i>	<i>110*</i>

*\*Some restaurants are affiliated with more than one hub*

### **Restaurant Employment Impact**

- **Almost nine out of ten (98, or 89%) restaurant respondents report retaining jobs** due to their participation in VEE
  - In their open-ended comments, ten restaurant respondents reiterate that VEE helped keep staff employed and paid:
    - “Everyone Eats has provided the consistent income everyday to allow us to...provide guaranteed hours.”
    - “We have been able to retain all of our employees for the same hours as pre-pandemic.”
- Among restaurant respondents, **almost 300 FTE restaurant jobs were saved due to VEE** (and this figure is likely substantially higher among all participating restaurants)
  - Among restaurants reporting jobs saved due to VEE participation, **on average, almost three FTEs per restaurant were saved**
    - **This average is significantly higher for the largest restaurants** (more than eight FTEs saved per restaurant of those with 21+ FTEs)

- **More than three out of five (65, or 64%) restaurant respondents report adding or expanding jobs** due to their participation in VEE
  - **A significantly higher proportion of the larger restaurants report adding or expanding jobs due to VEE** (94% of those with 11 - 20 FTEs and 83% of those with 21+ FTEs)
- Among restaurant respondents, **~125 FTE restaurant jobs were added or expanded due to VEE** (and this figure is likely substantially higher among all participating restaurants)
  - Among restaurants reporting jobs added or expanded due to VEE participation, **on average, almost two FTEs per restaurant were added or expanded**
    - **This average is higher for the largest restaurants** (almost four FTEs added or expanded per restaurant of those with 21+ FTEs)
- **Almost half (51, or 46%) of restaurant respondents report that VEE enabled them to increase staff wages**
  - Restaurant respondents that started participating in VEE between September - December 2020 were more than twice as likely (55%) to have been able to increase staff wages than those that started participating in VEE between January - April 2021 (25%)
- **Restaurant respondents also report that VEE enabled them to offer staff bonuses (17, or 15%) and offer other staff benefits (15, or 14%)**

<b>Restaurant Participation Start Date</b>	<b># Restaurants Report Retaining Jobs Due to VEE</b>	<b>% of Restaurants Report Retaining Jobs Due to VEE (of those of same start date)</b>
<i>All</i>	98	89%
<i>Started Sept - Dec 2020</i>	70	90%
<i>Started Jan - April 2021</i>	28	88%
Started Sept - Oct 2020	54	92%
Started Nov - Dec 2020	16	84%
Started Jan - Feb 2021	18	86%
Started March - April 2021	10	91%



<b>Restaurant Participation Start Date</b>	<b>Total # FTEs Retained Due to VEE</b>	<b>Avg. # FTEs Retained/Restaurant Due to VEE (amongst those that retained jobs)</b>
<i>All</i>	278.4	2.8
<i>Started Sept - Dec 2020</i>	228.4	3.3
<i>Started Jan - April 2021</i>	50.0	1.8
Started Sept - Oct 2020	180.9	3.3
Started Nov - Dec 2020	47.5	3.0
Started Jan - Feb 2021	31.0	1.7
Started March - April 2021	19.0	1.9

<b>Restaurant Size (as Gauged by Employment Levels in # of FTEs)</b>	<b># Restaurants Report Retaining Jobs Due to VEE</b>	<b>% of Restaurants Report Retaining Jobs Due to VEE (of those of same size)</b>
<i>All</i>	98	89%
1 - 5	53	84%
6 - 10	24	100%
11 - 20	15	88%
21+	6	100%

<b>Restaurant Size (as Gauged by Employment Levels in # of FTEs)</b>	<b>Total # FTEs Retained Due to VEE</b>	<b>Avg. # FTEs Retained/Restaurant Due to VEE (amongst those that retained jobs)</b>
<i>All</i>	278.4	2.8
1 - 5	122.6	2.3
6 - 10	50.0	2.1
11 - 20	56.8	3.8
21+	49.0	8.2

<b>Restaurant Participation Start Date</b>	<b># Restaurants Report Adding or Expanding Jobs Due to VEE</b>	<b>% of Restaurants Report Adding or Expanding Jobs Due to VEE (of those of same start date)</b>
<i>All</i>	65	64%
<i>Started Sept - Dec 2020</i>	49	67%
<i>Started Jan - April 2021</i>	16	57%
Started Sept - Oct 2020	36	64%
Started Nov - Dec 2020	13	76%
Started Jan - Feb 2021	10	56%
Started March - April 2021	6	60%

<b>Restaurant Participation Start Date</b>	<b>Total # FTEs Added or Expanded Due to VEE</b>	<b>Avg. # FTEs Added or Expanded/Restaurant Due to VEE (amongst those that added/expanded jobs)</b>
<i>All</i>	125.5	1.9
<i>Started Sept - Dec 2020</i>	102	2.1
<i>Started Jan - April 2021</i>	23.5	1.5
Started Sept - Oct 2020	74.5	2
Started Nov - Dec 2020	27.5	2.1
Started Jan - Feb 2021	16.5	1.7
Started March - April 2021	7	1.2

<b>Restaurant Size (as Gauged by Employment Levels in # of FTEs)</b>	<b># Restaurants Report Adding or Expanding Jobs Due to VEE</b>	<b>% of Restaurants Report Adding or Expanding Jobs Due to VEE (of those of same size)</b>
<i>All</i>	65	64%
1 - 5	31	49%
6 - 10	13	57%
11 - 20	16	94%
21+	5	83%

Restaurant Size (as Gauged by Employment Levels in # of FTEs)	Total # FTEs Added or Expanded Due to VEE	Avg. # FTEs Added or Expanded/Restaurant Due to VEE (amongst those that retained jobs)
All	125.5	1.9
1 - 5	43.3	1.4
6 - 10	29.0	2.2
11 - 20	34.3	2.1
21+	19.0	3.8

Specific Employee Benefits Enabled by VEE Participation	# All Restaurants	% of All Restaurants	% of Restaurants that Started Sept - Dec 2020	% of Restaurants that Started Jan - April 2021
Increased staff wages	51	46%	55%	25%
Offered staff bonuses	17	15%	17%	
Offered other staff benefits	15	14%	10%	22%
None of the above changes have been made	32	29%	22%	47%

### **Restaurant Financial/Business Impact**

- **More than one out of six (19, or 17%) restaurant respondents report that their restaurant would have permanently closed had they not participated in VEE.** In the open-ended comments:
  - **21 respondents reiterate that VEE has been imperative to their business' health, helping them to stay open:**
    - "This program has been a lifeline for us when 100% of our business disappeared overnight."
    - "Everyone Eats has made it possible for our restaurant to not only make it through the pandemic, but has helped us get to a better place than we would have otherwise."
  - **16 respondents report that VEE has provided a much needed, stable revenue source:**
    - "It truly helped keep our bills paid in such a time of need."
    - "It has allowed for a 'steady' income in a very unstable time."
  - **6 respondents report that VEE provided financial security during the low season:**
    - "The program has greatly helped get us through a slow winter season."

Restaurant Participation Start Date	# Restaurants Believe They Would Have Permanently Closed W/Out VEE Participation	% of Restaurants Believe They Would Have Permanently Closed W/Out VEE Participation (of those of same start date)
All	19	17%
Started Sept - Dec 2020	15	19%
Started Jan - April 2021		

### ***Other Restaurant Impact: Community/Relationships, Staff Morale, Visibility***

- Of other benefits restaurants experience, **respondents most strongly agree that program participation provided** their restaurant with **opportunities to build or strengthen relationships with community organizations** (61% strongly agreed and 96% agreed or strongly agreed)
  - Respondents participating through Localvore also strongly agree that program participation provided opportunities to build or strengthen relationships with community organizations (59% strongly agreed and 93% agreed or strongly agreed)
- Respondents also overwhelmingly agree that **program participation provided** their restaurant with **opportunities to build or strengthen relationships with Vermont farmers and/or food producers** (95% agreed or strongly agreed)
- In their open-ended comments, restaurant **respondents reiterate the impact that VEE has had in their communities and relationships**, more specifically, they report that:
  - **VEE is mutually beneficial for restaurants, farmers, and the community** (20 respondents):
    - “This program is seamless and touches so many in need. Restaurants, farmers and hungry Vermonters. This is one of the most brilliant programs that I’ve ever been involved in.”
  - **Participation in VEE generated a sense of appreciation and good will among meal participants and their communities at large** (8 respondents):
    - “I have a lot of people come and talk to me, so happy that we are doing EE!”
  - **VEE strengthened their community and increased solidarity** (6 respondents):
    - “It's been a wonderful way to...build stronger community connections.”
- **Respondents also very strongly agree that program participation led to improvements in the staff community and/or staff morale** (56% strongly agree and 96% agree or strongly agree)
  - In their open-ended comments 13 restaurant respondents reiterate that VEE increased workplace morale, specifically because:
    - “The program has installed a sense of pride for the employees.”
    - “It gave my staff a mission, hope. On the slower days we were busy, scratch cooking, being a kitchen again.”
- Restaurant **respondents** also overwhelmingly **agree that program participation increased their restaurant’s visibility** (95% agree or strongly agree)

- In their open-ended comments six restaurant respondents reiterate that VEE increased restaurant foot traffic and/or expanded their customer base:
  - “The program has been great for expanding to customers who hadn't been into our restaurant.”

