



feed
nova scotia

2024
ANNUAL REPORT



Land Acknowledgement

We acknowledge that Feed Nova Scotia and its network of members are located in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq Peoples, and we acknowledge them as past, present, and future caretakers of this land. This territory is covered by the "Treaties of Peace and Friendship" which Mi'kmaq, Wəlastəkwiyyik (Maliseet), and Passamaquoddy Peoples first signed with the British Crown in 1725. The treaties did not deal with surrender of lands and resources but in fact recognized Mi'kmaq and Wəlastəkwiyyik (Maliseet) title and established the rules for what was to be an ongoing relationship between nations. We are all Treaty people.

Feed Nova Scotia collectively recognizes the importance of righting relations with Indigenous peoples and collectively commits to Truth and Reconciliation. We commit to work with Indigenous peoples with open hearts and minds. We commit to learning the truth to understand and inform our active participation in reconciliation.

Acknowledgement of African Nova Scotians

Feed Nova Scotia acknowledges that African Nova Scotians have existed and persisted on the traditional land of the Mi'kmaq for more than 400 hundred years. Their significant presence and contributions have contributed to the existence of Nova Scotia where they have founded 52 historical African Nova Scotian communities. This acknowledgement also brings with it a call to action to reconcile the harms acted upon African Nova Scotians, as a distinct People.



As the world changes, it's important for us to change with it, and a lot has changed in the 40 years since we opened our doors. With our name change from Metro Food Bank Society ~ Nova Scotia officially complete, we thought this year would be a good time to look at what else might need to be updated.

Our new Mission, Vision, Purpose, and Values are representative of the people who work at Feed Nova Scotia, and the future they see for this organization.



VISION

A province where everyone has the ability to choose and access the food they want and need.



PURPOSE

Achieve food sovereignty and food justice to advance social equity.



MISSION

We partner to create systemic changes, while responding to the immediate need for dignified, secure, and just access to food.



VALUES

Building Connection
Conscious Collaboration
Learning Through Curiosity
Courage to Make Change

The ideation and development of the new Mission, Vision, Purpose, and Values was truly a team effort. After reflection and initiation by the Board of Directors, the process began with an all-staff session where we spent the day collaborating between departments, sharing our work and our vision for the future. We worked on establishing a shared language and understanding of how we want to show up in the work.

Over the next few months, guided by our facilitators, we honed in on the themes that resonated most with us, and worked to find a common ground that we could use to guide our new strategic plan and organizational goals.

Lauren and Laurissa of DLM Consulting (*pictured right*) are deserving of a major thank you from our team, as they were integral in guiding us through this process from the very start.





From the Feed Nova Scotia Board of Directors:

2023 was a transformative year for the Board of Directors, with important changes to the way we work and practice governance. These changes are guided by our commitment to JEDDI (Justice, Equity, Diversity, De-Colonization, and Inclusion), and included intentional shifts to systems thinking about food-insecurity and its solutions, while acknowledging the ongoing need for immediate access. Some highlights include:

- A new governance manual was developed and adopted, including new and updated policies. This will help move the organization away from a Eurocentric approach in its governance to one more reflective of African Nova Scotia and Indigenous ways of thinking and working.
- The Board restructured its committees with the addition of two new standing committees; Human Resources and JEDDI, with the Finance Risk and Audit Committee assuming responsibility for risk in addition to finance and audit.
- The Board also held a one-day retreat to focus on how JEDDI might be embedded in our governance and the work that Feed Nova Scotia does.

We know that for Feed Nova Scotia to be a more inclusive and diverse organization. The Board must lead by example. This is not a one-and-done project, but an ongoing way of doing work and serves as the foundation to the new organizational strategic plans and goals.

Board of Directors (2023 – 2024):

Duma Bernard
Patricia Bradshaw
Kim Burns
Cynthia Dorrington
Joe Fraser

Mark Fullerton
Mary Ellen Greenough
Max Lessard
Roddy MacDonald
Miranda Mavhunga

Sylvia Parris-Drummond
Mohammad Ali Raza
Robert Strang



Christmas Registry by the Numbers:



2

Full-time staff
worked to manage
the HRM Registry



7

Full-time
seasonal hires



1

Part-time
seasonal hire



7,087

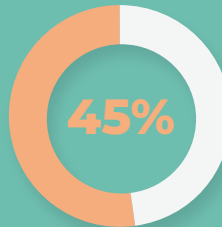
Households
supported

TOTAL COST OF THE
CHRISTMAS REGISTRY:

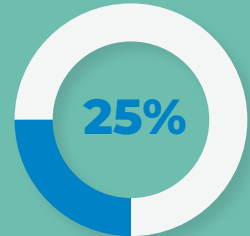
.....
\$440,000
.....

