



TO: BOARD OF DIRECTORS
FROM: ANDREW SCHIFF, CEO
RE: FEBRUARY 6th BOARD MEETING
DATE: 1/26/2024

Our next Board meeting will be held on Tuesday, February 6th from 8:30 AM to 10:00 AM both in person at the Food Bank and on Zoom.

Please review the following materials prior to the meeting:

- Board Meeting Agenda
- Minutes from December 2023 Board Meeting
- Diversity, Equity, and Inclusion (DEI) January 2024 Report
- Financial Statements for December 2023
- Narrative Summary for December 2023

Please let me know if you will not be able to attend the meeting.

Rhode Island Community Food Bank

Board of Directors Meeting

December 7, 2023

Members Attending in Person: Debbie Thurston, Dave Macchioni, Alison Tovar, Polly Wall.

Members Attending via Zoom: Jyothi Subramaniam, Michael DiSandro, Maureen Barishian, Darrèl Brown, Cindy Butler, Mary Eastman, Brian Gross, Yvette Kenner, Paul Silver, Genie McPherson Trevor, Lisa Wesner.

Members Not Attending: Rilwan Feyisitan Jr., Aline Binyungu, Kimberly Fernandez, Angelo Garcia, Peter Marino, Kathy O'Donnell, Mathies Santos, David Veliz, Martha Wofford.

Staff Attending: Andrew Schiff, Christine Cannata, Jen Tomassini, Lisa Roth Blackman, Rachel Kramer.

Welcome: Jyothi Subramaniam

Jyothi called the meeting to order at 8:33 AM. Jyothi emphasized the ongoing board appeal's 67% participation and urged the board to strive for full 100% engagement.

Secretary's Report: Debbie Thurston

Debbie confirmed that no alterations were required in the previous meeting minutes and called for a motion to approve them. Polly made the motion, seconded by Alison Tovar, aye vote unanimous.

Status Report on Hunger: Andrew Schiff

This year's Status Report on Hunger in Rhode Island painted a stark picture, revealing that 29% of Rhode Island residents are grappling with food insecurity. Factors contributing to this high level of food insecurity include inflation in food prices, rising housing costs, and the end of COVID-19 relief programs. Each month, over 80,000 people are served at food pantries and meal sites across the state. Andrew urged Board members to attend an event at the State House on January 30th at 3:00 PM to raise awareness about food insecurity and advocate for increased state support for the Food Bank.

Food Acquisition: Jen Tomassini

Jen updated the Board on this year's food acquisition and distribution, highlighting a revised distribution projection of 18M pounds, up from the initial estimate of 16M pounds. Additional federal commodities through TEFAP are allowing us to exceed expectations. Jen explained that we continue to prioritize acquiring culturally relevant food, which constitutes 41% of all purchased food. Board members raised concerns about keeping up with the escalating demand and constraints in agency capacity. Jen responded that it will be important for us to address these issues in our next strategic planning process.

Finance Committee Report: Christine Cannata and Mike DiSandro

Christine provided an overview of September's financials, noting that overall outcomes aligned with expectations. Public support fell \$28,000 below projections, primarily due to the timing of a \$95,000 contribution from Stop & Shop Food for Friends. This donation, though earmarked as revenue for the following fiscal year (FY24), was recorded as a pledge and income in the current fiscal year (FY23) due to the timing of the award notice.

Expenses were \$244,000 below budget. A substantial portion of this saving—\$128,000—stemmed from vacancies in staff positions during the initial quarter of the fiscal year. Temporary personnel expenses exceeded projections by \$32,000 due to filling vacant positions. Consultants' expenses overshot by \$14,500, mainly because the budget had underestimated the final stages of the Hunger study with Brown University.

Shifting focus to Form 990, Christine explained that Form 990 is required for tax-exempt organizations by the IRS. This form is publicly accessible on the GuideStar website, where nonprofit organizations are rated. Board members are expected to review the 990, and Christine pointed out that all Board members' names are included on the form.

Christine also reported on the ongoing recruitment of the Director of IT. This new position will oversee internal IT matters, develop cybersecurity policies, and assist Jen with an upcoming upgrade of the inventory system.

Development Committee Report: Brian Gross and Lisa Roth Blackman

Brian reiterated the aim for full 100% participation in the Board appeal. He asked Board members to consider participating in the upcoming virtual thank-a-thon scheduled for December 12th.

Lisa detailed the outcomes of Giving Tuesday, highlighting the success of the Board's \$85k matching gift challenge. The result was \$161k raised from 705 gifts.

Lisa also briefed the Board on two upcoming fundraisers: the Channel 12 WPRI Day of Giving set for December 13th and a telethon on Thursday, February 8th on Channel 10 called the Souper Bowl of Caring, airing just before the Super Bowl, which Stop & Shop will sponsor.

Lisa also provided an update on our Empty Bowls fundraising event at the WaterFire Arts Center in Providence scheduled for March 27. Currently, \$135k has been raised in sponsorships toward the \$225k goal, with ticket sales beginning mid-February.

Motion to Adjourn

Jyothi requested a motion to end the meeting. Debbie made the motion, seconded by Polly, and unanimously approved. The meeting adjourned at 10:02 AM.

Submitted,



Debbie Thurston
Board Secretary

**Rhode Island Community Food Bank
Financial Statement Narrative
December 31, 2023**

The Food Bank ended December with an operating surplus of \$285,000 compared to a budgeted surplus of \$125,000. Public support and revenue were behind budget by \$202,000 and expenses were \$362,000 less than budget.

We ended FY23 with remaining surplus funds of \$8.6M, from funds raised during the pandemic. The FY24 budget allocated a total of \$1.9M of these funds toward food acquisition and assistance to member agencies. The remaining \$6.7M will be used in FY25.

