Massaro Community Farm

General Information

Contact Information

Nonprofit: Massaro Community Farm
Address: 41 Ford Road
         Woodbridge, CT 06525
Phone: (203) 736-8618
Web Site: Web Site
Facebook: Facebook
Twitter: Twitter
Email: caty@massarofarm.org

At A Glance

Year of Incorporation: 2008
Organization's type of tax exempt status: Public Supported Charity
Organization received a competitive grant from the community foundation in the past five years: Yes
Mission & Areas Served

Statements

Mission
Massaro Community Farm’s mission is to preserve farmland using organic methods, to provide food for the hungry, and create a place where the community can come together for learning, inspiration, and fun. Keep Farming, Feed People. Build Community.

Background
MCF was created by a group of local Woodbridge residents committed to continue farming at the location of the former Massaro family dairy farm. Under a long term lease with the Town of Woodbridge, MCF began an organic vegetable farming operation on the 57-acre property in 2010. The Farm was deeded to the Town by the Massaro family in 2007 on the death of John Massaro Jr. This gift was conditioned on maintaining the property in conservation. Massaro Community Farm Inc. (“MCF”) is a Connecticut not-for-profit membership corporation organized on November 3, 2009. It received its tax exempt status from the IRS on December 15, 2009. MCF is governed by 16 board members elected for three-year terms by its members, and by officers elected annually by the board of directors. Our farming operation grows approximately 50 varieties of vegetables, along with flowers, herbs and strawberries. Our produce is grown first and foremost for our seasonal CSA subscribers, with a secondary market at local farmer’s markets and area restaurants. Recipients of our food donations have included The Salvation Army, BH Care, Jewish Family Services, FISH New Haven, Master's Table (in Ansonia), Spooner House, Woodbridge Human Services, and CT Food Bank. The list of recipients grows each year. Massaro Community Farm is a working farm staffed by trained professionals in the field, as well as in our educational offerings. However, we welcome volunteers of all ages to help us complete a variety of service projects each season on the farm. Volunteering at the farm is the perfect team-building event for corporate groups looking to make an impact of good in their community. Individuals can also serve the farm in a variety of ways, from distributing produce weekly at our vegetable distribution, assisting with events, or connecting with our donors.

Impact
Massaro Community Farm revived a 57 acre former dairy farm, converting it into a certified organic operation. We manage the land using regenerative agricultural methods, cultivating 10-12 acres of vegetables, flowers, herbs and honey while ensuring the least disruption to the natural ecosystems. We provide a sustainable food source that supports at least 230 families. We strive to implement systems that will serve as a model for other farms, and have had 5 farmers go on to start their own operations. Farm Manager Steve Munno was named CT 2019 Outstanding Young Farmer of the Year. The farm donates 10% of its harvest to hunger relief, an average of 6,200 pounds or 5,167 meals each year. We partner with the Valley Food Security Task Force to increase the amount of fresh food available across Naugatuck Valley. Our AmeriCorps service member installed four new school gardens in Ansonia and Derby. The farm hosts dozens of volunteers each year who perform hundreds of hours of service on the farm. We provide both year-round and seasonal jobs to ~20 adults. The farm educates >1,000 students on the farm each year through experiential learning, reconnecting them with how their food is grown. Small-group programs immerse youth and adults in growing and harvesting food, exploring the outdoors and and caring for small farm animals that comprise a sustainable farm. These programs are made accessible to all regardless of ability to pay. All are invited to explore the farm’s 1-mile nature loop open 365 days/year. 2020 priorities include a)streamlining farm administrative work and expanding summer youth employment on the farm b) Continue to offer educational programs on the farm for all ages, for all socioeconomic groups and with broad cultural appeal, that encourage outdoor exploration and lifelong connection to the land; c) Maintain a quality infrastructure that supports both of the above; d) Use software tools and metrics to cultivate new farm supporters, and to nurture existing relationships with supporters, ensuring that we express gratitude to all; and e) Attract and retain board members who can be advocates, ambassadors and askers and who are passionate about our mission and efforts.
Needs
Moving forward, Massaro will continue to carefully balance operational expenses with the needs of the farm operation, and making sure we can maintain our commitment to donating at least 10% of our harvest to hunger relief. This will mean securing enough income from the sale of produce and other funding sources to cover the market value of donated produce. Of particular concern is ensuring we can pay a living wage to our farm staff, and attaining Food Justice Certification, the gold standard in fair employment practices for agricultural employees. Massaro seeks to offer educational experiences for all ages, making them available to all socioeconomic levels and to a culturally diverse audience. We receive many requests and need to be careful not to get pulled into being all things to everyone. Therefore, we need to continue to carefully focus our educational efforts to make sure they align with our mission and strategic objectives, and don't harm our farming efforts. Massaro needs to recruit and retain board members who can serve as triple-A members, attending events in the community on behalf of the farm, advocating for the farm, and securing funds to ensure our future. We are working to train and support board members so they can help us achieve success.