After careful consideration and review of resource allocation, we made the difficult decision to exit our role in the HRM Christmas Registry. The resources required to continue to run the program have become unsustainable and the Registry is only available in the HRM, so this decision is also part of an effort to ensure that we are distributing our resources equitably across the province. This change will allow Feed Nova Scotia to launch a new Holiday Fund, designed to provide the member network year-round flexibility to celebrate the holidays and occasions most important to the communities they serve.

Food insecurity is a complex issue that requires policy-based interventions and government leadership. Programs like the Christmas Registry are not a long-term solution.



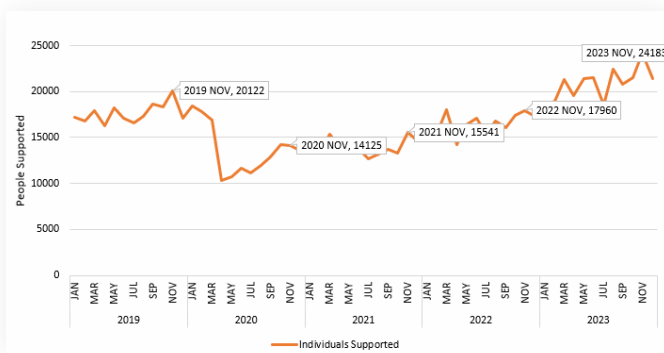
of households supported
received food from
Feed Nova Scotia



of households supported
received gift support
from Feed Nova Scotia

As we face the rising cost of basic necessities, more and more people in communities across Nova Scotia have had to ask for help in 2023. The changing demographics of people who are utilizing food banks paints a stark picture of how the cost-of-living crisis in our province is impacting people of all walks of life and the need for urgent action from all levels of government. Here's what we saw in 2023:

More working people are accessing food bank support. In 2019, 17.5% of households that received support reported employment income as their primary source of income. In 2023, 21.8% of people did.



More people with post-secondary education are receiving food bank support. Having higher education isn't a guarantee of adequate income for food. In 2019, 32.5% of people who visited a food bank had post-secondary education. In 2023, 44.8% of people did.

21,352

People received support from a food bank for the first time in 2023, the most ever.

57,235


Unique Nova Scotians who received support from a food bank in 2023, roughly 1-20 (5.4%) and 27% more than in 2019.

27%

There were at least 27% more visits to food banks in 2023 than in any other year on record.

48%

of people who received support from food banks in 2023 were single adults without children.



Last year, the Innovation & Learning Lab launched the inaugural cohort of our First Voice Advisory (FVA), a 16-member team of diverse people living in communities across Nova Scotia with current or previous lived experience of food insecurity. The FVA members have offered valuable feedback on numerous projects across the organization, including:

- Providing insight to Communications on how we can better reach food bank users and share important information.
- Consulting with the Executive Director and Community Connections on the client registry process and how it can be improved.
- Input and feedback into priority criteria for assessing innovation grant applications.
- Identifying conditions for new research projects and pilot programs to proceed within community.

The connection and relationship we have developed with the FVA through 2023 has resulted in rich, thoughtful, and frank feedback from the group about our work and has helped to hold our focus on centering community voices.



Throughout 2023-24, The Innovation & Learning Lab (The Lab), worked through JustFOOD to imagine and develop a six-month shelf-stable wholesale prototype in Middle Musquodoboit. The work has now moved into an implementation phase, led by a consortium of local organizations. We will be tracking progress through 2024 to understand the impact of the initiative and explore potential to replicate the model in other rural communities in Nova Scotia.

The Lab has also been working on exploring a social supermarket prototype identified in JustFOOD for an urban community in Halifax. A number of organizations are working with us to finalize a design, with the hope of launching the model in late summer 2024.

The Lab also spent the last year establishing connections throughout the province and food security landscape, which has enabled us to participate in projects with Mount Saint Vincent University's Applied Nutrition Department, Nourish Nova Scotia, Farmers Markets of Nova Scotia, Nova Scotia Mobile Food Market, Halifax Regional Municipality, and Cape Breton's Island Food Network, among others. We are grateful for the relationships and insight we have gained through these collaborations.

