



FRANKLIN  
FOOD  
PANTRY



## Strategic Plan 2024-2027

People • Engagement  
Advocacy • Sustainability

The background features a white central area framed by purple and green geometric shapes. A thick purple vertical bar is on the left, and a thick purple vertical bar is on the right. A light green horizontal bar is at the top, and a light green horizontal bar is at the bottom. A light green vertical bar is on the left side, overlapping the purple bar. A dark purple horizontal bar is at the bottom left, overlapping the light green bar.

# Nourishing Neighbors, Building Community

Dear Friend,

Concurrent with our move into our first permanent home, the Franklin Food Pantry undertook a grant-funded, facilitated strategic planning process using the Strategic Pathways model from the Nonprofit Lifecycles Institute. We would like to thank Metrowest Community Health Foundation for funding this critical capacity building investment and Heidi Holtz of Stillwork Coaching and Consulting for facilitating our strategic planning journey.

Our goal was to identify the critical needs of our community and develop strategies that position Franklin Food Pantry to meet those needs in a sustainable manner.

We engaged key Pantry stakeholders including Board members, volunteers, staff, clients, and community partners in surveys, work groups, and focus groups to help us shape the direction of The Pantry for the next three years. We are indebted to all our stakeholders whose vital input helped us to craft our path forward.

This plan will position the Franklin Food Pantry as a proactive community resource focused on alleviating food insecurity while improving the quality of life for our community. We will do so while investing in our greatest asset—our volunteers and staff—and by committing to an inclusive environment that fosters belonging for all.

Access to safe, healthy, culturally relevant food is a basic human right yet one in three Massachusetts households today struggles with food insecurity. Our ability to address this challenge is a direct result of our generous community, which has invested in our vision for the future with an outpouring of time, talent, and treasure.

The Franklin Food Pantry 2024-2027 Strategic Plan will expand our capacity to excel at what we do best: Nourishing Neighbors, Building Community.

**Tina Powderly**  
Executive Director

**Amber Baur**  
Board Co-chair

**Rachel Flum**  
Board Co-chair

# Executive Summary

The Board of Directors and staff of the Franklin Food Pantry, along with volunteers, clients and community partners, undertook a grant-funded, year-long, facilitated strategic planning process using the Strategic Pathways model from the Nonprofit Lifecycles Institute. This initiative resulted in the 2024-2027 Strategic Plan.

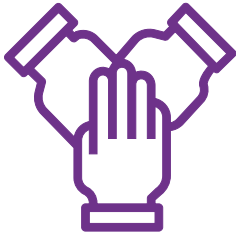


As food insecurity continues to afflict our communities, we are committed to enhancing services and programs in a purposeful and sustainable manner. Our strategic plan consists of four Strategic Pathways.



## People

We are a people-centered organization, building a stronger community with our clients, volunteers, supporters, and staff.



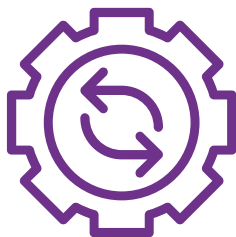
## Engagement

We drive innovation through engagement and collaboration with diverse stakeholders.



## Advocacy

We advocate for perspectives and policy changes that reduce food insecurity and promote community needs.



## Sustainability

We strive for excellence in organizational effectiveness to ensure continuous improvement and long-term sustainability.

Each pathway takes community needs, financial resources, internal capacity, and food justice goals into consideration as we pursue tactics and action plans to achieve them.



# People

We are a people-centered organization, building a stronger community with our clients, volunteers, supporters, and staff.



- Increase client-centered programs and dignified access to food, goods, and services.
- Build connections and meaningful relationships among clients, volunteers, staff, supporters, and the local community.
- Leverage the unique talents of volunteers and increase volunteer engagement.
- Embed equity and dignity in our culture and programs.

# Engagement

We drive innovation through engagement and collaboration with diverse stakeholders.

- Strengthen the regional food network through collaboration and sharing of best practices and information.



- Increase engagement with community partners to promote positive client outcomes.



# Advocacy

We advocate for perspectives and policy changes that reduce food insecurity and promote community needs.



- Serve as a thought leader in areas of food insecurity and food justice, inclusive of advocating for policy change.
- Establish an intentional decision-making process that incorporates food justice concepts.



# Sustainability

We strive for excellence in organizational effectiveness to ensure continuous improvement and long-term sustainability.

- Promote staff success both personally and professionally.
- Continue to strengthen our board and governance policies.
- Establish intentional decision-making processes that ensure financial stability.
- Embed equity and dignity in our organizational culture.



# Call to Action

The Franklin Food Pantry knows that mobilizing people in support of our mission is the key to achieving positive change in our community. We humbly ask our community to support our work through a variety of opportunities:

## **GIVE**

We strive to be good fiscal stewards of funds entrusted to us. Consider a monthly gift or an employee matching contribution.

## **VOLUNTEER**

We couldn't serve our neighbors without our 400+ volunteers. Our volunteers consistently remark that being a part of The Pantry is one of the most rewarding parts of their lives. Visit our website to learn more and to apply.

## **FOLLOW**

Tag us in your Facebook, Instagram, and X posts. Subscribe to our e-newsletter. Link to our LinkedIn profile.

## **CONNECT**

Perhaps your house of worship or civic group would be interested in a tour or hosting a food drive. Introduce your friends and family to The Pantry.

## **ADVOCATE**

Being a vocal advocate about food insecurity will elevate our cause. Your voice can have an impact. Watch our social media for opportunities to use your voice to have an impact such as attending community meetings about hunger.

# Thank You

We are deeply grateful to the many generous people and organizations who support our work, and who will help us grow our impact in the coming months and years.





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