CEO Statement
The Massaro Community Farm (MCF) continues the historic agricultural traditions begun in 1916 by the Massaro family. After many years in the for-profit life sciences business, Executive Director Caty Poole found herself drawn into issues of equitable food access across all socioeconomic groups. MCF specifically appealed to her because of its openness and commitment to give 10% back to the community. The fact that this venture got off the ground at all is a miracle, considering its founding board members were raising funds to save this historic farm during a period of recession. But its continued success is, in large part, based on its unique location and structure. The truth is that non-corporate and private farms struggle to bring in enough revenue to support themselves, and are forced to find additional, often unrelated, revenue streams. At MCF, the combination of the farm operation, together with income from program revenue, fundraising events, individual contributions and grants all contribute to the success of the farm as community space and resource. The farm has also had the benefit of invested residents and thoughtful management. Our directors manage finances conservatively, growing thoughtfully and slowly. Our farm manager has taken full advantage of CT & USDA funding opportunities to help us build out the farm infrastructure and to improve the land, maximizing crop production, and replacing invasive species with native species. These factors, together with our geographic location spanning diverse neighborhoods, allow us to make the most of our immediate support base in Woodbridge, and deliver much needed services to our community members in need in New Haven, Ansonia, Derby, Hamden and other adjacent towns. There isn't another farm in our region that is both a working farm and can provide the education that we offer. These are the aspects that first drew Caty to MCF. The daily gift of being on the farm and interacting with all these constituencies is what continues to inspire her. She is also excited about the newer partnerships we've formed with Valley United Way, TEAM, St. Vincent de Paul Food Pantry, the Greater Valley Chamber of Commerce and others to bring our food and education to the community, working to change long term behaviors when it comes to food and encouraging self-sufficiency.

Board Chair Statement
Massaro Community Farm (MCF) is a spectacular example of a grassroots initiative that has succeeded beyond anyone's initial expectations. Back in 2008 when the idea of rejuvenating a derelict farm was proposed, there were many naysayers. However, thanks to the hard work and dedication of many people including, resident farmer Steve Munno, Executive Director, Caty Poole, the farm staff, the board of directors, and many volunteers, MCF has made huge strides in its three mission areas: Keep Farming. Feed People. Build Community. Challenges: There are several major challenges MCF faces, including: Climate Change. In spite of our regenerative practices, we can sometimes be seriously impacted by growing conditions, as we were in 2011 and 2019. Funding. With cutbacks in state and federal funding and heightened competition among non-profits for financial support, the MCF team has to be ever vigilant and more creative about its income-generating efforts. New Leadership. With some original board members reaching our term limits, the need to bring new, inspired leadership on board is acute I have been involved in the governance and fundraising for MCF from the beginning. As a parent of two Millennials and as a life-long environmentalist, I worry about how we will feed 8 billion people who will inhabit the earth in 2024. The national 4th Assessment on Climate released in December 2018 highlighted the urgency of acting to mitigate climate change. Food production, agricultural practices, food processing, and eating a plant-rich diet are all critical elements of building a sustainable planet. Massaro is a local solution to Climate Change and a great community builder. And nothing tastes better than fresh Massaro delicata squash and strawberries!
Service Categories

