

COMMUNITY FOOD BANK OF CENTRAL ALABAMA

CHIEF EXECUTIVE OFFICER

<https://www.feedingal.org/>

The Organization:

The Community Food Bank of Central Alabama celebrates 40 years since it launched in 1982 through a \$100,000 grant from the Community Foundation of Greater Birmingham and the hard work of United Way volunteers. The Food Bank's mission is to feed people in need today and foster collaborative solutions to end hunger tomorrow. Its vision is to be an agent of positive change to end hunger by engaging with dynamic partners, passionate staff and volunteers, and educational initiatives driven by sufficient resources, facilities, and programs.

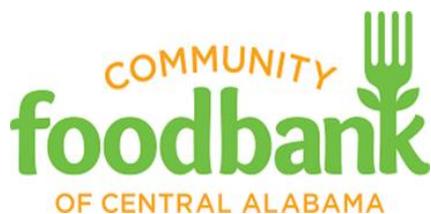
Hunger statistics for Central Alabama are sobering. One in five people in the region are food insecure (for children, the number is one in four), and the percentage of people who meet the food insecurity standard in Jefferson and Talladega counties exceeds 17 percent. Across its 12-county service area, the average rate of food insecurity is 16.8%; with the child rate exceeding 20.4%.

The Food Bank supplies millions of meals per year to 240 food pantries, soup kitchens, shelters, residential facilities, and children's programs in 12 counties of Central Alabama. The Food Bank also directly serves specific populations vulnerable to hunger. The core service of the Food Bank is enabling easy food access for neighbors facing hunger; the Food Bank delivers to key locations like schools and senior housing facilities, and wherever there is need through mobile pantry distribution. In total, the Food Bank feeds over 80,000 people at risk of hunger in Alabama per month. In 2021, the Food bank served 372, 114 unduplicated individuals at risk of hunger.

The 60,000 square foot facility in Birmingham houses a full-time staff of 45 and a loyal group of 8,324 enthusiastic volunteers serving 21,351 hours. The current annual budget of approx. \$ 7.8 million cash plus \$25 million in food commodities supports programs and operations. The Food Bank is currently generating approximately \$1.4 million in program/shared maintenance fees annually. Donor support for the Food Bank is consistent, generating approximately \$1.2 million in private funding and receives around \$1,150,650 in federal support. The agency is a good steward of its resources. Every dollar donated helps provide up to four meals to individuals in need.

The Food Bank is an active member of Feeding America – the largest non-governmental, domestic hunger relief organization in the United States. Feeding America estimates 224,920 individuals in Central Alabama's service area experienced food insecurity at some point during the year 2018 — before the pandemic. To meet this need, 45,661,684 pounds of food would be needed annually. In 2020, Feeding America estimated that the number of individuals in need increased to 273,340. To meet this increased need, 55,491,573 pounds of food is now needed annually. To that end, the Food Bank is in the early stages of a large capital campaign to raise funds to build/buy a new facility to ensure they can meet the needs of food insecure neighbors - now and into the future.

Current Food Bank initiatives include:



Bridge
Partners

Kids Café & Family Market: The Food Bank’s Kids Café & Family Market provides interconnected services to children at risk of hunger when schools close over the holidays and the summer break:

- Kid’s Café – the summer meals program provides free lunch & snack for children during the summer months when children are missing stable meals provided by school breakfast and lunches. The After School Meals Program provides healthy suppers and/or snacks to kids throughout the school months. In 2021, approximately 1,385 individuals were served
- Family Markets – school-based food pantries to support families with kids all year long. In 2021, over 375,000 meals were provided to 5,500+ individuals

Senior Meals: This program provides special food boxes geared toward senior-specific health needs, through community partners and agencies. The Food Bank serves seniors in partnership with the Alabama Department of Education and USDA, and together administer the Commodities Supplemental Food Program (CSFP). The Food Bank also provides a Supplemental Nutrition Assistance Program (SNAP).

Retail Reclamation: In 2021, the Food Bank put a large emphasis on retail reclamation. The Food Bank’s fleet of trucks picks up donations of fresh produce, meats, dairy, and more from grocery stores across the region. This effort prevented 8.4 million pounds of wholesome foods from needlessly going to waste in local landfills in 2021. This initiative provides meals to the region’s most vulnerable residents and advances the Food Bank’s environmental sustainability goals.