Agreement/Disagreement with Statements Regarding VEE (For All Hubs Unless Otherwise Noted):	n size	Strongly Agree or Agree	Strongly Agree	Agree	Disagree	Strongly Disagree
Participation provided your restaurant with opportunities to build or strengthen relationships with community organizations	110	96%	61%	35%		
Participation provided your restaurant with opportunities to build or strengthen relationships with community organizations ( <i>Localvore ONLY*</i> )	29	93%	59%	34%		
Participation led to improvements in the staff community and/or staff morale.	110	96%	56%	40%		
Participation provided your restaurant with opportunities to build or strengthen relationships with Vermont farmers and/or food producers.	110	95%	44%	52%	5%	
Participation has increased restaurant visibility (e.g. has helped your restaurant reach new customers or new job applicants).	110	95%	43%	52%	5%	

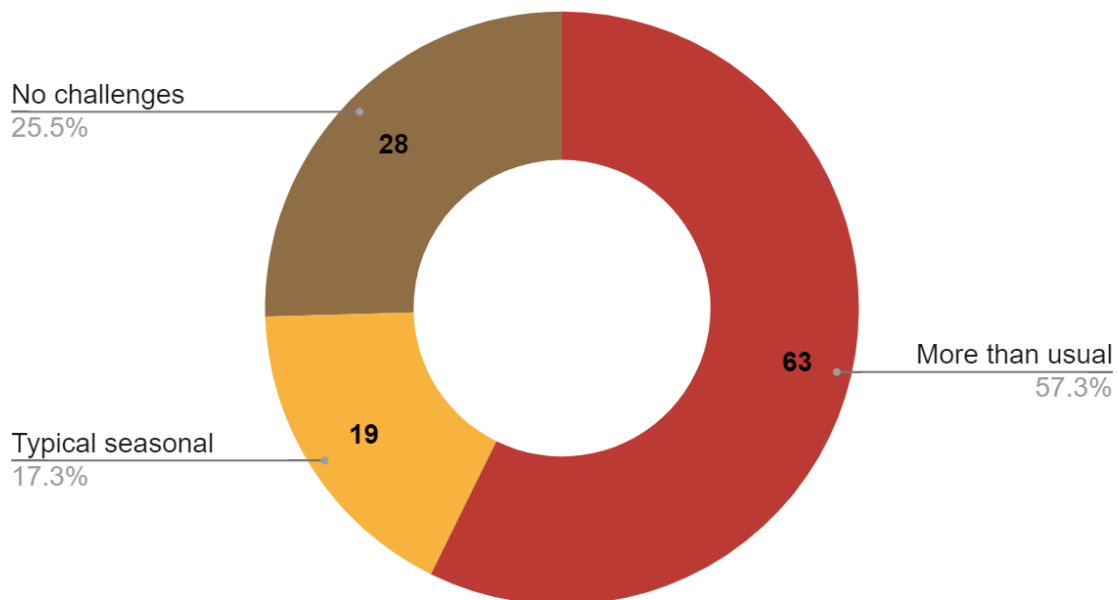
*\*Responses to this statement were disaggregated for Localvore because of its unique distribution structure through a mobile application*

### **Restaurant Challenges**

- **Almost six out of ten restaurant respondents (63, or 57%) report experiencing more staffing challenges than usual.**
  - **These staffing challenges are significantly more pronounced for the largest restaurants (83% of those with 21+ FTEs report experiencing more staffing challenges than usual) as compared to the smallest restaurants (44% of those with 1 - 5 FTEs report experiencing more staffing challenges than usual)**

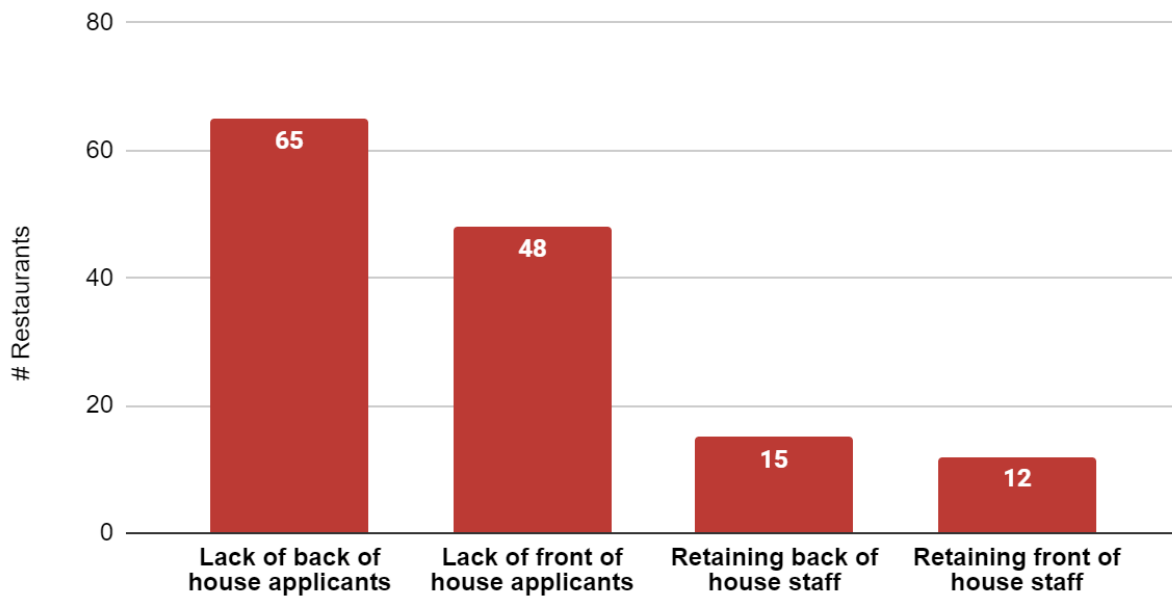
- Of restaurant respondents experiencing staffing challenges (typical seasonal or more than usual), **almost four out of five (65, or 79%) report a lack of back of house applicants.** Of these:
  - **All (6) of the largest restaurants (those with 21+ FTEs) report a lack of back of house applicants**
- Of restaurant respondents experiencing staffing challenges (typical seasonal or more than usual), **almost three out of five (48, or 59%) report a lack of front of house applicants**
- In their open-ended comments, **restaurant respondents perceive the following as barriers to staff retention and/or recruitment:**
  - **unemployment benefits** (32 respondents)
  - **a limited and competitive restaurant labor pool** (22 respondents)
  - **restaurant hours** - nights/weekends, part-time etc. (13 respondents)
  - **inability to offer benefits** (12 respondents)
  - **inability to offer competitive wages** (12 respondents)
  - **a general lack of desire to work for various reasons** (10 respondents)

### Restaurants Experiencing Staffing Challenges



Restaurants Experiencing Staffing Challenges (by Restaurant Size)	All	All	Of Those w/ 1 - 5 FTEs	Of Those w/ 6 - 10 FTEs	Of Those w/ 11 - 20 FTEs	Of Those w/ 21+ FTEs
Yes, we are experiencing more staffing challenges than usual	63	57%	44%	75%	71%	83%
Yes, we are experiencing typical seasonal staffing challenges	19	17%	19%			
No, we are not experiencing staffing challenges	28	25%	37%			