**Primary Organization Category**
Food, Agriculture & Nutrition / Agricultural Programs

**Secondary Organization Category**
Food, Agriculture & Nutrition / Food, Agriculture & Nutrition NEC

Areas Served

- Ansonia
- Bethany
- Derby
- Lower Naugatuck Valley
- Milford
- New Haven
- Orange
- Oxford
- Seymour
- Woodbridge
- Hamden

Massaro Community Farm, located in Woodbridge, is a regional resource that serves the surrounding towns of Greater New Haven and Lower Naugatuck Valley. Much of our financial support comes from the middle to upper middle class income families who subscribe to our CSA or support the farm through donations and attend programming and events. Food donations and education are provided to residents in need in New Haven, Ansonia, Derby, Seymour and Woodbridge.
## Programs

### Food Donations

**Description**
Massaro Community Farm partners with local hunger relief organizations to donate at least 10% of our healthy, organic produced food—and often more—to those in need. This produce goes to recipients primarily in Woodbridge, Ansonia, Derby, Shelton, Seymour and New Haven. Our fresh produce supplements the foods clientele are receiving from area food pantries. We occasionally give bulk items to The CT Food Bank, which has the capacity to redistribute these items across the greater New Haven area. Amounts donated range from 7-9,000 pounds per season, and can have a market value between $20,000 - $30,000. Selecting and sorting produce for donation takes 5-10% of staff time each week.

**Budget**
$25,000.00

**Category**
Food, Agriculture & Nutrition, General/Other / Food Distribution

**Population Served**
At-Risk Populations / Elderly and/or Disabled / Children and Youth (0 - 19 years)

**Program is linked to organization’s mission and strategy**
Yes

**Short Term Success**
Short-term success will be evidenced by the actual amount of food donations by the farm, calculated each season by pounds donated and market value of the donated produce. Understanding that each growing season is different, MCF anticipates that the amount we are able to donate will vary slightly from year to year, some times exceeding our target donation totals, other times reducing the amount we are able to donate. The result is providing increased access to healthy, nutritious food to those in need in the towns surrounding the farm.

**Long Term Success**
It is the long term goal of Massaro Community Farm to continue donate at least 10% of its food production to local hunger relief organizations for the foreseeable future. We hope this increases the amount of fresh food available to food pantry clientele and to change preferences by clients to select foods grown locally. We also hope to raise nutrition awareness of clientele, thereby improving health outcomes. Locally grown foods are higher in nutritious content.

**Program Success Monitored By**
The success of this program will be monitored by tracking the types of produce donated, the weight and value of produce donated, and the organizations donated to. Data will show weekly, monthly and yearly food donation totals and to which organizations. Staff follows up with organizations donated to so as to ensure our produce is being well utilized.

**Examples of Program Success**
In 2019, the farm partnered with St. Vincent de Paul food pantry to distribute food donations and provide nutrition education around the use of fresh produce. Participants in this program show great enthusiasm for trying new foods and recipes. Additionally, testimonials and follow up with our partner organizations indicate that, as pantries shift to individual choice options, clientele greatly appreciate fresh produce and very little goes to waste. Due to privacy issues, we do not go into more detail obtaining individual data on use of donated produce.
MCF provides curriculum based field trips for grades K-12, giving students the opportunity to engage in hands on activities of our farm operation. After expanding our lead educator position from part to full time in 2019, we are also able to offer spring and fall after school programming, a pre-k growing sprouts program, and new outdoor winter exploration programs. We added rabbits and goats to our educational farm offerings in 2019. Each August since 2012, we have offered a half day summer camp for 5-11 year olds. Beginning in 2020, this program will expand to be a full day program and run for 3 weeks in August when many other summer programs have concluded. Adult classes and workshops cover topics such as backyard beekeeping, chicken owning, and other aspects of organic gardening and sustainable land management. Sometimes these are offered in partnership with other agencies like CT NOFA and CT Beekeeper's Association. In the pursuit of our mission, we use our facilities to engage participants of all ages, abilities and cultural backgrounds.