JustFOOD

In 2023, we designed a grant stream to support community organizations and groups who have new ideas to address food insecurity. The qualifying criteria were:

- ideas that advance a vision of food access centered around dignity, agency, and choice;
- ideas that are an innovation for the province or an adaptation/scale out of an innovation that has been tested in another context; and
- ideas that can advance one or more of the following goals:
 - increase access, availability and/or choice of food.
 - increase community-led production of food.
 - support food system coordination.
 - advance advocacy efforts to address root causes of food insecurity.

Over 30 organizations submitted applications through the grant stream. All but one organization represent new connections and partnerships with Feed Nova Scotia.

We disbursed almost \$550,000 in grant money to support new ideas and work to address food insecurity to organizations across Nova Scotia and are thrilled to share some of the learnings from this process.



Some highlights from the 2023 recipients of the Innovation & Learning Grant:

Funding was provided for **Hope Blooms** to pilot a rural extension of their urban farming project for BIPOC youth. Despite a tough growing year, the rural farm produced double the annual yields of the urban farm (more than 6,800 kg). Not only did this supplement their farmers market, but also provided learning opportunities, connection, and leadership skills to the youth involved.

After identifying that youth 12-15 were hard to reach, **The North Grove** proposed a new program to help engage this group in community-led food production, increasing their knowledge and skills of food access, and deepening their connection to the broader community. 22 youth joined the program, and 100% of them continued volunteering after completion, proving that this engagement helped foster deep ties for the youth involved.

Adsum for Women and Children used the funding they received to test a new meal program for shelter residents, in collaboration with six restaurants in Downtown Dartmouth. By working together to provide gift certificates to local restaurants, participants were able to experience stigma-free, joyful access to food, while also contributing to the local economy, and improving relationships between the residents of the shelter and nearby businesses.

hopeblooms
plant a seed – harvest a dream


NORTH GROVE

 **adsum**
FOR WOMEN & CHILDREN



IN 2023:

.....

142
PEOPLE AT

22
MEMBER AGENCIES

WERE CERTIFIED IN THE
SAFE FOOD HANDLING
PROGRAM AND BASIC FOOD
SAFETY TRAINING

.....

This year marked the introduction of the Food Banks Canada Standards of Excellence which lays out expectations and requirements for all member agencies, and covers everything from governance and administration, public engagement and fundraising, financial and legal, people management, food operations and food safety, to client service and care. As a part of our ongoing commitment to support the member network in meeting these standards, we provide regular certified food safety courses throughout the year.

As part of membership with Feed Nova Scotia and Food Banks Canada, all network agencies sign an agreement to operate by the Ethical Food Banking Code. We are proud of all the organizations in the Feed Nova Scotia member network, who continue to uphold these standards and provide dignified, just access to food for all Nova Scotians.

Food Banks Canada, the provincial associations, and affiliate food banks/programs will:

1. Provide food and other assistance to those needing help regardless of race, national or ethnic origin, citizenship, color, religion, sex, sexual orientation, gender identity, gender expression, income source, age, and mental or physical ability.
2. Treat all those who access services with the utmost dignity and respect.
3. Implement best practices in the proper and safe storage and handling of food.
4. Respect the privacy of those served and will maintain the confidentiality of personal information.
5. Not sell donated food.
6. Acquire and share food in a spirit of cooperation with other food banks and food programs.
7. Strive to make the public aware of the existence of hunger and of the factors that contribute to it.
8. Recognize that food banks are not a viable long-term response to hunger and devote part of their activities to reducing the need for food assistance.
9. Represent accurately, honestly, and completely their respective mission and activities to the larger community.



With the amount of people accessing food support reaching record numbers last year, our Operations team had to find new ways to support the member network as they face unprecedented levels of need within their communities.

\$2 MILLION

Our total spend on food purchases increased from \$1 million to \$2 million. 1/3 of food we distributed in 2023 was purchased

2,916,699 KGS

of food was distributed by Feed Nova Scotia last year

In 2023, our trucks and drivers drove

312,959 KMS

distributing food (and smiles) across Nova Scotia 5 days a week.

That's about 26,000 kms a month, or the equivalent of driving around the Earth 8 times!

Main meal components (protein sources, fruits and vegetables, dairy, and grains) account for

83%

of the food we distribute across the network

Recently, we have also been looking for new ways to reduce our environmental impact and seeking out opportunities to lower our carbon footprint.