Public Support

At the end of December, public support was under budget by \$260,000 due to the contributions from organizations, which was behind budget by \$387,000. There were several timing differences totaling \$187,500 (including \$95,000 from Stop & Shop Food for Friends and \$60,000 from RI Foundation for the Trinity Christmas Carol match). The remaining decrease in this category is tied to an overall decrease in corporate giving. The budget assumed an overall decrease in this category of 15%, however, we've seen a decrease of about 30%, after considering the timing differences.

Revenue

Other revenue is ahead of budget by \$57,000 due to interest income from the money market account and earnings on the overnight sweep account, attached to the checking account. We did not account for interest income in the budget from either the money market account or overnight sweeps.

Expenditures

Total expenses were under budget by \$362,000 at the end of December. While several categories fluctuated from budget, as the year progresses, it is expected that the fluctuations will flatten out over the course of the year.

- **Salaries & benefit expenses** were under budget by \$242,000 due to various vacant positions during the first half of the fiscal year. Also, health insurance is running low for two reasons:
 - The budget anticipated 52 employees enrolled in the health insurance plan but currently there are only 46 employees enrolled.
 - The budget assumed more new employees would opt into a family plan than a single plan. However, we have had a higher percent of new employees elect single coverage, which is significantly less expensive.
- **Temporary personnel expense** was over budget by \$73,000 to cover a couple of the positions that were vacant.
- **Consultants** expense was over budget by \$28,500, as the budget underestimated the cost of the final stages of the food assistance study.
- **Food Acquisition** is under budget by \$62,000 but anticipate spending the entire budget by the end of the fiscal year.
- **Supplies expense** was over budget by almost \$7,000, mostly due to the timing of a couple of box purchases for the CSFP program.



Food Bank staff at the Tomaquag Museum with Museum staff Silvermoon LaRose and Chrystal Mars Baker

Diversity, Equity, and Inclusion

Six Month Report

July-December 2023

Contents

Introduction	2
SOAR	3
DEI Committee	4
Roles and Responsibilities.....	4
Meetings	5
DEI Resource and Info Center	5
Internal Reviews of Work and Policies	5
Re-Imagining Cross training	5
Normalizing asking for help	6
Cross communication with agencies, board, and staff.....	7
Learning from Others	8
Tomaquag Museum	8
Conversation with RAMP	8
Next Steps.....	9
Internal Communication Tools.....	9
Cultural Luncheon with Women's Refugee Care	9
Conversation with Crossroads	9
Implement Physical Access Assessment	9



Introduction

At the start of Fiscal Year 2024 in July, we held a DEI planning meeting that was open to all staff. We had a total of 20 staff members attend the session, which was about 31% of the staff. We had representation from most teams in the building, Finance, HR, Development, Communications, Operations, Transportation, Community Impact and Community Nutrition. With feedback from this meeting, we designed the workplan and activities for the year, and we reset the DEI Committee.

This report outlines what we have accomplished in the first six months. Our work has been focused in the following areas:

1. Conducting a SOAR planning meeting
2. DEI Committee restructure
3. Internal reviews of our work and policies
4. Cross cultural and organizational exchanges
5. Developing internal communication and tools

There are other reports and documents referenced in this report that can be found on the Z: drive in the Diversity, Equity, and Inclusion folder.

[Z:\Diversity, Equity and Inclusion](#)

SOAR

(Strengths, Opportunities, Aspirations, and Results)

SOAR stands for Strengths, Opportunities, Aspirations, and Results. It is a planning exercise that focuses on what we do well and what we want to accomplish. Everyone in the organization was invited to attend this session. We had an excellent conversation and everyone at the meeting spoke up and provided input.

Participating Staff

Andrew Schiff
Christine Cannata
Maribeth Cirelli
Lisa Roth Blackman
Kate MacDonald
Kelly Seigh
Doris Moore

Teagan Orlando
Errica Varela
Sandi Cook
Cheena DeAraujo-Desir
Jen Tomassini
Mike Giocastro
John Nash

Sam Mocarski
Lihna Agostini
Erica Hanson
Flannery Sullivan
Yesenia Barnier
Yasbeily Marte

There were a few themes that emerged from the conversation that helped to inform our activities moving forward.

Our people as our strongest asset

The group identified staff as one of the most important strengths of the organization. Not only are there many strengths within the individuals who work here, there are also strengths in the policies, procedures, and opportunities that are provided for them.

There is a will for continuous improvement

Throughout the organization there is a desire to continue to grow and improve. Leadership and management focus on continuous improvement and a large number of staff are looking for opportunities to expand their knowledge and skills.

We must share resources to strengthen and amplify the work

We not only share our resources, but there is strength in us tapping into the knowledge and experience of our agencies as well. Resources can come in the form of knowledge, financial support, experiences, networking, people, etc.

Our brand and reputation

We have built a strong reputation in the community which is a strength that can lead to many opportunities to further our messaging and work.

We have responsibilities as a leader in Rhode Island

As a staff and organization, we are always focused on our core work and mission. We also talked about a responsibility that we have as a leader in the conversation. We

have responsibilities to help shape the work throughout the state and through advocacy for all Rhode Islanders.

Additional information:

Final SOAR Report with full details including the full scope of strengths, opportunities, aspirations, and results, and a schedule of DEI plans and activities.

DEI Committee

The Committee met on August 29, 2023 to start the committee work for FY24. We hope to be able to rely on the committee to help keep the line of communication open and to bridge ideas between the staff, different teams, management, and the board.