Disaster Relief: The Food Bank is a first responder in times of disaster, providing impacted residents with emergency supplies of food and water. In 2021, the Food Bank provided over 98,000 meals through large-scale distributions to our neighbors recovering from tornadoes in several surrounding counties.

Mobile Pantries: Not everyone has access to a local food pantry, farmers market, or grocery store. The Food Bank makes healthy food accessible by bringing mobile pantries to areas of need and providing groceries on the go to food deserts. In 2021, 3.3 million mobile pantry meals were distributed serving 66,000 individuals.

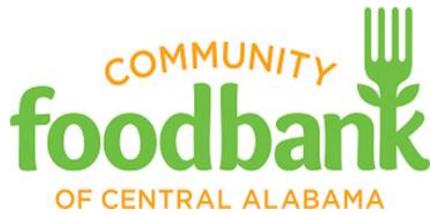
This is an outstanding opportunity for a visionary executive to lead a growing Food Bank in its next chapter providing nutritious food, affecting positive change, and ending hunger in Central Alabama. The new Chief Executive Officer will lead a \$20 million capital campaign to acquire a larger facility ensuring the needs of neighbors are met across the entire 12-county service area.

The Role:

- Location:** Birmingham, Alabama
- Reports to:** Board of Directors
- Direct Reports:** Executive Assistant and six (6) Directors including Finance, Human Resources, Programs, Agencies, Development, and Operations

Position Summary:

The Chief Executive Officer (CEO) is responsible for leading a well-respected and growing organization in pursuit of its mission, including executive leadership of the Food Bank, delivering on its strategic plan, a \$20



million capital campaign, stewardship of current and future donors along with the development team, and ensuring its financial health and sustainability.

The CEO works closely with the Board of Directors and the Food Bank's highly talented and committed team to raise awareness and actualize a comprehensive vision for the role the Food Bank plays in community health and well-being. Grounded by an understanding of food insecurity and a tireless spirit to combat it, the CEO will engage all Food Bank stakeholders to expand the Food Bank's connection to the community, enhance the organization's reputation, visibility, assets, and impact.

Priorities for the position will include:

- Ensure the Food Bank is a high-performing, well-governed, and well-resourced organization fostering healthy food access and serving as a premiere voice for building healthy communities.
- Provide support and leadership to Food Bank employees, partners, volunteers, and the community in relation to the current public health and economic crisis.
- Execute a major capital campaign for new infrastructure, operations, and building the endowment.
- Ensure a holistic approach to serving neighbors and partners is achieved through leveraging existing resources and connections.
- Ensure the messaging, image, and brand of the Food Bank is consistent and relevant to all stakeholders and engage the community in championing the role of the Food Bank as a hub for food and nutrition-related solutions for those in need.
- Ensure physical plant and technology are routinely upgraded to meet demands of program delivery and challenging the Food Bank to reach for enhanced levels of impact and the distribution of over 40 million pounds of food annually.

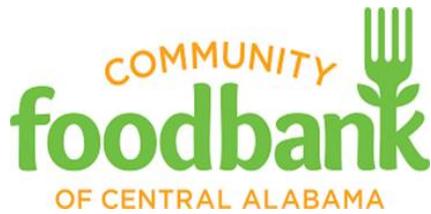
Key Accountabilities:

Strategic Leadership & Board Relations

- Work with the Board to actualize a vision for the Food Bank that is both innovative and responsive to the needs of the region; ensure that the future direction of the Food Bank is widely embraced.
- Collaborate with the Board and senior leadership team to develop and implement strategic plans; ensure operating budgets, fundraising goals, staff resourcing and development, and priorities are aligned with the mission.
- Cultivate a collaborative and transparent working relationship with the Board; ensure that relevant, accurate and timely information is provided to inform and guide the Board's strategic level thinking; strive for more diversity in Board representation.
- Continue ongoing commitment to diversity, equity, and inclusion (DEI); educate and engage community members and partners on the Food Bank's DEI values and its work to end root causes of food insecurity.