### Types of Staffing Challenges Restaurants Report Experiencing



<b>Types of Staffing Challenges Restaurants are Experiencing</b> (by Restaurant Size - amongst those that report challenges)	<b>All</b>	<b>All</b>	<b>Of Those w/ 1 - 5 FTEs</b>	<b>Of Those w/ 6 - 10 FTEs</b>	<b>Of Those w/ 11 - 20 FTEs</b>	<b>Of Those w/ 21+ FTEs</b>
Lack of back of house applicants	65	79%	70%	86%	86%	100%
Lack of front of house applicants	48	59%	53%	68%	57%	
Retaining back of house staff	15	18%	15%			
Retaining front of house staff	12	15%	13%			
None of the above						

### **Restaurant Support**

#### **Future VEE Programming**

- Restaurant **respondents overwhelmingly report that they would like VEE to continue**
  - **99% report that they would participate again;** and
  - In their open-ended comments, six respondents explicitly reiterate that they would like to see the program continue:
    - “This program is imperative to the health of our business. I hope it is allowed to continue until businesses are up to 100% pre-covid operation.”
    - “I feel that there is substantial need for this program. People are still struggling and will continue to face difficulties.”
- If future programming needed to adjust the price paid per meal due to funding changes, **more than three out of four (84, or 77%) restaurant respondents reported that they would consider participating at a price point of \$9 - \$10/meal and almost half (51, or 47%) would consider participating at a price point of \$7 - \$8/meal**
  - **Using plainer, less-expensive ingredients is the condition respondents cite most commonly that would enable them to participate at a lower price per meal (5 respondents)**
- Despite most respondents indicating meal price flexibility, in their open-ended comments, **some expressed concerns about a lower price per meal, including:**
  - **the rising cost of ingredients** (9 respondents)
  - **the rising cost of other overhead** - employee wages, cooking gas, liabilities, containers etc. - (7 respondents)
  - **the quality of the meal they would be able to provide** (5 respondents):



- “We build a great meal for the people. Lowering the price would affect the quality of the food.”
- “I’m not sure what quality meal I could prepare for a lower price than \$9 or \$10.”

<b>Meal Price Points Restaurants Would Consider (by Restaurant Size)</b>	<b>All</b>	<b>All</b>	<b>Of Those w/ 1 - 5 FTEs</b>	<b>Of Those w/ 6 - 10 FTEs</b>	<b>Of Those w/ 11 - 20 FTEs</b>	<b>Of Those w/ 21+ FTEs</b>
My restaurant is interested in donating free meals to the community	16	15%	15%		31%	
\$3 - \$4 per meal	8	7%				
\$5 - \$6 per meal	22	20%	26%		31%	
\$7 - \$8 per meal	51	47%	55%	38%	50%	0%
\$9 - \$10 per meal	84	77%	76%	83%	75%	100%

### ***Other Programming/Support***

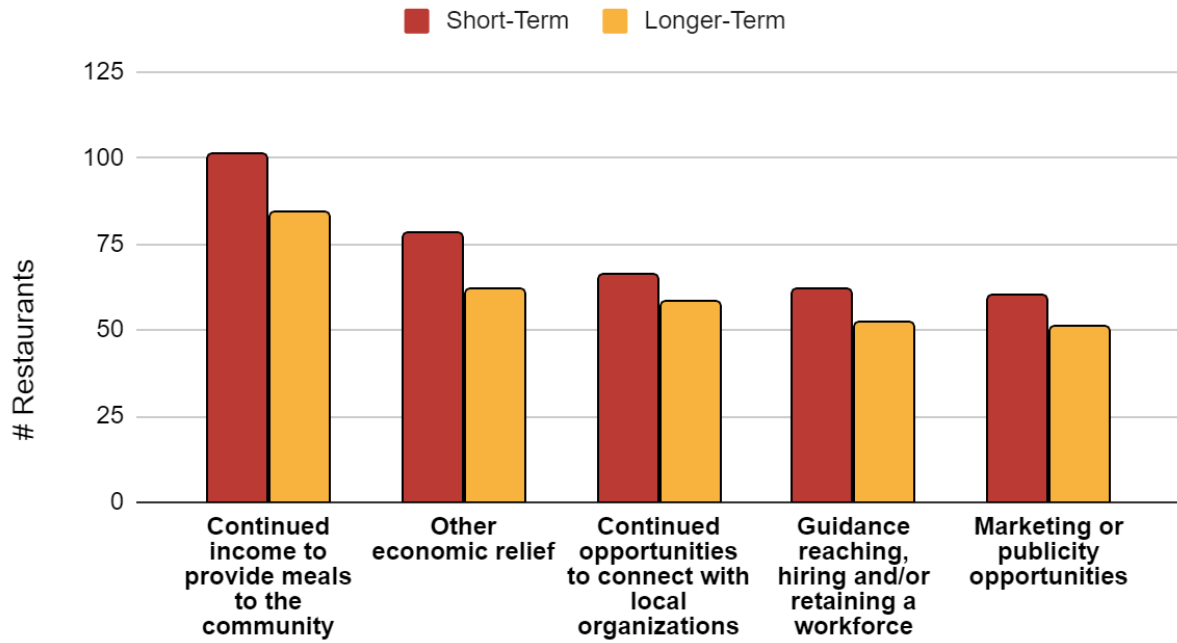
- **Almost three out of four (80, or 74%) restaurant respondents report that they would consider participating in a Workforce Development (WFD) program.** Of those:
  - **All (6) of the largest restaurants (those with 21+ FTEs) would consider participating in a WFD program, whereas about three out of five (38, or 62%) of the smallest (those with 1 - 5 FTEs) restaurants would consider participating**
  - Respondents report that **new workforce training for back of house/food preparation skills (60, or 75%) and recruitment/placement activities (49, or 61%) would be the most helpful** types of WFD programming
- **In both the short-term (next 12 months) and longer-term (mid-2022 and beyond), respondents most frequently report that continued income or subsidization to provide meals to the community would be helpful**
  - **More than nine out of ten (101, or 92%) restaurant respondents report that continued income or subsidization to provide meals to the community would be helpful in the short-term (next 12 months)**
  - **More than three out of four (84, or 76%) restaurant respondents report that continued income or subsidization to provide meals to the community would be helpful in the longer-term (mid-2022 and beyond)**
- In order of frequency, **other support that respondents most often report would be helpful in the short-term (next 12 months) include:**
  - **other economic relief** via grants or government funded programs (78, or 71%);

- continued **opportunities to connect with local community organizations** (66, or 60%);
- **guidance reaching, hiring, and/or retaining a workforce** (62, or 56%); and
- marketing or **publicity opportunities** (60, or 55%)
- In lesser frequency and slightly varying order, **other support that respondents most often report would be helpful in the longer-term** (mid-2022 and beyond) **is the same as the short-term** (next 12 months):
  - continued **opportunities to connect with local community organizations** (62, or 56%);
  - marketing or **publicity opportunities** (58, or 53%);
  - **other economic relief** via grants or government funded programs (52, or 47%); and
  - **guidance reaching, hiring, and/or retaining a workforce** (51, or 46%)

Restaurants that Would Consider Participating in a WFD Program (by Restaurant Size)	# Restaurants	% Restaurants (of those of same size)
All	80	74%
1 - 5 FTEs	38	62%
6 - 10 FTEs	21	88%
11 - 20 FTEs	15	88%
21+ FTEs	6	100%

Types of WFD Programming that Would Be Helpful (by Restaurant Size - amongst those that would consider participating in WFD)	All	All	Of Those w/ 1 - 5 FTEs	Of Those w/ 6 - 10 FTEs	Of Those w/ 11 - 20 FTEs	Of Those w/ 21+ FTEs
New workforce training: Back of house/food preparation skills	60	75%	76%	76%	67%	83%
Recruitment/placement activities	49	61%	47%	71%	87%	
Food industry career planning services	36	45%	42%	57%	40%	
Retention and advancement skills training	32	40%	37%	48%	40%	
New workforce training: Managerial skills	30	38%	37%	38%	40%	

