Recognized as one of the most innovative, progressive and efficient food banks in the country, Foodshare offers a dynamic President & CEO (CEO) the opportunity to leverage significant community visibility and support to further our mission of ending hunger and alleviating poverty in Hartford and Tolland counties. We are in the fourth year of actively implementing an aggressive 10-year plan to solve hunger in our region by mobilizing a community-wide effort to increase the amount of food available from all sources as much as possible AND reduce the need for emergency food by helping hungry people build their self-sufficiency.

The Organization

Founded in 1982, Foodshare has become a leader in the fight against hunger locally, regionally and nationally. From our recently expanded 57,000 square foot facility in Bloomfield, CT and our satellite produce salvage facility at the Regional Market in Hartford, CT, we distributed 12 million meals worth of food through our network of 300 partner agencies (food pantries, community kitchens, and local social service agencies) in 2014.

Nearly a decade ago, Foodshare was among the first food banks in the country to actively question the long-term effectiveness of the traditional food banking model of focusing on the distribution of food to hungry people. This resulted in the recognition, now also acknowledged by Feeding America, the nationwide network of food banks of which Foodshare is a member, that ending hunger requires a much more comprehensive approach and the development of a new strategy. Our 10-year plan identifies strategies such as:

- Locally based Hunger Action Teams (HATs) that bring together representatives of various constituencies and service providers in a given community to identify bottlenecks, missed opportunities and possible synergies and then implement local solutions to the problem of hunger
- An effort to change the conversation about hunger in our communities and actively engage 30,000 people in a variety of ways to solve hunger
- Financial support to front line partner organizations and HATs to inspire “out of the box” thinking, test new ideas to fight hunger and build self-sufficiency and encourage replication of successful strategies in other organizations and communities
- Innovative, research-based initiatives that effectively use case management and other wrap-around services to move pantry clients towards self-sufficiency

With an annual budget of approximately $32 million and 55 full-time, very dedicated employees, Foodshare is a fiscally sound, well managed organization, ranking in the top 20% nationally among food banks for efficiency. Well documented policies, procedures and practices encourage our employees and volunteers to constantly look for ways to improve...
efforts to further the mission of the organization. A network of 6,500 direct volunteers support
day-to-day warehouse, administrative and fundraising operations and participate actively in
programs such as:

- **Mobile Foodshare** – A direct service program using custom designed trucks to
distribute fruits, vegetables and other perishable foods to those in need at 66 sites
throughout the region on a regular basis. This program is considered a model for other
food banks.
- **SNAP Outreach** – Foodshare is one of only a few food banks in the country using a
volunteer-driven program to do outreach for the Supplemental Nutrition Assistance
Program (SNAP). Trained volunteers support clients of partner agencies and other
organizations to help them complete the application process to receive SNAP benefits.
- **Retail Pick Up** – Volunteers create a direct link between local supermarkets and
partner agencies in their community by picking up and delivering meat and other high
quality food that would otherwise be discarded.

Foodshare is currently wrapping up a $5.5 million campaign to support new and expanded
program initiatives and the recent expansion and reconfiguration of its facilities. While the
success of the campaign is indicative of the positive image Foodshare enjoys in the
community, there remains a challenge to further increase ongoing financial support in order
to expand the reach of existing and yet to be developed successful initiatives.

Foodshare is governed by a 24 member board of directors whose members are very
engaged as stewards of Foodshare’s mission and partners in the development of strategy.
The board has great confidence in the management capability of the organization and takes a
hands off approach to day to day management. They are open to new ideas and work with
the CEO and senior management to overcome barriers to innovation as necessary.

Gloria McAdam, Foodshare’s former President & CEO, left the organization at the end of
December to move “home” to Northern New York where she is now the Executive Director of
GardenShare, which also fights to end hunger. Her 30 years of leadership were celebrated
at an event in January that recognized her relentless passion for both fighting hunger and
eliminating its causes. As outlined by the organization’s succession plan, the Board of
Directors appointed Chris O’Rourke, Executive Vice President & COO and 27-year
Foodshare employee, to serve as Interim President during the transition.

For additional information please visit Foodshare’s website at [http://Foodshare.org](http://Foodshare.org).
Foodshare is one of 200 Feeding America food banks, a nationwide network that secures
and distributes more than 3 billion meals each year in communities throughout the United
States and leads the nation in engaging in the fight against hunger. For more information
about Feeding America, see [www.feedingamerica.org](http://www.feedingamerica.org)

**The Opportunity**

We offer a unique opportunity to leverage and build upon past successes in order to break
through remaining barriers to implementing true lasting solutions to the problem of hunger in
our community. The new President & CEO will provide direction and leadership for the
organization’s mission and vision, represent and speak for the organization and its work,
raise funds and other resources, nurture collaborations with other like-minded local, regional
and national organizations, and oversee day to day operations. The CEO will partner with
Important organizational priorities include the following:

- Assess progress against the goals in the 10-year plan and finalize plans for achieving them by 2021.
- Raise the funds and other resources needed to sustain and grow the organization’s programs and infrastructure.
- Become the face and voice of Foodshare throughout our service area and beyond; strengthen relationships with internal and external stakeholders; and inspire others to support our mission and our vision for solving hunger.
- Collaborate frequently and effectively with other organizations, public officials and individuals working on and influencing issues related to hunger and poverty.
- Engage board members and other staff leaders in external relationship-building, resource development and collaboration activities.
- Develop an understanding of the strategic issues facing Foodshare and strengthen our position as a leader and collaborator in the effort to solve hunger.
- In partnership with the board, lead staff, partner agencies, volunteers, supporters and other community stakeholders through the inevitable changes precipitated by the departure of the long-time CEO.
- Support staff by maintaining high levels of employee morale; fostering a spirit of teamwork throughout the organization; strengthening internal communications; encouraging data-driven decision-making; and ensuring accountability for results.

The Ideal Candidate

Ideal candidates for this position will genuinely value a future where hunger is eliminated. A strong candidate will be committed to food banking and passionate about ending hunger, and bring a variety of experiences and attributes to Foodshare, including:

- Significant executive level leadership and management experience in a successful, growth oriented organization of similar size and complexity;
- Demonstrated ability to attract financial and other resources to a cause, substantial experience cultivating and expanding donor relationships, and the ability to identify new revenue streams;
- A strategic thinker with well-honed business acumen and demonstrated experience working with and motivating people in diverse, community-wide collaborations to address complex problems;
- An inspiring, supportive and inclusive leadership style with a successful track record of motivating and supporting staff;
- A basic understanding of the legislative process and advocacy with a well-developed political savvy and understanding of bureaucracy, including knowledge of local, state and federal programs;
- Experience with change management and desire to complete a seamless transition in conjunction with the board and staff;
- Proven experience with fiscal management, budgeting, and operations, including responsibility for developing and managing at least a $20 million budget;
Experience supporting the board of directors in its governance role, fostering its ongoing development, engaging its members in strategy and resource development, and keeping it informed; and

Master’s degree or equivalent experience preferred.

Application Process

Foodshare provides a competitive salary and comprehensive benefits. To apply, email cover letter, resume, and salary expectations to Foodshare@Raffa.com. For more information, contact David Erickson-Pearson at dericksonpearson@raffa.com. Communications will be confidential. Resume review begins immediately and resumes will be accepted until the position is filled.

_Foodshare is an equal opportunity employer and welcomes and encourages diverse applicants._