Roles and Responsibilities

We discussed the roles and responsibilities of the committee and of senior leadership. We started by reviewing the organization's current Diversity Statement and outlined the following responsibilities:

Diversity Statement

The Rhode Island Community Food Bank embodies diversity, serving every part of our state and engaging people from all communities and backgrounds in our work. We are an open and inclusive organization that welcomes, respects, and values all people. Diversity strengthens our organization, so we take responsibility for attracting employees, volunteers and supporters with diverse identities and life experience. When we seek out, recognize, and cultivate diversity within our staff, we create an enriched and more inclusive work environment. Ultimately, it is our collective wisdom that enables us to achieve our mission with creativity and compassion.

What is the role of senior leadership?

Senior leadership is responsible for developing policy and procedures that are inclusive and consider and appropriately address issues of diversity, equity and belonging. The senior team has a responsibility to help to set the tone of the organization and to provide leadership through policies and through example.

DEI Committee Members

The Committee will be chaired by a member of senior leadership who will serve as a liaison between the committee and the leadership of the Food Bank. There will be a minimum of four committee meetings per year. Anyone can join the committee. In order to help maintain continuity and stability, the commitment upon joining is to attend 4 quarterly meetings. Members may remain on the Committee for as long as they wish after meeting the initial 4 meeting requirement.

Key Committee Roles and Responsibilities

The members of the committee agree to be responsible for being aware of DEI conversations and to seek and find ways to learn and grow continuously. The group will look at the work of the Food Bank and how we can impact and are impacted by issues of diversity, equity and inclusion.

Responsibilities include:

1. Developing recommendations for senior leadership regarding company policies, procedures, and programs.
2. Helping to identify and vet topics and resources for learning, exploration, and growth in the form of articles, trainings, outside speakers, and other engagement opportunities.
3. Maintaining the DEI resource and communication center providing information on activities and schedules, written resources, legislation that impacts DEI issues, community events, etc.
4. Encouraging the participation of staff in events and learning opportunities and report back to staff on the work of the committee.
5. Helping to build a positive mindset around DEI – to help highlight what is special and worthy of celebration within diverse communities.
6. Assisting the organization and leadership in building community partnerships and finding and sharing ways that we can be involved.

Meetings

We decided that the group would meet quarterly in addition to participating in trainings, community conversations and cultural exchanges, visits to other organizations, etc. The Committee will also report at staff meetings at least four times per year.

DEI Resource and Info Center

The committee, led by Yesenia, will take over management of this area. We have plans to further develop the library, provide more resources and information and make the area a bit more interactive. Stayed tuned for more interesting ideas and activities to draw staff to the resource area.

Internal Reviews of Work and Policies

Members of the DEI Committee and a wider range of staff did some work on strengthening and developing opportunities in a few areas.

Re-Imagining Cross Training

For several years we have had a cross training requirement and the group identified this requirement as an opportunity to develop a more intentional engagement opportunity. The DEI Committee made some recommendations to the senior leadership team and

the name and process were changed by the HR department. The Committee thought that the goals of the activity were to:

1. Help us to be able to speak to the work of other areas of the organization.
2. Help us to understand the work of others.

The group agreed that it is not a training. We are not getting training how to do different jobs. We are deepening our understanding about the work of the Food Bank.

Suggestions included:

1. Clearly rebrand as an engagement activity and not a training activity/requirement
2. Have a menu of opportunities that staff can choose from. One idea was to have a panel, for example the finance team (would need to be ready and available prior to reviews – April?). The group can talk about how finances are managed from budget development to paying invoices to the annual audit. This “workshop” style opportunity would be a smaller group that can ask questions and be conversational. Other topics for this style of engagement opportunity might be donor management, HR benefits, communications, etc.
3. Staff identify the opportunity at review time - along with goals and objectives, an engagement opportunity is requested and approved.
4. In order to receive points on the review, there should be a report back on take aways – either in written form or a conversation 1-1 with supervisor.
5. We should survey staff about what they would be interested in learning more about – what opportunities should be made available.
6. The opportunity should come with deeper learning about the topic. For example, not just packing boxes but learning about the work of the production team in a more meaningful and comprehensive way – intentional engagement. The team providing the experience has to plan and be prepared to share knowledge as well.

The new requirement shared by HR incorporates many of the suggestions including:

1. A new name – Engagement Opportunity
2. A menu of engagement opportunities.
3. Staff have to report back either in writing or in person with supervisors.
4. We surveyed staff on what opportunities they wanted and will do so moving forward.

See Christine or Maribeth for the final HR procedure for this activity.

Normalizing asking for help

Also identified in the SOAR exercise was a need to further normalize the conversation around asking for and receiving help. We decided to have a planning session/conversation with the senior management and directors to develop this concept.

The group discussed how we communicate with different stakeholders such as donors, agencies, guests at pantries, and community partners. We want everyone to feel comfortable coming to our pantries and meal sites. We want everyone to feel welcome.

Some of the key themes of the conversation included:

1. Who we listen to is important – we need to hear from guests about what they need, want and what makes them feel welcome and comfortable.
2. We need to find common ground between our audiences. For example, focus on the idea that all children need good food to be successful instead of focusing on what “poor kids” need.
3. How we tell the story matters – the language and images that we use can make people feel part of a welcoming community or make them feel isolated and even looked down upon.
4. Redefining the narrative is critical.
5. We need our information to be clear and accurate.

For much more detailed information please see the final PP report located here:

[Z:\Diversity, Equity and Inclusion\2. Current workplans and projects\Normalizing help](#)

Cross communication with agencies, board, and staff

At the SOAR session, several staff members indicated that they thought it would be important to facilitate more conversation and interaction between staff and agencies and staff and the board.