## Support Restaurants Most Frequently Report Would Be Helpful



<b>Support Restaurants Report Would be Helpful Short-Term</b> (next 12 months - by Restaurant Size)	<b># Restaurants</b>	<b>% Restaurants</b>	<b>Of Those w/ 1 - 5 FTEs</b>	<b>Of Those w/ 6 - 10 FTEs</b>	<b>Of Those w/ 11 - 20 FTEs</b>	<b>Of Those w/ 21+ FTEs</b>
Continued income or subsidization to provide meals to the community	101	92%	97%	88%	94%	
Other economic relief via grants or government funded programs	78	71%	68%	83%	69%	
Continued opportunities to connect with local community organizations	66	60%	59%	71%	50%	
Guidance reaching, hiring and/or retaining a workforce	62	56%	44%	71%	81%	
Marketing or publicity opportunities	60	55%	60%	42%	56%	
Guidance sourcing local ingredients	42	38%	40%	33%	31%	
Improved access to affordable capital (e.g. affordable loans)	40	36%	35%	33%	44%	
Guidance using reusable packaging	36	33%	35%	25%	38%	
Policy advocacy at the state or federal level	36	33%	24%	46%	44%	
Guidance navigating and/or implementing safety precautions	14	13%	11%			
None of the above	0	0%	0%	0%	0%	0%

<b>Support Restaurants Report Would be Helpful Longer-Term</b> (mid-2022 and beyond - by Restaurant Size)	<b># Restaurants</b>	<b>% Restaurants</b>	<b>Of Those w/ 1 - 5 FTEs</b>	<b>Of Those w/ 6 - 10 FTEs</b>	<b>Of Those w/ 11 - 20 FTEs</b>	<b>Of Those w/ 21+ FTEs</b>
Continued income or subsidization to provide meals to the community	84	76%	78%	75%	81%	
Continued opportunities to connect with local community organizations	62	56%	57%	50%	69%	
Marketing or publicity opportunities	58	53%	59%	42%	56%	
Other economic relief via grants or government funded programs	52	47%	46%	46%	56%	
Guidance reaching, hiring and/or retaining a workforce	51	46%	40%	58%	56%	
Improved access to affordable capital (e.g. affordable loans)	45	41%	44%	42%	38%	
Policy advocacy at the state or federal level	40	36%	38%	38%	31%	
Guidance sourcing local ingredients	39	35%	37%	29%	38%	
Guidance using reusable packaging	24	22%	25%		31%	
Guidance navigating and/or implementing safety precautions	12	11%	8%			
None of the above	0	0%	0%	0%	0%	0%

## Program Feedback

### Localvore:

- **More than nine out of ten (95%) restaurant respondents report that the Localvore app is user-friendly** (of those that have used the app)

Localvore App Feedback	n size	Strongly Agree or Agree	Strongly Agree	Agree	Disagree	Strongly Disagree
The Localvore app is user-friendly.	39*	95%	33%	62%		

*\*This n size is smaller than others, because the statement was limited to those who have used the Localvore app.*

### Other Program Feedback:

- In their open-ended comments, restaurant **respondents report the following:**
  - **General praise for the program** (40 respondents)
    - “This program is one of the best forms of restaurant support.”
  - **Expressions of thanks for the support** this program offers (21 respondents)
    - “EE was a shining light for our community in SO MANY ways throughout the Pandemic. THANK YOU!!!!”
  - **Happiness and gratitude for the opportunity** to participate (11 respondents)
    - “We are happy to have had this opportunity to feed so many more people in our community and increase access to healthy local food.”
  - Interacting with **helpful program staff** (8 respondents)
    - “We’ve been very lucky to have excellent support from everyone involved in the program.”
  - **Finding the program to be well-run** (6 respondents)
    - “You have all done an amazing job with this program and it is truly a national model that needs to be shared.”
  - **Apparent need for the meals** among participants (5 respondents)
    - “A lot of people like my food but they can’t afford to buy it because they have lost their jobs, so they are so happy and grateful to be able to pick up meals through EE!”

### Survey Design:

The restaurant survey was designed by a SEVCA/VEE staff member with non-profit program evaluation and data analysis expertise, in close collaboration with other SEVCA/VEE staff, community hub staff, and statewide task force members. To gather basic data, general information questions were required. To optimize engagement, all other survey questions were optional. While the survey did optionally collect name and contact information, this data was only used for survey tracking purposes and to allow the opportunity to reach out regarding future program opportunities to those who provided permission. Upon receipt of data, this information was removed from all other survey responses. Respondents were apprised of this data privacy information at the beginning of the survey. In addition to collecting basic restaurant and program participation information, the survey requested program impact data, and data to inform potential future programming efforts. Please see "[Appendix A. Restaurant Survey Questions](#)" for specific content.

### Survey Administration:

The survey was administered digitally, and was emailed to VEE's 247 participating restaurants<sup>3</sup>, past and present, by their regional community hub coordinators. The survey administration was open for two weeks between April 30th, 2021 through May 15th, 2021. Community hub coordinators sent a reminder email to restaurants to encourage survey responses about halfway through the administration window. Some community hubs targeted restaurants with survey reminders, and in some cases, called restaurants to ask survey questions over the phone. The survey received 110 restaurant responses (a 45% response rate). Responses came from across the state, with all counties and community hubs represented.

### Data Analysis:

Survey results were analyzed by a SEVCA/VEE staff member with non-profit program evaluation and data analysis expertise. Quantitative analyses were conducted at the statewide level and were additionally disaggregated and analyzed according to participation start date and restaurant size (as gauged by employment levels). To ensure statistical significance and to protect the identity of respondents, only data points representing a sample size of five or more have been included in this report. Data points representing a sample size of less than five respondents have been suppressed, and are blocked out in gray. Where appropriate, subgroups have been combined to enable the reporting of data. Qualitative analyses were conducted at the statewide level utilizing an inductive approach to thematic coding. The frequency of codes were then quantified. Any code occurring in five or more responses was considered a theme and has been referenced in the report under "[Findings.](#)" Where quotes have been utilized to illustrate meaning, they have been carefully deidentified and used only where representative of larger, generalizable themes. All figures and themes provided in this report have been triple-checked for accuracy. For any questions on methods, findings, or otherwise, please contact [Kelsea Burch](#), Administrative Coordinator, VT Everyone Eats.

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<sup>3</sup> This figure includes restaurant participants to-date at the time of survey administration.

**Appendix:****Appendix A.**  
**Restaurant Survey Questions****Part I. General Information****\* Required****1. What is your name (first and last)? \* (short answer)****2. What is your email address? \* (short answer)****3. What is the name of your restaurant? \* (short answer)****4. How many FTEs does your restaurant currently employ? (FTE or full time equivalent, is the total number of labor hours in a week divided by 40) \***

- 1 - 5
- 6 - 10
- 11 - 20
- 21 - 50
- 51 - 100
- 101+

**5. Is someone helping you complete this survey (e.g. over the phone)? \***

- Yes
- No

**6. Which VT Everyone Eats community hub(s) are you providing meals through? Please select all that apply (including Localvore). \***

- Bennington County Everyone Eats (BCEE) - The Collaborative
- Center for an Agricultural Economy (CAE)
- Charter House Coalition, Middlebury
- Deerfield Valley - WilmingtonWorks/Shires Housing
- Everyone Eats! Brattleboro & Beyond
- Everyone Eats of Central Vermont - (checks issued by Skinny Pancake)
- Everyone Eats Chittenden, Franklin, Grand Isle Counties - (checks issued by Skinny Pancake)
- Green Mountain Farm to School
- Northeast Kingdom Community Action (NEKCA)
- Springfield Family Center/Chester Helping Hands
- Upper Valley Everyone Eats (UVEE) - Vital Communities
- Vergennes - Bar Antidote & Boys and Girls Club of Greater Vergennes
- Vermont Farmers Food Center - Rutland
- Localvore



**6a. (FOR LOCALVORE APP USERS ONLY) Please indicate the degree to which you agree/disagree with the following: The Localvore app is user-friendly.**

