



SALVATION FARMS

2023 Annual Report

Building increased resilience in Vermont's food system through agricultural surplus management.

What an amazing year for resetting our sails, with our staff and Board alike, moving toward Salvation Farms' strong vision for food systems change while invaluable community connections grow each day between people and farms.

While the year had its surprises – from our founder deciding that their time to move on from Salvation Farms was near, to receiving incredible financial support, to our continued forging of new and renewed partnerships – what a magnificent year it truly was.

As the depth of the pandemic is now behind us, we are working hard to get some of our activities operating at full capacity again – specifically our Vermont Commodity Program. As you'll read within this report, we are on our way to making that program as impactful, if not more beneficial, than in any of its past iterations. And, our Gleaning Program couldn't be stronger with solid staff leading this work, deeply connected and committed to the north/northeast counties this program serves in Vermont.

As we wrapped-up 2023, knowing that our founding leader will be passing off the position at the helm, we are inspired by the path set out thus far and the vision that serves as our guiding beacon forward.

To my fellow Board members and to the Salvation Farms' staff, it has been a gift to work with and watch you each navigate this time of growth and transition with such excitement, kind candor, and unwavering commitment. And, to our partners – farmers, food systems and cross-sector colleagues, our volunteers, and our donors – I appreciate you. It is your belief in our mission and your willingness to collaborate in our vision that makes Salvation Farms what it is now and what it will be into the future.

With much gratitude,

Sue Buckholz

Board President

100% of responding farms reported that Salvation Farms' services assist them in feeding more people in their communities, and **89%** of farms reported that Salvation Farms' services help reduce food loss on their farms.

"You are doing crucial work making links for healthier communities—BRAVO!"
– Rosemary Croizet, Berry Creek Farm

90% of responding sites reported that receiving fresh produce donations increases their understanding and familiarity of locally grown, in-season produce.

"Our clients are happy to hear that the vegetables they are picking up is from our own farmers around town."
– Debbie Minor,
Lyndon Area Food Shelf Manager

85% of responding volunteers reported that after volunteering with Salvation Farms they have a better understanding of why crops are left in the fields or harvest but not sold, and **87%** reported that their involvement with Salvation Farms has increased their purchasing from local farms.

"I'm much more aware of buying local."
– Mandy, volunteer

Board of Directors



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Attorney



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of Agricultural Engineering at the
University of Vermont



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Vermont Extension Expanded Food &
Nutrition Education Program



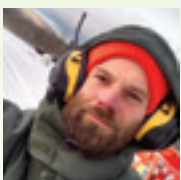
Sarah Danly
Community Project Manager
& Organizer



Kate Riley
Professor with a PhD
in Anthropology



Colin Giblin
Operations & Brand
Development Executive and
stay at home dad



Salvation Farms deeply appreciates Sam Rowley for his Board service, 2019-2023. As a farmer and educator, his perspective and leadership was incredibly valued as was his participation on the Board's finance committee. **Thank you, Sam!**

Financials

Presented by James Hafferman, Board Treasurer

Income

Contributions	\$167,148
Grants	\$498,247
Program Revenue	\$13,127
Other	\$19,216
In-Kind	\$10,496
Total	\$708,234

2023 was a strong income year. Our grant income increased by 45% over 2022. While our contributions level decreased by 10% compared to 2022, this was due to accounting for the 2022 value of donated equipment within this income category (approx. \$58,000). While Salvation Farms did account for another donated piece of equipment (\$10,000) as contributions within 2023, cash donations from individuals and businesses grew by 24% in 2023. Program revenue is steadily climbing but has yet to reach pre-pandemic levels. We project this being a growth area in coming years.

Salvation Farms had a positive net income of \$3,293 at yearend, \$343,838 in deferred revenue, and \$652,691 in cash assets. Our cash position increased by 47% from the start of the year.

