

From: Redwood Empire Food Bank <refbboardpresident@refb.org>
Sent: Monday, March 11, 2024 11:27 AM
To: [REDACTED]
Subject: Important Announcement Regarding Changes in Leadership at the Redwood Empire Food Bank



March 11, 2024

Dear [REDACTED],

I write today to share several very important updates about the Redwood Empire Food Bank, including information about unsettling allegations against the organization and its CEO, David Goodman.

First and foremost, the Redwood Empire Food Bank board is deeply committed to upholding and carrying out our mission, which so many in our greater community count on and have counted on for more than three decades. In order to provide our critical services and programs, we must foster a culture among the Redwood Empire Food Bank team centered on integrity and support, free from any form of disrespect or exclusion.

With those values in mind, I am compelled to share that our board has just become aware of some deeply troubling allegations of inappropriate behavior involving Mr. Goodman that have resulted in a lawsuit against the Redwood Empire Food Bank, filed by a former employee. To protect the privacy of those

involved, and as this is a legal matter, we are very limited in what we can share about this situation. But please know, we are taking this very seriously.

Last week, Mr. Goodman resigned from the Redwood Empire Food Bank prior to the board's knowledge of this suit's allegations. In the days that followed, and when the board received a copy of the filing, the board acted quickly to place him on administrative leave and subsequently released him from his resignation notice period. We all know Mr. Goodman has contributed mightily to our organization over the years, for which we are grateful, though we agree it is time to welcome new leadership to our organization.

We are pleased that Allison Goodwin, our current Director of Programs, has agreed to serve as Interim President and CEO as the board begins the process to conduct a national search for our new permanent leader. Ms. Goodwin has the right experience and expertise to help guide us through this transition.

The board and I recognize this news, especially the lawsuit, will raise many questions. Let me reassure you that we are tackling this situation head on and committed to keeping you informed when we are able, given the legal process. The board will remain focused on ensuring the Redwood Empire Food Bank continues to provide critically important hunger relief to those in need.

Unrelated to the lawsuit, Andy Bannister recently decided to move on from his role as chair of the Redwood Empire Food Bank's board of directors, after serving for three years. We thank Andy for his service and leadership, overseeing the organization during a time that will be remembered for stability, growth and expansion.

Importantly, our organization will continue to thrive, thanks in large part to our strong financial position and our amazing team of professionals and volunteers. Thank you for your continued support and trust as we move forward together.

David Berry | Chair, Board of Directors
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