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

**6b. (FOR LOCALVORE APP USERS ONLY) Please share any additional feedback you may have on the Localvore app. (e.g. what worked, what could be done differently to add more value, what features you'd like to see added in the future, etc.) (short answer)**

**7. When did your restaurant begin participating in the VT Everyone Eats program? \***

- September - October 2020
- November - December 2020
- January - February 2021
- March - April 2021

**7a. Is your restaurant still participating in the VT Everyone Eats program? \***

- Yes
- No

**7b. If no, why not? (short answer)**

## **Part II: VEE Impact on Restaurants**

**1. Do you believe that your restaurant would have permanently closed due to the COVID -19 crisis had it not participated in the VT Everyone Eats program?**

- Yes, I believe the restaurant would have permanently closed
- No, I do not believe the restaurant would have permanently closed
- Other: \_\_\_\_\_

**2. Has participation in the VT Everyone Eats program enabled your restaurant to retain jobs, or portions of jobs, that otherwise would have been lost due to the COVID-19 crisis?**

- Yes
- No

**2a. If yes, how many jobs, or portions of jobs, have been retained due to your restaurant's participation in the VT Everyone Eats program? Please enter an estimate for the number of jobs retained (FTEs). (short answer - numeric value only)**

**3. Has participation in the VT Everyone Eats program enabled your restaurant to expand employment since the onset of the COVID-19 crisis (e.g. offer existing employees additional hours, hire new employees)?**

- Yes
- No

**3a. If yes, how many jobs have been expanded or added due to your restaurant's participation in the VT Everyone Eats program? Please enter an estimate for the number of jobs expanded or added (FTEs). (short answer - numeric value only)**

**4. Has participation in the VT Everyone Eats program enabled your restaurant to do any of the following? Please select all that apply.**

- Increase staff wages
- Offer staff bonuses
- Offer other staff benefits
- None of the above changes have been made
- Changes have been made for reasons not related to VEE

**5. Please indicate the degree to which you agree/disagree with the following: Participation in the VT Everyone Eats program has led to improvements in the staff community and/or staff morale.**

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

**6. Please indicate the degree to which you agree/disagree with the following: Participation in the VT Everyone Eats program has provided your restaurant with opportunities to build or strengthen relationships with community organizations.**

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

**7. Please indicate the degree to which you agree/disagree with the following: Participation in the VT Everyone Eats program has provided your restaurant with opportunities to build or strengthen relationships with Vermont farmers and/or food producers.**

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

**8. Please indicate the degree to which you agree/disagree with the following: Participation in the VT Everyone Eats program has increased restaurant visibility (e.g. has helped your restaurant reach new customers or new job applicants).**

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

**9. Please share any additional feedback you may have on the VT Everyone Eats program and its impact on your restaurant. (long answer)**

**Part III. Future Support and Opportunities** While we cannot guarantee our ability to provide the support listed below, your feedback will be helpful as we prioritize the direction of possible future programming.

**1. Would your restaurant participate in this program again in the future?**

- Yes
- No

**1a. If no, why not? (short answer)**

**2. We are currently exploring different funding options in order to continue offering programming, which may or may not impact the ability to pay restaurants \$10 per meal. Should funding impact the price per meal, at which prices would your restaurant consider participating? Please select all that apply.**

- My restaurant is interested in donating free meals to the community
- \$3 - \$4 per meal
- \$5 - \$6 per meal
- \$7 - \$8 per meal
- \$9 - \$10 per meal

**2a. Is there any additional information you would like to provide on your response above? (e.g. what would enable your restaurant to participate at different price points) (short answer)**

**3. Is your restaurant experiencing staffing challenges? (e.g. hiring or retaining staff)**

- Yes, we are experiencing more staffing challenges than usual
- Yes, we are experiencing typical seasonal staffing challenges
- No, we are not experiencing staffing challenges

**3a. If yes, which staffing challenges is your restaurant experiencing? Please select all that apply.**

- Lack of front of house applicants
- Lack of back of house applicants
- Retaining front of house staff
- Retaining back of house staff
- Other: \_\_\_\_\_

**3b. What do you think are some of the barriers to recruiting or retaining staff? (e.g. wages, benefits, hours, etc.) (short answer)**

**4. Would your restaurant consider participating in a workforce development program (e.g. a program offering support in recruiting and training new staff)?**

- Yes
- No

**4a. If yes, which of the following types of workforce development support would be helpful? Please select all that apply.**

- Recruitment/placement activities
- New workforce training: Back of house/food preparation skills
- New workforce training: Managerial skills
- Retention and advancement skills training
- Food industry career planning services
- Other: \_\_\_\_\_

**5. After the COVID-19 State of Emergency is lifted, what type of support would be helpful for restaurants to receive in the short-term (e.g. the first 12 months of recovery)? Please select all that apply.**

- Continued income or subsidization to provide meals to the community
- Other economic relief via grants or government funded programs
- Continued opportunities to connect with local community organizations
- Guidance sourcing local ingredients
- Guidance using reusable packaging
- Guidance reaching, hiring and/or retaining a workforce
- Guidance navigating and/or implementing safety precautions
- Marketing or publicity opportunities
- Policy advocacy at the state or federal level
- Improved access to affordable capital (e.g. affordable loans)
- None of the above
- Other: \_\_\_\_\_

**6. What type of support do you anticipate will be helpful for restaurants in the longer-term (e.g. mid-2022 and beyond)? Please select all that apply.**

- Continued income or subsidization to provide meals to the community
- Other economic relief via grants or government funded programs
- Continued opportunities to connect with local community organizations
- Guidance sourcing local ingredients
- Guidance using reusable packaging
- Guidance reaching, hiring and/or retaining a workforce
- Guidance navigating and/or implementing safety precautions
- Marketing or publicity opportunities
- Policy advocacy at the state or federal level
- Improved access to affordable capital (e.g. affordable loans)
- None of the above
- Other: \_\_\_\_\_

**7. Would you like to be contacted about future program opportunities with VT Everyone Eats and/or Southeastern Vermont Community Action (SEVCA)?**

- Yes
- No

**8. Please share any other ideas, comments, or feedback you may have on the challenges restaurants are experiencing and/or possible future programming. *(long answer)***

**9. Is there anything else you would like to tell us? *(long answer)***

Appendix B.  
Participating Restaurant List

Restaurant	Community Hub	Town	Status (as of Fall 2021)*
3 Squares Cafe	Localvore	Vergennes	Active
A Vermont Table	EE! Brattleboro & Beyond	Brattleboro	Active
Agave Taco and Tequila Casa	EE Chittenden, Franklin, and Grand Isle Counties	Williston	Active
Agave Taco and Tequila Casa	Localvore	Williston	Active
Ahli Baba's Kabob Shop	Localvore	Burlington	Active
Albany General Store	Center for an Agricultural Economy	Albany	Active
Albany General Store	Localvore	Albany	Active
American Flatbread	Localvore - The Giving Fridge	Middlebury	Active
Andrzej's Polish Kitchen	EE! Brattleboro & Beyond	Brattleboro	Active
AR Market	Localvore	Barre	Active
Arcadian/Haymaker Bun Co.	Localvore - The Giving Fridge	Middlebury	Active
Archie's Grill	Localvore	Shelburne	Active
Barnyard Wood Crafted Pizza - South Burlington	Localvore	South Burlington	Active
Barnyard Wood Crafted Pizza - Essex	Localvore	Essex Junction	Active
Bearded Frog	Localvore - The Giving Fridge	Shelburne	Active
Black Sheep Bistro	Localvore - The Giving Fridge	Vergennes	Active
Bliss Bee - South Burlington	Localvore	South Burlington	Active
Bliss Bee - Williston	Localvore	Williston	Active
Bobcat Cafe	Localvore - The Giving Fridge	Bristol	Active
Bringing You Vermont	Bennington County EE (BCEE)/The Collaborative	Bennington	Active
Buffalo Mountain Coop	Center for an Agricultural Economy	Hardwick	Active
Cabot Cafe	Localvore	Cabot	Active
Cabot Village Store	EE of Central VT	Cabot	Active