Expenses

Programs	\$611,230
General Administrative	\$25,201
Marketing & Fundraising	\$68,510
Total	\$704,941

Salvation Farms expenses increased by less than 1% in 2023, representing 87% of our projected expenses. Salvation Farms personnel related expenses increase slightly by just 5%. Our personnel remain our greatest budget expense and our organization's greatest asset. Our program expenses increase by 2% and our general administrative and fundraising expenses combined decreased by 9%.

Value of Donated Foods: \$170,697 (an increase of 24% from 2022)

Salvation Farms' First Legislatively Appropriated Funding

During Vermont's 2023 Legislative session, a budget passed through the Statehouse that contained the first, one-time State funding Salvation Farms has ever received, a total of \$500,000. Early in the session we made a request to both House and Senate Committees focused on agriculture. Our ask moved through these committees and through both the House and Senate Appropriations Committees, remaining in the budget prepared by Vermont's legislative body. These funds are being used to reestablish our large-scale cleaning, processing, and packaging of surplus crops in our home community – relaunching work we have successfully tested and operated in past years coupled with workforce development efforts.

"Salvation Farms' creative, impactful approach to addressing food loss on farms, coupled with its vision for the future, has made an impression on our committee. When the Vermont Legislature had a unique opportunity to support food resiliency using surplus budget funds in 2023, our recommendation led to a one-time state appropriation to Salvation Farms that will help them continue to strengthen the state's food system."

– Rep. David Durfee,
Chair, House Committee on Agriculture,
Food Resiliency, and Forestry



Salvation Farms helps create more equitable access to local nutrition.

Diversity, Equity, Inclusion, & Justice (DEIJ)

Salvation Farms DEIJ work, slowly and deliberately, has come a long way since the organization's earliest conversations six years ago. Equity and justice have always been part of our work, understanding these are essential for liberation among all people. Diversity and inclusion are deeply valued by Salvation Farms, as these are fundamental to healthy ecosystems and communities. But we knew that we needed to do more than understand and value these things – that our work in the world, the words we use to communicate, and investments we make as a business matter. They matter a lot. Over the course of a two-year period in a staff-driven process, Salvation Farms staff and Board have been involved in creating five organization-wide DEIJ goals. We have established a Board/staff DEIJ committee to oversee goal implementation and accountability, ensuring we revise and reset goals as needed. Over the coming months and years the organization will be implementing new initiatives to serve those goals and letting our larger community know about this internal work with the intention of engaging others in it.

"We, at the Association of Gleaning Organizations (AGO), are incredibly grateful for Theresa's contribution and leadership over her 3.5 years serving as a founding Board member, Board President, and chair of the Board Governance Committee. Theresa has a unique gift of ensuring that all voices are heard, and uniting those voices into a clear, coherent path forward that is inclusive and thoughtful. She has taught me so much about leading and empowering others and an organization, and while she is missed on the Board, we are proud and excited for her next steps." – Miranda Smith, AGO Board President

In 2023, our Executive Director, Theresa Snow stepped down from her AGO Board service. One outcome of her service that she is particularly proud of is helping AGO build a working relationship with the Vermont Law & Graduate School's Center for Agriculture & Food Systems.



“The Henry P. Kendall Foundation congratulates Salvation Farms and its partners as one of the 2023 recipients of the New England Food Vision Prize. This competitive program supports innovative solutions to increasing regional food on menus in K-12 school districts as well as colleges and universities across the region. The Salvation Farms proposal seeks to accomplish that with surplus crops that would otherwise have no market, creating an even more resilient food system. We wish the Salvation Farms team all the success they seek so that others might emulate their efforts.”

– Andy Kendall, Executive Director, Henry P. Kendall Foundation



Rebuilding The Vermont Commodity Program

Our frozen food production collaboration with the Vermont Studio Center kitchen team wrapped up in the spring of 2023. After a few months pause, we entered a commercial kitchen rental agreement with the Vermont Food Venture Center. In the height of summer, we began frozen food production again but this time two days, twice a month. A result of production in both spaces, we generated more than **4,200 servings** of frozen products made from **9 different crops** resulting in **11 different end products**. This was possible with the help of **12 volunteers** who contributed more than **50 hours** combined.