This year our Annual Meeting featured an exercise where all three groups worked together to discuss future aspirations for the Food Bank. Working in smaller groups, we ran through a thought exercise – If the Food Bank was making headlines years into the future, what would that headline be? We all got to talk through where we wanted to be as an organization in the future.

There were a few aspirational themes that emerged for the future:

1. The community took over providing for itself and its people.
2. The Food Bank and partners focused on and eradicated child hunger.
3. The government stepped up and provided better programs and financial support.
4. Social determinants were addressed through the Food Bank, government and other orgs to level the field and eliminate hunger, health, and nutrition disparities.

These aspirations showed that we need to focus/continue to focus on advocacy for state and federal programs, especially those for children, that we need to listen to involve and be involved with Rhode Island communities. Work that addresses the gaps in health care, access to food and food choices, wages, housing, and employment all factor into our future and food security in Rhode Island.

Learning from Others

Tomaquag Museum

A total of 28 staff members took a trip on two separate occasions to the Tomaquag Museum where we had a guided tour of the museum exhibits and watched a presentation called the Pursuit of Happiness which shared information and insight into what is important to indigenous communities today.

Our hope is to continue to find ways to partner with the indigenous communities in Rhode Island perhaps with recipe sharing, and by supporting the events and activities and movements that are important. A few of the movements that we learned about from our visit to the museum include:

Land Back

Land Back is really about the decision-making power. It's about self-determination for our Peoples here that should include some access to the territories and resources in a more equitable fashion, and for us to have control over how that actually looks.

~Jesse Wentz, Chair, Canada Council for the Arts

MMIW (Missing and Murdered Indigenous Women)

Native Americans today face some extraordinary challenges. These statistics from the Urban Indian Health Institute were compiled from a survey of 71 U.S. cities in 2016. The numbers speak for themselves: Native American women make up a significant portion of the missing and murdered cases. Not only is the murder rate ten times higher than the national average for women living on reservations but murder is the third leading cause of death for Native women.

~Nativehope.org

Food Sovereignty

Food sovereignty goes well beyond ensuring that people have enough food to meet their physical needs. It asserts that people must reclaim their power in the food system by rebuilding the relationships between people and the land and between food providers and those who eat."

~U.S. Food Sovereignty Alliance

Conversation with RAMP

Members of the Community Impact team had a conversation with Tina Guenette Pedersen who is the executive director of RAMP (Real Access Motivates Progress).

Some of the things that we learned include:

1. 42% of the Rhode Islanders have physical mobility issues.
2. 80% of the state is not physically accessible including: low-income housing, shelters, public buildings, and spaces.

3. ADA accessible standards/laws are outdated and do not guarantee access (the size of wheelchairs has changed over the years, for example).
4. There is 1 wheelchair accessible taxicab in all of Rhode Island.
5. The public buses are not accessible to people in wheelchairs.

We plan to work with RAMP to assess our network and ensure that we are 100% physically accessible. This change will occur over time and will be a mix of having agencies actually 100% accessible to having them develop operating plans that still allow for 100% service to those who cannot physically access.

Tina has agreed to do site visits and assessments starting with our largest and most critically located sites. We will provide financial support to make improvements where we can. We will also work with RAMP to share our resources and for them to share theirs. We are going to work with them to change the language that we use when we talk about accessibility and have Tina speak to our network in person.

Next Steps

Internal Communication Tools

We are working on setting up an intranet where we can share tools and resources internally. The DEI work and the Wellness Committee work will also be featured. We have discussed creating a bio book for staff to help the growing number of staff get to know each other better and create a stronger sense of inclusion and belonging.

Cultural Luncheon with Women's Refugee Care

We have a luncheon planned where we will share in the preparation of an authentic African meal and cultural exchange. We are also creating a video of the experience which we will share with our staff and the staff at Women's Refugee Care.

Conversation with Crossroads

We will hear from the team at Crossroads about homelessness in our state. We will also discuss some of the terms that are used such as homeless vs. unhoused and learn more about who is homeless in our state.

Implement Physical Access Assessment

We plan to roll out this assessment January/February of 2024.

DEI Activity Update (July-December)

DEI Staff Planning FY24



- SOAR planning session with 20 staff participants (31%)
- Created a schedule of activities for the year
- Restructured the DEI Committee
- Internal review of some policies
- Plan to create internal communication procedures and tools

Themes that emerged from our Soar Session



- People are our strongest asset
- There is a will for continuous improvement
- We must share resources to strengthen & amplify the work
- Our brand & reputation are strong and bring opportunities
- We have responsibilities as a leader in Rhode Island

DEI Committee Work



- Revamped the resource area
- Revised the roles and responsibilities of the group
- Determined group will meet quarterly
- Anyone can join anytime w/ a 4 meeting commitment

Internal Reviews of Work and Policies



- Re-imagined cross training requirement
- Engagement Opportunities developed
- Discussion on how to further normalizing asking for help
- Working towards strength-based communication with all constituents
- Changed our annual meeting to allow Board, Staff and Agencies to socialize and work together

Learning from Others (upcoming)



- Planned trips to Tomaquag Museum
- Cultural Exchange Lunch with Women's Refugee Care
- Conversation with Crossroads about the homeless and unhoused population

Internal Communication Tools



- Photo org charts
- Intranet being investigated
- Increasing resource materials for staff in all areas
- Potential staff bio book

Food Bank Staff

How diverse is the organization?

- 27% of the whole team is non-white
- 17% of the management team is non-white
- 30% of the office staff is non-white
- 13% of the warehouse staff is non-white



There is more diversity among the office staff and the leadership team than in the warehouse and transportation teams. Of the 11 most recent hires, 45% were non-white hires. There is still work to be done. Even with the new hires, 73% of the organization is white.