Fund Development & External Relations

- Build relationships and grow financial support and product donations; develop and deepen relationships with Board members, civic leaders, the business community, donors, and partners; enhance current relationships, and develop new opportunities.
- Raise the visibility of the Food Bank by serving as a primary spokesperson and champion of the organization; educate and inspire all Food Bank stakeholders elevating overall understanding of food insecurity and the Food Bank's profile as a leader, resource, and partner.
- Develop and execute an annual communication plan/campaign (social media, email, direct mail) that engages all stakeholders, volunteers, and donors.



- Enhance the Food Bank's work through collaborative efforts with Feeding America, network partner agencies, other food banks in the national network, other nonprofit agencies, and local, state, and federal agencies.

Team Leadership & Internal Operations

- Provide inspirational leadership of employees; build and support an organizational culture that is grounded in shared vision, teamwork, and accountability.
- Communicate vision, strategy, and goals to employees; establish expectations, and provide guidance as to direction, resources, and expected results.
- Oversee the financial status of the organization; develop long and short-range financial plans and ensure financial controls are in place; ensure the Food Bank is operating in a manner that supports the needs of programs and staff.
- Promote a best practice work environment; facilitate cross-departmental collaboration and strengthen internal communication with employees throughout the organization.
- Ensure infrastructure, technology, processes, and systems are scalable and can keep pace with a challenging and changing environment.
- Prioritize data collection and the use of metrics in decision-making relating to programs, partnerships, strategic planning, capital expenditure, and fundraising.

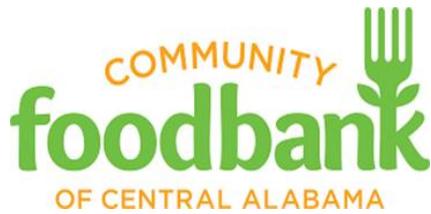
Candidate Profile:

Professional Experience:

- Proven track record of executive leadership, fund development, and program management; minimum of ten years progressive experience; five of those in a leadership role in a comparable growth-oriented organization of similar size and complexity.
 - Experience with food banks, or within the food industry, is a valuable quality, but not a requirement.
 - Prior experience or familiarity with the internal workings of a nonprofit organization strongly preferred.
 - Proven relationship builder; able to create positive relationships with Board and staff members, donors, community and business leaders, legislators, Feeding America, and Neighbors.
 - Track record of successful fundraising from diverse sources, and experience running large capital campaigns.
 - Demonstrated success creating an environment of innovation, accountability, ongoing improvement, and measurable results.
 - Adept at assessing infrastructure/operational requirements necessary to support sustainable growth and healthy organizational culture.
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- Superior mentoring, professional development, people management and leadership skills; evidence of leading growth and change with positive outcomes.

Personal Attributes:

- Passionate about the mission and vision of the Food Bank; forward thinking about the many opportunities for solving food insecurity in Central Alabama and beyond.
- Servant-leader who communicates a clear and compelling vision; applies creative solutions to organizational problems, anticipating situations and needs, and responds appropriately to emerging situations.
- Inspiring team builder who engenders trust and builds group commitment to goals and objectives.
- Deep commitment to the importance of DEI in the workplace culture.



- Exceptional presentation and communication skills; ability to clearly and persuasively connect with external audiences to raise awareness of and advance the Food Bank's work.
- Strong financial and business acumen; strives for continuous improvement; translates goals into action.
- Highly inclusive, active listener, demonstrates high emotional intelligence, integrity and leads by example.

Education:

- Minimum of a bachelor's degree from an accredited college or university; an MBA, MPA, or related advanced degree is preferred

Salary Range:

- The compensation package for this position is: \$150,000 - \$180,000 inclusive of base salary, bonus opportunity and 401k contribution.
- Additional benefits include medical, dental and vision insurance options; Life Insurance and AD&D policy; Long-Term Disability Insurance; Paid Time Off for vacation, sick, and holidays; Leave of Absence policy, and paid time to volunteer.

The Community Food Bank of Central Alabama is an Equal Opportunity Employer.

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If you or someone in your network is interested in exploring this opportunity,
please submit a cover letter and resume to:

Janet Albert
Partner, Bridge Partners
Janet.Albert@bridgepartnersllc.com

Toya Lawson
Partner, Bridge Partners
Toya.Lawson@bridgepartnersllc.com