Beyond our frozen food production, much of which we’ve stored for charitable distribution during the post-harvest season, Salvation Farms **brokered 1,350 servings** of

surplus crops. This means that we purchased surplus crops from local farms, selling the crops to Vermont schools and prison meal programs.

2023 Highlights for the Vermont Commodity Program:

- Our rental of commercial kitchen space to help with consistent frozen food production runs
- Receiving a two-year grant from the Henry P. Kendall Foundation in support of our efforts to purchase surplus crops from local farms for the purpose of processing and selling the resulting frozen products to local schools
- Vermont’s legislative investment to help Salvation Farms rebuild this program’s capacity



VERMONT GLEANNING COLLECTIVE

Salvation Farms continues to proudly serve as backbone to and member of the Vermont Gleaning Collective. During 2023, the Collective’s six member organizations collaborated with **180 farms**, gathering more than **782,187 servings of local farm-raised food**, serving **221 food programs** including the Vermont Foodbank and its network. **1,242 volunteers** donated **7,533 hours** to support the Collective’s gleaning activities.

100% of responding farmers reported that working with their local gleaning programs assists their farm in feeding more members of the community. **90% of responding food programs** reported that receiving produce donations from their local gleaning program increases their understanding of and familiarity with locally grown, in-season produce. **80% of responding volunteers** reported that their involvement with local gleaning programs has introduced them to local farms that they were unaware of.

Vermont Gleaning Collective members include: Community Harvest of Central Vermont, Healthy Roots Collaborative, HOPE, Intervale Center, Salvation Farms, & Willing Hands

Salvation Farms Gleaning Serving Vermont's Lamoille Valley and Northeast Kingdom

In 2023, this program served 38 farms, gleaned 75,336 pounds of surplus crops, 3,336 plant starts, 3,688 pounds of cheese, 240 seed packets, and 10 pounds of meat, achieved with 619 volunteer hours. This locally grown nutrition was delivered by 11 volunteers to 64 community-based food programs. In addition to individual volunteers, 13 groups joined us on farms and included five schools, one college, three businesses, and one faith-based group.

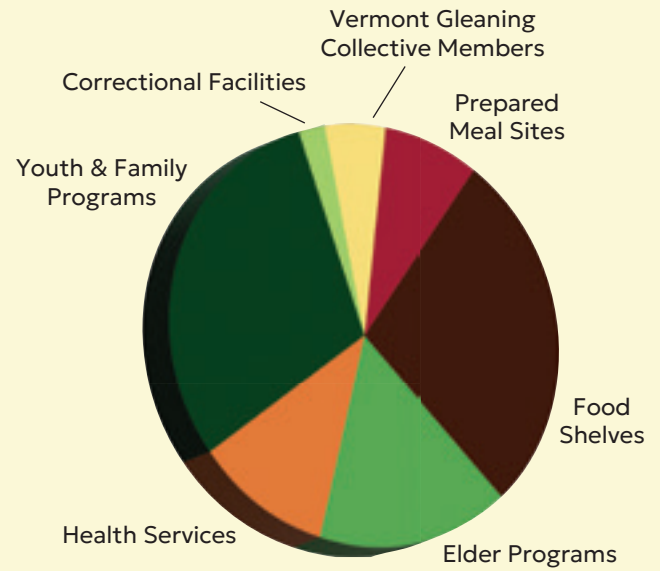
One group who gleanes with us annually, Lamoille Health Partners, distributes Salvation Farms' gleaned foods to patients through their Heart Healthy Share program, serving 12-15 families annually. Additionally, several schools joined us on farms multiple times.