We upgraded all the old fluorescent lights in our warehouse to energy efficient LED lights, and added occupancy sensors to lesser used rooms, both changes which not only help lessen our environmental footprint, but also help reduce our energy bill. Made possible through a rebate provided by Efficiency Nova Scotia and grants from the Department of Natural Resources and the Department of Energy and Mines, these small changes have saved us \$4,000 annually on our energy bill – money which can be put back into communities across Nova Scotia.





1.3 MILLION+

.....

IN COLLABORATION WITH
RETAIL, MANUFACTURING,
AND DISTRIBUTION
PARTNERS, MORE THAN
1.3 MILLION KILOGRAMS
OF SAFE, CONSUMABLE
FOODS WERE DIVERTED
FROM THE LANDFILL AND
DISTRIBUTED TO MEMBER
AGENCIES IN THE PAST
YEAR ALONE.

.....

Each year, we are blown away by the creativity, passion, and commitment to helping others that we witness at the hundreds of food drives and fundraisers held on our behalf, and 2023 was no different. We are so thankful for another amazing year of community-led fundraisers and food drives, and to every Nova Scotian who continues to show up for their neighbours.



1 Share



12 1 Share

500+
Events on our behalf

69,978
Kgs of food collected

ig Contests is Only

5

GAMSA Annual Golf Tournament
@ 30 Mulligans

TOTAL FUNDS RAISED BY COMMUNITIES ALL OVER NOVA SCOTIA IN 2023:

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\$2,435,747.28

.....

Outstanding food and funds: \$100K +

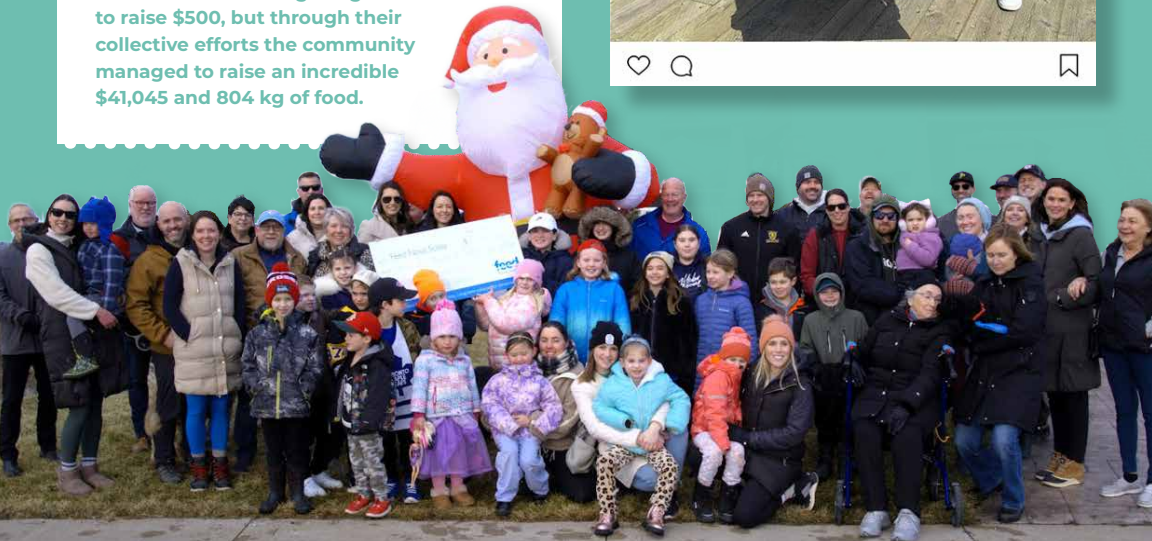
- NSLC
- Walmart Fight Hunger Spark Change
- The Coast's Halifax Burger Bash
- Loblaws Spring and Holiday food drives
- Tim Hortons Smile Cookie campaign
- Sobeyes Holiday and Employee Holiday Acts of Kindness

