

From: Redwood Empire Food Bank <refbboardpresident@refb.org>
Sent: Tuesday, March 12, 2024 11:36 AM
To: [REDACTED]
Subject: Update Regarding Changes in Leadership at the Redwood Empire Food Bank



March 12, 2024

Dear [REDACTED],

As an update to my message yesterday, I want to provide the latest information.

Yesterday morning I shared that the Redwood Empire Food Bank board had recently become aware of unsettling allegations against the organization and its now-former CEO, David Goodman, in the form of a lawsuit filed by a former employee. I also communicated that the board took swift action when the board became aware of these allegations, and that we are taking this matter very seriously.

First, I want to acknowledge the outpouring of support we received through countless messages and calls since yesterday. Moreover, I am incredibly grateful for the amazing Food Bank team and the leadership of Interim President and CEO Allison Goodwin. I can assure you that the operations, events, and programs provided by the Food Bank remain on track and as steady as ever.

We all realize that, even when facing challenges, our neighbors rely on us for food security and to lead the community to end hunger.

You may now be aware that the legal filing has become publicly available since my last message, and it outlines the series of disconcerting allegations, which, if true, are antithetical to our values. Regardless of our views of the alleged conduct or the merits of these claims, we respect the legal system and recognize this deserves due process.

Regrettably, this means we will continue to be very limited in what we can share during – and possibly even after the conclusion of – this process. At the same time, we understand there have been questions about the timeline of Mr. Goodman’s departure and when the board became aware of the allegations in the lawsuit. Allow me to clarify.

In February, the board was notified that a lawsuit would be filed by a former employee against the organization. At that time, we were not provided with details of the claim. On March 4th, Mr. Goodman gave 30 days’ notice of his resignation, and on March 6th the board received details of the lawsuit from the former employee’s attorney. We immediately took the following actions. We formally accepted Goodman’s resignation. We placed him on leave, given the details of the claim. Shortly thereafter, we released him from this notice period in light of the situation.

In addition, and given the gravity of the situation, the board immediately did two things. First, we launched an independent investigation into the claims. Second, we shared our message with the community. This all took place in the last few days.

This is a humbling moment for us. We understand this information will be hard for many in our community to process, too.

This Redwood Empire Food Bank board is resolved in its commitment to respecting the privacy and confidentiality of those involved while remaining

laser focused on ensuring the Food Bank carries out its critically important mission.

We will continue to keep our community informed as best we can as we move forward.



David Berry | Chair, Board of Directors
Redwood Empire Food Bank
3990 Brickway Blvd. | Santa Rosa | CA | 95403
refbboardpresident@refb.org | refb.org

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