

FMI Foundation 2025 Annual Report

Executive Summary

In a year fraught with economic uncertainties and cultural turmoil, the FMI Foundation remained true to its mission by supplying food industry resources that:

- Encouraged family meals activations with a focus on restoring civility.
- Strengthened the future food auditing workforce through 19 scholarships to students preparing for a career in the food industry.
- Provided FMI members with recruiting resources through the *Inspiring Careers in Food* workforce program.



Depicted here: Our Food Safety Auditing Scholarship Recipients at SQF Unites 2025

FMI Foundation and the SQF Food Safety Auditing Scholarship Program

In 2025, the FMI Foundation and SQFI celebrated their 12th year offering Food Safety Auditing Scholarships to undergraduate and graduate students in food and agricultural science programs. In recent years (2023 to present), the program’s average number of applicants has risen to 120. In fact, for the 2025-2026 scholarship cycle, the program celebrated 122 applications. To date (2013-2025), we have awarded scholarships to 147 undergraduate and graduate-level recipients from throughout the U.S., helping to promote careers in food safety auditing.

Due to the program’s growth, the FMI Foundation added another tier of scholarship recipients, highlighting the academic achievements of additional food safety scholars. Five Tier 2 recipients receive a \$1,000 stipend for educational expenses and a complimentary registration to the auditor qualification course, “[Auditing the SQF Code Requirements](#)”.



Depicted here: More Pictures of Our Food Safety Auditing Scholarship Recipients Participating in SQF Unites 2025



Depicted here: Photos from Family Meals Kickoff Event in September 2025, held in FMI's Crystal City Office

National Family Meals Month & Yearly Family Meals Movement

Following last year's 10th anniversary of Family Meals Month, our work promoting the many benefits of family meals has remained true to our principled core, but sought to be pliable, approachable, and adaptable in our application.

For example, this year, Family Meals Month promoted civility through conversation and encouraged more civil discourse and dialogue at community and family gatherings. This direction was sparked by the following findings in our 2025 Family Meals Barometer survey:

- 74% of respondents agree that family meals are a great time to have and teach respectful interactions;
- 68% said that frequent family meals create safe environments to discuss the thornier societal issues; and
- 69% of respondents felt that civility in America is worse today compared to ten years ago.

We offered details on how to activate under the theme of civility at a free Family Meals webinar in May 2025, which we've posted to the FMI Store [here](#).

Relatedly, we developed new tools for September's Family Meals Month, including [new infographics](#) and [Table Talk placemats](#) to encourage civility across the table. The Family Meals Month website also continues to attract significant traffic, driven by our modular toolkit, a redesigned experience from 2024.



Depicted here: Two examples of the Family Meals Month Table Talk Placemats

The FMI Foundation has moved the needle on awareness of the National Family Meals Month™ and the Family Meals Movement. Our 2025 Harris Poll results, an annual report on Family Meals Month's visibility, showed that 34% of Americans saw National Family Meals Month messaging in September 2024, up from 31% the last five years (2021-2025).

In mid-November 2025, we celebrated our annual Gold Plate Awards winners and honorable mention recipients by hosting a family meal over lunch. Under our refreshed award categories, we gave awards to 11 organizations whose campaigns highlight the transformational power of family meals. You can see the 2025 winners and honorable mentions [here](#).

In 2025, we also built upon our partnership with the National Federation of Families, an organization focused on mental health and substance use challenges in families. The FMI Foundation presented at their virtual annual conference in November.

Why FMI and Junior Achievement USA?

- Partnership goal has always been to inspire young people to consider careers in the food industry.
- JA offers FMI partners numerous ways to engage with youth as early as Kindergarten through young adult years (5 to 25)
- JA has 99 local offices across the USA making local activation seamless



Inspiring Careers in Food

In Partnership with





Depicted here: A May 2025 Webinar on the Inspiring Careers in Food Program with Junior Achievement USA's Laura Goodman and the FMI Foundation's David Fikes

Workforce Programs: Inspiring Careers in Food Program: A Partnership with Junior Achievement USA & Work Culture Council

In 2025, the FMI Foundation deepened its work with project partner, Junior Achievement USA, to recruit member companies from retailers and manufacturers for the *Inspiring Careers in Food* workforce initiative, designed to help students and young career workers explore food industry careers. The FMI Foundation hosted a June webinar drawing attention to the new website, which speaks to the benefits of the partnership for organizations in the food industry and demonstrates how easy it is to get involved. You may access that recording [here](#).



Depicted here: A Listing of the 2025 Member Companies Comprising the Work Culture Council

In 2025, the FMI Foundation continued its work to support the Work Culture Council, a key group of Human Resources and Organizational Behavior professionals addressing healthy and welcoming work environments. The council hosts presentations from subject matter experts and workforce culture leaders alike and provides a safe space for open discussion and resource-sharing. The Supplier Development committee and Work Culture Council met jointly for an educational presentation on disability accommodations in the workplace. Other topics from 2025 included: how to optimize your ERG, the future of HR professionals' work, and the concept of a 'beloved community.'

2025 Unified Voice Educational Events

The FMI Foundation hosted a members-only webinar with PIC USA and the Center for Food Integrity on the introduction of a PRRS-resistant, gene-edited pig, recently approved by the USDA. The webinar is available on the [FMI storefront](#). More gene-editing resources are housed within the FMI [Biotechnology page](#) of the FMI website.

2025 FMI Foundation Fundraising

In 2025, the FMI Foundation raised money to support its programs, events, and initiatives. Through the 2025 FMI Foundation Annual Giving Campaign, conducted through the dues renewal process and [individual donors' contributions](#), we received donations from: Associated Wholesale Grocers, Big Y Foods, Bimbo Bakeries USA, DeCicco & Sons Markets, Dorothy Lane Market, Festival Foods, Golden Harvest Foods, Highland Park Market, K-VA-T Food Stores, Mitchell Grocery Corporation, Potash Markets, Roche Bros. Supermarkets, Saubel's Markets, Seaside Market, The Kroger Co., USFI Sales LLC. Through the 2025 *Stir It Up!* event, we engaged with the following sponsors: Advantage Solutions, Ahold Delhaize USA, Anheuser-Busch Companies, Brookshire Grocery Company, Festival Foods, Flashfood, Hy-Vee, Imperial Distributors, Kellanova, Mars Snacking, Meijer, Northgate Gonzalez Market, PepsiCo, Publix Super Markets, Schnuck Markets, the Campbell's Company, the Coca-Cola Company, the Hershey Company, the Kraft Heinz Company, the Kroger Co., the Pictsweet Company, Topco Associates LLC, Unilever, and Wakefern Food Corp. These donors are integral to the continued work of the FMI Foundation, and we appreciate every contribution.

In 2026, we will be implementing a new strategic plan with a stronger focus on the Annual Giving Campaign.

For more information, please contact:

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or visit us at: <https://www.fmi.org/foundation>