"One of our missions as a farm is to provide educational opportunities to students, and this project does that and more. The Riverside students got to know their neighborhood farm a little better, while also helping to feed their neighbors. Working with kids in the field is never easy or efficient--it is the long game: training up the next generation of gleaners, involved community members and, possibly, farmers." – Jessica Simpson, Wilder Farm, Lyndonville



"At Riverside, our students practice active learning, and the time we spent helping Salvation Farms with their gleaning operations was an excellent chance for them to practice that active learning by participating in the process at every stage from visiting farms, to sorting, to visiting meal sites. I'm sure my students were inspired by the impactful work of Salvation Farms and we're grateful we had the opportunity to collaborate with them and hope to continue our relationship in the future." – Roy Starling, Head of The Riverside School

Salvation Farms' Partners: helping local farmers feed local people



Salvation Farms nourishes the youth of our communities through partners like the Wolcott Afterschool Program and Green Mountain Farm to School. Through these relationships, our gleanings from local farms are provided for snacks, cooking clubs, taste tests, and for students to bring home.

2023 saw the expansion of our work with the Special Supplemental Nutrition Program for Women, Infant, and Children, also known as WIC. For years, the Morrisville WIC program has distributed Salvation Farms' gleanings to its program participants through a farmers' market style event. This model was replicated in Newport and St. Johnsbury this year. These events are stocked solely with Salvation Farms' gleaned goods, happen year-round, and serve as many as 50 families.

"The Vermont Dept. of Health - Newport has appreciated our partnership with Salvation Farms which has taught us and our community members about the gleaning process and the local farms that participate. Not only have we been able to serve as a distribution site for gleaned local produce, but we have also been able to use the produce for cooking demonstrations for our WIC participants." – Autumn Perron, Vermont Dept. of Health, Newport

It's the farmers, volunteers, local food programs, and of course eaters, all connected in community-rooted relationships, that make Salvation Farms Gleaning wide-reaching and such a success.



farms
served
40



crop
types
52



servings
provided
237,102

You all make Salvation Farms unique and vital work possible – Thank You!