Short term success will be evidenced by demand for, and participation in our educational programs. The impact of these programs, will depend on the nature of the specific offerings. For example, by offering a program on beekeeping and native pollinators, we may see an immediate outcome in the community as people plant and maintain native species which encourage a thriving ecosystem for bees and native pollinators. A spring garden class might have the immediate impact of someone starting their own home garden. Given that we plan to offer educational opportunities around food, agriculture and nature, it is likely that our education programs will impact program participants in a variety of ways.

Long term success of educational programs on the farm will be to hold at least one adult workshop or engagement opportunity each month throughout the year. We also hope to double the frequency of farm field trips over the course of the year. The farm offers a unique example of a biodiverse farm and mixed use business model. Long term success will also be measured by increased demand and attendance for particular programs, as well as the farm becoming a community resource to its partners, including area schools, Boy & Girl Scout Troops, and other like-minded organizations. An example of this success could be the farm becoming a resource for starting and maintaining school gardens among valley schools.
**Program Success Monitored By**

Program success is monitored through program attendance levels and feedback collected. Educational offerings include, when applicable, feedback surveys on programs. As a community driven organization, we strive to meet the educational needs and interests of the community. As such, we maintain an open ear to the community as to what types of programs we should offer through our newsletter, surveys and our annual meeting, to name a few.

**Examples of Program Success**

The farm's education committee has increased the number of students coming to the farm for farm-based education each year since we began in 2012. In 2019, we recorded ~3000 individuals in both on farm and off-farm educational programming. The farm continues to draw steady crowds in all areas of education.
Massaro Community Farm is dedicated to the stewardship of a historic farm, shepherding it into a new generation of producers and climate change activists. This includes reclaiming fields once used for pastureland and converting them to production fields, while improving the quality and richness of the soil. We rely on the farm operation as the centerpiece of community education at the farm. Our seasonal Community Supported Agriculture (CSA) subscription program is the biggest educational impact we make on the community. The farm operation also sells produce to area restaurants and is the basis of our educational programming and food donations. Though informal, we consider ourselves a farm incubator program, having five former staff members go on to start their own farm operations. This is the result of our location, management and the outstanding leadership style of our farm manager. Farm Manager Steve Munno’s leadership and knowledge garnered him the CT Outstanding Young Farmer of the Year in 2019.

Budget
$150,000.00

Category
Food, Agriculture & Nutrition, General/Other /

Population Served
Families / Adults / At-Risk Populations

Program is linked to organization’s mission and strategy
Yes

Short Term Success
Short-term success will require careful balance of the amount of acres under production, including expenses of same, against the income we can bring in from the sale of our produce.

Long Term Success
Long-term success will be proven by the farm’s continued service to the community providing food and educational opportunities. Ultimately, Massaro Community Farm could serve as a model for other farms and towns to follow for preserving farm land, keeping local farms in production, and using farms to benefit the community at large.

Program Success Monitored By
Success is tracked carefully and regularly throughout the season by recording amount of produce harvest and sold, as well as amounts donated. Continued demand for our product is measured by rate of subscription to our CSA and success of retail produce sales. Seasonal results are also evaluated in conjunction with feedback from customers.

