



Annual Report

Fiscal Year 2023-24



WILLING HANDS

www.WillingHands.org



Hanover, Lebanon, White River Junction

802. .0265



Volunteers gleaning lettuce in 2017

Board & staff

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Gleaning Assistant

Chris Castles
Operations Manager

Sara Cavin
Special Projects
Manager

Anna Cloutier
Outreach & Development
Coordinator

Alec Fannin
Gleaning & Food
Recovery Coordinator

Pete Griggs
Driver

Molly McBride
Farming Coordinator

Christine Savage
Community Engagement
Coordinator

Tim Sevigny
Warehouse & Delivery
Coordinator

Cherry Sullivan
Director of Programs

Beth Svahn-Monroe
Administrative
Coordinator

Scott Trombley
Warehouse Coordinator

Mikey Van Siclen
Farming Coordinator

Gabe Zoerheide
Executive Director



From the Board President & Executive Director

Dear friends,

In its 20 years, Willing Hands has made a deep impact on many lives in the Upper Valley. Over the past 18 months, we have validated this impact through dozens of conversations with partners, volunteers, supporters, and community members. The culmination of this exploration is a new Strategic Plan that includes a revised mission statement, vision statement, values, and goals for the future of our work.

We are excited to share the results of this planning process with you. It reinforces our organization's dedication to equity and to meeting the growing need in our community. It articulates our commitment to sustainability on all levels; organizational, community, and global.

As we look forward to making a larger impact, this plan underlines our core strength as a community-based organization driven by volunteers supporting the Upper Valley. We look forward to connecting with you as we implement this new vision.

Sincerely,

Leslie Rimmer, Board President

Gabe Zoerheide, Executive Director

Thank You, Board Members!

Willing Hands is guided by a dedicated Board of Directors. We would like to express our gratitude to the following Board members who have cycled off in the last year for their commitment to the good care and success of Willing Hands.

*Rebecca
Hooper-Holland*

2016-2024

*Tim
Taylor*

2020-2023



*Shari
McLaughlin*

2020-2024



*Laurie
Beyranevand*

2023-2024



Willing Hands Strategic Plan

Mission

To reduce food waste and expand equitable and reliable access to fresh food.

Vision

A world in which all food contributes to the betterment of people and the planet.

Values

VOLUNTEERISM: Willing Hands believes that volunteers are foundational to advancing our mission, and that volunteerism has inherent value by creating connectedness in our community.

ENVIRONMENTAL STEWARDSHIP: Willing Hands believes in our shared responsibility to contribute to a sustainable environment and recognizes that reducing food waste is our organization's most impactful opportunity to mitigate the climate crisis. We seek to reduce our carbon footprint and protect the environment throughout our operations.

ADVANCING EQUITY: Willing Hands believes that all people should have access to nourishing, fresh food. We commit to more deeply understanding and responding to the diverse needs, preferences, and circumstances of those in our community. We extend this commitment internally, ensuring that all who engage with our organization feel included, respected, and able to thrive.

STRENGTHENING OUR COMMUNITY: Willing Hands believes that strong and mutually-beneficial partnerships are key to community resilience. We appreciate, support, and collaborate with local farms, donors, recipient organizations, and other community members and partners to contribute to our community's collective well-being.

Goal 1

Increase the amount of fresh food procured year-round

Prioritize expansion and diversification of the food recovery program

Improve consistency and quality of food supply year-round

Goal 2

Ensure equitable distribution of fresh food

Deepen our knowledge of community needs via an equity lens

Address identified gaps

Goal 3

Enhance organizational sustainability

Strengthen and diversify revenue generating capacity and capabilities

Ensure a stable and thriving Staff and Board

Use our land, facilities, and gardens to tell our story and build community around our mission.

