



# Salvation Farms 2018 Annual Report

During 2018, Salvation Farms gathered **536,280 servings of wholesome crops from Vermont farms and distributed this nutritious food to 47 sites** in Vermont and beyond, *including the Vermont Foodbank's network of 200+ agencies*. These crops had a value of **\$235,906**.

This work happened with the support of **418 volunteers who donated 2,483 hours**.

It has been fifteen years since we began gleaning the fields of northern Vermont and six years since obtaining our non-profit status. While 2018 had its challenges - as all years do - it offered some sweet rewards and affirmations. We are proud to share that 2018 was Salvation Farms' most successful fundraising year and, by the year's end, we had two full-time staff at our Winooski food hub and two AmeriCorps VISTA members supporting our gleaning and administrative activities.

Our Vermont Commodity Program increased its operational sophistication, began producing more frozen product, and delivered quality job-training to amazing folks who sought our support in their transition into the workforce. Our Lamoille Valley Gleaning program deepened its service to farms and sites, feeding those in need by visiting farms and delivering Vermont-grown food nearly every week of the year.

We completed a thorough strategic planning process that engaged all members of our organization and some external partners. Implementing the resulting plan gives us the opportunity to improve our internal structures: how our Board functions, how we conduct administrative tasks, how we define our organizational culture, how we market our mission, and how we build financial stability.

With this solid foundation, we were awarded funding to implement our strategic plan from the Ben & Jerry's Foundation. This is a competitive grant that they provide to only one Vermont organization per year.

This past year also presented an unexpected recognition. I am humbled and proud to have received the Vermont Businesses for Social Responsibility's *Young Changemaker Award*. We thank you - our diverse partners, donors, staff, and Board. Each of you make Salvation Farms what it is.

Thankfully,

Theresa Snow,  
Executive Director



## Funding Highlight

We are grateful that two new supporters joined Salvation Farms in 2018. It is an honor to work in partnership with them.

*"United Way of Northwest Vermont's volunteer Community Impact Team is proud to fund the Vermont Commodity Program as an additional and innovative upstream strategy for addressing food insecurity in our community, while also providing valuable employment skills to individuals."*

*"Rebuilding our food system is a core theme for The Whitehead Foundation; through skilled community engagement and widespread partnerships, Salvation Farms brings abundant creativity, compassion, and pragmatism to this essential work."*



## Vermont Commodity Program

### Building Personal Agency & Community Food Security

During 2018, our surplus crop food hub and training program in Winooski cleaned, processed, and packaged more than **390,000 servings** of Vermont's surplus fruits and vegetables, distributing the bounty to those in need of this vital nutrition.

In total, **9 farms and gleaning programs** provided surplus crops to the Vermont Commodity Program - mainly potatoes, carrots, apples, and squash - staple crops for a northern diet.

Vermont Commodity products are made available to sites throughout **Vermont, in New Hampshire, and in Boston. 85% of distribution** occurs through our relationship with Black River Produce, while Chittenden County agencies pick up their orders at our food hub.

The 16-week job training component of our food hub offers second chances to individuals who have experienced homelessness, incarceration, addiction - or who simply face some barrier to employment - like being a single parent or living with a disability.



*Trainees gain valuable skills in food handling and manufacturing.*



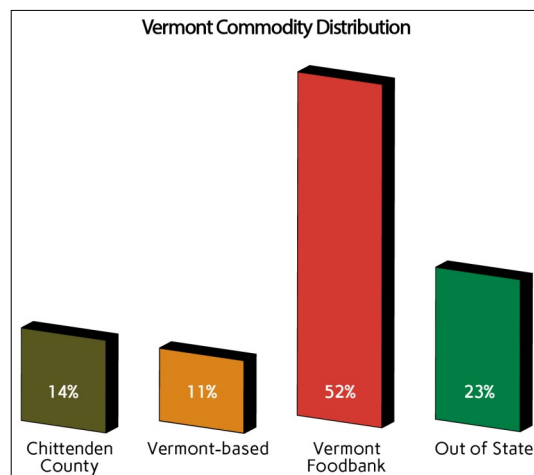
In 2018, **eight** people completed job-readiness training. Having gained vital employment skills, **88% secured jobs** in the final days of training or shortly after completing the program - many in food-related occupations, earning above minimum wage. When surveyed, all who completed training in 2018 shared high levels of program satisfaction. At completion of the program, all trainees reported a maintained or increased level of self-esteem and self-worth. Over the course of the program, **50%** of trainees increased their fruit and vegetable intake.