Individual Donors: George & Susanne Abetti, Jane Allen, Bob & Betsy Almeter, Muriel & Paul Almquist, Jan Ameen, Robert Arnell, Don & Lela Avery, Nancy & Gary Banks, Bonnie Barnes, Susan Bartlett, Elizabeth Bassett & John Pane, Jennifer Bayles, John Benedum, Herbert & Mary Berlejung, Anne Bijur, Katie Black, Marianne Lee Blanchard, Priscilla Bonney-Smith & Nathaniel Smith, Joe Bossen, N.E & Tanya Bou-Nacklie, Elizabeth Bourdon, Jessie Bradley, Lori Brandolini, Susan Raber Bray, Sue Buckholz, Chris Callahan, Rev. Clark & Lucy Callender, Jan Campanale, Judy Carpenter & Karl Stein, Anne Castle, Dale Cavanaugh, Jenni & Bill Cavanaugh, Diana Celia, Nina Church, Armando Ciampa & Annalia Pescara, Deborah Clark, John & Judy Clark, Maggie Cleary & Justin Earlandt, Dan Cober, Mary Jean & David Coddair, Michael & Susan Coffey, Marilyn J. Comb, Miriam Conlon, Alyssa Conn, Susie Connerty, Maura Connolly, Ruth Cook, Pollyanna Cooper-Levangie, Louise Cross, Kathleen Daige, Sarah Danly, Barb Delzio, John DeVillars, Liz Dickson, Sam & Matt Dixon, Bill & Karen Donoghue, Michelle Downing, Brian Duda, Sherry Dudley, Rachel Duffy, Isaac Eddy & Lucia Green-Weiskel, Barbara Edelman & Darryll Rudy, Jim & Suzanne Eikenberry, Matthew Ennis, Christina Erickson & John Marius, Elizabeth Ferry, Lionel & Ardys Fisher, Paul Fixx, Sydney Flowers, Ezra Fradkin, Mr. Charlie Frazier, Kay Freedy, Linda Friedman, Jennifer Gebbie, Judy Geer & Dick Dreissigacker, Rob & Maureen Geyer, Colin Giblin, Mr. & Mrs. Roland L. Gibson, Beth Gilpin, Shelby & Jeff Girard, Caren Goodhue, Susan & Robert Goodwin, Valerie Graham, Joan Greene, Sheila Halpin, Jack Hammond, Laurie & Greg Hammond, Elizabeth Hasen, Alexandra Heller, Susan Hertzberg, Mariel Hess, Leslie & John Holmes, Joyce Homan, Nate Horst, Charlie & Carol Hosford, Tim Hosking, Donald & Mabel Houghton, Marcella Houghton, Serin Houston & Will Decherd, Susan Houston, Lynn Hunsaker, Matt Hurley, Victoria Hust & Bill Barber, Virginia Jenkins & Thomas Anastasio, Scott & Sally Johnson, Donald Jones & Andrew Kohn, John Julian, Dorigen Keeney, Lois Keith, Jane Kitchel, Lloyd Komesar & Maureen Carn, Mary & Ed Korowotny, Frank LaClair, Ken Lamb, Kevin Lane, Anne Lazor, Bartlett Leber & Andrew Rockwell, Jay Leshinsky, Michael & Sandra Levine, Anne D. Lezak & Harry Chen, Janet Long, Sara Lourie, Trudy Louson, Jonathan & Margaret Lowell, Meg Lucas & Barbi Schreiber, Heidi Lynch, Heidi & Michael Lynn, Sara Lynn, Jane & Bill Macan, Martha Machia, Howard Manosh, Jane Marlin & Paul Gruhler, Patricia Martin, Ben & Anne Mason, Mario Mauro & Lynn Klatt, Diana McCargo, Kevin McCarthy, Kelley McGill, Jennifer McKay Myers, Laura Megivern, Bunny & Peter Merrill, John Merrill, John & Millie Merrill, Lynn & Bob Meyer, Ray Mikulak & Robin McDermott, Carly Monahan, Robert & Amy Monahan, Karen Monsen, Sandra Montgomery, Darsey & Joseph Moon, Marleen Moore, Diane & Ross Morgan, Poa Mutino, Tara Naranjo, Lucy Nersesian, Virginia Nickerson, Eric Nuse, Irene O'Donnell, Brad Osborne, Meg Ostrum, Betsy Owen, Jess Parker, Carolyn & Alan Partridge, Avram Patt, Melinda & John Patterson, Meggie Patton, Andrea & George Pearlman, Miles Peterle, Susie & Jack Peters, Carole & James Petrillo, John & Janet Poeton, Barbara Postman, Judith Prashaw, Margie & Roger Prevot, Joan Rae, Emily Ramirez, Linda Ramsdell, Margaret Ramsdell, Carol & Don Randall, Paula Ratchford, Ratner Family Fund, Riva & Travis Reynolds, Jesse Ridgway, Kathleen Riley & Neil Shepard, Marie Risitano, Tony Risitano, Ellen C. & Peter A. Roberts, Jean & David Rosenberg, Jim Rossiter & Anna Barrett, Sam Rowley, David & Suzanne Sanborn, John Sargent & Caroline McKinney, Julia Scheier, Robert L. Scheier, Kate Schubart, Elizabeth Scott & Timothy Berry, Thomas & Dona Scott, Max Seaton, Kerry Sedutto, Nancy Segal, Kelly Sewell, Jean Sharry, Bill Shea & Frank Selvaggi, Thomas Shively & Lisa Coney, Susan Smiley, Kristin Smith, Shap Smith & Melissa Volansky, Brenda Snow, Richard F. Snow Jr., Summer Snow, Theresa Snow, Richard & Heidi Sontag, Ann Spearing & Ron Kelley, John & Anne Steel, Gregory Stefanski, Will & Judy Stevens, Elizabeth & Richard Swartz, Diane & Carl Szlachetka, Kent & Mary Taylor, Paul Thabault, The Larkin Family, Dennis & Linda Theberge, Evelyn & Gerald Throne, Allison Van Akkeren, Hannah Vincent, Ellen & Peter Waldman, Tracy Wall, Sue Wallingford, Mary Walz & Neil Johnston, Tracy Weatherhogg, Bernard Weichsel, Laura Weickert, Kaiulani Wharton, Herbert Will, David & Peggy Williams, Dian Williams, Sharlotte Williams, Claire Wilson, Judith Wrend & Joanne Harrison, Peter Young & Lauren Geiger, & 43 Anonymous