Measure and celebrate progress

20 Years of Willing Hands!



2004-2005

Willing Hands is founded with the support of the Hanover Co-op Food Store

100,000 pounds of food delivered per year

A sedan and minivan used for delivery



2008-2009

300,000 pounds of food delivered per year

80% of donated food is from the Co-op Food Stores

24 food donors

48 recipient organizations



2012-2013

30% of donated and gleaned food is from local farms



2016-2017

Second commercial truck purchased

500,000 pounds of food delivered per year



2020-2021

Successfully completed \$2.4 million capital campaign

Completed infrastructure upgrades including adding coolers, barn, and a 35kw solar array

1 million pounds of food delivered per year

Third and fourth trucks purchased



2006-2007

200,000 pounds of food delivered per year

Cargo van donated



2010-2011

The first commercial refrigerated truck is purchased

400,000 pounds of food delivered per year



2014-2015

10th anniversary

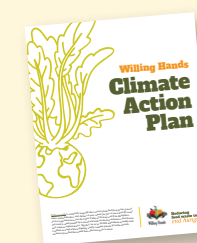
Gleaned 40,000 pounds of food from local farms and orchards



2018-2019

Purchased and moved operations to 198 Church Street in Norwich

45% of delivered food is from local farms



2022-2024

Climate Action Plan: WH avoids 1 million pounds of CO₂ per year and creates goal to double it

Expanded gardens

Garden pick-up truck purchased

Fully electric refrigerated van purchased



Program Spotlight

Veggies for Vets

This year, Willing Hands and the White River Junction VA Medical System partnered to launch a new 16-week program called “Veggies for Vets.” Every Monday afternoon, volunteers meet at Willing Hands to pack 150 CSA-style boxes of fresh produce sourced from Willing Hands’ gardens and local farms. Veterans enrolled in the program, often referred by their primary care provider, can pick up their produce box on Tuesday or Thursday mornings at the VA.

Veteran response to the weekly delivery of boxes of free, nutritious produce to the VA Medical Center has been positive. One Veteran said, “This is the best corn I’ve ever had!” We look forward to continuing our partnership with the VA Medical System to ensure Veterans continue to have access to fresh produce.



Delivering boxes to the VA



Volunteers prepare fresh food boxes for Veterans

“Being able to help provide our nation’s Veterans with healthy, locally sourced food for free is very rewarding. We not only got to help someone out by giving them delicious local vegetables, but we also got to spend time building community with fellow Veterans and Willing Hands employees!”

—Kylie, Willing Hands Volunteer and Hypertherm Associate



Goodbye & Thank You

We express our deep gratitude to **Mikey Van Sicen** for his dedication and hard work in leading the Garden Program over the past four seasons, and wish him well as he embarks on new adventures! Mikey combined his professional knowledge of growing food using regenerative practices, and his love of teaching others to do the same. Mikey is not only a fantastic farmer, he is also a true teacher. His vision and enthusiasm helped transform our gardens into thriving spaces for building connections and growing amazing food for our community. Thank you, Mikey, for embodying the spirit of Willing Hands. You will be greatly missed!

Honoring Jack Lyons

This year our community lost a dear friend. Jack Lyons was a founder of Willing Hands and an inspiration to us all.

Two decades ago, Jack and his wife Terry saw the potential for this organization and, together with Peter Phippen, turned that potential into reality. Jack’s optimism, kindness, and determination inspired volunteers to overcome numerous obstacles, from van breakdowns to funding shortages. Jack’s leadership wasn’t about recognition—he lifted others up, leading humbly from behind. He served as Board Chair for 10 years and remained one of our strongest advocates. His passion, resilience, and love for the community continue to inspire us all.