Examples of Program Success
Examples of program success include demand for our subscription program (fulling subscribing 230+ CSA shares) , and high rate of return customers each season (75%). Other examples include continued ability to secure State Ag grant funds to reclaim additional acreage and put under production as needed.
**Community Space**

<table>
<thead>
<tr>
<th>Description</th>
<th>Massaro Community Farm allows other non profit groups to use our facilities for educational purposes at no cost. We also allow rental of our space on a limited basis for private events and parties.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Budget</strong></td>
<td>$1,500.00</td>
</tr>
<tr>
<td><strong>Category</strong></td>
<td>Public, Society Benefit, General/Other / Citizen Participation Programs</td>
</tr>
<tr>
<td><strong>Population Served</strong></td>
<td>Adults / Families / Other Economic Level</td>
</tr>
<tr>
<td><strong>Program is linked to organization’s mission and strategy</strong></td>
<td>Yes</td>
</tr>
</tbody>
</table>

**Short Term Success**

In 2013, the farm was the venue for our first farm-based wedding. Feedback was overwhelmingly positive and we anticipate hosting other fee-based private events at the farm. This will build our reputation, goodwill and support for long term survival of the farm. We also hosted several nonprofit group meetings at the farm and also see increased support for the farm as evidenced by a successful year end fundraising campaign.

**Long Term Success**

We hope to be a resource for the farm, ie, a place where other groups seek to provide information and education or merely entertainment by using farm facilities. This will be evidenced by other nonprofit groups, such as surrounding garden clubs using the farm space to hold meetings or demonstrations. We also foresee the farm being used as a venue for small, private events, such as weddings, birthdays and anniversaries.

**Program Success Monitored By**

Program success is measured by close contact with external organizers, by modifying or increasing features/items made available, such as the installation of wi-fi in our barn in order to host external group meetings. Additional supplies were also purchased in anticipation of more fee-based events at the farm.

**Examples of Program Success**

Examples of program success include increased demand for events at the farm, ranging from large group outings to small nonprofit meetings at the farm. We are unable to respond to all requests to host events (ie, greater than 200 ppl) due to limitations of parking, and the excessive wear and tear certain events may have on the farm. However, hosting small groups has increased goodwill in the community greatly, and fee-based events add to our revenue stream and offset additional expenses.
Youth Employment Program

Description
In 2018, MCF launched a summer youth employment program under which we employed four area youth for at least 20 hours/week for 8-10 weeks. Thanks to a grant from long time partner The Werth Family Foundation, the farm is able to expand this program in 2020 to employ six youth with a dedicated supervisor. We continue to recruit youth from surrounding communities that lack opportunities. We will also put increased emphasis on skills training. Additional coaching and life skills mentoring will be provided during the term of the program. Youth employees will be involved in field work, and oversee aspects of our food donations.

Budget
$0.00

Category
Employment, General/Other /

Population Served
Adolescents Only (13-19 years) / /

Program is linked to organization’s mission and strategy
Yes

Short Term Success
Short term success will be measured by completion of the program by all youth we initially engage and through a special engagement opportunity with the board of directors and program funders.

Long Term Success
Long term success will be measured by those who go on to secure additional employment elsewhere using skills learned while employed by MCF.

Program Comments

CEO Comments
Massaro Community Farm strives towards attaining a balance between feeding people, sharing our space with the community, providing education, and sustainable land stewardship. Balance, among all things, will be the key to our long term survival. This means each year we evaluate the farm activities that can provide revenue vs. those that provide a benefit. Increasing land under cultivation doesn't necessary mean we will grow more, but that we will rotate our crops more. How much we are actively growing in any season has to be measured against the cost of staff we can support, with the same applying to our programs and services. Overall, the farm is very careful to balance expenses relative to income in any given year. Additionally, we have begun nurturing our relationships with business and individual donors so that funders feel valued for their contributions to our success.
Leadership & Staff

CEO/Executive Director

Caty Poole

Term Start
Apr 2013

Email
caty@massarofarm.org

Experience
Caty Poole began working with our organization in the winter of 2011/2012 as a volunteer. A few months later she was hired as our part-time outreach and development coordinator (thanks in large part to a grant from CFGNH). Before becoming our full-time executive director, Caty also worked as part-time farm/field staff. Caty comes to us after a long career in the for-profit life sciences industry. Her experience includes project management, strategic planning, financial planning, and communications. These diverse skills have allowed Caty to wear many hats for our fledgling organization as it grows. Caty has also been a lifelong organic gardener, and was responsible for the building and management of an organic community garden in Trenton, NJ.