*"The resume help I received was a huge help. At the end of the program, I felt confident in my ability to apply for jobs and be taken as a serious applicant. Right after completing the program I...was hired. I am still employed there eight months later. I no longer receive public assistance. I work full time and am able to provide for my family."* - 2018 Trainee & Parent of Three

Beyond supporting trainees in their efforts to build personal agency, another meaningful component of the Vermont Commodity Program is building community around food.

*Volunteers root our work more deeply in the community.*

In 2018, **volunteers performed 897 hours** of service alongside our trainees and staff. While supporting this program, they learned about the food system and created relationships along the way. *"Our campers learned the value of helping others, ensuring that there is little to no food loss in our community, and getting fresh produce to people and families in need...they then created several initiatives to reduce our [summer camp's] food waste, like a compost program and conversations with the community."* - Camp Kiniya Counselor



## Vermont Gleaning Collective - Vermont's Association of Gleaners

In 2018, the Collective welcomed Willing Hands as its newest member. Willing Hands gleans in the Upper Valley region of Vermont and New Hampshire. While the member organizations continued taking on leadership roles, Salvation Farms refined our role as backbone, supporting members as they direct the Collective's evolution.

During 2018, member organizations partnered with **more than 90 farms** and served **more than 95 food programs** - including the *Vermont Foodbank's network*. All members increased their gleaning compared to 2017, gathering and distributing **more than 1 million servings of local crops**, with **volunteers donating more than 6,000 hours**.

**65% of volunteers** reported being introduced to new farms due to their participation with member programs and **64% reported** that gleaning has influenced their relationship with farms in their community. **63% of charitable recipient sites reported** that produce donated from the member programs comprised **50% or more** of the fresh produce offered at their site.

**VERMONT**  
**GLEANING**  
**COLLECTIVE**

Learn more about the Collective and sign up to get involved at: [www.VermontGleaningCollective.org](http://www.VermontGleaningCollective.org).



## Financials

### Income

Individuals	\$81,123
Businesses	\$67,662
Grants	\$333,576
Program Revenue	\$48,907
In-kind	\$5,648
Other	\$7,855
<b>Total Income</b>	<b>\$544,771</b>

Donations from individuals and businesses increased by 68% in 2018. Business contributions were unexpectedly high, due to Burlington Meals on Wheels dissolving and donating part of their remaining assets to Salvation Farms. Income from grants increased by 48%, while grant income remains at 60% of overall income. Hours contributed by administrative volunteers more than doubled, totaling 592 hours - a \$14,000 value. Salvation Farms experienced increases in cause-related marketing and special event income; while small, this is an area of revenue to develop. Sub-tenant income concluded in June of 2018, resulting in a reduction of program revenue.

### Expenses

Marketing & Fundraising	\$45,638
General Administrative	\$45,273
Lamoille Valley Gleaning	\$63,690
Vermont Gleaning Collective	\$21,069
Vermont Commodity Program	\$185,188
<b>Total Expenses</b>	<b>\$360,858</b>

In 2018, expenses grew by 2% from 2017. This small increase was largely the result of our staff numbers remaining under projection for much of the year. As in past years, all marketing and fundraising was managed in-house, with some donated graphic design support. 2018 was the first year we supported a full-time Lamoille Valley Gleaning staff person and, by year end, the Vermont Commodity Program had two full-time staff. Consultants were hired to support bookkeeping and food loss research. Insurances, rental costs and utilities for three locations, vehicle upkeep, employee benefits, and mileage reimbursement are all part of making Salvation Farms' program work possible.

## Lamoille Valley Gleaning

In 2018, Lamoille Valley Gleaning program deepened its many partnerships. **Volunteers donated 994 hours** in fields and wash-pack houses or delivering produce, sharing crops that otherwise would not have been eaten. As a result of their involvement, **60%** of volunteers reported that they were introduced to new farms, and **70%** said they have increased their purchasing from local farms.

*"I found myself stopping at small local farms...for my fruits and veggies instead of the produce aisle at the grocery store."* - Meg Douglass

More than **210,000 servings** of wholesome produce were gathered. **19 farms** provided nutritious, local crops that were distributed to **more than 30 different sites**, from Teen Challenge New England to Meals on Wheels of Lamoille County.

Farmers surveyed said they had **100% confidence** and **100% ease** when working with our program staff. When sites were asked about the impact that receiving gleaned produce has on their site and the clients they serve, **81% stated** they agree or strongly agree that their site has greater interest in and comfort using fresh food.