\$5,000 + worth of food or funds

- Bishop's Cellar Ltd. – Case of Compassion
- Halifax Grammar School: Spirited Giving
- Colby South Community – Colby "North"
- Insurance Brokers Association of Nova Scotia
- Santa Street
- Halifax Shopping Centre – Holiday Gift Wrap
- Q104 Thanksgiv'er
- Nine Locks Brewing Company
- AndyVent
- Nova Scotia Veterinary Medical Association
- IBM
- Saltwire & Mic Mac Mall – Halifax Parade of Light
- High Liner Foods Incorporated
- Dewolf Food & Wine Experience – Halifax International Wine Festival
- Gateway Business Brokers
- Sysco - Light up Bedford Parade
- CBC Cape Breton – Light Up a Life
- Lebanese Cedar Festival
- Stuff-a-Bus – presented by ATU Local 508, Move 100, and Scotiabank
- Nutri-Lawn Food Drive
- CBC - Feed Nova Scotia Day
- Sunnyside Mall Fall food festival and Santa photos
- Meaghan Smith: The Holiday Show
- CFB Halifax Firefighters food drive
- Pushup4Charity
- FX 101.9 Today's Country #fxfightshunger
- Restaurant Association of Nova Scotia – Dine Around
- Citco - We Feed Nova Scotia
- BLT Sr. Elementary – Halloween for hunger
- Fleetway Inc. – The Bluenose Lighthouse
- Halifax Grammar School
- Halifax Regional Fire and Emergency Station 60 Herring Cove
- Novacorp Properties Limited
- Royal Bank of Canada – Bedford Hub
- CPA Students' Council
- AVR and Magic 949 Radio Stations – *In Memory of David Giles*
- Rocky Lake Elementary School
- Compass Commercial Realty LP: Burnside Tenant Food Drive
- Metro Windows & Doors: Stuff-a-Truck
- Masters Challenge Halifax Shipyard – Irving Shipbuilding Inc.

We are proud to highlight the efforts of Pushup4Charity, a group of fundraisers who dedicated themselves to supporting Feed Nova Scotia through physical activity. Their commitment has not only raised \$10,581 but has also inspired others, proving that creating positive change in the world is possible, even if it is one pushup at a time.

This year also reminded us of the power of community! In Colby South (unofficially renamed Colby North for the Christmas season) over 130 12-foot-high inflatable Santas were set up across the neighborhood, creating a holiday wonderland that welcomed people from far and wide. The original goal was to raise \$500, but through their collective efforts the community managed to raise an incredible \$41,045 and 804 kg of food.





Year after year, our retail partners continue to support Feed Nova Scotia in so many impactful ways. Whether volunteering with bright smiles in the warehouse or organizing fundraising campaigns and food drives, their commitment is extraordinary, and we are immensely grateful for their support. Thank you to the dedicated employees at Loblaws, Sobeys, Walmart, and NSLC, and every individual that donated.

We are incredibly grateful for the unwavering support of our long-time supporter Bishop's Cellar, who has generously contributed to Feed Nova Scotia for the past 20 years through their Case of Compassion Campaign. We extend our heartfelt thanks to Bishop's Cellar for their ongoing support and for another successful year of great wine!



In 2023, our amazing volunteer community contributed over 23,300 service hours, which is equivalent to over 12 full time staff!

Volunteers sorted food and built orders, counted donations, answered phones, spent their evenings and weekends at events, input data, balanced the books, and delivered food. Their contributions to our work is invaluable and we literally could not do it without them.





FEED NOVA SCOTIA
APPRECIATION BBQ
FOR
STAFF & VOLUNTEERS



IN 2023 WE WELCOMED:

.....

52

GROUPS

1,135

VOLUNTEERS

241,937

KGS OF FOOD SORTED

.....



Last year, we were honoured to have seven students join us for their summer work placements – a new record number of summer students for us! We are so grateful to them for spending their summer with us, they made major contributions to several projects across the organization, so we'd like to extend a big thank you to Adeola, Alex, Tawana, Beamlak, Ming, Carter, and Josh for joining Feed Nova Scotia.



As part of ongoing evaluations of our employee health and wellness programs, we made a few changes and additions this past year. We are lucky to have Stacey from Esinam Counselling Inc. join us for another year, providing in-office mental health support. Additionally, in recognizing that the cost of mental health support can be prohibitive, we doubled the amount of coverage included in our employee benefits program.

We also re-vamped our PTO policy this year to ensure that employees are comfortable taking time off when they're feeling unwell or need a mental health day. We increased the total number of PTO days available to all staff and have removed categories like "sick leave" or "personal time" allowing employees flexibility to use their PTO how they choose. We also made changes to our compassionate care leave policy to recognize a larger range of life events and to be more inclusive of close relationships outside the traditional family unit.

This year we recognized a couple of outstanding individuals, both of whom have contributed countless hours and decades of work to Feed Nova Scotia!



This year marked a huge milestone for one Feed Nova Scotia staff member - Norma Craib, Member Services Manager celebrated 25 years with the organization! Norma has worn many hats over her time at Feed Nova Scotia, but we always know she will bring her vast expertise, her empathy, sense of humour, and boundless patience to whatever role she is in. We can't thank Norma enough for all her contributions over the years.