"Salvation Farms is able to multiply their impact across the national food system through technical assistance and consulting with other organizations. We at UpRoot Colorado have been especially grateful to the expertise and generosity of Theresa Snow, who has helped us create systems and processes that make our day-to-day work much more efficient and enjoyable. She has a rich combination of lived experience in food recovery, farming, and non-profit leadership that we have relied on to help shape our work as a board, as a staff, and in our operations. Thank you, Salvation Farms!"

– Lisa Johnson, UpRoot Colorado's Board President



Business Donors: American Flatbread, Bourne’s Energy, Buffalo Mountain Coop, Butternut Mountain Farm, Calderwood Insurance, Catholic Daughters of America, Cellars at Jasper Hill, Chroma Technology, Community Bank NA, Community National Bank, Concept2, Denton Auto, East Craftsbury Presbyterian Church, Green Seed Herbals, Gristmill Builders, Jewish Community of Greater Stowe, Kingdom Community Services, Lamoille Community Food Share, Lamoille Valley Veterinary Service, LittleTree Builders, Lyndon Area Food Shelf, Lyndonville Rotary Club, Manufacturing Solutions Incorporated, Noonmark Nonprofit Services, North Star Counseling Service, Orleans Federated Church, Quick\$tart, Rotary Club of Newport, Rural Vermont, Stowe Rotary Club, The Body Lounge, The Manor, The Old Meeting House, Town Fair Tire Foundation, Union Bank, Unitarian Universalist Fellowship, United Church of Johnson, Vermont Compost Company, Washington Electric Cooperative, Wholistic Health Center of Quechee, Woodbury Calais Food Shelf, & 3 Anonymous

Town Support: Cambridge, Craftsbury, Greensboro, Hyde Park, Johnson, Morristown, Stowe, Wolcott, & Woodbury

In Honor Of: Kayleigh Boyle, Sue Buckholz, Sylvia Ferry, Laurie Hammond, Ann Marie’s Family, Salvation Farms’ Staff, Jen O’Donnell, The Mangieri Household, The Page Girls of Maple Street, David Pye, & Theresa Snow

In Memory Of: Marcy LaClair, Alex Lamb, Anthony Risitano Sr., Brett Rogers, & Jim Termin

Foundations & Funds: Ben & Jerry’s Foundation, Canaday Family Charitable Trust, Combined Jewish Philanthropies of Greater Boston, Community Bank NA, Cotyledon Fund, Fountain Fund, Green Mountain Fund, Henry P. Kendall Foundation, Lintilhac Foundation, Lucy Downing Nisbet Charitable Fund, National Life Group Foundation, Neil & Louise Tillotson Fund, NorthCountry Federal Credit Union, Northeast Kingdom Fund, Richard E. & Deborah L. Tarrant Foundation, Sunflower Fund, Sustainable Future Fund, Tamarack Fund, The Christopher Reynolds Foundation, The Marks Family Foundation, The Oakland Foundation, The Prospect Fund, The Sandy River Charitable Foundation, The Vail Resorts Charitable Fund, The Windham Foundation, Vermont Community Foundation Capacity Building, Vermont Community Foundation Next Step, & 2 Anonymous

In-Kind Donors: Abrah Griggs, Alkame Co, Barrie Fisher Photo, Bees Wrap, Birdie Blue Bags, Buffalo Mountain Market, Cabot Creamery, Caledonia Spirits, Cellars at Jasper Hill, Chelsea Green Publishing, Corrina Thurston, Demars Property, Dostie Bros,