*Volunteers glean happily - rain or shine.*

## Board of Directors



### << Avram Patt, President

Consultant and State Representative

### Susan Titterton, Vice President >>

Community organizer and consultant



### << Maxine Kelly, Treasurer

Finance and Human Resource Director at the Vermont Studio Center



### Jane Macan, Secretary >>

Retired Business Owner



### << Joe Bossen

Owner of Vermont Bean Crafters and partner in All Souls Tortilleria



### Sue Buckholz >>

Attorney and former State Representative



With deep appreciation, we acknowledge **Laurie Beyranevand, Jean Hamilton, and Jonny Adler** for their Board service, which ended in 2018.

*"Salvation Farms was an early leader in the state and country in its actions to reduce food waste through gleaning. I continue to support the organization because of this ongoing leadership demonstrated through its innovative approaches to strengthening Vermont's food system."*

- Jean Hamilton, Food Business Consultant

*"Pound for pound, I'm not sure there's an organization that makes a bigger difference than Salvation Farms."*

- Jonny Adler, Co-Owner of The Skinny Pancake

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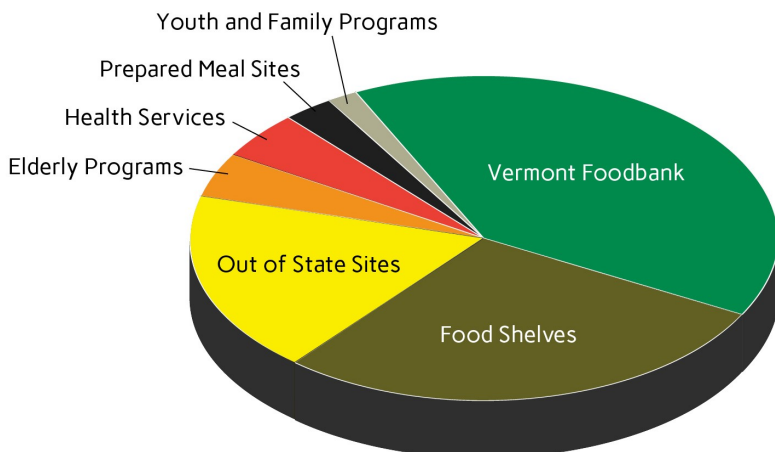
### Check us out!

In 2018, we launched a **new website**, with updated information about our vision, programs, and ways YOU can **get involved**.  
Take a peek at [www.salvationfarms.org](http://www.salvationfarms.org).

*We send a very special thank you to Hannah Dreissigacker, who donated significant hours to make this project a reality.*

## What's the Impact?

### Who We Fed in 2018



Jesse Metzler, a Vermont Commodity Program Volunteer, reflects that engaging with Salvation Farms *"helps us recognize that food is food, no matter how it looks. Broken carrots and blemished potatoes can be just as nutritious as the 'perfect' foods we see in the store."*

**97% of sites** responded they are satisfied or extremely satisfied with the quality of produce donations.

*"Thank you so very much for your wonderful service!  
I could not do what I do without your help."*  
- Laura Wilkerson, Director of Hardwick Area Food Panty



*Capstone's Head Start Program in Morrisville receives a delivery of gleaned root crops.*