Is there room for growth and development at the Food Bank?

- The leadership team is comprised of 29 staff members. Sixteen of them or 55% started in an entry level position, and two more received promotions to a higher level of management. A total of 62% of the management team has been promoted from within.
- Of the 65 staff members, 22 have received at least one promotion during their career at the Food Bank. A total of 34% of the staff has been promoted.



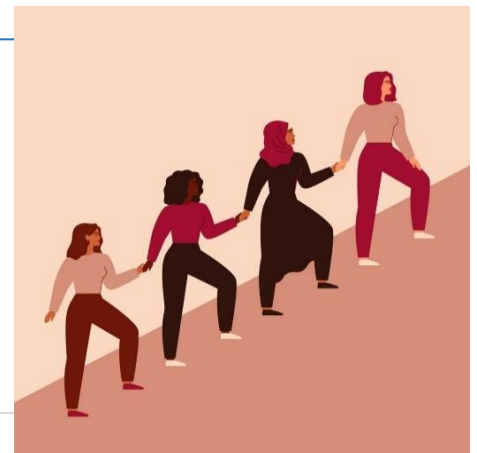
GROWTH & DEVELOPMENT

More than half of the leadership team has been promoted from within. The organization works to develop talent at the entry level positions so staff are ready when promotions do become available.

Is the Food Bank Multi-Generational?

- The highest % of the organization is between 45-54 at 37%
- The next highest % is 55 or older at 26%
- 25% of the staff are 34 or younger

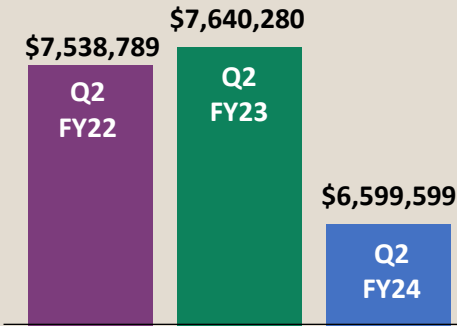
Currently older staff are well represented at the Food Bank. Older representation on the staff is not surprising given the promotions from within. Of the 11 new hires just over half are under 34.



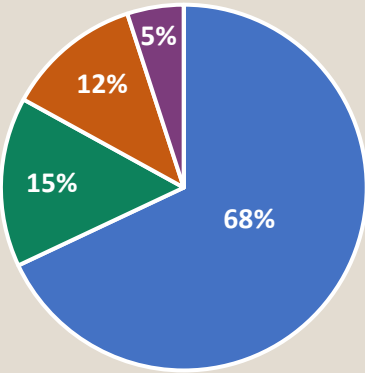


FY24 Development Dashboard – July 1, 2023 – December 31, 2023 Analysis

TOTAL PUBLIC SUPPORT



PUBLIC SUPPORT BREAKDOWN

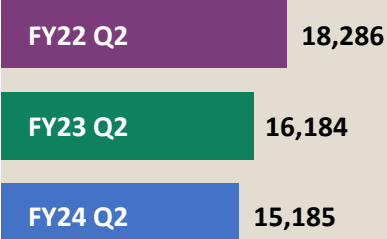


Individuals
\$4,490,043 (68%)
Organization Grants
\$975,726 (15%)
Organizations
\$809,983 (12%)

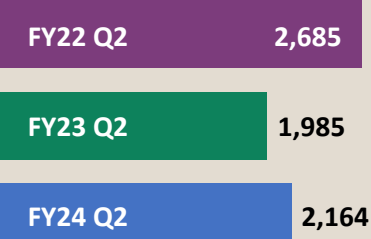
Capital Grants & Bequests
\$323,847 (5%)
Special Events
\$0 (0%)

YEAR OVER YEAR PUBLIC SUPPORT

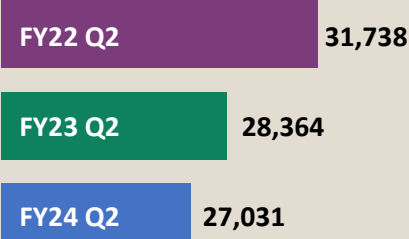
NUMBER OF DONORS



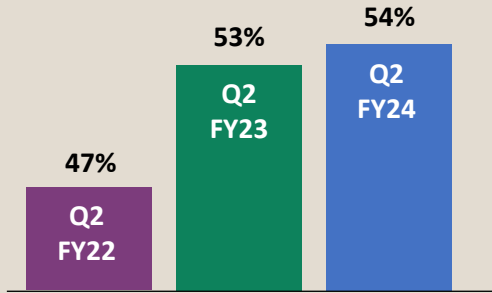
NUMBER OF NEW DONORS



NUMBER OF GIFTS



OVERALL DONOR RETENTION



STRATEGIC PLAN METRIC: DONOR RETENTION

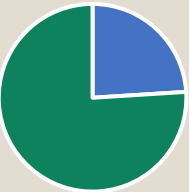
RETENTION OF \$5K CUMULATIVE DONORS FY23 – FY24

Goal: 86% Retention

347	\$5,000+ Cumulative Donors in FY23
231	\$5,000+ Donors Retained in FY24
67%	Retention Rate

STRATEGIC PLAN METRIC: INCREASE ONLINE GIFTS

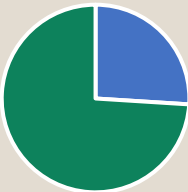
Goal: Increase from 17% to 20% of Total Giving