Cafe St. Paul	Localvore	Burlington	Active
Caja Madera	Center for an Agricultural Economy	Hardwick	Active
Chef Nadav	Center for an Agricultural Economy	Craftsbury	Active
Cold Cow Creamery	Bennington County EE (BCEE)/The Collaborative	Manchester Center	Active
Cold Cow Creamery	Localvore	Manchester Center	Active
Conscious Eatz	EE Chittenden, Franklin, and Grand Isle Counties	Burlington	Active
Cornerstone	EE of Central VT	Barre	Active
Countryman's Pleasure	Rutland/Vermont Farmers Food Center	Mendon	Active
Craftsbury General Store	Center for an Agricultural Economy	Craftsbury	Active
Craftsbury General Store	Localvore	Craftsbury	Active
Dairy Center	EE Chittenden, Franklin, and Grand Isle Counties	Enosburg Falls	Active
Delightfully Delicious Cafe	EE! Brattleboro & Beyond	Brattleboro	Active
Dosa Kitchen	EE! Brattleboro & Beyond	Brattleboro	Active
Duke's Public House	Localvore	South Burlington	Active
El Cortijo Taqueria - Burlington	Localvore	Burlington	Active
El Cortijo Taqueria - Winooski	Localvore	Winooski	Active
El Gato - Burlington	Localvore	Burlington	Active
El Gato - Essex	Localvore	Essex	Active
El Toro	Localvore	Morrisville	Active
Elliot Street Fish, Chips and More	EE! Brattleboro & Beyond	Brattleboro	Active
Fast Eddie's Restaurant	EE! Brattleboro & Beyond	Brattleboro	Active
Flannels Bar and Grill	Rutland/Vermont Farmers Food Center	Mendon	Active
Fox Market and Bar	Localvore	East Montpelier	Active
Frog Hollow Farm	Localvore - The Giving Fridge	Hubbardton	Active

Frog Hollow Farm	Rutland/Vermont Farmers Food Center	Hubbardton	Active
Front Seat Coffee	Center for an Agricultural Economy	Hardwick	Active
Front Seat Coffee	Localvore	Hardwick	Active
Fullerton Inn & Restaurant	Springfield Family Center/Chester Helping Hands	Chester	Active
Global Village Cuisine	Upper Valley EE (UVEE)/Vital Communities	Quechee	Active
Good Taste Catering	EE of Central VT	Montpelier	Active
Grazers - St Albans	Localvore	St Albans City	Active
Grazers - Williston	EE Chittenden, Franklin, and Grand Isle Counties	Williston	Active
Grazers - Williston	Localvore	Williston	Active
Green Peppers Restaurant	Middlebury/Charter House Coalition	Middlebury	Active
Hazel	EE! Brattleboro & Beyond	Brattleboro	Active
Heritage Deli and Bakery	Springfield Family Center/Chester Helping Hands	Chester	Active
Heros Welcome	EE Chittenden, Franklin, and Grand Isle Counties	North Hero	Active
IHOP	Localvore	South Burlington	Active
India Masala House	EE! Brattleboro & Beyond	Brattleboro	Active
India Masala House	Localvore	Brattleboro	Active
Jamaican Jewelz Food Truck & Catering	EE! Brattleboro & Beyond	Bellows Falls	Active
Jamaican Jewelz Food Truck & Catering	Springfield Family Center/Chester Helping Hands	Bellows Falls	Active
Jamaican Supreme	EE Chittenden, Franklin, and Grand Isle Counties	South Burlington	Active
Jessica's at Swift House Inn	Middlebury/Charter House Coalition	Middlebury	Active
Joe's Kitchen at Screamin' Ridge Farm	EE Chittenden, Franklin, and Grand Isle Counties	Montpelier	Active



Joe's Kitchen at Screamin' Ridge Farm	EE of Central VT	Montpelier	Active
Joe's Kitchen at Screamin' Ridge Farm	Localvore	Montpelier	Active
Joe's Kitchen at Screamin' Ridge Farm	Localvore - The Giving Fridge	Montpelier	Active
JULES on the Green	Localvore	Essex Junction	Active
Kitchen Space (Momo's Market)	EE Chittenden, Franklin, and Grand Isle Counties	Burlington	Active
La Catrina	Rutland/Vermont Farmers Food Center	Brandon	Active
Little Harry's	Rutland/Vermont Farmers Food Center	Rutland	Active
Little Haveli	Rutland/Vermont Farmers Food Center	Rutland	Active
Mach's Market	Rutland/Vermont Farmers Food Center	Pawlet	Active
Magdalena's	Localvore - The Giving Fridge	Shoreham	Active
MamaSezz Foods	EE! Brattleboro & Beyond	Brattleboro	Active
Maple Street Catering	Upper Valley EE (UVVEE)/Vital Communities	White River Junction	Active
Marble Valley Catering	Rutland/Vermont Farmers Food Center	Proctor	Active
MARK BBQ	EE Chittenden, Franklin, and Grand Isle Counties	Essex Junction	Active
McGillicuddy's - Waterbury	Localvore	Waterbury	Active
McGillicuddy's Four Corners - Essex	Localvore	Essex Junction	Active
McGillicuddy's On The Green - Colchester	Localvore	Colchester	Active
Middlebury Natural Foods Co-Op	Localvore - The Giving Fridge	Middlebury	Active
Miso Hungry Ramen	Green Mountain Farm to School/RuralEdge	Jay	Active
MKT Grafton	Springfield Family Center/Chester Helping Hands	Grafton	Active

Morse Block Deli	EE of Central VT	Barre	Active
Morse Block Deli	Localvore	Barre	Active
Neal's Restaurant	Springfield Family Center/Chester Helping Hands	Proctorsville	Active
New Moon	EE Chittenden, Franklin, and Grand Isle Counties	Burlington	Active
New Morning Natural Foods and Juicery	Bennington County EE (BCEE)/The Collaborative	Manchester	Active
Newfane Market	EE! Brattleboro & Beyond	Newfane	Active
Newport Naturals Cafe	Green Mountain Farm to School/RuralEdge	Newport City	Active
Noel's Catering	Rutland/Vermont Farmers Food Center	Rutland	Active
Nourish	Localvore	St Albans	Active
Our House Bistro	Localvore	Winooski	Active
Overlook Cafe	EE Chittenden, Franklin, and Grand Isle Counties	Burlington	Active
Park Squeeze	Localvore - The Giving Fridge	Vergennes	Active
Parker Pie Co.	Localvore	West Glover	Active
Parkside Café	Localvore	Hinesburg	Active
Parson's Pub & Grill	Center for an Agricultural Economy	Barton	Active
Parson's Pub & Grill	Localvore	Barton	Active
Parson's Corner	Green Mountain Farm to School/RuralEdge	Barton	Active
Piecemeal Pies	Localvore	White River Junction	Active
Pingala Cafe	Localvore	Burlington	Active
Pit Mistress BBQ	EE! Brattleboro & Beyond	Brattleboro	Active
Pizza 44	Localvore	Burlington	Active
Poke Bowl & Boba Tea	Localvore	Brattleboro	Active
Porch Too	EE! Brattleboro & Beyond	Brattleboro	Active
Porkys Place	Localvore	New Haven	Active

Positive Pie	Center for an Agricultural Economy	Hardwick	Active
Post Office Cafe	EE of Central VT	Worcester	Active
Preston's Pizza	Springfield Family Center/Chester Helping Hands	Chester	Active
Putney Food Coop	Localvore	Putney	Active
Rabble-Rouser Chocolate & Craft Co.	Localvore	Montpelier	Active
Red Panda - Essex	EE Chittenden, Franklin, and Grand Isle Counties	Essex Junction	Active
Red Panda - Essex	Localvore	Essex Junction	Active
Rollin Rooster/Cluckin Cafe	Rutland/Vermont Farmers Food Center	Pittsford	Active
Rosie's Restaurant	Localvore	Middlebury	Active
Rosie's Restaurant	Middlebury/Charter House Coalition	Middlebury	Active
Round Hearth Cafe	Localvore	Stowe	Active
Rowell's Inn	Springfield Family Center/Chester Helping Hands	Andover	Active
Ruben James	Localvore	Burlington	Active
Rutland Vermont Tap House	Localvore	Rutland	Active
Sabai Sabai	Localvore - The Giving Fridge	Middlebury	Active
Sam's Woodfired Pizza	Bennington County EE (BCEE)/The Collaborative	Manchester	Active
Santini Catering	EE Chittenden, Franklin, and Grand Isle Counties	St Albans	Active
Shafer's Market & Deli	Localvore	Middlebury	Active
Shin La Restaurant	EE! Brattleboro & Beyond	Brattleboro	Active
Sorelle Catering	Rutland/Vermont Farmers Food Center	Brandon	Active
Steven's Farmstead	Rutland/Vermont Farmers Food Center	Sudbury	Active
Stone Church	EE! Brattleboro & Beyond	Brattleboro	Active
Sustainable Eats	Rutland/Vermont Farmers Food Center	Wallingford	Active