Co-CEO

Steve Munno

Term Start
Jan 2010

Email
steve@massarofarmcsa.org

Experience
Steve Munno lives on the property and manages the farm operation at Massaro Community Farm. Steve came to the farm with a background in farm training and outdoor education. He is a graduate of the UC Santa Cruz farmer training program, where he interned to help run their farm operation. Steve also spent a year at The Food Project outside Boston, MA, a large urban farm that offered a CSA, youth employment, and food donations to the community.

Staff

Number of Full Time Staff 3
Number of Part Time Staff 17
Number of Volunteers 200
Number of Contract Staff 0
Staff Retention Rate 90%

Staff Demographics - Ethnicity

African American/Black 0
Asian American/Pacific Islander 1
Caucasian 17
Hispanic/Latino 1
Native American/American Indian 0
Other 1 Middle Eastern

Staff Demographics - Gender
Male 6
Female 14
Unspecified 0

Plans & Policies
Organization has a Fundraising Plan? Yes
Organization has a Strategic Plan? Yes
Years Strategic Plan Considers 5
Date Strategic Plan Adopted Jan 2020
Management Succession Plan? Yes
Organization Policy and Procedures Yes
Nondiscrimination Policy Yes
Whistleblower Policy No
Document Destruction Policy No

Senior Staff
Caty Poole
Title Outreach & Development Coordinator
Experience/Biography Caty comes with many years of expertise with management, strategic planning, financial statement and governance in the for-profit corporate sector. With a lifelong interest in organic growing and a passion for community development, Caty is able to balance the many needs of our fledgling organization.

Formal Evaluations
CEO Formal Evaluation Yes
CEO/Executive Formal Evaluation Frequency Annually
Senior Management Formal Evaluation N/A
Senior Management Formal Evaluation Frequency N/A
Non Management Formal Evaluation Yes
Non Management Formal Evaluation Frequency Annually

Collaborations
MCF collaborates with a number of other organizations in pursuit of its mission, and the list continues to grow.
Currently the list includes: The Ansonia Salvation Army, Woodbridge Human Services, and other hunger relief agencies listed herein to help distribute the food donations of MCF; Connecticut Beekeepers Association who maintain an active bee apiary at the farm and conduct beekeeping workshops; Griffin Hospital Prevention Research Center, Valley United Way, Valley Health & Human Services Council, CT Northeast Organic Farming Association, UCONN Extension, CT Farm Alliance, Greater Valley Chamber of Commerce, and CitySeed.

Awards

<table>
<thead>
<tr>
<th>Award/Recognition</th>
<th>Organization</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food Donation Recognition</td>
<td>Woodbridge Human Services</td>
<td>2016</td>
</tr>
<tr>
<td>Centennial Award</td>
<td>Greater Valley Chamber of Commerce</td>
<td>2016</td>
</tr>
<tr>
<td>Outstanding Young Farmer of the Year</td>
<td>CT Department of Agriculture</td>
<td>2019</td>
</tr>
</tbody>
</table>

Comments

CEO Comments
The farm has continued to make great strides (for a young organization) towards formalizing policies, procedures and accounting practices, with the idea of a long term, mature organization in mind. We continue to refine our operating procedures and board policies. However, we still have additional work that we’d like to complete, such as finalizing our new multi-year plan, board exit reviews, and creating employee service day plan for businesses. We also have plans to increase membership and financial support from surrounding towns that we are confident can be successful over time. So far, we have achieved our financial and program goals by following our strategic plan, and feel confident that board and management efforts - as long as they are continually and carefully guided - will continue to yield solid results in the form of fiscal and program growth.
Board Chair
Jon Gorham