# Thank YOU for making our work possible!

## Individuals

Alexandra Bovey, Alexandra Heller, Alicia Simmons, Allison & Donald Hooper, Amanda Lundgren, Andrew Robinson, Anita Forgy Bohls & Chalmer C. Bohls, Ann Bunting, Ann Gaillard & Loui Pulver, Ann Hiltz, Ann Spearing & Ronald Kelley, Ann Stanton & David Connor, Anne & Jack Lazor, Anne Bijur, Anne D. Lezak & Harry Chen, Anne Mason, Anne Steel, Anthony & Katherine Stamper, Audrey & Lew Coty, Avram Patt, Barbara & Arthur Postman, Barbara Conn, Betsy B. Pond, Betsy Owen, Bill & Diana Donovan Lee, Bob & Betsy Almeter, Brenda Snow, Brian Boardman, Bunny & Peter Merrill, Carol & Don Randall, Carole & James Petrillo, Carolyn Angoff, Carolyn Partridge, Charles Kittredge, Charlie & Carol Hosford, Chip Conquest, Christina Erickson & John Marius, Christine & Michael Smith, Cilla Bonney-Smith & Nat Smith, Claire Wilson, Cynthia West & Mark Lichtenstein, Dale Cavanaugh, Dan Barlow & Phayvanh Luekhamhan, Dan Wickstrom, Darsey & Joseph Moon, David & Debbie Yacovone, David & Renee Wahler, David & Suzanne Sanborn, David DiElsi, Dennis & Linda Theberge, Dian Williams, Diana Celia, Diane & Steve Kraus, DJ Masi & Jamen Yeaton-Masi, Donald Ransom, Dorigen Keeney, Duncan & Nancy Tingle, Edwin & Deb Krempecke, Elise Olsen & Josh Carlson, Elizabeth & Christopher Cullen, Elizabeth Anderson, Elizabeth Bassett & John Pane, Elizabeth Dickson, Elizabeth Ferry, Elizabeth Gadbois, Elizabeth Scott & Timothy Berry, Ellen & Peter Waldman, Ellen Fein, Emma Stuhl, Enid Wonnacott, Ezra Fradkin, Frances & Philip Dodd, Gary Clark, Gaylynn Huyghebaert, Geoff Fitzgerald & Ella Starr, George & Susanne Abetti, Glenn Ravdin, Gregory & Jennifer Stefanski, Gretchen Vanslyke & Zuell Ambrose, Hadley Bunting, Helen Labun, Holly Simpson, Hubert O'Brien, Hugh Knox, J. Barrie & Susan Farrington, Jack & Helene Ader, Jack & Terry Lyons, James Feinson, James Hafferman, James M. Smith, Jan Ameen, Jane & Bill Macan, Janet Long, Jarod Waite, Jean & David Rosenberg, Jean Hamilton, Jeannie Kornfeld, Jennifer Oldham, Jessica Joyal, Jessica Parker, Joan C. Bowman, Joan Greene, Joan Rae, Joanna M. Kelly, Jody Condon, Joe Bossen, John & Janet Poeton, John & Judy Clark, John & Linda Kristan, John & Millie Merrill, John & Patti Reid, John Merrill, John Sargent & Caroline McKinney, Jonny Adler, Joy & Andy Jensvold, Judith Wrend & Joanne Harrison, Judy Carpenter & Karl Stein, Judy Geer & Dick Dreissigacker, Julia Scheier, Julie McCarthy, Julie Wainwright, Karen & Bill Donoghue, Karyn Scheier & Stanley Dolberg, Kate Davenport & Cass Russillo, Kathleen Duclos, Kathleen Riley, Kathryn Davis, Kathryn Perkins, Kathryn Snow, Kathy Leo, Katie Rumley, Kay & Jim Stephenson, Kay Freedy, Kenneth & Sherry Schneider, Kenneth Puzey, Kevin Gregoire & Anne Morse, Kristin Smith, Kristine Drewry, Laura Davenport & Kenley Clark, Laura Weickert, Laurie Beyranevand, LD Bliss, Leah Swanson, Les Snow, Linda Ramsdell, Linda Young, Lionel & Ardys Fisher, Lisa Hoare, Lisa Newton, Liz Lackey, Lois Keith, Louise Cross, Lynn & Bob Meyer, Maggie Cleary & Justin Earlandt, Maj Wickstrom, Marcella Houghton, Mariel Hess, Mario Mauro, Mark & Connie Pelton, Mark & Donna Prusha, Martha J. Webber, Mary Blanton, Mary C. Ashcroft, Mary Jean & David Coddair, Mary Korowotny, Mary Louise Bekkouche, Marybeth Gilliam, Matthew Lewis, Meg Ostrum, Meghan Metzler, Michael Sirotkin, Michel Weppler, Miles Peterle, Mort Butler, Muriel & Paul Almquist, Nancy & Gary Banks, Nancy Colby, Nancy Segal, Nick Cantrick, Nicole Hirschman, Patricia Seivwright, Patrick Brown, Paul R. Costello, Peter Peltz, Peter Young & Lauren Geiger, Philip Lewellen, Rachel Duffy, Ray Mikulak & Robin McDermott, Regina Frank, Rev. Clark & Lucy Callender, Richard A. Westman, Richard F. Snow Jr., Richard Rubin & Jayne Israel, Richard Sontag, Rob & Maureen Geyer, Rob Maynard, Robert & Beverly Houghton, Robert & Bonnie Baird, Robert & Janet Ferguson, Robert Aliber, Robert Hitzig, Robert L. Scheier, Robert & Amy Monahan, Roger & Barbie Blocks, Ron & Judith Stancliff, Russ & Mary Evansen, Sam & Lorna Guy, Sarah Munger, Scott Johnson, Scottie & John Harrison, Serin Houston & Will Decherd, Shanna Ratner, Shap Smith & Melissa Volansky, Shelley Finnel, Siobhan Donegan, Sonny & Peg Demars, Stener Knutson, Steve & Dana Kornfeld, Sue Buckholz, Sue Wallingford, Susan & Bill Bartlett, Susan & Hans Ohanian, Susan & Robert Titterton, Susan Hodgson, Susan Houston, Susan Raber Bray, Susan Ritz, Susan Smiley, Susie & Jack Peters, Sydney Flowers, Thomas Houghton & Sarah Scott, Thomas L. & Dona M. Scott, Thomas Shively & Lisa Coney, Tim Hosking, Tony Risitano, Trudy & John Louson, Tryg & Pamela Knutson, Ty Worthen, Virginia M. Church, Will & Judy Stevens, William & Janet Bruner, Zdenek Fatka, and 11 anonymous donors