Sustainable Kitchen	Center for an Agricultural Economy	Morrisville	Active
Sweet Alchemy	EE Chittenden, Franklin, and Grand Isle Counties	Essex Junction	Active
Taco Experiment	Rutland/Vermont Farmers Food Center	Killington	Active
Tacocat Cantina	Localvore	Randolph	Active
Tacocat Cantina	Upper Valley EE (UVEE)/Vital Communities	Randolph	Active
Tasso on Center	Rutland/Vermont Farmers Food Center	Rutland	Active
Tatro's Catering	Center for an Agricultural Economy	Albany	Active
The Avocado Pit	Bennington County EE (BCEE)/The Collaborative	Bennington	Active
The Copper Fox	Springfield Family Center/Chester Helping Hands	Springfield	Active
The Den at Harry's Hardware	EE of Central VT	Cabot	Active
The Den at Harry's Hardware	Localvore	Cabot	Active
The Drake	EE Chittenden, Franklin, and Grand Isle Counties	St Albans	Active
The Killarney	Springfield Family Center/Chester Helping Hands	Ludlow	Active
The Little Grille	Localvore	Bradford	Active
The Little Grille	Upper Valley EE (UVEE)/Vital Communities	Bradford	Active
The Main Squeeze	Localvore	St Albans City	Active
The Moonwink	Bennington County EE (BCEE)/The Collaborative	Manchester	Active
The Roots Farm Market	Localvore	Middlesex	Active
The Skinny Pancake - Montpelier	Localvore	Montpelier	Active
The Skinny Pancake - Quechee	Localvore	White River Junction	Active
The Skinny Pancake - Stowe Village	Localvore	Stowe	Active
The Skinny Pancake - Waterfront	Localvore	Burlington	Active

The Upper Pass Lodge / Red Slate Restaurant	Springfield Family Center/Chester Helping Hands	Londonderry	Active
The Weston Hub	Springfield Family Center/Chester Helping Hands	Weston	Active
The Windsor Diner	Localvore	Windsor	Active
The Windsor Diner	Upper Valley EE (UVEE)/Vital Communities	Windsor	Active
The Works Cafe - Brattleboro	EE! Brattleboro & Beyond	Brattleboro	Active
The Works Cafe - Brattleboro	Localvore	Brattleboro	Active
The Works Cafe - Manchester	Bennington County EE (BCEE)/The Collaborative	Manchester	Active
The Works Cafe - Manchester	Localvore	Manchester	Active
THORN + ROOTS	Localvore	Burlington	Active
Three Ponds	Localvore	West Danville	Active
Two Brothers Tavern	Localvore - The Giving Fridge	Middlebury	Active
Vermont's TASTee Grill	Localvore	South Burlington	Active
Victoria's Authentic Mexican	Rutland/Vermont Farmers Food Center	West Rutland	Active
Vivid Coffee	Localvore	Burlington	Active
Wally's Place	Localvore	South Hero	Active
Wayside Restaurant, Bakery & Creamery	Localvore	Montpelier	Active
Whetstone Station	EE! Brattleboro & Beyond	Brattleboro	Active
Willow's Bagels	Localvore	Burlington	Active
Woodbelly Pizza	Localvore	Montpelier	Active
Wooden Barrel Country Store	Rutland/Vermont Farmers Food Center	Chittenden	Active
Woods Lodge	EE of Central VT	Northfield	Active
Yalla Vermont	EE! Brattleboro & Beyond	Brattleboro	Active
Zenbarn	Localvore	Waterbury Center	Active
1846 Tavern & Restaurant	Deerfield Valley/Shires Housing/WilmingtonWorks	West Dover	Inactive

A Single Pebble	Localvore	Burlington	Inactive
Allen Brothers	Springfield Family Center/Chester Helping Hands	Westminster	Inactive
Ana's Empanadas	Rutland/Vermont Farmers Food Center	Rutland	Inactive
Anchor Seafood Restaurant	Deerfield Valley/Shires Housing/WilmingtonWorks	Wilmington	Inactive
Auntie Dee-Dee's	Green Mountain Farm to School/RuralEdge	East Burke	Inactive
Bar Antidote	Vergennes - Bar Antidote & Boys and Girls Club of Greater Vergennes	Vergennes	Inactive
Betsey's Dots of Dover	Deerfield Valley/Shires Housing/WilmingtonWorks	West Dover	Inactive
Blackbird Bistro	Localvore	Craftsbury	Inactive
Bliss Bee - South Burlington	EE Chittenden, Franklin, and Grand Isle Counties	South Burlington	Inactive
Brattleboro House of Pizza	EE! Brattleboro & Beyond	Brattleboro	Inactive
Bueno Burrito	Rutland/Vermont Farmers Food Center	Rutland	Inactive
Burke Publick House	Northeast Kingdom Community Action (NEKCA)	Burke	Inactive
Butch & Babes	EE Chittenden, Franklin, and Grand Isle Counties	Burlington	Inactive
Butch & Babes	Localvore	Burlington	Inactive
C'est Ca	Localvore	Burlington	Inactive
Cafe Provence	Rutland/Vermont Farmers Food Center	Brandon	Inactive
Casey's Caboose	Rutland/Vermont Farmers Food Center	Killington	Inactive
Central Cafe	Green Mountain Farm to School/RuralEdge	St Johnsbury	Inactive
Conscious Eatz	Localvore	Burlington	Inactive
Crows Bakery and Café	Springfield Family Center/Chester Helping Hands	Proctorsville	Inactive

Deep City	Localvore	Burlington	Inactive
Dover Forge	Deerfield Valley/Shires Housing/WilmingtonWorks	West Dover	Inactive
Duo	EE! Brattleboro & Beyond	Brattleboro	Inactive
Echo Restaurant	EE! Brattleboro & Beyond	Brattleboro	Inactive
Fat Crow	EE! Brattleboro & Beyond	Newfane	Inactive
Foley Taco and Bean	Rutland/Vermont Farmers Food Center	Brandon	Inactive
Four Columns Inn	EE! Brattleboro & Beyond	Newfane	Inactive
Gleanery	EE! Brattleboro & Beyond	Putney	Inactive
Good Taste Catering	EE Chittenden, Franklin, and Grand Isle Counties	Montpelier	Inactive
Good Times Cafe	EE Chittenden, Franklin, and Grand Isle Counties	Hinesburg	Inactive
Grandma's Spanish Kitchen	EE Chittenden, Franklin, and Grand Isle Counties	Burlington	Inactive
Green Mountain Fungi	Rutland/Vermont Farmers Food Center	Rutland	Inactive
Guilford Country Store	EE! Brattleboro & Beyond	Guilford	Inactive
Hoagie's Pizza & Pasta	Northeast Kingdom Community Action (NEKCA)	Lyndonville	Inactive
Hotel Vermont	EE Chittenden, Franklin, and Grand Isle Counties	Burlington	Inactive
Jay Village Inn	Green Mountain Farm to School/RuralEdge	Jay	Inactive
Jezebel's Eatery	Deerfield Valley/Shires Housing/WilmingtonWorks	Wilmington	Inactive
JJ Hapgood General Store & Eatery	Bennington County EE (BCEE)/The Collaborative	Peru	Inactive
Kingdom Grille	Northeast Kingdom Community Action (NEKCA)	Island Pond	Inactive
Kitchen Counter Café	Northeast Kingdom Community Action (NEKCA)	St Johnsbury	Inactive