Company Affiliation
Green Media Ventures

Term
Apr 2019 to May 2020

Board of Directors

<table>
<thead>
<tr>
<th>Name</th>
<th>Affiliation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Elana Bildner Esq</td>
<td>ACLU of Connecticut</td>
</tr>
<tr>
<td>Anne Boucher</td>
<td>3M</td>
</tr>
<tr>
<td>James Calkins</td>
<td>Chef &amp; Caterer</td>
</tr>
<tr>
<td>Louisa Cunningham</td>
<td>Retired, Yale Art Museum</td>
</tr>
<tr>
<td>Tom Handler</td>
<td>Yale School of Medicine, retired</td>
</tr>
<tr>
<td>Tassos Kyriakides</td>
<td>Yale School of Public Health</td>
</tr>
<tr>
<td>Jennifer Madonia</td>
<td>Biohaven Pharmaceuticals</td>
</tr>
<tr>
<td>Jandie McSweet</td>
<td>Wiggin &amp; Dana</td>
</tr>
<tr>
<td>Cathy Shufro</td>
<td>Yale University lecturer and journalist</td>
</tr>
<tr>
<td>Robert Tucker</td>
<td>Architect</td>
</tr>
<tr>
<td>Alan Tyma</td>
<td>Attorney, Independent Practice</td>
</tr>
<tr>
<td>Mr. Dylan Vitale</td>
<td>Yale Center for British Art</td>
</tr>
<tr>
<td>Suzanne Werth</td>
<td>The Werth Family Foundation</td>
</tr>
<tr>
<td>Catherine Wick</td>
<td>Second Nature Garden Design, landscape designer</td>
</tr>
<tr>
<td>Mrs. Namita Wijesekera MD</td>
<td>Child &amp; Adolescent Health Care</td>
</tr>
</tbody>
</table>

Board Demographics - Ethnicity

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American/Black</td>
<td>0</td>
</tr>
<tr>
<td>Asian American/Pacific Islander</td>
<td>1</td>
</tr>
<tr>
<td>Caucasian</td>
<td>14</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>0</td>
</tr>
<tr>
<td>Native American/American Indian</td>
<td>0</td>
</tr>
<tr>
<td>Other</td>
<td>1 Indian</td>
</tr>
</tbody>
</table>

Board Demographics - Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>7</td>
</tr>
<tr>
<td>Female</td>
<td>9</td>
</tr>
</tbody>
</table>

Governance
Board Term Lengths 3
Board Term Limits 3
Board Meeting Attendance % 75%
Number of Full Board Meetings Annually 9
Written Board Selection Criteria Yes
Written Conflict of Interest Policy Yes
Percentage Making Monetary Contributions 100%
Percentage Making In-Kind Contributions 100%
Constituency Includes Client Representation Yes


- Automobile Insurance
- General Property Coverage
- Workers Compensation and Employers' Liability

Standing Committees

- Education
- Development / Fund Development / Fund Raising / Grant Writing / Major Gifts
- Building
- Board Governance
- Marketing

CEO Comments

Climate change is a public health crisis. Low-income individuals, both in America and around the world, will experience the negative effects of climate change disproportionately. The educational programs that engage affluent citizens may not be relevant for the lives of low-income individuals. Since climate disruption will affect everyone, MCF is uniquely geographically located to offer programs that can benefit all populations. The connection between climate change and personal and public health is a complex and profound one. The good news is that land use, food production, food waste reduction and restorative agriculture are all excellent areas for lowering the negative effects of climate change. The Drawdown Project, https://www.drawdown.org/solutions/food an international effort to rank the most cost-effective actions for lessening the impact of Green House Gas build up, reveals that the food sector is of critical importance to achieving meaningful impact. Five of the top twenty-five actions out of 100 studied are going on now at Massaro.
Financials