Norma Searle (left), Recipient of the 2022-2023 Volunteer Excellence Award with Bill Delaney (right)

This year's winner of the Norma Searle Award for Volunteer Excellence was Bill Delaney! Bill has been a Feed Nova Scotia volunteer for nearly 12 years, with over 2500 hours of service on record. Bill has provided volunteer support across the organization over the years and even when COVID presented a significant roadblock to volunteering, Bill shifted gears and contributing support remotely by connecting with the community through phone. He is such a well-known and loved personality in the warehouse, and we can't imagine the story of our organization without him in it.

Outstanding contributions (\$10,000+)



Stella and
Scott Balfour



Charles
Belliveau



Black Family
Foundation



THE CHURCH OF
JESUS CHRIST
OF LATTER-DAY SAINTS

Community
Foundation of
Nova Scotia

The Edwards
Family Charitable
Foundation



Flemming
Charitable
Foundation



Helga Guderley



Halifax Youth
Foundation

Heather Jean
McInnes



John
Himmelman





F.M. McCulloch



Holly Murphy-Stenton and Ted Stenton



Tim Hortons.



The Windsor Foundation



Services, Maintenance, Materials & Purchases
Lead Suppliers and Consulting Engineers



Morris Family

Thank you, also,
to those who prefer
anonymity or
haven't consented
to recognition.



IN THE WORLD WHERE
you can do anything
BE KIND

feed
nova scotia
STAFF



Outstanding Food Donors

100,000+ kilograms

- Superstore
- Sobeys Inc.
- Food Banks Canada
- Stericycle
- Costco Wholesalers
- JD Irving Ltd
- Walmart

5,000 –24,999 kilograms

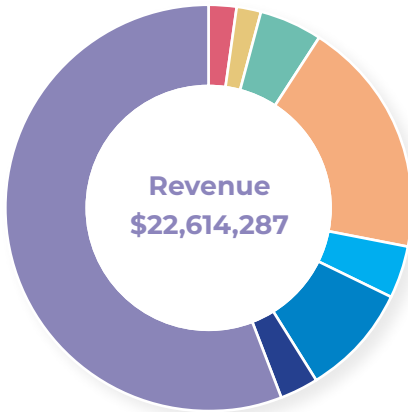
- Ocean Crisp Apple Company Inc
- McCain Foods (Canada)
- High Liner Foods Incorporated
- Gateway Meat Market
- Sable Warehousing & Distribution Ltd
- Stokdijk Greenhouses
- Ferme Benoit Vernier
- Saputo Dairy Products Canada
- Vermeulen Farms Ltd
- Global Medic
- Basinview Farms Ltd
- Sysco Atlantic

25,000 - 99,999 kilograms

- Sawler Gardens
- Charles Keddy Farms Ltd
- Stuff-a-Bus
- Nova Agri Inc
- Apple Valley Foods Inc

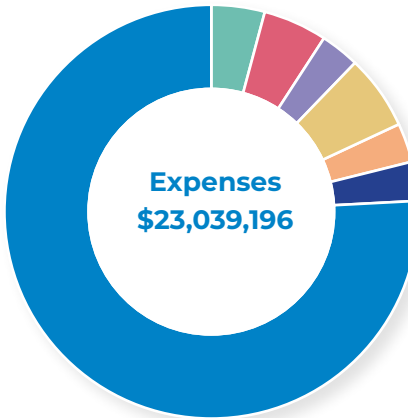
- Canada Bread
- den Haan Enterprises Ltd
- Kraft Heinz Canada
- Worldwide Food Distribution
- Coca Cola Canada Ltd
- GFS - Gordon Food Service
- Melvin Farms Ltd
- Catelli Foods Corp
- Pete's Frootique & Fine Foods
- Shaligram Enterprises
- Chicken Farmers of Nova Scotia
- Dylan's No Frills

2023 Financials



Revenue
\$22,614,287

- In kind Food (56%)
- In Kind other Donations (3%)
- Individual Donations (9%)
- Corporate Donations (4%)
- Donations by and through other Charities (19%)
- Government Grants (5%)
- Other Income (2%)
- Investment Income (2%)



Expenses
\$23,039,196

- Food Procurement and logistics (76%)
- Community Connections (3%)
- Fundraising and Donor Relations (3%)
- People, Culture and Administration (6%)
- Occupancy (3%)
- Member Designated Donations (5%)
- Innovation Learning Lab (4%)

Food is a right.

feed
nova scotia

feed
nova scotia