# Thank YOU for making our work possible!

## Businesses and Organizations

Bourne's Energy, Budgettools, Burlington Meals on Wheels, Butternut Mountain Farm, Cady's Falls Nursery, Calderwood Insurance, Caledonia Spirits Inc., CCV Empty Bowl Fundraiser, Cellars at Jasper Hill, Chelsea Green Publishing, Chroma Technology, CoBank, Colchester-Milton Rotary Club, Concept2, Custom Sportswear, Denton Auto Inc., East Craftsbury Presbyterian Church, Fedco Seeds, First Congregational Church, Flack Family Farm, Gibson Capital, LLC, Grace Congregational United Church of Christ, Green Mountain Odd Job, Grower's Discount Labels, H. A. Manosh, Inc., Heritage Automotive Group, Home Front Gardens, Honeysuckle Juice Co., Jeremy Ayers Pottery, LLC, Lamoille County VFW Post 9653, Laraway Youth & Family Services, LittleTree Builders, Mad River Valley Rotary, Manufacturing Solutions Incorporated, Meals on Wheels of Lamoille County, Mill River Brewing, Mighty Food Farm, Morrisville Food Cooperative, Northshire Bookstore, Oxbow Music Festival, Patchwork Farm & Bakery, Pete's Greens, Potlicker Kitchen, Poulin Lumber, Rock Art Brewery, Rural Vermont, Skada Builders, South Burlington Rotary Club, Sterling College, The Alchemist, The Old Meeting House, The Skinny Pancake, Union Bank, Upper Valley Food Co-op, Vermont Coffee Company, Vermont Compost Company, Washington Electric Cooperative, Inc., White & Burke Real Estate Investment Advisors, Inc., Williston Brick Church Music Series, Woodbury/Calais Food Shelf, Wood's Market Garden, and Yankee Farm Credit

## Foundations

Amazon Smile Foundation, Ben & Jerry's Foundation, Canaday Family Charitable Trust, Harry Chapin Foundation, Hunger Mountain Cooperative Community Fund, Kenney Family Fund, National Life Group Charitable Foundation Inc., Prevot Family Foundation, Robertson Family Fund, Inc., Sustainable Future Fund, The Claneil Foundation, The Educational Foundation of America, The Fountain Fund, The Sandy River Charitable Foundation, The Kelsey Trust, The Whitehead Foundation, United Way of Northwest Vermont, You Have Our Trust Fund, 1 anonymous foundation, and 1 employee matching program

## In-Kind Donors

Abrah Griggs, Ben & Jerry's, Ben Glassman, Calamity & Crowe's Trading Post, Concept2, Darn Tough Vermont, Elana Dean, Elmore Mountain Therapeutics, Good Stuff of Waterbury, Grannie Snow, Great Big Graphics, Grimes, Inc, Guy's Farm and Yard, Healy O'Sullivan, High Mowing Organic Seeds, Laurel Schoop, Love Local Catering, Menard's Agway & Rental, Molde, Black, & Govoni, Peace Love Hoop Vermont, Pete's Greens, Pop Color, Rock Art Brewery, Robert Scheier, Sonny Demars, Starry Night Café, Thompson's Flour Shop, Topnotch Resort, Turtle Fur, Vermont Design Works, Way Out Wax, and Websticker

## In Honor Of

Bob Majzler, Burt Hamrell, Danielle Smith, Edna Snow, Geraldine Whitmore, Jake Kornfeld, Jeff Egan, Julia Scheier, Morgan Wickstrom, Ned & Susan Houston, Rachel Duffy, Sterling College class of 2006, VWW trainees, and Theresa Snow

## In Memory Of

Alex Lamb, August Wahler, Bill Bovey, Frank Kellogg, Happylyona Maxham, Jerry Garcia, Marge Blocks, Nancy Sherman, and Sondra Emmons Sanborn

***"In support of the great work you do to build a better community and world!"***

**- Patrick Brown, Donor and Retired State Employee**