ECHO Center, The Essex Experience, High Mowing Organic Seeds, Hotel Vermont, Jay Peak, Jenna’s Promise Coffee, Leahy Press, Mad River Distillers, Mad River Food Hub, Mad River Taste Place, Mount Mansfield Cheese, Montstream Studio, Pete’s Greens, Phish, Rogue Herbalist, Seven Days, Stackpole & French, Spirit of Ethan Allen, Sticky’s Maple Works, Timberholm Inn, The Alchemist, United Way of Lamoille County, Ursa Major, Vail Resorts, Vermont Huts Association, Vermont Artisan Coffee, Vermont Public, Way Out Wax, & Whirligig Brewing

Promotional Partners & Sponsors: City Market Coop, Farm Credit East, Stowe Cider, Stowe Land Trust, Hannaford, National Life Group, Northeast Organic Farming Association of Vermont, SunCommon, Sunsoil, Switchback Beerworks, The Alchemist, Turtle Fur, & Vermont Compost Company

Social Media Fundraiser Hosts: Tara Young

Farms / Food Donors: Berry Creek Farm, Breadseed Farm, Brown’s Beautiful Blueberries, Cabot Smith Farm, Community Harvest of Central Vermont, Creek Valley Farm, Ferme Samson et Fils, Firefly Farm At Burke Hollow, Flora’s Farm, Foote Brook Farm, Grace Gershuny’s Giving Garden, Healthy Roots Collaborative, Heritage Farm, Heyday Farm, High Mowing Organic Seeds, Jasper Hill Farm, Jay Brook Farm, Joe’s Brook Farm, Knee Deep Farm, Makeshift Farm Stand, McDonald Farmstand, Naked Acre Farm, North Hollow Berry Farm, Pete’s Greens, River Berry Farm, Riverside Farm, Schoop Apple Orchard, Small Axe Farm, Sunny Meadow Farm, Tamarack Hollow Farm, Tom’s Giving Garden, Triple J Pastures, Tuberville, Valley Dream Farm, Warden Meat & Maple, Ways Mills Market Garden, West Farm, & Wilder Farm

“Jasper Hill feels proud to participate in Salvation Farms’ work. The positive impact this organization has is immeasurable and a cornerstone of the generous spirit that exists in our community.” – Andrew Kehler, Managing Member at Cellars at Jasper Hill

We Appreciate You!

Salvation Farms sends its gratitude to the United Way of Lamoille County for providing us with a renovated 1850’s barn in support of our important work.



Salvation Farms
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RETURN SERVICE REQUESTED



Diane from the Johnson Food Shelf packs a donation of Salvation Farms gleaned produce into family sized portions for distribution to refugee families living in Stowe.

When asked about the value of receiving fresh produce each week from Salvation Farms, one family responded:

"Fresh foods taste much better, in addition to the essential nutrients, our body feels better. It helps us a lot with savings [...] since we are a family of 5. We feel grateful since we know the work that a farm entails."

From Beth's Desk

I've had the pleasure of being contracted to support Salvation Farms' Board of Directors in their search for a new Executive Director – a relationship that began in the fall of 2023. Through my experience supporting board members and staff involved in



Tony, Salvation Farms' Clearinghouse Director, hosts Beth for a visit to learn more about our Vermont Commodity Program.

the search process, I've come to learn much about the organization. I've had the privilege of supporting a number Vermont non-profits through leadership transitions over the past 8 years. What I have discovered through working with Salvation Farms is that they are a thoughtful, intentional group. Their mission is unique, they conduct their work with integrity and transparency, and they deeply value fostering a human-centered workplace culture. I have learned about their incredibly important work positively impacting people's lives today as well as initiating long-term change in a system we all rely on – our food system. What an honor it is to help them find the right leadership to shepherd their mission forward. – Beth Gilpin Consulting, LLC