FY22 Q2
Offline: 76%
Online: 24%



FY23 Q2
Offline: 75%
Online: 25%



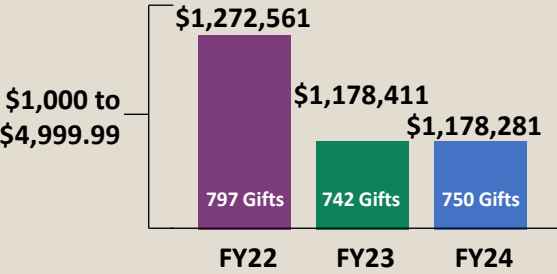
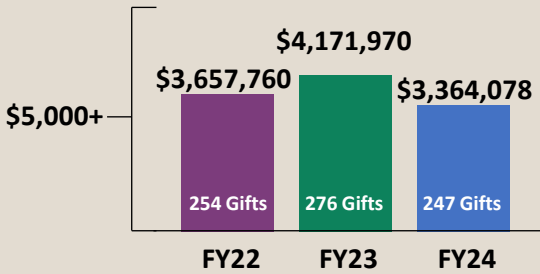
FY24 Q2
Offline: 74%
Online: 26%

Based on number of individual gifts. Does not include Monthly Sustainers.

SUSTAINERS HARVEST MONTHLY GIVING

	Number Donors	Monthly Revenue	Average Gift
Dec. 2021	830 ↑	\$35,339 ↑	\$42.58 ↑
Dec. 2022	908 ↑	\$41,778 ↑	\$46.01 ↑
Dec. 2023	1,003 ↑	\$45,433 ↑	\$45.30 ↓

MAJOR DONOR REVENUE





FY24 Communications Dashboard – Quarter 2 Analysis: October - December

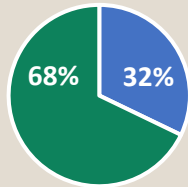
EMAIL MARKETING

28,608

Subscribers as of
January 17, 2024

28

Emails sent from
October - December



Appeal

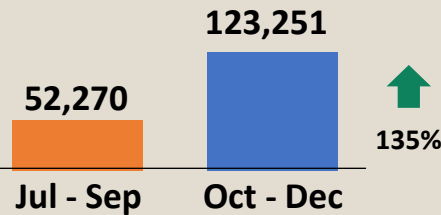
- 19 Emails
- 37.5% Avg Open Rate
- 0.74% Avg Click Rate

Cultivation

- 9 Emails
- 39% Avg Open Rate
- 0.6% Avg Click Rate

Industry Avg is 25% Open / 2% Clicks

WEBSITE PAGE VIEW COMPARISON: Q1 FY24 VS Q2 FY24

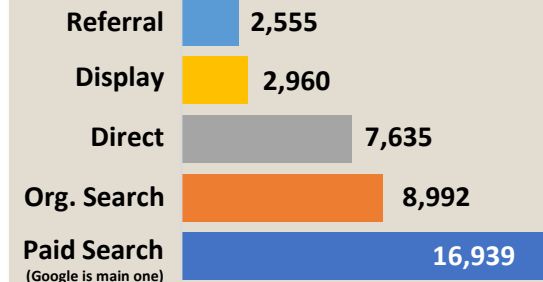


Total page view number includes multiple visits to the same page by the same person.

TOP PAGES (Oct - Dec)

- Donate Landing Page – Google Search Ads (21%)
- Find Food (8%)
- Donate – General (5%)
- Agency Portal (4%)

WEB TRAFFIC SOURCES

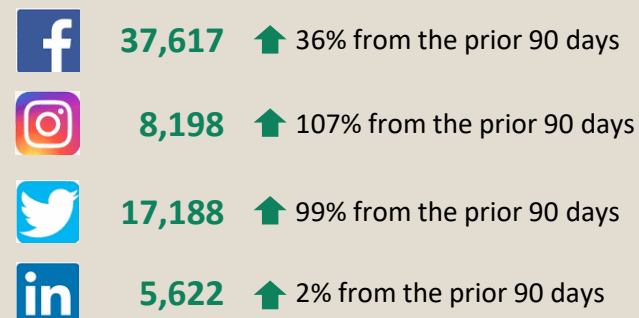


STRATEGIC PLAN METRIC: GROWTH IN SOCIAL FOLLOWERS

	Baseline Followers: End of FY21	FY2024 Growth GOAL	Actual Growth from FY22 to Current	Number of Followers To Date (1/18/24)
	10,238	15%	8.3%*	11,184
	3,061	30%	23.5%	3,823
	7,980	3.5%	-1.7%	7,851
	1,389	20%	61%	2,268
	55	YouTube not a strategic plan metric	221%	180

SOCIAL POST IMPRESSIONS

Post Impressions describes on average, how many people have seen or interacted with our posts – a better indicator of engagement with our content.



SHARING OUR MESSAGE

Speaking | Media | Events | Town Hall
6 | 21 | 2 | 1

Speaking Engagements Around Hunger

- Providence Presbyterian Church
- Women's Group
- Tri City Elks
- Macy's, Merrill Lynch, IGT

Media Coverage

WPRI, WJAR, ABC6 Boston Globe, RI Monthly, Public's Radio, Brown Daily Herald, PBN, ProJo and Uprise, covering:

- Hunger Survey
- Scouting for Food
- Status Report
- Trinity Rep Partnership
- Day of Giving

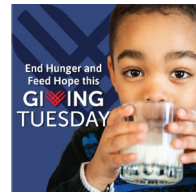
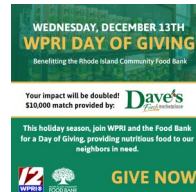
Events

- Donor Wine Tasting
- Scouting for Food

Town Hall

- Status Report

CONTENT HIGHLIGHTS:



Board of Directors Meeting
February 6, 2024

8:30 AM – 10:00 AM

AGENDA

- Welcome – Jyothi (8:30 – 8:35)
- Secretary’s Report – Debbie (8:35 – 8:40)
- Strategic Planning Committee Report – Kim (8:40 – 8:50)
- Diversity, Equity, and Inclusion (DEI) Report – Jen (8:50 – 9:05)
- Report from Feeding America – Alina Ali (9:05 – 9:20)
 Senior Manager, Equity, Diversity and Inclusion, Feeding America
- Finance Committee Report – Mike and Christine (9:20 – 9:30)
- Development Committee Report – Brian and Lisa (9:30 – 9:40)
- Public Policy Committee Report – Pete (9:40 – 9:50)
- CEO Report – Andrew (9:50 – 10:00)

RICFB
Statement of Activity
For the Six Months Ending December 31, 2023
INTERNAL USE ONLY

	Annual FY24 Budget	Year-to-Date Actual FY24	Year-to-Date Budget FY24	Actual/Budget Positive (Negative) Variance	Year-to-Date Actual FY23	This/Last Positive (Negative) Variance
Public Support						
State and Local Grants	\$550,000	\$275,000	\$275,000	\$0	\$225,000	\$50,000
Federal Grants	\$3,580,000	\$1,783,855	\$1,785,000	(\$1,145)	\$690,652	\$1,093,203
Sub-Total Government Grants	\$4,130,000	\$2,058,855	\$2,060,000	(\$1,145)	\$915,652	\$1,143,203
Direct Mail Contributions	\$2,400,000	\$1,787,745	\$1,499,119	\$288,626	\$1,635,847	\$151,898
Individual Contribution (non-direct mail)	\$4,700,000	\$2,663,900	\$2,918,000	(\$254,100)	\$3,129,540	(\$465,640)
Bequests	\$200,000	\$118,478	\$100,000	\$18,478	\$172,755	(\$54,277)
United Way	\$70,000	\$37,690	\$35,000	\$2,690	\$35,386	\$2,304
Sub-Total Individual Giving	\$7,370,000	\$4,607,813	\$4,552,119	\$55,694	\$4,973,528	(\$365,715)
Grants - Organizations	\$2,000,000	\$975,726	\$903,500	\$72,226	\$1,136,023	(\$160,297)
Contributions - Organizations/In-Kind	\$1,775,000	\$809,984	\$1,196,750	(\$386,766)	\$1,436,729	(\$626,745)
Special Events	\$200,000	\$0	\$0	\$0	\$0	\$0
Total Public Support	\$15,475,000	\$8,452,378	\$8,712,369	(\$259,991)	\$8,461,932	(\$9,554)
Revenue						
CO-OP (net loss)	\$0	\$878	\$0	\$878	\$376	\$502
Other Income/Amazon lease (net of exp)	\$190,000	\$151,645	\$95,000	\$56,645	\$135,301	\$16,345
Total Revenue	\$190,000	\$152,524	\$95,000	\$57,524	\$135,677	\$16,847
Total Public Support & Revenue	\$15,665,000	\$8,604,902	\$8,807,369	(\$202,467)	\$8,597,609	\$7,293
Expenses						
Salaries	\$4,797,562	\$2,287,837	\$2,443,958	\$156,121	\$2,233,635	(\$54,202)
Payroll Taxes and Benefits	\$1,332,863	\$514,429	\$599,910	\$85,481	\$478,082	(\$36,347)
Total Personnel Expenses	\$6,130,425	\$2,802,266	\$3,043,868	\$241,602	\$2,711,717	(\$90,549)
Advertising & Promotion	\$148,450	\$27,952	\$74,225	\$46,273	\$49,742	\$21,791
Bank, Payroll & Professional Fees	\$192,500	\$119,060	\$117,500	(\$1,560)	\$129,262	\$10,202
Consultants	\$299,018	\$182,125	\$153,709	(\$28,417)	\$173,339	(\$8,787)
Direct Mail	\$550,000	\$357,592	\$392,215	\$34,623	\$386,390	\$28,799
Dues & Subscriptions	\$70,972	\$19,956	\$31,152	\$11,196	\$24,514	\$4,558
Equipment & Maintenance	\$338,451	\$165,209	\$169,225	\$4,016	\$152,944	(\$12,265)
Food Acquisition	\$8,220,750	\$3,898,012	\$3,960,155	\$62,143	\$3,523,936	(\$374,076)
Innovation and Capacity Fund and Agency Grants	\$650,000	\$294,345	\$295,000	\$655	\$527,508	\$233,163
Insurance	\$64,420	\$34,938	\$32,210	(\$2,728)	\$29,991	(\$4,946)
Mileage, Conferences & Training, Travel	\$155,650	\$39,355	\$75,825	\$36,470	\$30,183	(\$9,172)
Miscellaneous	\$9,100	\$2,540	\$4,550	\$2,010	\$3,592	\$1,052
Postage	\$35,040	\$12,428	\$17,520	\$5,092	\$14,927	\$2,499
Printing & Publications	\$67,450	\$26,155	\$33,725	\$7,570	\$16,415	(\$9,739)
Supplies	\$231,501	\$122,566	\$115,750	(\$6,816)	\$106,853	(\$15,713)
Telephone	\$16,430	\$8,123	\$8,215	\$92	\$7,386	(\$736)
Temporary Personnel	\$0	\$73,460	\$0	(\$73,460)	\$65,918	(\$7,542)
Transportation	\$134,887	\$61,483	\$67,443	\$5,960	\$64,350	\$2,867
Trash Removal	\$27,000	\$13,548	\$13,500	(\$48)	\$13,614	\$66
Utilities	\$152,150	\$58,199	\$75,975	\$17,776	\$63,944	\$5,745
Volunteer Expense	\$500	\$287	\$250	(\$37)	\$237	(\$51)
Total Expenses	\$17,494,694	\$8,319,598	\$8,682,012	\$362,414	\$8,096,763	(\$222,834)
Surplus (Deficit) from Operating Funds	(\$1,829,694)	\$285,304	\$125,357	\$159,947	\$500,845	(\$215,541)
Investment Income, Bequests & Property, Plant & Equipment						
Investment Income (Loss)	\$0	\$597,585	\$0	\$597,585	\$103,465	\$494,120
Grants/Expenses (Net) - Property, Plant & Depreciation Expense	(\$55,000)	\$205,369	\$257,000	(\$51,631)	\$94,000	\$111,369
	(\$450,000)	(\$224,143)	(\$225,000)	\$857	(\$214,757)	(\$9,386)
Total Other	(\$505,000)	\$578,811	\$32,000	\$546,811	(\$17,292)	\$596,103
TOTAL SURPLUS (DEFICIT)	(\$2,334,694)	\$864,115	\$157,357	\$706,758	\$483,553	\$380,562