Fiscal Year Start
Jan 01 2020

Fiscal Year End
Dec 31 2020

Projected Revenue
$518,550.00

Projected Expenses
$527,525.00

Endowment Value
$120,000.00

Spending Policy
N/A

Detailed Financials

Prior Three Years Total Revenue and Expense Totals Chart

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Revenue</td>
<td>$202,050</td>
<td>$239,261</td>
<td>$214,316</td>
</tr>
<tr>
<td>Total Expenses</td>
<td>$236,005</td>
<td>$182,743</td>
<td>$225,737</td>
</tr>
</tbody>
</table>

Prior Three Years Assets and Liabilities Chart

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Assets</td>
<td>$162,696</td>
<td>$197,284</td>
<td>$140,830</td>
</tr>
<tr>
<td>Current Assets</td>
<td>$35,565</td>
<td>$63,843</td>
<td>$40,166</td>
</tr>
<tr>
<td>Long-Term Liabilities</td>
<td>--</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td>Current Liabilities</td>
<td>--</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td>Total Net Assets</td>
<td>$162,696</td>
<td>$197,284</td>
<td>$140,830</td>
</tr>
</tbody>
</table>

Prior Three Years Top Three Funding Sources

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Top Funding Source &amp; Dollar Amount</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>New Haven Ecology Project $25,833</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Werth Foundation $2,500</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Second Highest Funding Source &amp; Dollar Amount</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Werth Foundation $25,000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Community Foundation for Greater New Haven $2,100</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Third Highest Funding Source &amp; Dollar Amount</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The Community Foundation for Greater New Haven $19,201</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>State of Connecticut Department of Agriculture $20,000</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Solvency

Short Term Solvency

<table>
<thead>
<tr>
<th>Fiscal Year</th>
<th>2018</th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Ratio: Current Assets/Current Liabilities</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>--</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Long Term Solvency
Capital Campaign

Currently in a Capital Campaign?
No

Capital Campaign Anticipated in Next 5 Years?
No

Comments

CEO Comments
The farm has not met the criteria to require a formal audit prepared by a third party, however we do consult with an external accounting professional from time to time. Footnotes to financial statements are generally included in attached profit & loss statements, except for 2014. Please note that we merged two operational entities effective February 1, 2019. The farm operation now operates as a part of and under the umbrella of our tax exempt entity, Massaro Community Farm. Hence the reason for the large increase in projected income and expenses for 2020 as compared to prior years, which only reflected the income and expenses related to programs and events. During its first several years, the farm focused on rebuilding infrastructure to support the farm operation and to provide educational programming. Near term challenges include filling newly created positions and meeting income projections for the year. Long term challenges are to recruit board members that meet specific skill needs and balancing income generating activities with services provided, both in the farming operation and in education offerings and food donations. Historical knowledge and consistency from management, board/committee members and volunteers have greatly advanced our organization to becoming one that will survive over the long term. We feel confident that with continued careful management and partnering with other like minded agencies we will continue to provide thousands of pounds of fresh food to those in need each year and re-introduce many area youth and adults to the value of having a farm in our community.

Foundation Staff Comments
This profile, including the financial summaries prepared and submitted by the organization based on its own independent and/or internal audit processes and regulatory submissions, has been read by the Foundation. Financial information is inputted by Foundation staff directly from the organization’s IRS Form 990, audited financial statements or other financial documents approved by the nonprofit’s board. The Foundation has not audited the organization’s financial statements or tax filings, and makes no representations or warranties thereon. The Community Foundation is continuing to receive information submitted by the organization and may periodically update the organization’s profile to reflect the most current financial and other information available. The organization has completed the fields required by The Community Foundation and updated their profile in the last year. To see if the organization has received a competitive grant from The Community Foundation in the last five years, please go to the General Information Tab of the profile.

The Community Foundation for Greater New Haven

70 Audubon Street, New Haven CT 06510
203-777-2386

POWERED BY

GuideStar

Created 09.27.2020. Copyright © 2020 The Community Foundation for Greater New Haven