La Casita	Deerfield Valley/Shires Housing/WilmingtonWorks	Wilmington	Inactive
La Catrina	Vergennes - Bar Antidote & Boys and Girls Club of Greater Vergennes	Brandon	Inactive
Lago Trattoria	Green Mountain Farm to School/RuralEdge	Newport City	Inactive
Lake Morey Resort	Northeast Kingdom Community Action (NEKCA)	Fairlee	Inactive
Lake Morey Resort	Upper Valley EE (UVEE)/Vital Communities	Fairlee	Inactive
Leslie's Restaurant & Tavern	Springfield Family Center/Chester Helping Hands	Rockingham	Inactive
Little Morocco Cafe	EE Chittenden, Franklin, and Grand Isle Counties	Burlington	Inactive
Little Morocco Cafe	Localvore	Burlington	Inactive
Mama Tamara Cucina Italiana	Rutland/Vermont Farmers Food Center	Danby	Inactive
Marigold Kitchen Pizza	Bennington County EE (BCEE)/The Collaborative	North Bennington	Inactive
Mary's at Baldwin Creek	Vergennes - Bar Antidote & Boys and Girls Club of Greater Vergennes	Bristol	Inactive
Misery Loves Co.	Localvore	Winooski	Inactive
Miso Hungry Ramen	Localvore	Jay	Inactive
Moon & Stars	Upper Valley EE (UVEE)/Vital Communities	Vershire	Inactive
Moon Dog Cafe	Springfield Family Center/Chester Helping Hands	Bellows Falls	Inactive
Mooselook Diner	Green Mountain Farm to School/RuralEdge	Concord	Inactive
Mountain Top Inn	Rutland/Vermont Farmers Food Center	Chittenden	Inactive
Mule Bar	Localvore	Winooski	Inactive
Naga Bakehouse	Bennington County EE (BCEE)/The Collaborative	Middletown Springs	Inactive



Naga Bakehouse	Rutland/Vermont Farmers Food Center	Middletown Springs	Inactive
New American Grill	Springfield Family Center/Chester Helping Hands	Londonderry	Inactive
New Moon	Localvore	Burlington	Inactive
North Star Pizza	Deerfield Valley/Shires Housing/WilmingtonWorks	Wilmington	Inactive
Nutmeg Inn	Deerfield Valley/Shires Housing/WilmingtonWorks	Wilmington	Inactive
Open Hearth Pizza	EE Chittenden, Franklin, and Grand Isle Counties	Warren	Inactive
Open Hearth Pizza	EE of Central VT	Warren	Inactive
Parker Pie Co.	Center for an Agricultural Economy	West Glover	Inactive
Pawlet Station	Bennington County EE (BCEE)/The Collaborative	Pawlet	Inactive
Peg and Ter's	Localvore	Shelburne	Inactive
Penny Cluse Cafe	Localvore	Burlington	Inactive
Pica-Pica Filipino Cuisine	Northeast Kingdom Community Action (NEKCA)	St Johnsbury	Inactive
Piccasso Pizzeria & Lounge	Localvore	Stowe	Inactive
Piecemeal Pies	Upper Valley EE (UVEE)/Vital Communities	White River Junction	Inactive
Pingala Cafe	EE Chittenden, Franklin, and Grand Isle Counties	Burlington	Inactive
Pizza Man	Northeast Kingdom Community Action (NEKCA)	Lyndonville	Inactive
Pizzeria Veritas	Localvore	Burlington	Inactive
Poke Bowl & Boba Tea	EE! Brattleboro & Beyond	Brattleboro	Inactive
Putney Food Coop	EE! Brattleboro & Beyond	Putney	Inactive
Rabble-Rouser Chocolate & Craft Co.	EE of Central VT	Montpelier	Inactive
Ranch Camp	Localvore	Stowe	Inactive
Ray's Seafood	EE Chittenden, Franklin, and Grand Isle Counties	Essex Junction	Inactive

Regal Bistro	Localvore	Essex	Inactive
Richmond Community Kitchen	EE Chittenden, Franklin, and Grand Isle Counties	Richmond	Inactive
Roots Restaurant	Rutland/Vermont Farmers Food Center	Rutland	Inactive
Scale House	Center for an Agricultural Economy	Hardwick	Inactive
Shital's Indian Vegetarian Food	Deerfield Valley/Shires Housing/WilmingtonWorks	West Dover	Inactive
Simon Pearce	Upper Valley EE (UVEE)/Vital Communities	Quechee	Inactive
Smitty's Chester Market	Springfield Family Center/Chester Helping Hands	Chester	Inactive
Stemwinder	Localvore	Ludlow	Inactive
Sunshine Catering	Northeast Kingdom Community Action (NEKCA)	St Johnsbury	Inactive
Superfresh! Organic Café	EE! Brattleboro & Beyond	Brattleboro	Inactive
Sweetwaters	EE Chittenden, Franklin, and Grand Isle Counties	Burlington	Inactive
Taco X	Rutland/Vermont Farmers Food Center	Killington	Inactive
Thai Hut	EE! Brattleboro & Beyond	Brattleboro	Inactive
The Backyard	Localvore	Stowe	Inactive
The Bench	Localvore	Stowe	Inactive
The Crooked Ram	Bennington County EE (BCEE)/The Collaborative	Manchester	Inactive
The Dutchmen's Tavern	Bennington County EE (BCEE)/The Collaborative	Bennington	Inactive
The Inn - Jay Peak Area Lodging Restaurant Bar & Lounge	Localvore	Montgomery	Inactive
The Mad Taco - Middlebury	Localvore	Middlebury	Inactive
The Mad Taco - Montpelier	Localvore	Montpelier	Inactive
The Mad Taco - Waitsfield	Localvore	Waitsfield	Inactive

The Maple Leaf Tavern	Deerfield Valley/Shires Housing/WilmingtonWorks	Wilmington	Inactive
The Newbury Store & Thistle Cafe	Upper Valley EE (UVEE)/Vital Communities	Newbury	Inactive
The Skinny Pancake - Waterfront	EE Chittenden, Franklin, and Grand Isle Counties	Burlington	Inactive
The Skinny Pancake - Waterfront	EE of Central VT	Burlington	Inactive
The Tap House at Catamount Glass	Localvore	Bennington	Inactive
Three Penny Taproom	EE of Central VT	Montpelier	Inactive
Three Penny Taproom	Localvore	Montpelier	Inactive
Three Ponds	Green Mountain Farm to School/RuralEdge	West Danville	Inactive
Tony's Pizza & Deli	Deerfield Valley/Shires Housing/WilmingtonWorks	West Dover	Inactive
Townshend Dam Diner	EE! Brattleboro & Beyond	Townshend	Inactive
Trattoria Delia	Localvore	Burlington	Inactive
Vermont Pie & Pasta Company	Green Mountain Farm to School/RuralEdge	Derby	Inactive
Vermont Pie & Pasta Company	Northeast Kingdom Community Action (NEKCA)	Derby	Inactive
Vermont Pub & Brewery	Localvore	Burlington	Inactive
Village Restaurant	Center for an Agricultural Economy	Hardwick	Inactive
Wally's Place	EE Chittenden, Franklin, and Grand Isle Counties	South Hero	Inactive
Wayne's Family Restaurant	Green Mountain Farm to School/RuralEdge	Newport Center	Inactive
Wayside Restaurant, Bakery & Creamery	EE of Central VT	Montpelier	Inactive
Windjammer	EE Chittenden, Franklin, and Grand Isle Counties	South Burlington	Inactive
Wunderbar	Springfield Family Center/Chester Helping Hands	Bellows Falls	Inactive
<b>TOTAL Restaurants</b> (all-time)**	<b>257</b>		

<b>TOTAL Restaurants</b> (at Time of Survey) <sup>***</sup>	<b>247</b>
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Restaurants highlighted *in gray* serve or have served multiple community hubs.

\*Most restaurants listed as inactive as of Fall 2021 stopped participating at the end of June 2021 when their community hubs stopped participating. This coincided with the end of the program's second phase of funding.

\*\*This figure counts restaurants that serve multiple community hubs only once.

\*\*\*This figure counts restaurants that serve multiple community hubs only once, and excludes restaurants serving only Localvore - The Giving Fridge (a subcontracted partner to Localvore that did not join VT Everyone Eats until after the administration of the restaurant survey).