RI Food Bank - Monthly Financial Summary -For the Six Months Ending December 31, 2023

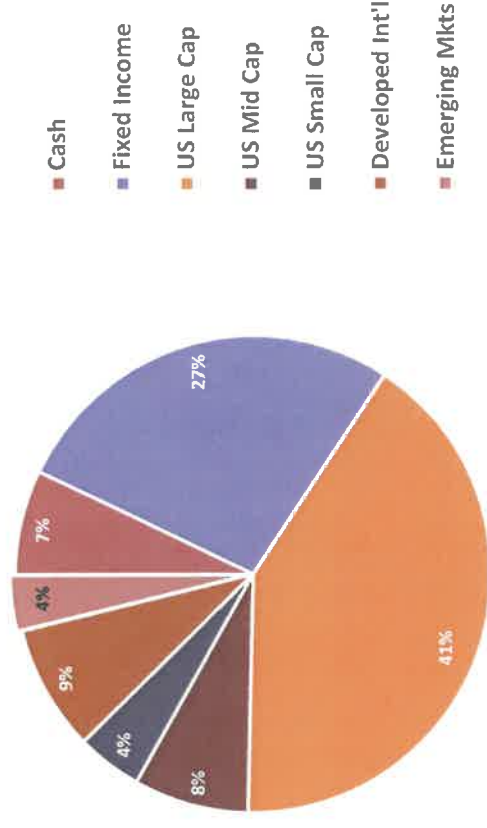
BALANCE SHEET

	Current Fiscal Year	Prior Fiscal Year
Assets		
Cash	\$5,382,159	\$6,934,273
Receivables	\$392,729	\$455,400
Prepaid & Other	\$243,126	\$156,957
Inventory	\$1,103,307	\$1,589,684
Fixed Assets (Net), Intangible Asset, ROU Asset	\$5,840,630	\$5,836,313
Investments	\$10,929,779	\$10,540,125
Total Assets	\$23,891,730	\$25,512,752
Liabilities & Fund Balance		
Accounts Payable & Accrued Expenses	\$715,164	\$656,908
Deferred Revenue	\$38,500	\$0
Lease and Other Liabilities	\$50,529	\$0
Total Liabilities	\$804,193	\$656,908
Fund Balance	\$23,087,537	\$24,855,844
Total Liabilities & Fund Balance	\$23,891,730	\$25,512,752

INCOME STATEMENT

	Current Fiscal Year Actual YTD	Fiscal Year Budget YTD	Actual /Budget Variance	Prior Fiscal Actual YTD	Current /Prior Variance
Gov't, Public Support & Revenue					
Government Funding	\$2,058,855	\$2,060,000	(\$1,145)	\$915,652	\$1,143,203
Public Support	\$6,393,522	\$6,652,369	(\$258,846)	\$7,546,280	(\$1,152,758)
Revenue	\$152,524	\$95,000	\$57,524	\$135,677	\$16,847
Total Income	\$8,604,902	\$8,807,369	(\$202,467)	\$8,597,609	\$7,293
Expenses					
Personnel Costs	\$2,802,266	\$3,043,868	\$241,602	\$2,711,717	(\$90,549)
Food Acquisition	\$3,898,012	\$3,960,155	\$62,143	\$3,523,936	(\$374,076)
Grants to Agencies	\$294,345	\$295,000	\$655	\$527,508	\$233,163
All Other Expenses	\$1,324,975	\$1,382,989	\$58,014	\$1,333,603	\$8,628
Total Expenses	\$8,319,598	\$8,682,012	\$362,414	\$8,096,763	(\$222,834)
Total Operating Surplus (Deficit)	\$285,304	\$125,357	\$159,947	\$500,845	(\$215,541)

Portfolio Allocation



DISTRIBUTION IN POUNDS

Category	Current Year	Prior Year
Donated	2,651,482	2,370,235
TEFAP	2,563,753	2,006,556
CSFP	365,408	345,912
Purchased	2,921,558	2,958,995
ARPA	803,258	0
EFSP		124,073
Total	9,305,459	7,805,771

YTD INVESTMENT ACTIVITY

	Current YTD	Prior YTD
Balance at Beginning of Year	\$11,325,923	\$10,432,110
Stock Gifts	\$168,116	\$173,115
Investment Income (reinvested)	\$115,398	(\$114,204)
Unrealized Gains (Loss)	\$506,978	\$239,673
Management Fees	(\$24,791)	(\$22,004)
Total Investment Income	\$597,585	\$103,465
Withdrawals & Stock Gift Cash Distribution	(\$1,161,844)	(\$168,565)
Balance at End of Period	\$10,929,779	\$10,540,125