Jack and Terry Lyons and their family are an essential part of the heart of our organization. In gratitude for their commitment to our shared purpose, Willing Hands is proud to publicly announce the establishment

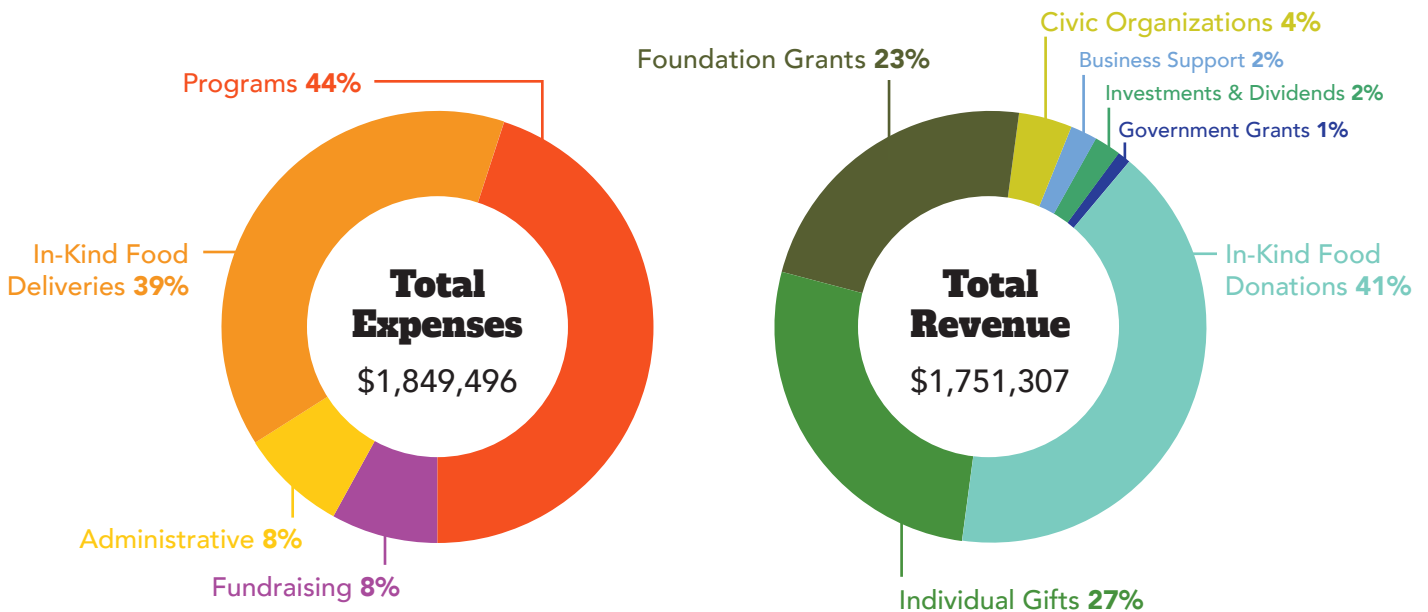


of the Sunny Fields Fund in their honor. This Board-designated fund will support the long-term health and viability of Willing Hands, ensuring that their legacy of compassion and service endures for years to come.



Finances *Fiscal Year 2023–2024*

The financial figures presented are unaudited. The final audited figures will be available at a later date. Income does not reflect funds raised in previous years to support fiscal year '23–'24 activities. In-kind food donation and delivery values do not include food recovered from retail and wholesale partners.





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Norwich, VT 05055
willinghands.org

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Thank you, gleaning partners!

Willing Hands partners with local farms and orchards that host our volunteers for gleaning events. During the 2023–2024 fiscal year, 45,589 pounds of food were gleaned by our volunteers and delivered to the community. Thank you for your generous support!

4 Corners Farm
Baldwin Orchard
Cedar Circle Farm
Crossroad Farm
Edgewater Farm
Green Dragon Farm
Harlow Farm
Honey Field Farm
Kingland Farms
Mount Pleasant Farm

Rich's Blueberry Patch
Riverview Farm
Root 5 Farm
Sweetland Farm
Whitman Brook Orchard
Wild Hill Organics

*And numerous private
properties throughout the
Upper Valley.*

*Clockwise from top left: Cedar Circle Farm, Crossroad Farm,
and 4 Corners Farm*

